

Chapter 199

(Senate Bill 793)

AN ACT concerning

State Personnel – Automatic Step Increases – Standard Pay Plan

FOR the purpose of requiring that regulations adopted by the Secretary of Budget and Management provide for automatic increases from minimum to maximum steps in a certain pay grade of certain pay rates in the Standard Pay Plan for certain employees under certain circumstances; making this Act an emergency measure; and generally relating to automatic step increases in the Standard Pay Plan.

BY repealing and reenacting, without amendments,
Article – State Personnel and Pensions
Section 8–104
Annotated Code of Maryland
(2009 Replacement Volume and 2014 Supplement)

BY repealing and reenacting, with amendments,
Article – State Personnel and Pensions
Section 8–106
Annotated Code of Maryland
(2009 Replacement Volume and 2014 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That the Laws of Maryland read as follows:

Article – State Personnel and Pensions

8–104.

- (a) (1) Pay rates in the Standard Pay Plan may be set by:
 - (i) a series of pay grades and steps within each grade;
 - (ii) fixed rates; or
 - (iii) minimum and maximum amounts.
- (2) Pay rates in the Executive Pay Plan may be set by:
 - (i) a series of executive pay grades and steps within each grade;
 - (ii) fixed rates; or

(iii) minimum and maximum amounts.

(b) In setting or amending a pay rate, the Secretary shall consider:

- (1) the prevailing pay rates for comparable services in private and public employment;
- (2) experience;
- (3) living costs;
- (4) benefits; and
- (5) the financial condition and policies of this State.

(c) A pay rate in either pay plan is subject to any limitations included in the State budget.

8-106.

(a) This section applies only to the Standard Pay Plan.

(b) The regulations adopted under this subtitle shall provide for **AUTOMATIC** increases, from minimum to maximum **STEPS IN A PAY GRADE**, of the pay rates set by the Standard Pay Plan ~~FOR AN EMPLOYEE WHO IS RATED “OUTSTANDING” OR “SATISFACTORY” ON THE EMPLOYEE’S MIDYEAR OR FINAL PERFORMANCE APPRAISAL FORMS~~ WHOSE OVERALL PERFORMANCE IS RATED SATISFACTORY OR ABOVE ON THE EMPLOYEE’S ANNUAL PERFORMANCE APPRAISAL.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act is an emergency measure, is necessary for the immediate preservation of the public health or safety, has been passed by a ye and nay vote supported by three-fifths of all the members elected to each of the two Houses of the General Assembly, and shall take effect from the date it is enacted.

Approved by the Governor, May 12, 2015.