

SENATE BILL 580

P4

7lr2579
CF HB 324

By: **Senators Mathias, Astle, Currie, Feldman, Ferguson, Guzzone, King, Lee, Manno, McFadden, Nathan-Pulliam, Ramirez, Robinson, ~~and Rosapepe~~ Rosapepe, Benson, and Oaks**

Introduced and read first time: February 2, 2017
Assigned to: Finance

Committee Report: Favorable with amendments
Senate action: Adopted
Read second time: March 3, 2017

CHAPTER _____

1 AN ACT concerning

2 **State Personnel – Leap ~~Day Pay Act~~ Year – Personal Leave**

3 FOR the purpose of ~~requiring the Secretary of Budget and Management to amend the~~
4 ~~Standard Pay Plan during a leap year to increase certain pay rates for certain classes~~
5 ~~of State employees to account for a certain day;~~ providing a certain number of days,
6 not to exceed a certain number of hours, of personal leave to State employees during
7 each calendar year that is a leap year; and generally relating to ~~the Standard Pay~~
8 ~~Plan pay rates for classes of~~ personal leave during leap years for State employees.

9 BY repealing and reenacting, with amendments,
10 Article – State Personnel and Pensions
11 Section ~~8-105~~ 9-401
12 Annotated Code of Maryland
13 (2015 Replacement Volume and 2016 Supplement)

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

16 **Article – State Personnel and Pensions**

17 ~~8-105.~~

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 ~~(b) [With] SUBJECT TO SUBSECTION (D) OF THIS SECTION, WITH the~~
 2 ~~approval of the Governor, the Secretary may amend the Standard Pay Plan to increase pay~~
 3 ~~rates for specific classes to:~~

4 ~~(1) recruit or retain competent personnel; or~~

5 ~~(2) ensure that pay rates adequately compensate for the effort, knowledge,~~
 6 ~~responsibility, skills, and working conditions of employees in the class.~~

7 ~~(e) If an amendment affects a position in the Executive Branch that is listed in~~
 8 ~~the budget bill in accordance with § 7-109 of the State Finance and Procurement Article,~~
 9 ~~the amendment is contingent on the approval of the Board of Public Works.~~

10 ~~(d) IN A LEAP YEAR, TO ENSURE THAT NO EMPLOYEE'S PAY RATE IS~~
 11 ~~REDUCED, THE SECRETARY SHALL AMEND THE STANDARD PAY PLAN TO INCREASE~~
 12 ~~PAY RATES FOR ALL CLASSES TO ACCOUNT FOR THE ADDITIONAL DAY IN THE LEAP~~
 13 ~~YEAR.~~

14 ~~(E) An amendment to the Standard Pay Plan may not take effect unless sufficient~~
 15 ~~money is available in the budget to cover the resulting pay rates.~~

16 ~~[(c)] (F) (1) Subject to § 2-1246 of the State Government Article, the~~
 17 ~~Secretary shall report all amendments to the Standard Pay Plan to the General Assembly~~
 18 ~~on or before the 15th day of the next regular legislative session.~~

19 ~~(2) If the General Assembly rejects an amendment, the appropriate~~
 20 ~~reduction in pay rates takes effect as of the next fiscal year.~~

21 9-401.

22 (a) (1) Except as provided in [paragraph] PARAGRAPHS (2) AND (3) of this
 23 subsection, or otherwise provided by law, each employee in the State Personnel
 24 Management System, except a temporary employee, is entitled to 6 days, not to exceed 48
 25 hours, of personal leave with pay at the beginning of the first full pay period of the calendar
 26 year.

27 (2) For the calendar year in which an employee begins employment, the
 28 employee is entitled only to the following personal leave with pay:

29 (i) 6 days, not to exceed 48 hours, if employment begins on or after
 30 January 1 and on or before the last day in February;

31 (ii) 5 days, not to exceed 40 hours, if employment begins on or after
 32 March 1 and on or before April 30;

1 (iii) 4 days, not to exceed 32 hours, if employment begins on or after
2 May 1 and on or before June 30; or

3 (iv) 3 days, not to exceed 24 hours, if employment begins on or after
4 July 1.

5 **(3) FOR EACH CALENDAR YEAR THAT IS A LEAP YEAR, EACH**
6 **EMPLOYEE IN THE STATE PERSONNEL MANAGEMENT SYSTEM, EXCEPT A**
7 **TEMPORARY EMPLOYEE, IS ENTITLED TO 7 DAYS, NOT TO EXCEED 56 HOURS, OF**
8 **PERSONAL LEAVE WITH PAY AT THE BEGINNING OF THE FIRST FULL PAY PERIOD OF**
9 **THE CALENDAR YEAR.**

10 (b) Personal leave may be used for any purpose.

11 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
12 1, 2017.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.