

shall be the duty of the Board to consider the materials developed by the Commissioner, and after consultation with appointing authorities, the State Employees Standard Salary Board shall prepare and recommend to the Governor a pay plan for all classes of positions in both the classified and unclassified service to the end that all positions in such services involving comparable duties, experience, responsibilities and authority shall be paid comparable salaries in accordance with the relative value of the services to be performed. In establishing rates of pay, the State Employees Standard Salary Board shall give consideration to experience, the prevailing rates of pay for the services performed, and for comparable services in public and private employment, living costs, maintenance or other benefits received by employees, and the State's financial condition and policies. Such pay plan shall take effect and shall have the force and effect of law after approval by the Governor, at the time the next State Budget takes effect, if funds for such pay plan are provided therein. Amendments thereto may, from time to time, be recommended by the Board and when approved by the Governor and so included in the next State Budget shall have the force of law in the same manner as if they had been originally incorporated in the schedule. Notwithstanding anything to the contrary hereinbefore, and solely in cases of acute emergency, amendments may be made from time to time in the pay plan to take effect at any time prior to the effective date of the next State Budget, if the amendment is necessary in order to procure or to retain in the State service, essential career administrative employees, performing executive functions, or essential professional or technical employees, and upon approval of the Board of Public Works, after recommendation by the Board, shall have the force of law in the same manner as if they had been originally incorporated in the schedule. Wherever the Board shall find that there is an increase in the market value of services performed by any class, it shall be the duty of the Commissioner of Personnel to identify and present to the Board for consideration at the same time all other related classes which are affected by the same change in market value. Each employee in the classified and in the unclassified service shall be paid at one of the rates set forth in the pay plan for the grade or class of positions in which he is employed. The pay plan shall be used by the Governor in the preparation and submission of his budget. Provided, however, that positions upon the faculties of the University of Maryland, State Teachers' Colleges and Morgan State College, *Registrars and Librarians on the staffs of the State Teachers Colleges, St. Mary's Female Seminary, Morgan State College and University of Maryland*, but not the non-instructional personnel of such institutions, shall be excluded from said pay plan and from the jurisdiction of the State Employees Standard Salary Board.

SEC. 2. *And be it further enacted*, That this Act shall take effect July 1, 1959.

Approved April 28, 1959.