

(9) Recovery of Funds. A sum equal to the amount of such additional expenses of training shall be recoverable by the State of Maryland by any means the State Law Department may prescribe.

(10) Training Specialists. (A) Use of either training or subject matter specialists on a contract or "purchase of training services" basis to plan or conduct training courses for State employees may be appropriate when all of the following conditions exist:

(1) Adequate training in the subject field is not otherwise reasonably available;

(2) The specialist can adequately fulfill the training need at reasonable cost.

(B) Whenever possible and practical, the use of specialists in the fulfillment of training needs will be made available to all departments of the State government and agencies.

(11) Payment of Expenses. (1) Authorization for payment of necessary expenses of training departments are authorized:

(A) To pay all or any part of the salary, pay, or compensation (excluding pay for overtime, holiday, and night differential) of each employee who is selected and assigned for out-service training;

(B) To pay in advance or reimburse the employee for all or any part of the necessary expenses of out-service training including the necessary costs of:

(1) Travel in accordance with the standard travel regulations;

(2) Tuition and related fees;

(3) Library and laboratory services;

(4) Purchase or rental of books;

(5) Other facilities or services directly related to the training of the employee.】

*There is hereby established a training program for State employees to develop them according to their capabilities, to train them to perform their official duties with maximum efficiency, and to attract personnel to State employment. Staff supervision of all manpower training and development under this program, except as otherwise provided by law, is the responsibility of the Secretary of Personnel and shall be carried out under such policy, regulations, and instructions as may be issued by him in accordance with Section 11 of this Article. Public funds may be expended for supplementing and subsidizing training and development only when such expenditures have been certified by the Secretary of Personnel as being in accordance with State training policies and regulations.*

SEC. 2. *And be it further enacted, That this Act shall take effect July 1, 1971.*

Approved May 17, 1971.