

JOINT RESOLUTIONS

WHEREAS, In 1979 the Governor established a Commission on Compensation and Personnel Policies which has been examining many aspects of the State personnel systems; and

WHEREAS, The Gubernatorial Commission has been charged with responsibility to recommend policies for implementation pursuant to periodic review and revision of the State's compensation system including, specifically, examining the levels of compensation for positions or classes of positions to assure equity and efficiency, as well as to determine how they relate to the value to the State of the services performed; and

WHEREAS, In the course of this review and revision, the Commission has been charged with assuring that the position classification and compensation systems continue to conform to the State's policy of comparability, and that they continue to be fair and efficient, specifically examining classes of positions filled predominantly by persons of one sex or of a minority; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That as an integral part of this periodic review and revision, job descriptions and job requirements, both as presently written and in proposed revisions, must be reviewed to assure that they validly reflect those levels of skills, duties, experience, effort, working conditions, responsibilities, and authority normally required by the respective positions, assuring legal sufficiency and avoidance of unnecessary and/or discriminatory criteria; and be it further

RESOLVED, That the General Assembly directs the Governor's Commission on Compensation and Personnel Policies to proceed expeditiously to carry out this charge; and be it further

RESOLVED, That to assure that the State's personnel and compensation systems conform to the State's policy of equity, efficiency, and comparability, the Commission expedite its ongoing review, and the development of any proposals required or appropriate for revision of the State's position evaluation, classification and compensation systems, including, particularly, an examination of the effects of those systems on classes of positions filled predominantly by persons of one sex or of a minority; and be it further

RESOLVED, That it is the intention of the General Assembly that revision of the State's compensation system or classification system be implemented only after modification of the classification and compensation systems to incorporate remedies for any inequities in pay the General Assembly may find to exist that result from unequal pay for positions of comparable skill, effort, working conditions, duties, experience, responsibilities or authority; and be it further

RESOLVED, That whatever tentative conclusions are made by the Governor's Commission on Compensation and Personnel Policies,