

(c) Performance pay shall be implemented for employees in the Skilled Service, Professional Service, and Management Service during Fiscal Year ~~1998~~ 1999.

~~(d) Performance pay shall be implemented for employees in the Skilled and Professional Services during Fiscal Year 1999.~~

~~(e)~~ (d) The current pay plan shall terminate in Fiscal Year 2000.

SECTION ~~6-7-8~~ AND BE IT FURTHER ENACTED, That at the end of June 30, ~~1997~~ 1998, and with no further action required by the General Assembly, Title 9, Subtitle 12 of the State Personnel and Pensions Article, as enacted by this Act, shall be void and of no further effect.

SECTION ~~8-9~~ AND BE IT FURTHER ENACTED, That, because the State has a substantial investment in welfare recipients, the Maryland General Assembly enacted legislation creating a "welfare to work" program as part of its efforts to reform the State's welfare system, and it is the intent of the General Assembly that units in the Executive Branch of State government take appropriate steps to hire these individuals when possible, as part of an effort to get welfare recipients into the workforce. Each unit in the Executive Branch shall report to the General Assembly no later than December 1, in accordance with § 2-1312 of the State Government Article, for each year this section of this Act is in effect, regarding efforts to employ "welfare to work" program participants.

SECTION ~~9-10~~ AND BE IT FURTHER ENACTED, That the present practices of using long-term contractual employees is neither in the best interest of the State nor of its long-term contractual employees. Therefore, the State Department of Personnel and the State Department of Budget and Fiscal Planning shall study the use of long-term contractual employees, pursuant to recommendations made by the Task Force to Reform the State Personnel Management System created by Executive Order, and report to the Governor and, subject to § 2-1312 of the State Government Article, the General Assembly no later than December 1, 1997.

SECTION ~~10-11~~ AND BE IT FURTHER ENACTED, That due to the complex nature of personnel reform for State employees, the Task Force to Reform the State Personnel Management System shall meet quarterly in 1997 to chart the progress the State is making regarding implementation of the State Personnel Management System Reform Act of 1996. The Task Force shall continue studying an appropriate employee salary plan, including the methods of compensation that are being used in the public and private sector.

SECTION ~~11-12~~ AND BE IT FURTHER ENACTED, That the reinstatement provisions of the State Personnel and Pensions Article shall apply to all individuals whose State employment was terminated because their positions were abolished between January 1, 1996 and the effective date of this Act.

SECTION ~~12-13~~ AND BE IT FURTHER ENACTED, That it is the intent of the General Assembly that part-time positions will be available at each pay grade, in all units subject to this Act, for individuals who cannot or choose not to work full time. The appointing authority may waive this requirement to the extent that the appointing authority determines that the requirement conflicts with the efficient performance of the State's personnel force.