

Personnel serve ex-officio as advisory members of the Board without voting privileges.

The Board prepared and recommended 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 be paid in accordance with the standard schedule. In establishing rates of pay, the State Employees Standard Salary Board gives consideration to experience, the prevailing rates of pay for 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. The pay plan, as approved by the Governor, has the force of law. Amendments to the plan may, from time to time, be recommended by the Board, and when approved by the Governor have the force of law. Each employee in the Classified and Unclassified Service is paid at one of the rates set forth in the pay plan for the grade or class of position in which he is employed. The pay plan is used by the Governor in the preparation of the budget. The Board has the authority to formulate rules and regulations for the administration of the Act. These rules include provisions for automatic increases, from minimum to maximum, of the rates established by the schedule; and, after approval by the Governor, have the force of law. Meetings of the Board are held each month (Acts 1953, ch. 310).

Appropriations	1953	1954
General Fund	\$1,600	\$1,600
Staff: None.		

—o—

EMPLOYEES' RETIREMENT SYSTEM

The Board of Trustees:

Chairman: Hooper S. Miles, State Treasurer

Ex-officio Members: J. Millard Tawes, Comptroller of the Treasury; James G. Rennie, Director, Department of Budget and Procurement; Russell S. Davis, State Commissioner of Personnel.

Appointed by the Board of Public Works: Albert W. Ward, 1957.

Elected by the Members: George E. Gannon, 1957; Albert S. Gordon, 1955.

John P. Mannion, Director

Thomas I. Hayes, Executive Secretary

C. W. Barnes, Assistant Executive Secretary

31 Light Street, Baltimore 2

Telephone: Plaza 2-6169

The Employees' Retirement System was established in 1941 to provide a plan of retirement and to administer pensions to retired state employees. The System is under the direction of a Board of Trustees of seven members, four of whom are ex-officio; one is appointed by the Board of Public Works for a four-year term, and two are elected for four year terms by the state employees who are members of the Retirement System. Not included within the Retirement System are the faculty members of the State Teachers Colleges, Morgan State College and the University of Maryland who are mem-