

service agency through which all agencies of the State procure their classified employees.

Appropriations	1957	1958
General Funds	\$316,239	\$330,315
Staff: 63.		

STATE EMPLOYEES STANDARD SALARY BOARD

Chairman: Russell S. Davis, Commissioner of Personnel
 Ex officio Member: George F. Dollinger, Chairman, City Service Commission

Appointive Members: Charles D. Harris, 1962; Willard G. Rouse, 1962; B. Howard Stansbury, 1962.

Lillian Hoshall Trost, Secretary

31 Light Street, Baltimore 2 Telephone: Saratoga 7-7000

The State Employees Standard Salary Board was established in 1941 and re-organized in 1953. By Act of the General Assembly of 1956, the Board was abolished and a new Board was created, effective June 1, 1956. The present Board is composed of the State Commissioner of Personnel, ex officio, as Chairman; the Chairman of the City Service Commission of Baltimore City, ex officio; and a person appointed by the Governor from a list of three names submitted by the Maryland Classified Employees Association, and two persons appointed by the Governor to represent the general public, all three for a period of six years or until such members become officers or employees of the State. The Board serves without compensation.

The Board prepares and recommends 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 gives consideration to experience; to the prevailing rates of pay for the same or comparable services performed in public and private employment; to living costs, maintenance, or other benefits received by employees; and to the State's financial condition and policies. If the Governor approves the pay plan, he uses it in preparing the State budget, and the plan has the force of law at the time the next State budget takes effect if funds for such pay plan are provided therein. The Board may recommend amendments to the plan from time to time and when approved by the Governor and so included in the next State budget, such amendments have the force of law. Solely in cases of acute emergency, amendments may be made from time to time in the pay plan to take effect at any time before 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 Standard Salary Board, such amendments shall have the force of law in the same manner as if they had been originally incorporated in the schedule. 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. Faculty positions of the University of Maryland, State teachers colleges, and Morgan State College are excluded from the jurisdiction of the Salary Board. The Board form-