

The Board is empowered to authorize the payment of cash awards and to incur necessary expenses for honorary recognition of officers and employees in the classified service who, by their suggestion, invention, superior accomplishment or other personal effort, contribute to the efficiency, economy, or other improvement of State operation, or who perform exceptionally meritorious acts or services in the public interest in connection with or related to their official employment.

Awards to employees and expenses for the honorary recognition of employees may be paid from funds or appropriations available to the activity primarily benefiting. The maximum cash award that may be presented to one individual for one suggestion may not exceed \$5,000.00 (Code 1957, 1960 Supp., Art. 64A, sec. 32A).

### STATE EMPLOYEES STANDARD SALARY BOARD

Chairman: Russell S. Davis, Commissioner of Personnel  
 Ex officio member: Francis B. Burch, Chairman, Baltimore City Service Commission  
 Appointed members: Willard G. Rouse, 1962; William E. Voyce, Jr., 1962; K. Brantley Watson, 1962.  
 Lillian Hoshall Trost, Secretary

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The State Employees Standard Salary Board was established by Chapter 395, Acts of 1941, and reorganized by Chapter 310, Acts of 1953. By Chapter 87, Acts 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; 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 and Secretary serve 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, 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 for 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,