

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 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. 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.

Certain positions are excluded from the Board's jurisdiction by the Merit System Law (Code 1957, Art. 64A), and certain other positions are excluded by specific legislative Acts. The Board formulates 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 (Code 1957, 1964 Repl. Vol., 1967 Supp., Art. 64A, secs. 26-30).

Appropriations	1967	1968
General Funds .....	\$2,090	\$16,302,090
Staff: None.		

## EMPLOYEES' RETIREMENT SYSTEM

### Board of Trustees

Chairman: Louis L. Goldstein, Comptroller of the Treasury  
 Ex officio members: John A. Luetkemeyer, State Treasurer; James P. Slicher, Director, Department of Budget and Procurement; Russell S. Davis, State Commissioner of Personnel.  
 Appointed by the Board of Public Works: Albert W. Ward, 1969.  
 Elected by the members: Robert L. Serviss, 1969; George W. Phillips, 1971.

Christ G. Christis, Director  
 Malcolm S. Barlow, Assistant Director

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The Employees' Retirement System was established by Chapter 377, Acts of 1941, to provide a plan of retirement for, and administer pensions to, retired State employees. The System is directed by a board of seven trustees, four of whom are ex officio; of the other three, 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 colleges, Morgan State College, and the University of Maryland, who are members of the Teachers' Retirement System; the uniformed personnel of the Maryland State Police, who have their own retirement plan; and certain other groups of State employees as defined by law (Code