

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] *Secretary* shall give consideration to experience, the prevailing rates of pay for the 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. Such pay plan shall take effect shall have the force and effect of law after approval by the Governor, at the time the next State budget takes effect, if funds for such pay plan are provided therein. Amendments thereto may, from time to time, be recommended by the [Board] *Secretary* and when approved by the Governor and so included in the next State budget shall have the force of law in the same manner as if they had been originally incorporated in the schedule. Notwithstanding anything to the contrary hereinbefore, and solely in cases of acute emergency, amendments may be made from time to time in the pay plan to take effect at any time prior to 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 [Board] *Secretary*, shall have the force of law, in the same manner as if they had been originally incorporated in the schedule. [Wherever the Board shall find that there is an increase in the market value of services performed by any class, it shall be the duty of the Commissioner of Personnel to identify and present to the Board for consideration at the same time all other related classes which are affected by the same change in market value.] Each employee in the classified and in the unclassified service shall be paid at one of the rates set forth in the pay plan for the grade or class of positions in which he is employed. The pay plan shall be used by the Governor in the preparation and submission of his budget. Provided, however, that positions upon the faculties of the University of Maryland, State colleges and Morgan State College, all registrars and librarians designated as holding faculty rank by the respective boards of trustees of the State colleges, St. Mary's Female Seminary, Morgan State College and University of Maryland, teachers, principals, directors of education and supervisors of vocational education on the staffs of Boys' Village of Maryland, Maryland Training School for Boys, Montrose School for Girls, Maryland Children's Centers, Victor Cullen School, and any and all other institutions which are under the supervision, direction, control and general management of the State Department of Public Welfare, but not the noninstructional personnel of such institutions shall be excluded from said pay plan [and from the jurisdiction of the State Employees Standard Salary Board].

(b) The [said Board] *Secretary* shall, when necessary, visit the various State agencies to determine whether or not an employee is properly classified, whether or not his duties conform with his classification, and such other information as may be helpful in preparing said pay plan, and to that end the [Board] *Secretary* may require any State employee to appear before [it] *him* and give evidence.

(c) The [said State Employees Standard Salary Board] ~~Secretary~~ *SECRETARY* is hereby authorized whenever in [its] *his*