

No. 29

(House Joint Resolution No. 60)

A House Joint Resolution concerning

Merit System - Pay Scale - Comparable Worth

FOR the purpose of expressing the concerns and the desires of the General Assembly in relation to the compensation and personnel policies of the Merit System in the State and clarifying that no action may be inferred or undertaken until the General Assembly has taken certain actions.

WHEREAS, It has been for many years the public policy of the State of Maryland that the rates of compensation for each position and class of positions in State employment shall reflect accurately and fairly the value to the State of the services performed; that, in determining that rate of compensation, many factors must be considered; and that, among positions within the State service involving comparable factors, in terms of value to the State, the salaries must be comparable; and

WHEREAS, In order to assure continuing validity of rates of compensation and classifications in light of these policies, the value of each position or class of positions and the resultant rate of compensation for each position or class of positions must be determined only after consideration of factors which include, explicitly rather than implicitly, the normally required levels of skill and effort associated with and the working conditions normally necessitated by the position or class of positions, as well as the presently explicitly specified factors of experience, duties, responsibilities and authority, prevailing rates of pay for the respective services to be performed, rates of compensation for comparable services performed in public and private employment, living costs, employee benefits, and the State's financial condition and policies; and

WHEREAS, It also has been public policy of the State for many years that not only should all State employees and applicants for employment be provided equal opportunity to employment on the basis of merit and fitness, but, further, that no employee or applicant be classified in such a way that he or she is discriminated against with respect to compensation, terms, conditions, or privileges of employment; and

WHEREAS, It has been the policy of the State that the compensation, hiring, and promotion practices of the State periodically be re-examined and revised to assure that they operate efficiently and fairly, and that they continue accurately to reflect the public policies specified above, particularly in the light of changes in working conditions and technology; and