

(House Joint Resolution No. 58)

A House Joint Resolution concerning

Committee to Study of State Employee Classifications

FOR the purpose of requesting the ~~Legislative Policy Committee to appoint a Committee to study State employee classifications in order to establish a competent and efficient work force by providing for greater upward mobility in positions, removal of traditional job barriers, and more educational and training opportunities for employees~~ that the Governor direct the Department of Personnel to develop a plan of action to implement recommendations of the Governor's Commission on Compensation and Personnel Policies, that the Governor provide the plan of action to the Legislative Policy Committee by a certain date, and that the Legislative Policy Committee establish a Committee to advise the Secretary of Personnel in the implementation of the recommendations; and generally relating to a study of State employee classifications.

WHEREAS, The present State employee classification system contains a number of positions that preclude upward mobility opportunities for many State employees; and

~~WHEREAS, These dead-ended positions are generally office and clerical classifications that are traditionally staffed by women and pay an average of 20 percent less than positions traditionally staffed by men; and~~

WHEREAS, This condition results in both the underutilization of talented employees and a massive drain of talented women leads to the loss of competent individuals from State employment; and

WHEREAS, After several years of studying the issue of upgrading and reformulating certain classifications the ~~Department of Personnel has failed to reach a definitive conclusion or to recommend a remedy; and~~ Governor's Commission on Compensation and Personnel Policies has recommended and the Governor has concurred in a plan of action to address this matter; and

WHEREAS, The State cannot afford to leave this problem unresolved and needs to develop a competent and efficient work force by recruiting women and men into nontraditional positions, creating "career ladders" or "bridging positions" and further the education and training opportunities and other applicable programs for all employees as it relates to implementing these concerns; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Governor direct the Department of Personnel to develop a detailed