

(2) Indirect overhead costs, which shall include only those costs that can be attributed solely to the work in question and that would not exist if the work were not performed by State employees. Indirect overhead costs shall include the pro rata share of existing administrative salaries and benefits, rents, equipment costs, utilities, and materials;

(3) Any continuing or transitional costs that would be directly associated with contracting for the work, including unemployment compensation and the cost of transitional services; and

(4) Additional costs of performance of the work by State employees, including the salaries and benefits of additional staff and the cost of additional space, equipment, and materials needed to perform the function.

REVISOR'S NOTE: Chapter _____, Acts of 1988, which enacted Division II of the State Finance and Procurement Article, also amended this section to substitute the word "unit", in subsections (a) and (b)(1), for the former words "procurement agency". See the Revisor's Note to § 57A of this article.

62.

(a) A [procurement agency] UNIT that seeks to enter into a service contract shall submit to the departments a formal plan of assistance to the State employees who will be adversely impacted by the service contract.

(b) The plan shall include, but is not limited to, the following provisions:

(1) Efforts by the [procurement agency] UNIT to place affected employees in vacant positions in that agency or other State agencies;

(2) Provisions in the service contract, if feasible, for the hiring of displaced employees by the contractor;

(3) Prior notification to affected employees 6 months in advance of the adverse impact or on the date the contract is signed, whichever is sooner;

(4) Demonstration by the [agency] UNIT that it has taken formal and positive steps in considering alternatives to contracting, including reorganization, reevaluation of service, and reevaluation of performance.

REVISOR'S NOTE: Chapter _____, Acts of 1988, which enacted Division II of the State Finance and Procurement Article, also amended this section to substitute the