

SECTION 3. AND BE IT FURTHER ENACTED, That, when the new pay plan is established as required by this Act, the Secretary of Personnel shall adjust the salaries of affected employees according to the pay grade and step assigned in the new pay plan. However, if the pay grade and step of any employee as of the June 1 preceding the fiscal year for which the pay plan takes effect, exceeds the new pay grade and step for the employee's classification under the new pay plan, the employee's salary may not be decreased, but shall remain at that level until the amount set by the Secretary of Personnel for that classification is increased to include that salary amount.

SECTION 4. AND BE IT FURTHER ENACTED, That the total amount of salaries paid to employees affected by this Act under the pay plan to be established under this Act, shall not exceed by more than ~~5%~~ 4% the total salaries that would otherwise be paid to these employees ~~in the year~~ based on the salaries in effect on the June 1 prior to the fiscal year the pay plan takes effect. Notwithstanding any other provision of this Act, the Secretary of Personnel shall make a pro rata reduction to the salaries of all affected employees ~~in order~~ except for those whose salaries are not adjusted in accordance with Section 3 of this Act to ensure that the total salaries paid to these employees in the fiscal year the pay plan takes effect shall not exceed the ~~5%~~ 4% threshold specified in this section.

SECTION 5. AND BE IT FURTHER ENACTED, That it is the intent of the General Assembly that the pay plan authorized by this Act shall take effect beginning with fiscal year 1994. To the extent funds are available in the fiscal year 1994 budget, the General Assembly supports the transfer of these funds to the Maryland School for the Deaf so that the costs of the pay plan can be met and the pay plan can take effect in fiscal year 1994.

SECTION 6. AND BE IT FURTHER ENACTED, That, if funds are not ~~transferred~~ available in the fiscal year 1994 budget to provide sufficient funds for the pay plan to be established under this Act, sufficient funds shall be included in the fiscal year 1995 budget so that the pay plan takes effect beginning with fiscal year 1995.

SECTION 7. AND BE IT FURTHER ENACTED, That when employees of the State receive an annual cost of living increase, that increase shall also apply to the salaries of the employees covered under this Act.

SECTION ~~7.~~ 8. AND BE IT FURTHER ENACTED, That this Act is an emergency measure, is necessary for the immediate preservation of the public health and safety, has been passed by a yea and nay vote supported by three-fifths of all the members elected to each of the two Houses of the General Assembly, and shall take effect from the date it is enacted.

Approved May 27, 1993.