

including identification of any positions that are not critical to agency functions. Employees in these positions may be offered a buyout incentive one-month's salary for each year of service, with a maximum accumulation of six months of salary. This incentive shall be available to individual employees in a rational, nondiscriminatory fashion, with a focus on the functions of the positions eliminated.

Plans for this pilot will be developed by DBM before May 1, 2003, including the selection of at least five agencies of varying size to participate in the pilot. Organizational plans developed by agency administrators should identify any positions that are not critical by August 1, 2003, and notify employees affected by these plans by August 15, 2003. Employees, if eligible for the buyout based on the results of these organizational plans, may have until October 1, 2003, to decide whether or not they would like to accept this incentive, and until November 1, 2003, to separate from State service. If eligible employees do not wish to separate from State service under this scenario, the regular layoff process shall apply. Agencies abolishing positions as part of the pilot program may be authorized to fill an equivalent number of more essential positions that are not currently exempt from the hiring freeze.

DBM is required to provide a cost-benefit analysis of the effectiveness of the pilot by June 1, 2004, to the budget committees. Budget savings realized and other policy implications should be considered.

SECTION 47-46. AND BE IT FURTHER ENACTED, That the fiscal 2004 appropriations made for pay-for-performance bonuses shall be deleted. Appropriations for the agencies listed below shall be reduced by the amounts indicated, inclusive of reductions made elsewhere in Comptroller subobject 0156.

<u>Budget Code</u>	<u>Agency</u>	<u>General</u>	<u>Special</u>	<u>Federal</u>	<u>Reimb.</u>
<u>E</u>	<u>Financial and Revenue Adm.</u>		<u>6,125</u>		
<u>H</u>	<u>General Services</u>	<u>473</u>			<u>1,431</u>
<u>J</u>	<u>Transportation</u>		<u>194,911</u>		
<u>P</u>	<u>Labor, Licensing, &amp; Reg.</u>	<u>36,939</u>		<u>260,204</u>	
<u>V</u>	<u>Juvenile Justice</u>	<u>13,946</u>			

Further, pay-for-performance bonuses shall not be paid in fiscal 2004.

SECTION 48-47. AND BE IT FURTHER ENACTED, That the General Assembly intends that Maryland Prepaid College Trust continue making its State loan repayments in fiscal 2004 and repayments be made in each year thereafter until the entire balance is repaid. The amount repaid in fiscal 2004 should be no less than \$120,000.

SECTION 48. AND BE IT FURTHER ENACTED, That the Office of Legislative Audits (OLA) shall audit the accounts and transactions of the Maryland Health Care Foundation to determine the source of any money remaining in the accounts of the foundation and any outstanding obligations of the foundation as of June 1, 2003. On or before October 1, 2003, OLA shall submit the audit report, subject to Section 2-1246 of the State Government Article, to the Senate Budget and Taxation