

(2) THE SECRETARY SHALL HAVE THE SAME AUTHORITY TO IMPLEMENT THIS PROGRAM AS IS DELEGATED TO THE SECRETARY OF PERSONNEL.

(3) FUNDING FOR AN EMPLOYEE PERFORMANCE INCENTIVE AWARDS PROGRAM SHALL BE BUDGETED AS A SEPARATE LINE ITEM IN THE DEPARTMENT'S ANNUAL BUDGET SUBMISSION TO THE GENERAL ASSEMBLY.

(F) ALL PERMANENT EMPLOYEES OF THE DEPARTMENT SHALL:

(1) BE CONSIDERED AS PERMANENT STATE EMPLOYEES FOR THE PURPOSES OF TRANSFERRING TO A POSITION IN THE EXECUTIVE, LEGISLATIVE, OR JUDICIAL BRANCH OF GOVERNMENT;

(2) RECEIVE CREDIT FOR SERVICE WITH THE DEPARTMENT FOR THE PURPOSE OF TRANSFERRING ACCUMULATED SICK AND VACATION LEAVE, SERVICE CREDIT IN THE EMPLOYEES' RETIREMENT SYSTEM, AND ALL OTHER BENEFITS; AND

(3) BE GRANTED THE SAME SALARY CONSIDERATION THAT WOULD BE PROVIDED TO AN EMPLOYEE TRANSFERRING WITHIN THE EXECUTIVE, LEGISLATIVE, OR JUDICIAL BRANCH.

(G) IN ESTABLISHING A PAY PLAN FOR THE DEPARTMENT'S HUMAN RESOURCES MANAGEMENT SYSTEM, THE SECRETARY SHALL USE THE STANDARD SALARY SCHEDULE ADOPTED BY THE SECRETARY OF PERSONNEL PURSUANT TO THE BUDGET. THE SECRETARY SHALL PREPARE AND RECOMMEND A PAY PLAN FOR ALL CLASSES OF POSITIONS IN THE HUMAN RESOURCES MANAGEMENT SYSTEM IN ACCORDANCE WITH ARTICLE 64A, § 27 OF THE CODE. THE SECRETARY SHALL HAVE THE SAME AUTHORITY TO IMPLEMENT A PAY PLAN AS IS DELEGATED TO THE SECRETARY OF PERSONNEL. EMPLOYEES IN THE DEPARTMENT MAY NOT BE PAID SALARIES IN EXCESS OF THOSE PAID TO EMPLOYEES IN SUBSTANTIALLY THE SAME CLASSIFICATIONS IN OTHER STATE AGENCIES.

(H) THE SECRETARY SHALL ESTABLISH AN EXECUTIVE PAY PLAN CONSISTENT WITH ARTICLE 64A, § 27 OF THE CODE. THE SECRETARY SHALL HAVE THE SAME AUTHORITY TO IMPLEMENT AN EXECUTIVE PAY PLAN AS IS DELEGATED TO THE SECRETARY OF PERSONNEL.

(I) THE DEPARTMENT SHALL PERMIT CONTINUATION OF THE RIGHTS OF EMPLOYEE ORGANIZATIONS IN EXISTENCE ON JULY 1, 1992 TO REPRESENT EMPLOYEES AND TO COLLECT DUES THROUGH A CHECKOFF SYSTEM CONSISTENT WITH ARTICLE 64A, § 38A OF THE CODE.