

SENATE BILL 639

J1, P4, R2

0lr0868
CF 0lr2956

By: **Senators Guzzone, Feldman, Kagan, Lee, Peters, Rosapepe, Washington, Young, and Zucker**

Introduced and read first time: February 3, 2020

Assigned to: Finance and Budget and Taxation

A BILL ENTITLED

1 AN ACT concerning

2 **State Medical, Nursing, and Security Personnel – Compensation**

3 FOR the purpose of requiring the pay scale for a certain physician position in a certain
4 facility to be the same as the pay scale for a certain psychiatrist position; requiring
5 certain nursing positions to receive a certain upward adjustment in their pay scales
6 when there is an upward adjustment to the pay scales for initial appointments to
7 certain positions; requiring the pay scale for certain security attendants at a certain
8 facility to be at least equal to the pay scale for correctional officers; requiring the pay
9 plan for a certain nurse position in the Motor Vehicle Administration to be equivalent
10 to the pay scale for certain nursing positions in the Maryland Department of Health;
11 providing for the application of this Act; defining a certain term; and generally
12 relating to the compensation of State employees.

13 BY adding to
14 Article – Health – General
15 Section 10–415
16 Annotated Code of Maryland
17 (2019 Replacement Volume)

18 BY repealing and reenacting, with amendments,
19 Article – Transportation
20 Section 2–103.4(g)
21 Annotated Code of Maryland
22 (2015 Replacement Volume and 2019 Supplement)

23 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
24 That the Laws of Maryland read as follows:

25 **Article – Health – General**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 10-415.

2 (A) (1) IN THIS SUBSECTION, "FACILITY" MEANS:

3 (I) THE CLIFTON T. PERKINS HOSPITAL CENTER;

4 (II) THE EASTERN SHORE HOSPITAL CENTER;

5 (III) THE REGIONAL INSTITUTES FOR CHILDREN AND
6 ADOLESCENTS – BALTIMORE AND ROCKVILLE;

7 (IV) THE SPRINGFIELD HOSPITAL CENTER;

8 (V) THE SPRING GROVE HOSPITAL CENTER;

9 (VI) THE THOMAS B. FINAN HOSPITAL CENTER; OR

10 (VII) THE OFFICE OF HEALTH CARE QUALITY.

11 (2) THE PAY SCALE FOR A "PHYSICIAN CLINICAL SPECIALIST"
12 POSITION IN A FACILITY SHALL BE THE SAME AS A "PSYCHIATRIST CLINICAL
13 GRADUATE" POSITION IN A FACILITY.

14 (3) IN A FISCAL YEAR IN WHICH AN UPWARD ADJUSTMENT TO THE PAY
15 SCALE IS MADE FOR INITIAL APPOINTMENTS TO A "REGISTERED NURSE" POSITION
16 IN A FACILITY, THE "REGISTERED NURSE CHARGE", "REGISTERED NURSE
17 SUPERVISOR", AND "REGISTERED NURSE MANAGER" POSITIONS IN THE SAME
18 FACILITY SHALL RECEIVE AN UPWARD ADJUSTMENT TO THEIR PAY SCALES IN AN
19 AMOUNT AT LEAST EQUAL TO THE ADJUSTMENT FOR THE EMPLOYEES IN A
20 "REGISTERED NURSE" POSITION WHO REPORT TO EMPLOYEES IN THE
21 "REGISTERED NURSE CHARGE", "REGISTERED NURSE SUPERVISOR", AND
22 "REGISTERED NURSE MANAGER" POSITIONS AT THE FACILITY.

23 (B) (1) IN A FISCAL YEAR IN WHICH AN UPWARD ADJUSTMENT TO THE PAY
24 SCALE IS MADE FOR INITIAL APPOINTMENTS TO A "REGISTERED NURSE PERKINS"
25 POSITION AT THE CLIFTON T. PERKINS HOSPITAL CENTER, THE "REGISTERED
26 NURSE CHARGE PERKINS", "REGISTERED NURSE SUPERVISOR PERKINS",
27 "REGISTERED NURSE MANAGER PERKINS", "ASSISTANT DIRECTOR OF NURSING
28 PERKINS", AND "DIRECTOR OF NURSING PERKINS" POSITIONS AT THE CLIFTON T.
29 PERKINS HOSPITAL CENTER SHALL RECEIVE AN UPWARD ADJUSTMENT TO THEIR
30 PAY SCALES IN AN AMOUNT AT LEAST EQUAL TO THE ADJUSTMENT FOR THE
31 EMPLOYEES IN A "REGISTERED NURSE PERKINS" POSITION WHO REPORT TO
32 EMPLOYEES IN THE "REGISTERED NURSE CHARGE PERKINS", "REGISTERED

NURSE SUPERVISOR PERKINS”, “REGISTERED NURSE MANAGER PERKINS”,
“ASSISTANT DIRECTOR OF NURSING PERKINS”, AND “DIRECTOR OF NURSING
PERKINS” POSITIONS.

(2) (I) THIS PARAGRAPH APPLIES ONLY TO EMPLOYEES OF THE
CLIFTON T. PERKINS HOSPITAL CENTER WHO ARE:

1. EMPLOYED IN A “SECURITY ATTENDANT” POSITION;
AND

2. REQUIRED AS A CONDITION OF EMPLOYMENT TO
COMPLETE A CORRECTIONAL TRAINING COURSE APPROVED BY THE CORRECTIONAL
TRAINING COMMISSION UNDER TITLE 8, SUBTITLE 2 OF THE CORRECTIONAL
SERVICES ARTICLE.

(II) THE PAY SCALE FOR A “SECURITY ATTENDANT” POSITION
SHALL BE AT LEAST EQUAL TO THE PAY SCALE FOR A CORRECTIONAL OFFICER
EMPLOYED BY THE DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL
SERVICES.

(C) IN A FISCAL YEAR IN WHICH AN UPWARD ADJUSTMENT TO THE PAY
SCALE IS MADE FOR INITIAL APPOINTMENTS TO A “HEALTH FACILITY SURVEYOR
NURSE I” POSITION IN THE OFFICE OF HEALTH CARE QUALITY, THE “HEALTH
FACILITY SURVEYOR NURSE I” AND “HEALTH FACILITY SURVEYOR NURSE II”
POSITIONS IN THE OFFICE OF HEALTH CARE QUALITY SHALL RECEIVE AN UPWARD
ADJUSTMENT TO THEIR PAY SCALES IN AN AMOUNT EQUAL TO THE ADJUSTMENT
FOR THE “HEALTH FACILITY SURVEYOR NURSE I” POSITION.

Article – Transportation

2–103.4.

(g) (1) 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 Budget and Management pursuant to the budget.

(2) The Secretary shall prepare and recommend a standard pay plan for all
classes of positions in the human resources management system that conforms to the
provisions of §§ 8–101, 8–102, 8–104, 8–105, and 8–109 of the State Personnel and Pensions
Article that govern the standard pay plan of the State.

(3) The Secretary shall have the same authority to implement a standard
pay plan as is delegated to the Secretary of Budget and Management.

1 **(4)** Employees in the Department may not be paid salaries in excess of
2 those paid to employees in substantially the same classifications in other State agencies.

3 **(5) THE PAY PLAN FOR THE “NURSE CASE REVIEWER” POSITION**
4 **SHALL BE EQUIVALENT TO THE PAY SCALE FOR COMPARABLE NURSING POSITIONS**
5 **IN MARYLAND DEPARTMENT OF HEALTH FACILITIES LISTED UNDER § 10–415(A) OF**
6 **THE HEALTH – GENERAL ARTICLE.**

7 SECTION 2. AND BE IT FURTHER ENACTED, That, for fiscal year 2021, the
8 adjustment to the pay scale for the “Registered Nurse Charge Perkins”, “Registered Nurse
9 Supervisor Perkins”, “Registered Nurse Manager Perkins”, “Assistant Director of Nursing
10 Perkins”, and “Director of Nursing Perkins” positions required under § 10–415 of the
11 Health – General Article, as enacted by Section 1 of this Act, shall be applicable to any
12 adjustments to the pay scale for initial appointments to the “Registered Nurse Perkins”
13 position in fiscal years 2019 and 2020.

14 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
15 1, 2020.