# **SENATE BILL 639**

#### J1, P4, R2 0lr0868 CF HB 1525

### By: Senators Guzzone, Feldman, Kagan, Lee, Peters, Rosapepe, Washington, Young, and Zucker Zucker, Kelley, Augustine, Beidle, Hayes, Elfreth, Griffith, and McCray

Introduced and read first time: February 3, 2020 Assigned to: Finance and Budget and Taxation

Committee Report: Favorable with amendments Senate action: Adopted Read second time: March 8, 2020

#### CHAPTER \_\_\_\_\_

#### 1 AN ACT concerning

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## State Medical, Nursing, and Security Personnel – Compensation

3 FOR the purpose of requiring the pay scale for  $\frac{1}{2}$  certain physician position positions in a 4 certain facility to be the same as the pay scale for a certain psychiatrist <del>position</del>  $\mathbf{5}$ positions; requiring certain nursing positions to receive a certain upward adjustment 6 in their pay scales when there is an upward adjustment to the pay scales for initial 7 appointments to certain positions; requiring the pay scale for certain security 8 attendants at a certain facility to be at least equal to the pay scale for correctional 9 officers; requiring the pay plan for a certain nurse position in the Motor Vehicle 10 Administration to be equivalent to the pay scale for certain nursing positions in the Maryland Department of Health; providing for the application of this Act; defining a 11 certain term; and generally relating to the compensation of State employees. 12

- 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

#### EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

<u>Underlining</u> indicates amendments to bill.

Strike out indicates matter stricken from the bill by amendment or deleted from the law by amendment.



	2 SENATE BILL 639
1	(2015 Replacement Volume and 2019 Supplement)
$2 \\ 3$	SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:
4	Article – Health – General
5	10-415.
6	(A) (1) IN THIS SUBSECTION, "FACILITY" MEANS:
7	(I) THE CLIFTON T. PERKINS HOSPITAL CENTER;
8	(II) THE EASTERN SHORE HOSPITAL CENTER;
9	(III) THE REGIONAL INSTITUTES FOR CHILDREN AND
9 10	ADOLESCENTS – BALTIMORE AND ROCKVILLE;
11	(IV) THE SPRINGFIELD HOSPITAL CENTER;
12	(V) THE SPRING GROVE HOSPITAL CENTER;
13	(VI) THE THOMAS B. FINAN HOSPITAL CENTER; OR
14	(VII) THE OFFICE OF HEALTH CARE QUALITY.
$\begin{array}{c} 15\\ 16\\ 17\end{array}$	(2) (1) THE PAY SCALE FOR A "PHYSICIAN CLINICAL SPECIALIST" POSITION IN A FACILITY SHALL BE THE SAME AS A "PSYCHIATRIST CLINICAL GRADUATE" POSITION IN A FACILITY.
18	(II) THE PAY SCALE FOR A "PHYSICIAN CLINICAL STAFF"
$\frac{19}{20}$	<u>POSITION IN A FACILITY SHALL BE THE SAME AS A "PSYCHIATRIST CLINICAL</u> <u>GRADUATE" POSITION IN A FACILITY.</u>
21	(3) IN A FISCAL YEAR IN WHICH AN UPWARD ADJUSTMENT TO THE PAY
$\frac{1}{22}$	SCALE IS MADE FOR INITIAL APPOINTMENTS TO A "REGISTERED NURSE" POSITION
23	IN A FACILITY, THE "REGISTERED NURSE CHARGE", "REGISTERED NURSE
$\frac{24}{25}$	SUPERVISOR", AND "REGISTERED NURSE MANAGER" POSITIONS IN THE SAME FACILITY SHALL RECEIVE AN UPWARD ADJUSTMENT TO THEIR PAY SCALES IN AN
$\frac{26}{26}$	AMOUNT AT LEAST EQUAL TO THE ADJUSTMENT FOR THE EMPLOYEES IN A
27	"REGISTERED NURSE" POSITION WHO REPORT TO EMPLOYEES IN THE
$\frac{28}{29}$	"REGISTERED NURSE CHARGE", "REGISTERED NURSE SUPERVISOR", AND "REGISTERED NURSE MANAGER" POSITIONS AT THE FACILITY.
40	REGISTERED NORSE MANAGER TOSTTONS AT THE FACILITT.

IN A FISCAL YEAR IN WHICH AN UPWARD ADJUSTMENT TO THE PAY 1 **(B)** (1)  $\mathbf{2}$ SCALE IS MADE FOR INITIAL APPOINTMENTS TO A "REGISTERED NURSE PERKINS" POSITION AT THE CLIFTON T. PERKINS HOSPITAL CENTER, THE "REGISTERED 3 NURSE CHARGE PERKINS", "REGISTERED NURSE SUPERVISOR PERKINS", 4 "REGISTERED NURSE MANAGER PERKINS", "ASSISTANT DIRECTOR OF NURSING  $\mathbf{5}$ PERKINS", AND "DIRECTOR OF NURSING PERKINS" POSITIONS AT THE CLIFTON T. 6 PERKINS HOSPITAL CENTER SHALL RECEIVE AN UPWARD ADJUSTMENT TO THEIR 7 8 PAY SCALES IN AN AMOUNT AT LEAST EQUAL TO THE ADJUSTMENT FOR THE EMPLOYEES IN A "REGISTERED NURSE PERKINS" POSITION WHO REPORT TO 9 10 EMPLOYEES IN THE "REGISTERED NURSE CHARGE PERKINS", "REGISTERED NURSE SUPERVISOR PERKINS", "REGISTERED NURSE MANAGER PERKINS", 11 "ASSISTANT DIRECTOR OF NURSING PERKINS", AND "DIRECTOR OF NURSING 12PERKINS" POSITIONS. 13

14(2)(1)THIS PARAGRAPH APPLIES ONLY TO EMPLOYEES OF THE15CLIFTON T. PERKINS HOSPITAL CENTER WHO ARE:

161.EMPLOYED IN A "SECURITY ATTENDANT" POSITION;17AND

18 2. REQUIRED AS A CONDITION OF EMPLOYMENT TO 19 COMPLETE A CORRECTIONAL TRAINING COURSE APPROVED BY THE CORRECTIONAL 20 TRAINING COMMISSION UNDER TITLE 8, SUBTITLE 2 OF THE CORRECTIONAL 21 SERVICES ARTICLE.

22 (II) THE PAY SCALE FOR A "SECURITY ATTENDANT" POSITION 23 SHALL BE AT LEAST EQUAL TO THE PAY SCALE FOR A CORRECTIONAL OFFICER 24 EMPLOYED BY THE DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL 25 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.

33 Article – Transportation

 $34 \quad 2-103.4.$ 

#### **SENATE BILL 639**

1 (g) (1) In establishing a pay plan for the Department's human resources 2 management system, the Secretary shall use the standard salary schedule adopted by the 3 Secretary of Budget and Management pursuant to the budget.

4 (2) The Secretary shall prepare and recommend a standard pay plan for all 5 classes of positions in the human resources management system that conforms to the 6 provisions of §§ 8–101, 8–102, 8–104, 8–105, and 8–109 of the State Personnel and Pensions 7 Article that govern the standard pay plan of the State.

8 (3) The Secretary shall have the same authority to implement a standard 9 pay plan as is delegated to the Secretary of Budget and Management.

10 (4) Employees in the Department may not be paid salaries in excess of 11 those paid to employees in substantially the same classifications in other State agencies.

### 12 (5) THE PAY PLAN FOR THE "NURSE CASE REVIEWER" POSITION 13 SHALL BE EQUIVALENT TO THE PAY SCALE FOR COMPARABLE NURSING POSITIONS 14 IN MARYLAND DEPARTMENT OF HEALTH FACILITIES LISTED UNDER § 10–415(A) OF 15 THE HEALTH – GENERAL ARTICLE.

16 SECTION 2. AND BE IT FURTHER ENACTED, That, for fiscal year 2021, the 17 adjustment to the pay scale for the "Registered Nurse Charge Perkins", "Registered Nurse 18 Supervisor Perkins", "Registered Nurse Manager Perkins", "Assistant Director of Nursing 19 Perkins", and "Director of Nursing Perkins" positions required under § 10–415 of the 20 Health – General Article, as enacted by Section 1 of this Act, shall be applicable to any 21 adjustments to the pay scale for initial appointments to the "Registered Nurse Perkins" 22 position in fiscal years <u>2018</u>, 2019, and 2020.

23 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July
 24 1, 2020.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.

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