



MARTIN O'MALLEY
Governor

ANTHONY BROWN
Lieutenant Governor

T. ELOISE FOSTER
Secretary

DAVID C. ROMANS
Deputy Secretary

FY 2010 FURLOUGH & TEMPORARY SALARY REDUCTION PLAN

SERVICE REDUCTION DAYS

- Routine State government operations will be curtailed on following five days for all non-24/7 employees:
 - Friday, September 4, 2009 – the day before the Labor Day holiday;
 - Wednesday, November 25, 2009 – the day before the Thanksgiving and American Indian Heritage Day holidays; (*Friday, November 27, 2009 for employees of the Department of Transportation)
 - Thursday, December 24, 2009 – the day before Christmas;
 - Thursday, December 31, 2009 – the day before New Year's Day; and
 - Friday, May 28, 2010 – the day before the Memorial Day holiday
- Five administrative leave days for non-24/7 employees making \$40,000 or more will be used during the five Service Reduction Days
- Three administrative leave days for non-24/7 employees making \$39,999 or less will be used during three of the five Service Reduction Days.
 - For the two remaining Service Reduction Days these employees will be allowed to use earned annual, personal or compensatory leave, or they may choose to take a voluntary furlough days of leave without pay

ACROSS THE BOARD SALARY REDUCTIONS FOR ALL EMPLOYEES

- Three-day equivalent across-the-board salary reduction for employees \$39,999 or less
- Five-day equivalent across-the-board salary reduction for employees making \$40,000 or more

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- No impact on pensions or annual leave cash outs

FURLOUGHS FOR NON-24/7 EMPLOYEES

Salary	Furlough Days
0 – \$19,999	0
\$20,000 – \$29,999	0
\$30,000 – \$39,999	0
\$40,000 – \$49,999	3
\$50,000 – \$59,999	4
\$60,000 – \$69,999	4
\$70,000 – \$79,999	4
\$80,000 – \$99,999	4
\$100,000 +	5

REBATE OF LOST OVERTIME EARNINGS FOR ALL EMPLOYEES

The State will propose legislation specifying that employees will be compensated for overtime based on a calculation of what the rate of overtime payment would have been in the absence of an across the board salary reduction.

VOLUNTARY FURLOUGH AND REDUCED WORKWEEK PROGRAMS

Subject to supervisor approval, employees will be allowed to take additional voluntary furloughs or seek the adoption of a 35 hour work week (with a commensurate reduction in pay).