

SENATE BILL 1040

P4

EMERGENCY BILL

5lr3618

By: **Senator Hester**

Introduced and read first time: February 14, 2025

Assigned to: Rules

A BILL ENTITLED

1 AN ACT concerning

2 **Department of Budget and Management – Expedited Hiring Program**
3 **(FEDERAL Jobs Act of 2025)**

4 FOR the purpose of establishing the Expedited Hiring Program in the Department of
5 Budget and Management; authorizing an appointing authority to recruit for certain
6 vacant positions in State government under certain circumstances; authorizing the
7 Secretary of Budget and Management to contract with a certain entity for a certain
8 purpose; and generally relating to the Expedited Hiring Program and the
9 Department of Budget and Management.

10 BY repealing and reenacting, without amendments,
11 Article – State Personnel and Pensions
12 Section 1–101(a), (b), (f), (j), (k), (m), and (p)
13 Annotated Code of Maryland
14 (2024 Replacement Volume and 2024 Supplement)

15 BY adding to
16 Article – State Personnel and Pensions
17 Section 7–201.1
18 Annotated Code of Maryland
19 (2024 Replacement Volume and 2024 Supplement)

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

22 **Article – State Personnel and Pensions**

23 1–101.

24 (a) In this Division I of this article the following words have the meanings
25 indicated.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (b) "Appointing authority" means an individual or a unit of government that has
2 the power to make appointments and terminate employment.

3 (f) Unless expressly provided otherwise, "Department" means the Department of
4 Budget and Management.

5 (j) "Position" means an employment assignment of duties and responsibilities
6 that requires the full-time employment of one individual or less than full-time employment
7 of one or more individuals.

8 (k) "Principal unit" means:

9 (1) a principal department or other principal independent unit of State
10 government; or

11 (2) for an employee of a county board of elections whose employees are
12 covered by this article, the county board of elections.

13 (m) "Secretary" means the Secretary of Budget and Management.

14 (p) "State Personnel Management System" means the personnel system
15 established under § 6-101 of this article.

16 **7-201.1.**

17 **(A) IN THIS SECTION, "PROGRAM" MEANS THE EXPEDITED HIRING**
18 **PROGRAM IN THE DEPARTMENT.**

19 **(B) (1) THERE IS AN EXPEDITED HIRING PROGRAM IN THE**
20 **DEPARTMENT FOR THE PURPOSE OF HIRING ELIGIBLE APPLICANTS FOR VACANT**
21 **POSITIONS IN THE STATE PERSONNEL MANAGEMENT SYSTEM SUBJECT TO THE**
22 **REQUIREMENTS OF THIS SECTION.**

23 **(2) SUBJECT TO THE AVAILABILITY OF FUNDS, THE SECRETARY MAY**
24 **CONTRACT WITH ANOTHER ENTITY TO ASSIST WITH THE IMPLEMENTATION OF THE**
25 **PROGRAM.**

26 **(C) NOTWITHSTANDING ANY OTHER PROVISION OF THIS SUBTITLE, AN**
27 **APPOINTING AUTHORITY:**

28 **(1) MAY RECRUIT FOR A VACANT POSITION IN ACCORDANCE WITH**
29 **THIS SECTION; AND**

1 **(2) SHALL COMPLETE THE RECRUITMENT AND APPOINTMENT FOR**
2 **THE POSITION WITHIN 40 DAYS.**

3 **(D) AN ELIGIBLE APPLICANT FOR THE PROGRAM SHALL BE AN INDIVIDUAL**
4 **APPLYING FOR A VACANT POSITION IN STATE GOVERNMENT WHO:**

5 **(1) WAS PREVIOUSLY EMPLOYED BY THE FEDERAL GOVERNMENT FOR**
6 **AT LEAST 1 YEAR;**

7 **(2) LEFT FEDERAL SERVICE AFTER JANUARY 15, 2025; AND**

8 **(3) HAS RELEVANT FEDERAL EXPERTISE OR EXPERIENCE TO MEET**
9 **THE REQUIREMENTS, BASED ON THE POSITION DESCRIPTION, FOR THE VACANT**
10 **STATE POSITION.**

11 **(E) THE PROGRAM SHALL:**

12 **(1) ALTER JOB TITLES AND POSITION DESCRIPTIONS FOR THE**
13 **PURPOSE OF MAKING THE POSITIONS APPEALING TO FORMER FEDERAL**
14 **GOVERNMENT EMPLOYEES;**

15 **(2) CONDUCT MARKETING AND RECRUITMENT ACTIVITIES TO**
16 **RECRUIT ELIGIBLE APPLICANTS FOR VACANT POSITIONS;**

17 **(3) RATE THE QUALIFICATIONS OF EACH APPLICANT WHILE A VACANT**
18 **POSITION IS OPEN;**

19 **(4) COMMUNICATE WITH APPLICANTS THROUGHOUT THE HIRING**
20 **PROCESS TO MAINTAIN THE APPLICANTS' INTEREST IN THE POSITION; AND**

21 **(5) DEVELOP A PROCESS TO REFER APPLICANTS TO OTHER VACANT**
22 **POSITIONS IN STATE GOVERNMENT.**

23 **(F) THE SECRETARY SHALL ADOPT REGULATIONS TO IMPLEMENT THE**
24 **PROGRAM.**

25 SECTION 2. AND BE IT FURTHER ENACTED, That this Act is an emergency
26 measure, is necessary for the immediate preservation of the public health or safety, has
27 been passed by a ye and nay vote supported by three-fifths of all the members elected to
28 each of the two Houses of the General Assembly, and shall take effect from the date it is
29 enacted.