



Maryland

DEPARTMENT OF BUDGET
AND MANAGEMENT

WES MOORE
Governor

HELENE GRADY
Secretary

ARUNA MILLER
Lieutenant Governor

MARC L. NICOLE
Deputy Secretary

HOUSE BILL 1044 State Agency Workforce Policy for the 21st Century Act

STATEMENT OF INFORMATION WITH AMENDMENT

DATE: March 7, 2024

COMMITTEE: Appropriations

SUMMARY OF BILL: House Bill 1044 as introduced would prohibit a unit of State government in the Executive, Legislative, or Judicial Branch from taking into consideration the educational status of applicants for all jobs. The bill would further require the Secretary of the Department of Budget and Management (DBM) to rename job titles and update position descriptions, identify and establish apprenticeships, offer recommendations to reduce the hiring time, pursue active recruitment strategies and work with designated partners, and promote the benefits of working for State government in job announcements.

EXPLANATION: While DBM supports the legislative intent in House Bill 1044 to reduce the time to hire, make job titles and position descriptions easier to understand, establish apprenticeships, and pursue active recruitment strategies, DBM already has the authority to accomplish many of these goals. DBM is eager to build on the recommendations issued in January 2024 by the Task Force to Modernize the State Personnel Management System, which speak to many of the topics covered by House Bill 1044. While the recommendations of the task force did not provide any specific changes to statute, there are two statutory changes that would align with the intent of the task force:

- **Delete the requirement that position selection plans be submitted to DBM 1 week prior to posting for review and approval:** DBM does not need a week to review and approve position selection plans. In practice, this process takes 24-48 hours. DBM still approves position selection plans before jobs are posted to ensure compliance.
- **Delete language that indicates rating of applicants must be done after a job announcement closes:** The deletion of this language would encourage and authorize raters to rate job applicants continuously, rather than waiting for job announcements to close.

DBM would support the inclusion of these amendments to House Bill 1044.

DBM does not support the language in House Bill 1044 that prohibits a unit of State government from taking into consideration the educational status of applicants for all jobs, with the exception of jobs that require licensure. This language would prohibit job announcements from requiring a degree (*e.g.* GED, high school diploma, or higher) and prohibit hiring managers from asking if an applicant has a degree until after a job offer has been made. Once a job offer has been made, a hiring manager could not rescind a job offer after finding out what educational status an applicant has. These provisions would be very disruptive to the State's hiring process, across all three branches of government, and would seriously restrict hiring managers in their hiring decisions. These provisions would also likely extend the hiring process for all positions as hiring managers may resort to increased testing to ensure applicants have relevant skills to succeed in a position.

POSITION: INFORMATION WITH AMENDMENTS. DBM would support striking the current language in House Bill 1044 and replacing it with the amendments that delete a 1-week DBM review requirement on position selection plans, and deletion of language that discourages continuous rating of job applicants.

**For additional information, contact Laura Vykol-Gray at
(410) 260-6371 or laura.vykol@maryland.gov**