

Department of Legislative Services
Maryland General Assembly
2019 Session

FISCAL AND POLICY NOTE
First Reader

Senate Bill 1046

(Senator Nathan-Pulliam, *et al.*)

Finance

**Office of Personnel Services and Benefits - Study of Diversity of Employees in
State Agencies**

This bill requires the Office of Personnel Services and Benefits (OPSB) within the Department of Budget and Management (DBM) to study the number and salaries of employees employed by the Maryland Department of Health, the Maryland Department of Planning, and DBM in a position at grade 19 or above who are African American, Hispanic, or any other racial minority. By December 1, 2019, OPSB must conduct the study and report its findings to the Governor and the Senate Education, Health, and Environmental Affairs Committee. By June 1, 2020, OPSB must conduct the study a second time and likewise report its findings. **The bill takes effect June 1, 2019, and terminates November 30, 2020.**

Fiscal Summary

State Effect: The bill's requirements can be absorbed within existing budgeted resources. No effect on revenues.

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law: The Office of the Statewide Equal Employment Opportunity (EEO) Coordinator, within DBM, administers and enforces State and federal EEO laws and policies; promotes a work environment free of any unlawful discrimination, harassment, and retaliation; and assists in the building of a well-diversified workforce of Maryland

State government employees and applicants. The Secretary of Budget and Management must report at least annually on the EEO Program to the Governor.

Background: The [*Annual Statewide EEO Report*](#) for fiscal 2018 reports that minorities make up over half of the State's workforce. African Americans represent 44.2% of the workforce and Hispanics or Latinos represent 1.4% of the workforce. Minorities represent a slightly larger share of State government's workforce than in 2013. In fiscal 2018, minorities generally received promotions or upward reclassifications at rates consistent with their share of the workforce. African Americans accounted for 39% of the promotions and 40% of the reclassifications.

Although minorities are well represented in State government, significant disparities remain between races with respect to employment responsibilities and pay. Whites, for example, hold 68% of positions classified as Officials and Administrators and 51% of positions classified as Professionals. African Americans in contrast hold 77% of the Service/Maintenance positions. With respect to special appointments, 65% are White and 26% are African American. The disparities in job categories likely contribute to differences in the salaries paid to Whites and minorities: Whites were paid an average of \$9,858 more than African Americans and \$353 more than other minorities.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Department of Budget and Management; Maryland Department of Health; Maryland Department of Planning; Department of Legislative Services

Fiscal Note History: First Reader - March 18, 2019
mm/mcr

Analysis by: Heather N. Ruby

Direct Inquiries to:
(410) 946-5510
(301) 970-5510