

HOUSE BILL 1096

C8, Q3, Q1

2lr2496

By: **Delegate Feldmark**

Introduced and read first time: February 10, 2022

Assigned to: Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Economic Development Tax Credit Programs – Qualified Position and Qualified**
3 **Employee – Definitions**

4 FOR the purpose of altering the definition of “qualified position” for purposes of eligibility
5 for and the calculation of benefits under the One Maryland and More Jobs for
6 Marylanders economic development tax credit programs; altering the definition of
7 “qualified employee” for purposes of eligibility for and calculation of the credit
8 against the income tax for certain business entities located in an enterprise zone;
9 and generally relating to eligibility for benefits under the Enterprise Zone, One
10 Maryland, and More Jobs for Marylanders economic development tax credit
11 programs.

12 BY repealing and reenacting, without amendments,
13 Article – Economic Development
14 Section 6–401(a), 6–403(a) and (b)(1), 6–801(a) and (i), and 6–804(a) and (b)
15 Annotated Code of Maryland
16 (2018 Replacement Volume and 2021 Supplement)

17 BY repealing and reenacting, with amendments,
18 Article – Economic Development
19 Section 6–401(g) and 6–801(k)
20 Annotated Code of Maryland
21 (2018 Replacement Volume and 2021 Supplement)

22 BY repealing and reenacting, with amendments,
23 Article – Tax – General
24 Section 10–702
25 Annotated Code of Maryland
26 (2016 Replacement Volume and 2021 Supplement)

27 BY repealing and reenacting, without amendments,

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Article – Tax – General
 2 Section 10–741(a) and (b)
 3 Annotated Code of Maryland
 4 (2016 Replacement Volume and 2021 Supplement)

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

7 **Article – Economic Development**

8 6–401.

9 (a) In this subtitle the following words have the meanings indicated.

10 (g) (1) “Qualified position” means:

11 **(I) IF THE POSITION IS FILLED BEFORE OCTOBER 1, 2022, a**
 12 position that:

13 **[(i)] 1.** is a full–time position and is of indefinite duration;

14 **[(ii)] 2.** pays at least 120% of the State minimum wage;

15 **[(iii)] 3.** is in a Tier I county;

16 **[(iv)] 4.** is newly created because a business facility begins or
 17 expands in one location in a Tier I county; and

18 **[(v)] 5.** is filled; OR

19 **(II) IF THE POSITION IS FILLED ON OR AFTER OCTOBER 1, 2022,**
 20 **A POSITION THAT:**

21 **1. IS FULL–TIME AND OF INDEFINITE DURATION;**

22 **2. PAYS AT LEAST:**

23 **A. FOR AN EMPLOYEE CLASSIFICATION FOR WHICH**
 24 **THERE IS A PREVAILING WAGE RATE, AS DEFINED UNDER § 17–201 OF THE STATE**
 25 **FINANCE AND PROCUREMENT ARTICLE, THE PREVAILING WAGE; OR**

26 **B. FOR ANY OTHER EMPLOYEE CLASSIFICATION, 150%**
 27 **OF THE STATE MINIMUM WAGE;**

28 **3. PROVIDES CAREER ADVANCEMENT TRAINING;**

1 **4. AFFORDS THE EMPLOYEE THE RIGHT TO**
2 **COLLECTIVELY BARGAIN FOR WAGES AND BENEFITS;**

3 **5. PROVIDES PAID LEAVE;**

4 **6. IS CONSIDERED COVERED EMPLOYMENT FOR**
5 **PURPOSES OF UNEMPLOYMENT INSURANCE BENEFITS IN ACCORDANCE WITH TITLE**
6 **8 OF THE LABOR AND EMPLOYMENT ARTICLE;**

7 **7. ENTITLES THE EMPLOYEE TO WORKERS'**
8 **COMPENSATION BENEFITS IN ACCORDANCE WITH TITLE 9 OF THE LABOR AND**
9 **EMPLOYMENT ARTICLE;**

10 **8. OFFERS EMPLOYER-PROVIDED HEALTH INSURANCE**
11 **BENEFITS WITH MONTHLY PREMIUMS THAT DO NOT EXCEED 8.5% OF THE**
12 **EMPLOYEE'S NET MONTHLY EARNINGS;**

13 **9. OFFERS RETIREMENT BENEFITS;**

14 **10. IS IN A TIER I COUNTY;**

15 **11. IS NEWLY CREATED BECAUSE A BUSINESS FACILITY**
16 **BEGINS OR EXPANDS IN ONE LOCATION IN A TIER I COUNTY; AND**

17 **12. IS FILLED.**

18 (2) "Qualified position" does not include a position that is:

19 (i) created when an employment function is shifted from an existing
20 business facility of a business entity in the State to another business facility of the same
21 business entity if the position is not a net new job in the State;

22 (ii) created through a change in ownership of a trade or business;

23 (iii) created through a consolidation, merger, or restructuring of a
24 business entity if the position is not a net new job in the State;

25 (iv) created when an employment function is contractually shifted
26 from an existing business entity in the State to another business entity if the position is
27 not a net new job in the State; or

28 (v) filled for a period of less than 12 months.

1 (a) (1) A qualified business entity may claim a project tax credit for the cost of
 2 an eligible economic development project in a Tier I county if the total eligible project cost
 3 for the eligible economic development project is at least \$500,000.

4 (2) A qualified business entity is not entitled to a project tax credit for a
 5 cost incurred before notifying the Department of its intent to seek certification as qualifying
 6 for the project tax credit.

7 (b) (1) (i) Subject to the limitation in paragraph (2) of this subsection, the
 8 project tax credit allowed under this section is the lesser of the maximum amount specified
 9 in subparagraph (ii) of this paragraph and the total eligible project cost for the eligible
 10 economic development project, less the amount of the credit previously taken for the project
 11 in prior taxable years.

12 (ii) For purposes of calculation of the credit under subparagraph (i)
 13 of this paragraph, the maximum amount is:

14 1. \$5,000,000, if the qualified business entity creates at least
 15 50 qualified positions;

16 2. \$2,500,000, if the qualified business entity creates at least
 17 25 qualified positions but fewer than 50 qualified positions; or

18 3. \$1,000,000, if the qualified business entity creates at least
 19 10 qualified positions but fewer than 25 qualified positions.

20 6–801.

21 (a) In this subtitle the following words have the meanings indicated.

22 (i) “Program” means the More Jobs for Marylanders Program established under
 23 this subtitle.

24 (k) (1) “Qualified position” means:

25 (I) IF THE POSITION IS FILLED BEFORE OCTOBER 1, 2022, a
 26 position that:

27 [(i)] 1. is full-time and of indefinite duration;

28 [(ii) 1.] 2. A. except as provided in item [2] B of this item, for a
 29 position in a facility that is located in an opportunity zone, pays an average annual salary
 30 that exceeds \$50,000; or

1 **[2.] B.** for a position in a facility of a business entity
2 described under subsection (c)(1)(i) of this section, pays at least 120% of the State minimum
3 wage;

4 **[(iii)] 3.** is located in a facility;

5 **[(iv)] 4.** is newly created at a single facility in the State; and

6 **[(v)] 5.** is filled; **OR**

7 **(II) IF THE POSITION IS FILLED ON OR AFTER OCTOBER 1, 2022,**
8 **A POSITION THAT:**

9 **1. IS FULL-TIME AND OF INDEFINITE DURATION;**

10 **2. A. EXCEPT AS PROVIDED IN ITEM B OF THIS ITEM,**
11 **FOR A POSITION IN A FACILITY THAT IS LOCATED IN AN OPPORTUNITY ZONE, PAYS**
12 **AN AVERAGE ANNUAL SALARY THAT EXCEEDS \$50,000; OR**

13 **B. FOR A POSITION IN A FACILITY OF A BUSINESS ENTITY**
14 **DESCRIBED UNDER SUBSECTION (C)(1)(I) OF THIS SECTION, PAYS AT LEAST 150%**
15 **OF THE STATE MINIMUM WAGE;**

16 **3. PROVIDES CAREER ADVANCEMENT TRAINING;**

17 **4. AFFORDS THE EMPLOYEE THE RIGHT TO**
18 **COLLECTIVELY BARGAIN FOR WAGES AND BENEFITS;**

19 **5. PROVIDES PAID LEAVE;**

20 **6. IS CONSIDERED COVERED EMPLOYMENT FOR**
21 **PURPOSES OF UNEMPLOYMENT INSURANCE BENEFITS IN ACCORDANCE WITH TITLE**
22 **8 OF THE LABOR AND EMPLOYMENT ARTICLE;**

23 **7. ENTITLES THE EMPLOYEE TO WORKERS'**
24 **COMPENSATION BENEFITS IN ACCORDANCE WITH TITLE 9 OF THE LABOR AND**
25 **EMPLOYMENT ARTICLE;**

26 **8. OFFERS EMPLOYER-PROVIDED HEALTH INSURANCE**
27 **BENEFITS WITH MONTHLY PREMIUMS THAT DO NOT EXCEED 8.5% OF THE**
28 **EMPLOYEE'S NET MONTHLY EARNINGS;**

29 **9. OFFERS RETIREMENT BENEFITS;**

1 **10. IS LOCATED IN A FACILITY;**

2 **11. IS NEWLY CREATED AT A SINGLE FACILITY IN THE**
3 **STATE; AND**

4 **12. IS FILLED.**

5 (2) “Qualified position” does not include a position that is:

6 (i) created when an employment function is shifted from an existing
7 facility of a business entity in the State to another facility of the same business entity if the
8 position is not a net new job in the State;

9 (ii) created through a change in ownership of a trade or business;

10 (iii) created through a consolidation, merger, or restructuring of a
11 business entity if the position is not a net new job in the State;

12 (iv) created when an employment function is contractually shifted
13 from an existing business entity to another business entity in the State if the position is
14 not a net new job in the State; or

15 (v) filled for a period of less than 12 months.

16 6–804.

17 (a) The Program benefits authorized under this section may be claimed by a
18 qualified business entity for up to 10 consecutive benefit years.

19 (b) On enrollment in the Program:

20 (1) a new business entity in a Tier I area is eligible for:

21 (i) a credit against the State income tax, established under §
22 10–741(b) of the Tax – General Article;

23 (ii) a credit against the State property tax, established under §
24 9–110 of the Tax – Property Article;

25 (iii) a refund of sales and use tax paid during the immediately
26 preceding taxable year, as provided under § 11–411 of the Tax – General Article; and

27 (iv) a waiver of fees charged by the State Department of Assessments
28 and Taxation, established under § 1–203.1 of the Corporations and Associations Article;
29 and

1 (2) except as provided in subsection (c) of this section, an existing business
2 entity that operates an eligible project is eligible for a credit against the State income tax,
3 established under § 10-741(b) of the Tax – General Article.

4 **Article – Tax – General**

5 10-702.

6 (a) (1) In this section the following words have the meanings indicated.

7 (2) (i) “Business entity” means:

8 1. a person conducting or operating a trade or business; or

9 2. an organization that is exempt from taxation under §
10 501(c)(3) or (4) of the Internal Revenue Code.

11 (ii) “Business entity” does not include a person owning, operating,
12 developing, constructing, or rehabilitating property intended for use primarily as single or
13 multifamily residential property located within the enterprise zone.

14 (3) “Economically disadvantaged individual” means an individual who is
15 certified by provisions that the Maryland Department of Labor adopts as an individual who,
16 before becoming employed by a business entity in an enterprise zone:

17 (i) was both unemployed for at least 30 consecutive days and
18 qualified to participate in training activities for the economically disadvantaged under the
19 federal Workforce Innovation and Opportunity Act or its successor; or

20 (ii) in the absence of an applicable federal act, met the criteria for an
21 economically disadvantaged individual that the Secretary of Labor sets.

22 (4) (i) “Enterprise zone” has the meaning stated in § 5-701 of the
23 Economic Development Article.

24 (ii) “Enterprise zone” includes a Regional Institution Strategic
25 Enterprise zone established under Title 5, Subtitle 14 of the Economic Development Article.

26 (5) “Focus area” has the meaning stated in § 5-701 of the Economic
27 Development Article.

28 (6) “Focus area employee” means an individual who:

29 (i) is a new employee or an employee rehired after being laid off for
30 more than 1 year by a business entity;

1 (ii) is employed by a business entity at least 35 hours each week for
2 at least 12 months before or during the taxable year for which the entity claims a credit;

3 (iii) spends at least 50 percent of the hours under item (ii) of this
4 paragraph either in the focus area or on activities of the business entity resulting directly
5 from its location in the focus area;

6 (iv) is hired by the business entity after the later of:

7 1. the date on which the focus area is designated; or

8 2. the date on which the business entity located in the focus
9 area; and

10 (v) 1. **FOR AN INDIVIDUAL HIRED OR REHIRED BEFORE**
11 **OCTOBER 1, 2022**, earns at least [150 percent] **150%** of the federal minimum wage; **OR**

12 **2. FOR AN INDIVIDUAL HIRED OR REHIRED ON OR AFTER**
13 **OCTOBER 1, 2022, IS EMPLOYED IN A QUALIFIED POSITION.**

14 (7) “Qualified employee” means an individual who:

15 (i) is a new employee or an employee rehired after being laid off for
16 more than 1 year by a business entity;

17 (ii) is employed by a business entity at least 35 hours each week for
18 at least 6 months before or during the taxable year for which the entity claims a credit;

19 (iii) spends at least 50% of the hours under item (ii) of this paragraph,
20 either in the enterprise zone or on activities of the business entity resulting directly from
21 its location in the enterprise zone;

22 (iv) 1. **FOR AN INDIVIDUAL HIRED OR REHIRED BEFORE**
23 **OCTOBER 1, 2022**, earns at least 150% of the federal minimum wage; [and] **OR**

24 **2. FOR AN INDIVIDUAL HIRED OR REHIRED ON OR AFTER**
25 **OCTOBER 1, 2022, IS EMPLOYED IN A QUALIFIED POSITION; AND**

26 (v) is hired by the business entity after the later of:

27 1. the date on which the enterprise zone is designated; or

28 2. the date on which the business entity locates in the
29 enterprise zone.

30 (8) **“QUALIFIED POSITION” MEANS A POSITION THAT:**

1 **(I) PAYS AT LEAST:**

2 **1. FOR AN EMPLOYEE CLASSIFICATION FOR WHICH**
3 **THERE IS A PREVAILING WAGE RATE, AS DEFINED UNDER § 17–201 OF THE STATE**
4 **FINANCE AND PROCUREMENT ARTICLE, THE PREVAILING WAGE; OR**

5 **2. FOR ANY OTHER EMPLOYEE CLASSIFICATION, 150%**
6 **OF THE STATE MINIMUM WAGE;**

7 **(II) PROVIDES CAREER ADVANCEMENT TRAINING;**

8 **(III) AFFORDS THE EMPLOYEE THE RIGHT TO COLLECTIVELY**
9 **BARGAIN FOR WAGES AND BENEFITS;**

10 **(IV) PROVIDES PAID LEAVE;**

11 **(V) IS CONSIDERED COVERED EMPLOYMENT FOR PURPOSES OF**
12 **UNEMPLOYMENT INSURANCE BENEFITS IN ACCORDANCE WITH TITLE 8 OF THE**
13 **LABOR AND EMPLOYMENT ARTICLE;**

14 **(VI) ENTITLES THE EMPLOYEE TO WORKERS' COMPENSATION**
15 **BENEFITS IN ACCORDANCE WITH TITLE 9 OF THE LABOR AND EMPLOYMENT**
16 **ARTICLE;**

17 **(VII) OFFERS EMPLOYER–PROVIDED HEALTH INSURANCE**
18 **BENEFITS WITH MONTHLY PREMIUMS THAT DO NOT EXCEED 8.5% OF THE**
19 **EMPLOYEE'S NET MONTHLY EARNINGS; AND**

20 **(VIII) OFFERS RETIREMENT BENEFITS.**

21 (b) (1) Any business entity that is located in an enterprise zone and satisfies
22 the requirements of § 5–707 of the Economic Development Article may claim a credit only
23 against the State income tax for the wages specified in subsections (c) and (d) of this section
24 that are paid in the taxable year for which the entity claims the credit.

25 (2) A business entity that is located in a focus area and satisfies the
26 requirements of § 5–707 of the Economic Development Article may claim a credit only
27 against the State income tax for the wages specified in subsection (e) of this section that
28 are paid to a focus area employee in the taxable year for which the entity claims the credit.

29 (3) An organization that is exempt from taxation under § 501(c)(3) or (4) of
30 the Internal Revenue Code may apply the credit under this section as a credit against

1 income tax due on unrelated business taxable income as provided under §§ 10–304 and
2 10–812 of this title.

3 (c) If a business entity does not claim an enhanced tax credit under subsection (e)
4 of this section for a focus area employee, for the taxable year in which a business entity
5 satisfies the requirements of § 5–707 or § 5–1406 of the Economic Development Article, a
6 credit is allowed that equals:

7 (1) up to \$3,000 of the wages paid to each qualified employee who:

8 (i) is an economically disadvantaged individual; and

9 (ii) is not hired to replace an individual whom the business entity
10 employed in that or any of the 3 preceding taxable years; and

11 (2) up to \$1,000 of the wages paid to each qualified employee who:

12 (i) is not an economically disadvantaged individual; and

13 (ii) is not hired to replace an individual whom the business entity
14 employed in that or any of the 3 preceding taxable years.

15 (d) (1) If a business entity does not claim an enhanced tax credit under
16 subsection (e) of this section for a focus area employee, for each taxable year after the
17 taxable year described in subsection (c) of this section, while the area is designated an
18 enterprise zone, a credit is allowed that equals:

19 (i) up to \$3,000 of the wages paid to each qualified employee who:

20 1. is an economically disadvantaged individual;

21 2. became a qualified employee during the taxable year to
22 which the credit applies; and

23 3. is not hired to replace an individual whom the business
24 entity employed in that or any of the 3 preceding taxable years;

25 (ii) up to \$2,000 of the wages paid to each qualified employee who is
26 an economically disadvantaged individual, if the business entity received a credit under
27 subsection (c)(1) of this section for the qualified employee in the immediately preceding
28 taxable year; and

29 (iii) up to \$1,000 of the wages paid to each qualified employee who is
30 not hired to replace an individual whom the business entity employed in that or any of the
31 3 preceding taxable years if the qualified employee:

1 1. is an economically disadvantaged individual for whom the
2 business entity received a credit under subsection (c)(1) of this section or item (i) of this
3 paragraph and a credit under item (ii) of this paragraph in the 2 immediately preceding
4 taxable years; or

5 2. is not an economically disadvantaged individual but
6 became a qualified employee during the taxable year to which the credit applies.

7 (2) A business entity that hires a qualified employee to replace another
8 qualified employee for whom the business entity received a credit under subsection (c)(1) of
9 this section and paragraph (1)(ii) of this subsection in the immediately preceding taxable
10 year may treat the new qualified employee as the replacement for the other qualified
11 employee to determine any credit that may be available to the business entity under
12 paragraph (1)(ii) or (iii) of this subsection.

13 (e) (1) For the taxable year in which a business entity satisfies the
14 requirements of §§ 5–706 and 5–707 or § 5–1406 of the Economic Development Article, a
15 credit is allowed that equals:

16 (i) up to \$4,500 of the wages paid to each focus area employee who:

17 1. is an economically disadvantaged individual; and

18 2. is not hired to replace an individual whom the business
19 entity employed in that year or any of the 3 preceding taxable years; and

20 (ii) up to \$1,500 of the wages paid to each focus area employee who:

21 1. is not an economically disadvantaged individual; and

22 2. is not hired to replace an individual whom the business
23 entity employed in that year or any of the 3 preceding taxable years.

24 (2) For each taxable year after the taxable year described in paragraph (1)
25 of this subsection, while the area is designated a focus area, a credit is allowed that equals:

26 (i) up to \$4,500 of the wages paid to each focus area employee who:

27 1. is an economically disadvantaged individual;

28 2. became a focus area employee during the taxable year to
29 which the credit applies; and

30 3. is not hired to replace an individual whom the business
31 entity employed in that year or any of the 3 preceding taxable years;

1 (ii) up to \$3,000 of the wages paid to each focus area employee who
2 is an economically disadvantaged individual, if the business entity received a credit under
3 paragraph (1)(i) of this subsection for the focus area employee in the immediately preceding
4 taxable year; and

5 (iii) up to \$1,500 of the wages paid to each focus area employee who
6 is not hired to replace an individual whom the business entity employed in that year or any
7 of the 3 preceding taxable years if the focus area employee:

8 1. is an economically disadvantaged individual for whom the
9 business entity received a credit under item (ii) of this paragraph in the 2 immediately
10 preceding taxable years and under:

11 A. paragraph (1)(i) of this subsection; or

12 B. item (i) of this paragraph; or

13 2. is not an economically disadvantaged individual but
14 became a focus area employee during the taxable year to which the credit applies.

15 (3) A business entity that hires a focus area employee to replace another
16 focus area employee for whom the business entity received a credit under paragraph (1)(i)
17 of this subsection and paragraph (2)(ii) of this subsection in the immediately preceding
18 taxable year may treat the focus area employee as the replacement for the other focus area
19 employee to determine any credit that may be available to the business entity under
20 paragraph (2)(ii) or (iii) of this subsection.

21 (f) If the credit allowed under this section in any taxable year exceeds the State
22 income tax for that taxable year, a business entity may apply the excess as a credit against
23 the State income tax for succeeding taxable years until the earlier of:

24 (1) the full amount of the excess is used; or

25 (2) the expiration of the 5th taxable year from the date on which the
26 business entity hired the qualified employee to whom the credit first applies.

27 (g) If a credit is claimed under this section, the claimant must make the addition
28 required in § 10–205, § 10–206, or § 10–306 of this title.

29 10–741.

30 (a) (1) In this section the following words have the meanings indicated.

31 (2) “Business entity” has the meaning stated in § 6–801 of the Economic
32 Development Article.

33 (3) “Department” means the Department of Commerce.

1 (4) “Eligible project” has the meaning stated in § 6–801 of the Economic
2 Development Article.

3 (5) “Existing business entity” has the meaning stated in § 6–801 of the
4 Economic Development Article.

5 (6) “New business entity” has the meaning stated in § 6–801 of the
6 Economic Development Article.

7 (7) “Qualified business entity” has the meaning stated in § 6–801 of the
8 Economic Development Article.

9 (8) “Qualified position” has the meaning stated in § 6–801 of the Economic
10 Development Article.

11 (9) “Tier I area” has the meaning stated in § 6–801 of the Economic
12 Development Article.

13 (10) “Tier II area” has the meaning stated in § 6–801 of the Economic
14 Development Article.

15 (b) (1) Subject to the limitations of this section, an individual or corporation
16 that is a new business entity that operates an eligible project in a Tier I area or an existing
17 business entity that operates an eligible project may claim a credit against the State income
18 tax equal to the amount stated in the final tax credit certificate approved by the
19 Department for an eligible project.

20 (2) The amount of the credit authorized under paragraph (1) of this
21 subsection is equal to the product of:

22 (i) the State employer withholding amount, which is equal to the
23 highest tax rate listed in § 10–105(a) of this title; and

24 (ii) the total amount of wages paid for each qualified position at an
25 eligible project.

26 (3) If the tax credit allowed under this section in any taxable year exceeds
27 the total tax otherwise payable by the qualified business entity for that taxable year, the
28 qualified business entity may claim a refund in the amount of the excess.

29 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
30 1, 2022, and shall be applicable to all taxable years beginning after December 31, 2021.