

HOUSE BILL 520

P4

5lr1085

By: **Delegates Wolek, Hinebaugh, Smith, and Solomon**

Introduced and read first time: January 22, 2025

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel – Job Sharing Arrangements and Tri-Position Identification**
3 **Number System**
4 **(Maryland Workforce Retention, Recruitment, and Reentry Act)**

5 FOR the purpose of establishing, to the extent practicable, a certain Tri-Position
6 Identification Number (Tri-PIN) system that is applicable to the Executive Branch
7 of State government; requiring certain appropriate officials in State government to
8 review vacant positions for potential placement in a Tri-PIN system that enables
9 positions to be filled with part-time employees under a certain job sharing
10 arrangement or with a full-time employee; requiring the appropriate officials to
11 advertise and recruit for a vacant position based on the results of the review; and
12 generally relating to job sharing arrangements and a Tri-PIN system in State
13 government.

14 BY adding to
15 Article – State Personnel and Pensions
16 Section 2-313
17 Annotated Code of Maryland
18 (2024 Replacement Volume and 2024 Supplement)

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

21 **Article – State Personnel and Pensions**

22 **2-313.**

23 **(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS**
24 **INDICATED.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(2) “APPROPRIATE OFFICIAL” MEANS A SECRETARY OF A PRINCIPAL**
2 **DEPARTMENT OF THE EXECUTIVE BRANCH OF STATE GOVERNMENT.**

3 **(3) “JOB SHARING ARRANGEMENT” MEANS AN EMPLOYMENT**
4 **ARRANGEMENT IN WHICH TWO PART-TIME EMPLOYEES SHARE AND PERFORM THE**
5 **DUTIES NORMALLY PERFORMED BY ONE FULL-TIME EMPLOYEE.**

6 **(4) “TRI-POSITION IDENTIFICATION NUMBER (TRI-PIN) SYSTEM”**
7 **MEANS A SYSTEM THAT DESIGNATES UP TO THREE POSITION IDENTIFICATION**
8 **NUMBERS (PIN) FOR EMPLOYMENT IN A POSITION TRADITIONALLY FILLED BY ONE**
9 **EMPLOYEE IN WHICH THE POSITION MAY INSTEAD BE FILLED BY:**

10 **(I) A FULL-TIME EMPLOYEE WITH ONE PIN; OR**

11 **(II) TWO PART-TIME EMPLOYEES WHO ARE IN A JOB SHARING**
12 **ARRANGEMENT AND EACH HAVE THEIR OWN PIN.**

13 **(B) THIS SECTION APPLIES TO ALL UNITS IN THE EXECUTIVE BRANCH OF**
14 **STATE GOVERNMENT, INCLUDING ALL UNITS WITH INDEPENDENT PERSONNEL**
15 **SYSTEMS.**

16 **(C) SUBJECT TO SUBSECTION (D) OF THIS SECTION, THERE SHALL BE A**
17 **TRI-PIN SYSTEM APPLICABLE TO EACH UNIT OF STATE GOVERNMENT TO THE**
18 **EXTENT PRACTICABLE.**

19 **(D) EACH APPROPRIATE OFFICIAL SHALL, FOR THE APPROPRIATE**
20 **OFFICIAL’S APPLICABLE UNIT OF STATE GOVERNMENT:**

21 **(1) SUBJECT TO SUBSECTION (E) OF THIS SECTION, REVIEW EACH**
22 **NEW OR EXISTING VACANCY IN A POSITION OCCURRING ON OR AFTER OCTOBER 1,**
23 **2025, FOR POTENTIAL PLACEMENT IN A TRI-PIN SYSTEM FOR THE VACANT**
24 **POSITION;**

25 **(2) COMPLETE EACH REVIEW REQUIRED UNDER ITEM (1) OF THIS**
26 **SUBSECTION WITHIN 15 MONTHS FOLLOWING A POSITION VACANCY; AND**

27 **(3) ON COMPLETION OF EACH REVIEW REQUIRED UNDER ITEM (1) OF**
28 **THIS SUBSECTION, AS APPROPRIATE:**

29 **(I) DESIGNATE THE VACANT POSITION AS ELIGIBLE FOR**
30 **PLACEMENT IN A TRI-PIN SYSTEM; OR**

1 **(II) MAKE A RECORD EXPLAINING WHY THE VACANT POSITION**
2 **IS INELIGIBLE FOR PLACEMENT IN A TRI-PIN SYSTEM AND SHOULD BE FILLED BY**
3 **ONLY ONE FULL-TIME EMPLOYEE.**

4 **(E) WHEN CONDUCTING A REVIEW REQUIRED UNDER SUBSECTION (D) OF**
5 **THIS SECTION, EACH APPROPRIATE OFFICIAL SHALL CONSIDER:**

6 **(1) THE FEASIBILITY OF DIVIDING JOB DUTIES AMONG TWO**
7 **PART-TIME EMPLOYEES WITHOUT:**

8 **(I) COMPROMISING THE QUALITY OR TIMELINESS OF WORK; OR**

9 **(II) ALTERING THE BUDGETARY REQUIREMENTS FOR THE**
10 **POSITION IF THE POSITION WERE TO BE FILLED BY ONE FULL-TIME EMPLOYEE;**

11 **(2) THE AVAILABILITY OF QUALIFIED PART-TIME CANDIDATES;**

12 **(3) POTENTIAL RECRUITMENT REQUIREMENTS;**

13 **(4) ANY IMPLICATIONS OF JOB SHARING ARRANGEMENTS ON**
14 **COMPLIANCE WITH LABOR LAWS, EMPLOYMENT BENEFITS, AND POTENTIAL**
15 **LIABILITY OR RISKS; AND**

16 **(5) ANY OTHER RELEVANT CRITERIA.**

17 **(F) EACH APPROPRIATE OFFICIAL SHALL ADVERTISE AND RECRUIT FOR A**
18 **VACANT POSITION BASED ON THE RESULTS OF THE REVIEW CONDUCTED UNDER**
19 **SUBSECTION (D) OF THIS SECTION.**

20 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
21 October 1, 2025.