

# SENATE BILL 1040

P4

EMERGENCY BILL

5lr3618

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By: ~~Senator Hester~~ Senators Hester, Benson, Ferguson, Guzzone, Hettleman, M. Jackson, King, Lewis Young, McCray, Rosapepe, and Zucker, Attar, Augustine, Beidle, Brooks, Charles, Ellis, Feldman, Gile, Hayes, Henson, C. Jackson, James, Kagan, Kramer, Lam, Love, Muse, Smith, Sydnor, Waldstreicher, A. Washington, M. Washington, and Watson

Introduced and read first time: February 14, 2025

Assigned to: Rules

Re-referred to: Budget and Taxation, March 11, 2025

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Committee Report: Favorable with amendments

Senate action: Adopted with floor amendments

Read second time: March 20, 2025

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## CHAPTER \_\_\_\_\_

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

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



(2024 Replacement Volume and 2024 Supplement)

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

**Article – State Personnel and Pensions**

1–101.

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

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

(f) Unless expressly provided otherwise, “Department” means the Department of Budget and Management.

(j) “Position” means an employment assignment of duties and responsibilities that requires the full–time employment of one individual or less than full–time employment of one or more individuals.

(k) “Principal unit” means:

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

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

(m) “Secretary” means the Secretary of Budget and Management.

(p) “State Personnel Management System” means the personnel system established under § 6–101 of this article.

**7–201.1.**

**(A) IN THIS SECTION, “PROGRAM” MEANS THE EXPEDITED HIRING PROGRAM IN THE DEPARTMENT.**

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

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

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

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

(2) SHALL AIM TO COMPLETE THE RECRUITMENT ~~AND APPOINTMENT~~ FOR THE POSITION WITHIN 40 DAYS.

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

(1) SELF-CERTIFIES AND, ON REQUEST, PROVIDES DOCUMENTATION THAT THE INDIVIDUAL:

(I) ~~WAS PREVIOUSLY EMPLOYED BY~~ HAS SERVED IN THE FEDERAL GOVERNMENT FOR AT LEAST 1 YEAR IN ANY CAPACITY, INCLUDING DURING A PROBATIONARY PERIOD; AND

~~(2)~~ (II) LEFT FEDERAL SERVICE AFTER JANUARY 15, 2025; AND

~~(3)~~ (2) HAS RELEVANT FEDERAL EXPERTISE OR EXPERIENCE TO MEET THE REQUIREMENTS, BASED ON THE POSITION DESCRIPTION, FOR THE VACANT STATE POSITION.

(E) THE PROGRAM SHALL:

(1) ~~ALTER~~ DEVELOP GUIDANCE FOR APPOINTING AUTHORITIES ON ALIGNING JOB TITLES AND POSITION DESCRIPTIONS FOR THE PURPOSE OF MAKING THE POSITIONS APPEALING TO FORMER FEDERAL GOVERNMENT EMPLOYEES WITH THE FEDERAL EQUIVALENT POSITIONS WITHOUT REQUIRING SUBSTANTIVE CHANGES TO THE DESCRIPTIONS OR CLASSIFICATIONS OF THE POSITIONS;

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

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

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

(5) DEVELOP A PROCESS TO REFER APPLICANTS TO OTHER VACANT  
POSITIONS IN STATE GOVERNMENT; AND

(6) EXPLORE OPPORTUNITIES TO EXPAND THE PROGRAM TO  
SUPPORT HIRING BY INTERESTED COUNTY GOVERNMENTS.

(F) THE SECRETARY SHALL:

(1) IMPLEMENT THE PROGRAM IN PHASES, WITH INITIAL FOCUS ON  
CRITICAL AND HARD-TO-FILL POSITIONS, AS DETERMINED BY THE SECRETARY;

(2) ESTABLISH REASONABLE TIMELINES FOR EACH PHASE OF  
IMPLEMENTATION; AND

(3) ADOPT REGULATIONS TO:

(I) IMPLEMENT THE PROGRAM; AND

(II) REVISE THE CONDITIONS FOR ELIGIBILITY UNDER  
SUBSECTION (D) OF THIS SECTION TO INCLUDE REVIEW OF APPLICATIONS FROM  
FORMER FEDERAL CONTRACTORS.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act is an emergency  
measure, is necessary for the immediate preservation of the public health or safety, has  
been passed by a yea and nay vote supported by three-fifths of all the members elected to  
each of the two Houses of the General Assembly, and shall take effect from the date it is  
enacted. It shall remain effective through April 30, 2026, and, at the end of April 30, 2026,  
this Act, with no further action required by the General Assembly, shall be abrogated and  
of no further force and effect.

Approved:

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Governor.

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President of the Senate.

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Speaker of the House of Delegates.