

Chapter 386

(House Bill 1248)

AN ACT concerning

~~**Part-Time State Employment Pilot Program Workgroup for an Inclusive State Workplace – Established  
(Maryland Workforce Retention, Recruitment, and Reentry Act)**~~

FOR the purpose of establishing the ~~Part-Time State Employment Pilot Program in the Department of Budget and Management to promote and support the inclusivity of State employment by increasing the availability of part-time positions with benefits in State government; requiring State agencies selected to participate in the Program to evaluate full-time position vacancies to determine whether the vacant positions could be converted to part-time positions with benefits; and generally relating to the Part-Time State Employment Pilot Program Workgroup for an Inclusive State Workplace to create a strategy and implementation work plan regarding more inclusive study and make recommendations regarding the expansion of part-time State employment opportunities for individuals who are challenged by the traditional full-time employment structure; requiring the Department of Budget and Management, taking into consideration the Workgroup’s findings and recommendations, to develop and distribute guidance to State agencies on expanding part-time employment opportunities; and generally relating to the Workgroup for an Inclusive State Workplace.~~

~~BY repealing and reenacting, without amendments,  
Article — State Personnel and Pensions  
Section 1-101(a), (f), and (j)  
Annotated Code of Maryland  
(2024 Replacement Volume and 2025 Supplement)~~

~~BY repealing and reenacting, with amendments,  
Article — State Personnel and Pensions  
Section 7-701  
Annotated Code of Maryland  
(2024 Replacement Volume and 2025 Supplement)~~

~~BY adding to  
Article — State Personnel and Pensions  
Section 7-702  
Annotated Code of Maryland  
(2024 Replacement Volume and 2025 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.~~

~~(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.~~

~~7-701.~~

~~(a) [In] EXCEPT AS PROVIDED IN § 7-702 OF THIS SUBTITLE, IN this [title] SUBTITLE, "part-time employee" means an employee who works an average of 50% or more but less than 100% of the regular workweek.~~

~~(b) An individual who is a full-time employee who is qualified for or desires to be a full-time employee may not be required to accept part-time employment as a condition of continued or new State employment.~~

~~(c) An individual who is a part-time employee who is qualified for or desires to be a part-time employee may not be required to accept full-time employment as a condition of continued or new State employment.~~

~~(d) (1) In accordance with regulations adopted by the Secretary, a part-time employee is entitled to receive all employment rights, privileges, and benefits that are normally available to a full-time employee in a similar position with a similar grade and length of service.~~

~~(2) Benefits shall be prorated in proportion to the number of hours employed.~~

~~7-702.~~

~~(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.~~

~~(2) "PART-TIME EMPLOYEE" MEANS AN EMPLOYEE WHO WORKS LESS THAN 100% OF FULL-TIME EMPLOYMENT AND WHOSE POSITION DUTIES:~~

~~(I) DO NOT STEM FROM A PARENT OR ORIGINATING POSITION IDENTIFICATION NUMBER; AND~~

~~(H) ARE NOT MEANT TO BE SHARED WITH ANOTHER EMPLOYEE.~~

~~(3) "PROGRAM" MEANS THE PART-TIME STATE EMPLOYMENT PILOT PROGRAM.~~

~~(B) THERE IS A PART-TIME STATE EMPLOYMENT PILOT PROGRAM IN THE DEPARTMENT.~~

~~(C) THE PURPOSE OF THE PROGRAM IS TO PROMOTE AND SUPPORT THE INCLUSIVITY OF STATE EMPLOYMENT BY INCREASING THE AVAILABILITY OF PART-TIME POSITIONS WITH BENEFITS IN STATE GOVERNMENT.~~

~~(D) THE DEPARTMENT SHALL SELECT FIVE AGENCIES IN THE EXECUTIVE BRANCH OF STATE GOVERNMENT WITH A BROAD AND DIVERSE REPRESENTATION OF POSITIONS AND POSITION RESPONSIBILITIES TO PARTICIPATE IN THE PROGRAM.~~

~~(E) (1) EACH STATE AGENCY SELECTED BY THE DEPARTMENT SHALL EVALUATE FULL-TIME POSITION VACANCIES WITHIN THE AGENCY AS THE POSITIONS BECOME AVAILABLE TO DETERMINE WHETHER ANY OF THE VACANT FULL-TIME POSITIONS COULD BE CONVERTED TO TWO PART-TIME POSITIONS WITH BENEFITS.~~

~~(2) IF A STATE AGENCY DETERMINES THAT THERE ARE NO VACANT FULL-TIME POSITIONS WITHIN THE AGENCY THAT ARE ELIGIBLE FOR CONVERSION TO TWO PART-TIME POSITIONS, THE AGENCY SHALL DOCUMENT THE REASONS FOR THE DETERMINATION.~~

~~(F) IF A STATE AGENCY DETERMINES THAT A VACANT FULL-TIME POSITION IS ELIGIBLE FOR CONVERSION TO TWO PART-TIME POSITIONS, THE AGENCY SHALL:~~

~~(1) CONVERT THE FULL-TIME POSITION TO TWO PART-TIME POSITIONS; AND~~

~~(2) ADVERTISE AND RECRUIT FOR THE VACANCY AS TWO PART-TIME POSITIONS.~~

~~(G) IN ADDITION TO EVALUATING VACANT FULL-TIME POSITIONS AS REQUIRED UNDER SUBSECTION (E)(1) OF THIS SECTION, A STATE AGENCY SELECTED BY THE DEPARTMENT FOR PARTICIPATION IN THE PROGRAM MAY~~

~~EVALUATE ANY OTHER FULL TIME POSITIONS FOR POTENTIAL SUITABILITY FOR CONVERSION TO TWO PART TIME POSITIONS.~~

~~(H) A SUPERVISOR WHOSE DUTIES NORMALLY INCLUDE SUPERVISING AN INDIVIDUAL IN A FULL TIME POSITION THAT IS CONVERTED TO TWO PART TIME POSITIONS UNDER THE PROGRAM MAY NOT HAVE THEIR SUPERVISORY DUTIES INCREASED BY MORE THAN ONE INDIVIDUAL AS A RESULT OF THE CONVERSION OF FULL TIME POSITIONS.~~

~~(I) ON OR BEFORE JULY 1 AND DECEMBER 1 EACH YEAR, BEGINNING DECEMBER 1, 2026, THE DEPARTMENT SHALL SUBMIT A REPORT TO THE GOVERNOR AND, IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE, THE GENERAL ASSEMBLY ON:~~

~~(1) THE STATUS OF THE ELIGIBILITY DETERMINATIONS BY EACH STATE AGENCY PARTICIPATING IN THE PROGRAM; AND~~

~~(2) THE NUMBER OF NEW PART TIME EMPLOYEES HIRED BY EACH STATE AGENCY PARTICIPATING IN THE PROGRAM.~~

(a) There is a Workgroup for an Inclusive State Workplace.

(b) The Workgroup consists of the following members:

(1) the Secretary of Budget and Management, or the Secretary's designee;

(2) the Comptroller, or the Comptroller's designee;

(3) the Secretary of Information Technology, or the Secretary's designee;

(4) the Secretary of Commerce, or the Secretary's designee;

(5) the Secretary of Aging, or the Secretary's designee;

(6) the Executive Director of the Maryland Commission for Women, or the Executive Director's designee;

(7) the Secretary of Health, or the Secretary's designee;

~~(8) the Deputy Secretary of the Developmental Disabilities Administration, or the Deputy Secretary of Disabilities, or the Secretary's designee;~~

~~(9) one representative from the Maryland Department of Health the Secretary of Transportation, or the Secretary's designee;~~

(10) the Chancellor of the University System of Maryland, or the Chancellor's designee;

(11) one representative from a State employees union, appointed by the Governor;

(12) one member of the Senate of Maryland, appointed by the President of the Senate;

~~(12)~~ (13) one member of the House of Delegates, appointed by the Speaker of the House; and

~~(13)~~ (14) any representative appointed by the Governor under subsection (c) of this section.

(c) The Governor may appoint the following members to the Workgroup:

(1) a representative who is actively engaged in the caregiving community;

(2) a representative who is actively engaged in the disabilities community;

(3) a representative who is actively engaged in the healthcare community;

(4) a representative who is actively engaged in the older adult community;

and

~~(5) a representative from a State employees union; and~~

~~(6) an economist with expertise in labor economics.~~

(d) The Governor shall designate the chair of the Workgroup.

(e) The Department of Budget and Management shall provide staff for the Workgroup.

(f) A member of the Workgroup:

(1) may not receive compensation as a member of the Workgroup; but

(2) is entitled to reimbursement for expenses under the Standard State Travel Regulations, as provided in the State budget.

(g) (1) The Workgroup shall begin meeting before October 1, 2026.

(2) The Workgroup shall:

~~(1) outline the steps the State needs to take to offer more inclusive employment opportunities for caregivers, people with disabilities or other medical conditions, older adults, and other individuals challenged by the traditional full-time employment structure;~~

~~(2) establish guidance for State agencies to create part-time jobs with benefits;~~

~~(3) set annual goals to expand part-time job opportunities with benefits, as well as other strategies for inclusion, for each of the next 5 years;~~

~~(4) identify any potential statutory changes required to implement the inclusive employment plan devised by the Workgroup; and~~

~~(5) identify and quantify the long-term economic benefits to the State from increased labor force participation by caregivers, people with disabilities or other medical conditions, older adults, and other individuals challenged by the traditional, full-time employment structure.~~

~~(i) outline the steps the State needs to take to encourage the expansion of part-time employment within the State Personnel Management System, the University System of Maryland, and the Department of Transportation;~~

~~(ii) focus on the inclusive employment opportunities in State government and removing obstacles for individuals challenged by full-time employment;~~

~~(iii) review the current policies and procedures concerning part-time employment in State government;~~

~~(iv) analyze the budgetary incentives, recruitment best practices, and support structures currently in place to encourage hiring of part-time, benefit-eligible employees;~~

~~(v) study the economic and operational effects and quantify the long-term economic benefits of part-time employment on households and State government;~~

~~(vi) suggest timelines and identify methods and associated metrics for expanding part-time employment opportunities; and~~

~~(vii) identify any potential statutory changes required to implement the steps identified by the Workgroup.~~

~~(h) On or before September 15, 2027, the Workgroup shall share its inclusive workplace implementation strategy and workplan provide its findings and~~

recommendations in a report to the General Assembly, in accordance with § 2-1257 of the State Government Article.

(i) On or before December 31, 2027, the Department of Budget and Management shall develop and distribute guidance to State agencies on expanding part-time employment opportunities, taking into consideration the findings and recommendations of the Workgroup.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2026. It shall remain effective for a period of ~~3~~ 2 years and, at the end of June 30, ~~2029~~ 2028, this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect.

**Approved by the Governor, May 12, 2026.**