

SENATE BILL 880

P4

6lr2975
CF 6lr2972

By: **Senator Kramer**

Introduced and read first time: February 6, 2026

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Part-Time State Employment Pilot Program – Established**
3 **(Maryland Workforce Retention, Recruitment, and Reentry Act)**

4 FOR the purpose of establishing the Part-Time State Employment Pilot Program in the
5 Department of Budget and Management to promote and support the inclusivity of
6 State employment by increasing the availability of part-time positions with benefits
7 in State government; requiring State agencies selected to participate in the Program
8 to evaluate full-time position vacancies to determine whether the vacant positions
9 could be converted to part-time positions with benefits; and generally relating to the
10 Part-Time State Employment Pilot Program.

11 BY repealing and reenacting, without amendments,
12 Article – State Personnel and Pensions
13 Section 1–101(a), (f), and (j)
14 Annotated Code of Maryland
15 (2024 Replacement Volume and 2025 Supplement)

16 BY repealing and reenacting, with amendments,
17 Article – State Personnel and Pensions
18 Section 7–701
19 Annotated Code of Maryland
20 (2024 Replacement Volume and 2025 Supplement)

21 BY adding to
22 Article – State Personnel and Pensions
23 Section 7–702
24 Annotated Code of Maryland
25 (2024 Replacement Volume and 2025 Supplement)

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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:

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

3 **(II) ARE NOT MEANT TO BE SHARED WITH ANOTHER EMPLOYEE.**

4 **(3) “PROGRAM” MEANS THE PART-TIME STATE EMPLOYMENT**
5 **PILOT PROGRAM.**

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

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

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

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

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

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

25 **(1) CONVERT THE FULL-TIME POSITION TO TWO PART-TIME**
26 **POSITIONS; AND**

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

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

1 EVALUATE ANY OTHER FULL-TIME POSITIONS FOR POTENTIAL SUITABILITY FOR
2 CONVERSION TO TWO PART-TIME POSITIONS.

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

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

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

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

16 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
17 1, 2026. It shall remain effective for a period of 3 years and, at the end of June 30, 2029,
18 this Act, with no further action required by the General Assembly, shall be abrogated and
19 of no further force and effect.