



Maryland Classified Employees Association

SUPERVISORS UNITED FOR COLLECTIVE BARGAINING

**Written Testimony Submitted to the
Maryland House Appropriations Committee
HB 183**

**State Personnel – Collective Bargaining – Supervisory and Managerial Employees
January 31, 2023
SUPPORT**

Good afternoon, Chair Barnes and members of the House Appropriations Committee. My name is Trena Bumbray and I have been an IT Programmer Analyst Supervisor, for the Maryland Department of Health for over 10 years. I am a member of Maryland Supervisors for Collective Bargaining Rights and the Maryland Classified Employees Association, AFT local 1935. As a state supervisor, currently excluded from the state's collective bargaining law for Maryland employees, I am here today to advocate for HB 183, and ask this committee for a favorable report.

A typical day as an IT Programmer Analyst Supervisor, includes addressing and maintaining issues with existing web applications and databases, running reports, meeting with stakeholders to discuss business rule and functions for new projects, testing projects and applications written by another programmer, tracking Google Analytics for several websites, modifying existing web applications and databases, as well as supervising network staff and a programmer.

One of the main issues I have in this role is keeping up with the latest information technology trends. Since information technology is always changing and growing it's imperative that the State provides training opportunities to keep IT staff up to date with this changing field. These training requirements should be listed in the position description.

As an IT Programmer Analyst Supervisor, hiring dedicated, knowledgeable talent that are teachable and willing to grow is very challenging. The individuals I interview are required to have specific programming skills that are often in demand therefore, interviewees tend to take positions in private industry or federal government. It's also unfair when the individuals only come in at base and quickly leave to take higher paying positions. If the salaries were comparable to private industry or federal government, we would be able to hire and maintain qualified staff which would ultimately produce excellent outcomes.

In conclusion, when state collective bargaining law was introduced and passed over 20 years ago, we as supervisors were erroneously excluded, even though we are state workers and do not hire, fire, promote, or adjust grievances for any state employee. We again call this committee to issue a favorable report for HB 183. Thank you.