

January 23, 2024

The Honorable Ben Barnes
Chair, Appropriations Committee
121 Taylor House Office Building
Annapolis MD 21401

RE: Letter of Support – House Bill 62 – State Employee Rights and Protections – Personnel Actions and Harassment – Investigation of Complaints

Dear Chair Barnes and Committee Members:

The Maryland Department of Transportation (MDOT) supports House Bill 62 as it mandates extra time for the Department to complete Equal Employment Opportunity (EEO) investigations, rendering a more thorough and complete investigative product.

House Bill 62 extends the time to perform EEO investigations from 30 to 60 days and allows for an additional 30 days if agreed to in writing by the complainant. This additional time to conduct investigations is critical to the MDOT EEO and Fair Practices offices. The current limit of 30 days to conduct an investigation has led to many serious disciplinary actions not being taken or lost on appeal when the investigation has taken more than 30 days to complete. It has also led to imposing discipline with less than all of the necessary facts, which has caused unnecessary and costly litigation. MDOT supports this provision in law as it provides a much more reasonable period of time to conduct thorough investigations.

For these reasons, the Maryland Department of Transportation respectfully requests the Committee grant House Bill 62 a favorable report.

Respectfully submitted,

Pilar Helm
Director of Government Affairs
Maryland Department of Transportation
410-865-1090