
February 1, 2024

The Honorable Pamela Beidle
Chair, Senate Finance Committee
3 East, Miller Senate Office Building
Annapolis MD 21401

RE: Letter of Support with Amendment – Senate Bill 133 – State Employee Rights and Protections – Personnel Actions and Harassment – Investigation of Complaints

Dear Chair Beidle and Committee Members:

The Maryland Department of Transportation (MDOT) supports Senate Bill 133 as it mandates extra time for the Department to complete Equal Employment Opportunity (EEO) investigations, rendering a more thorough and complete investigative product.

Senate Bill 133 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.

MDOT also supports the amendment proposed by the Department of Budget and Management indicating that the time limits imposed by SPP §11-106 do not begin until the appointing authority receives the recommended decision by EEO. This will ensure appointing authorities are able to impose disciplinary actions, as appropriate, in response to EEO complaint findings.

For these reasons, the Maryland Department of Transportation respectfully requests the Committee grant Senate Bill 133 a favorable report with the amendment described herein.

Respectfully submitted,

Pilar Helm
Director of Government Affairs
Maryland Department of Transportation
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