



**Maryland**

DEPARTMENT OF BUDGET  
AND MANAGEMENT

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HELENE GRADY  
Secretary

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*Lieutenant Governor*

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*Deputy Secretary*

**SENATE BILL 133      State Employee Rights and Protections - Personnel Actions  
and Harassment - Investigation of Complaints**

**LETTER OF SUPPORT WITH AMENDMENT**

**DATE: January 30, 2024**

**COMMITTEE: Senate Finance**

**SUMMARY OF BILL:** Senate Bill 133 increases the time period during which an investigation by a State equal employment opportunity (EEO) officer must be conducted and a written decision must be issued for complaints alleging discrimination or harassment by an employer from 30 days to 60 days. Upon written authorization from the complainant, the investigation time period may be extended an additional 30 days (up to 90 days total) to allow more time for the EEO officer to complete the investigation of the complaint.

**EXPLANATION:** Senate Bill 133 will give EEO officers more time to investigate and respond to EEO complaints. Many EEO officers currently request an extension beyond the 30 calendar days in statute due to challenges to conclude an investigation in such a short period of time. Federal government EEO investigations allow 180 days to investigate EEO complaints.

**PROPOSED AMENDMENT:** The State Personnel and Pension (SPP) Article §11-106 states that an appointing authority must impose a disciplinary action no later than 30 days after the appointing authority acquires knowledge of the misconduct, except that suspensions without pay have a much shorter time frame for imposition. In the case of an EEO complaint, the appointing authority will not know the outcome until after the investigation is complete. If the investigation takes longer than 30 days, the appointing authority will not be able to take appropriate disciplinary action pertaining to the EEO complaint. The Department of Budget and Management (DBM) is requesting an amendment to Senate Bill 133/House Bill 62 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.

**POSITION: SUPPORT WITH AMENDMENT**

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