



## DEPARTMENT OF HEALTH

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

February 1, 2024

The Honorable Pamela Beidle  
Chair, Senate Finance Committee  
3 East, Miller Senate Office Building  
Annapolis, MD 21401-1991

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

Dear Chair Beidle:

The Maryland Department of Health (MDH) respectfully submits this letter of support with amendment for Senate Bill (SB) 133 – State Employee Rights and Protections - Personnel Actions and Harassment - Investigation of Complaints.

SB 133 increases the time period in which the State’s equal opportunity officers (EEO) must conduct investigations and issue a written decision issued for complaints alleging discrimination or harassment by an employer from 30 days to 60 days. Furthermore, EEO officers can receive an additional 30 days to conclude the investigation upon written authorization by the complainant.

This extension of the current investigation period offers necessary additional time for EEO personnel to sufficiently investigate potentially challenging and complicated complaints. The written decisions and recommendations resulting from EEO investigations inform the disciplinary actions warranted by violations of State law against discrimination or harassment by an employer.

MDH is also supportive of the clarifying amendment proposed by the Department of Budget and Management to SB 133. The amendment adds language to note that the 30-day time limit for disciplinary actions required by the State Personnel and Pensions Article §11-106 does not begin until the appointing authority receives the recommended decision by EEO. As disciplinary action is contingent on the report produced by the EEO report — and the findings therein — the amendment to SB 133 ensures any subsequent disciplinary action is imposed by appointing authorities in accordance with current law.

If you would like to discuss this further, please do not hesitate to contact Sarah Case-Herron, Director of Governmental Affairs at [sarah.case-herron@maryland.gov](mailto:sarah.case-herron@maryland.gov).

Sincerely,

Laura Herrera Scott, MD, MPH  
Secretary