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ARUNA MILLER
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HELENE GRADY
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MARC L. NICOLE
Deputy Secretary

House Bill 520 State Personnel - Job Sharing Arrangements and Tri-Position Identification Number System (Maryland Workforce Retention, Recruitment, and Reentry Act)

STATEMENT OF INFORMATION

DATE: February 4, 2025

COMMITTEE: Appropriations

SUMMARY OF BILL: HB520 would establish a tri-position identification number (Tri-PIN) applicable to the Maryland Executive branch, enabling state agencies to transform single-employee roles into flexible job-sharing arrangements. The legislation mandates that appropriate officials review each vacant position within 15 months to determine its potential for conversion to a shared role, considering factors such as job duty divisibility, work quality, budget neutrality, candidate availability, and labor law compliance. Under this system, a single position could be filled by a full-time employee or by two part-time employees sharing responsibilities, with each employee having their position identification number (PIN).

EXPLANATION: We understand and support the bill's intent to enable workforce flexibility and address recruitment issues by permitting job-sharing. Within the State Personnel Management System, we currently offer the flexibility for agencies to support employees who request less than full-time schedules. Our systems currently are set up to enable this through the use of multiple part-time PINS. To transition to what the bill envisions would require significant changes to our HRIS.

**For additional information, contact Dana Phillips at
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