

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
HB 520  
State Personnel – Job Sharing Arrangements and Tri-Position Identification Number  
System (Maryland Workforce Retention, Recruitment and Reentry Act)  
February 4, 2025  
SUPPORT**

Good afternoon, Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee. My name is Marilyn Miller, and I am a state retiree. Who worked for the Department of Public Safety and Correctional Services, Division of Parole and Probation, for 25 years. I am also a member and President of the Maryland Classified Employees Association, an organization for a number of state employees and retirees throughout the state. On behalf of these workers, we call for a favorable report to HB 520, the bill that would help us fairly address some of the biggest issues regarding agency staffing plaguing this state.

In my capacity as President of MCEA who represents employees of the state, I have witnessed firsthand the problems that result from an agency not having enough staff to do the work. This is very evident in the Department of Juvenile Services where their caseloads are too high to comply with the demands made on the employees. This is also true for Parole and Probation wherein they expect the probation officers to carry caseloads of 200 or more per person. This bill would enable these two entities to concentrate on the task at hand while a contract or part time employees could do the menial work that needs to be done (filing, making copies, etc).

This bill is an attempt to resolve many of these concerns by allowing for a position to be shared by multiple employees or by having a part-time employee handle some of the responsibilities of the vacant position. And with coverage of these employees into the existing bargaining units, no rights or privileges of these employees will be diminished as a result of these new rules.

Again, because our state has had such a difficult time, for a long time, addressing the issue of employee vacancies, we must look for creative solutions to these critical problems facing our state and the vital services we provide its residents. For these reasons, we call on a favorable report to HB 520, the Maryland Workforce, Recruitment, and Reentry Act of 2025. Thank you.