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Patrick Moran – President

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**HB 1102 – Military Service Credit – Eligibility**  
**Appropriations Committee**  
**March 11, 2025**

**Position: FAVORABLE**

AFSCME Council 3 supports House Bill 1102, which removes the prohibition against allowing military service credit for state employees who are active-duty retirees and are part of the Correctional Retirement System (CORS), the State Police Retirement System, or the Law Enforcement Officers' Pension System (LEOPS). This legislation is vital for both fairness and addressing critical staffing shortages in several key state agencies.

**Recruitment: Addressing Staffing Shortages**

State correctional facilities, the State Police, and other critical state agencies are facing significant staffing challenges, including high vacancy rates among Correctional Officers and difficulties in recruiting enough Helicopter pilots in the Aviation Command in the Maryland State Police. One of the most promising solutions to these staffing shortages is to recruit former military personnel. These individuals already possess the skills and experience necessary for success in highly structured, mission-critical environments. Military service instills discipline, adherence to protocols, and a strong sense of order, all of which are directly transferable to the demands of correctional and law enforcement work.

**Fairness: Ensuring Equal Benefits for Military Retirees**

This bill addresses a fairness issue in our retirement systems. Currently, individuals who retire from the National Guard or the Reserves can already receive service credit for their military service when they join state retirement systems like LEOPS, State Police, or the Correctional Retirement System. However, active-duty military retirees do not receive this same benefit. House Bill 1102 would correct this disparity, ensuring that individuals who serve in different branches of the military are treated equitably. This is particularly important when two employees—one a National Guard or Reserves retiree, and the other a retired active-duty military service member—work side-by-side but receive different retirement benefits for comparable service. Equalizing these benefits will enhance fairness and morale among state employees.

## **Skills and Experience: Enhancing the Workforce**

Beyond fairness, this legislation offers a clear incentive for military retirees to consider careers in state service. Many military veterans bring invaluable skills to the table—skills that are urgently needed in corrections, law enforcement, and other state agencies. These individuals often have extensive leadership experience, security training, crisis management expertise, and the resilience necessary to thrive in high-pressure environments. By offering military service credit, the state can attract skilled personnel who are ready to contribute immediately, helping to fill critical vacancies and improve the overall performance of our workforce.

## **Supporting Staffing Needs and Equity**

In conclusion, House Bill 1102 not only ensures fairness by providing equity among military retirees but also serves as a strategic response to the ongoing staffing shortages in key state agencies. By incentivizing military veterans to join the workforce, this legislation will help address these critical shortages while bringing much-needed skills and experience to vital public safety roles.

We urge you to provide a favorable report on House Bill 1102. This bill is a crucial step in building a stronger, more effective workforce and ensuring that those who have served our country are treated fairly in their pursuit of meaningful careers in state service.