



THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**Testimony in Support of HB 1335: Department of Information Technology - Information  
Technology Staffing and Capability Assessment – Independent Study  
April 2, 2026**

Chair Feldman and distinguished members of the Education, Energy, and the Environment Committee, it is my pleasure to come before you and offer testimony in favor of **House Bill 1335**. This bill is designed to be the first step to create a world class cadre of IT professionals embedded in all state agencies.

Maryland's ability to provide secure, efficient government services is currently under threat. The state is facing a systemic crisis in its technical workforce that undermines both fiscal responsibility and public safety. This challenge is defined by the following critical issues:

- *A Chronic Shortage of Expertise:* State agencies are operating without the necessary volume of qualified IT professionals required to manage a modern digital state.
- *Recruitment and Retention Barriers:* Maryland has long struggled to compete for skilled IT and cybersecurity talent, creating a revolving door of expertise that weakens institutional knowledge, all while salaries are compressed for existing employees.
- *Operational and Fiscal Consequences:* These workforce gaps have led to the mismanagement of major projects, hundreds of thousands of dollars in unused agency funds, and gaps in operational documentation.
- *Infrastructure Stagnation:* A lack of specialized staff has resulted in delays in modernizing the legacy systems that Marylanders rely on.
- *An Escalating Global Threat:* As ransomware, hacking, and cybercrimes grow in both frequency and sophistication across the country, the state's defensive capabilities are being outpaced by the evolution of digital crime.

To rectify these potential risks and strengthen our workforce, we worked with the Department of Information Technology (DoIT) to develop the version of **HB 1335** in front of you today. As amended, this bill requires DoIT to conduct a comprehensive study of IT and cybersecurity staffing across the executive branch. The study will evaluate each agency's technology environment and needs, identify capability gaps, and recommend appropriate roles and staffing models aligned with the IT Master Plan. The study will also recommend updated IT job classifications and pay scales based on comparable compensation data from other state and local governments. The amended version of this bill has a fiscal note of \$500,000 over two years and the first year has been funded in this year's budget.

The alarm has been sounding for years. The depth of the State's IT workforce shortage is an established fact, exhaustively detailed in the 2025 and 2026 Operating Budget Analyses, the Office of Legislative Audit's 2024 and 2025 DoIT Reports, and the DLS 2023 Evaluation of Policies to Improve State Personnel Recruitment and Retention. We have the data; what we lack is implementation.

While initiatives like the Cyber Maryland Talent Strategy strengthen the broader talent pipeline, they lack specific strategies for state-level recruitment and compensation. Addressing this, TEDCO's Cybersecurity Talent Strategy Report explicitly recommends a formal study to advance skills-based hiring and retention within both the public and private sectors.

By undertaking this study and implementing evidence-based recommendations, the State can improve project oversight, maintain institutional knowledge, reduce reliance on costly contractors, and enhance continuity in critical technology initiatives, ultimately supporting operational efficiency, fiscal responsibility, and the protection of Marylanders' digital infrastructure.

I urge a favorable report on **House Bill 1335**. Thank you.