



## COMMISSION ON AGING

March 9, 2026

Finance Committee  
Chair, Senator Pamela Beidle  
Vice Chair, Senator Antonio Hayes  
Senate Office Building  
Annapolis, Maryland 21401

### **SB 0880 SUPPORT**

Dear Chair Beidle and Vice Chair Hayes:

We are writing on behalf of the Montgomery County Commission on Aging in support of **SB 0880, State Personnel - Maryland Workforce Retention, Recruitment, and Reentry Act**. The Montgomery County Commission on Aging (CoA) was established in 1974 and is authorized by the Older Americans Act to advise county government on the needs, interests, and issues of older adult residents, and to advocate on their behalf at the local, state, and national levels. In that role, the CoA serves as an advocate for the health, safety, and well-being of the County's 240,000 older residents at the local, State, and National levels. This legislation addresses a long-standing interest of the Commission and its constituents, specifically to promote the availability of appropriate employment opportunities for older adults.

SB 0880 purposes to establish a pilot program in the Department of Budget and Management to promote and support the inclusivity of State employment by increasing the availability of part-time positions with benefits in State government. The proposed pilot program resonates with the CoA given that research cited by [AARP's Public Policy Institute](#) shows that workers 65 and older are twice as likely to work part time as workers ages 25 to 64.

SB 0880 will establish and pilot test, to the extent practicable, a system that enables positions to be filled with part-time employees. Passage of this bill is important as it would help to address significant labor shortages in an often overlooked, labor pool of older adults.

Part-time work could have many of the following benefits, both for workers and employers:

- Retention of experience and knowledge;
- Increased flexibility, helping people who are care givers to both work and fill their care duty responsibilities;

**Department of Health and Human Services**

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- Mentorship and knowledge transfer;
- Improved Work-Life Balance;
- Cost-Effectiveness: Employers can avoid the costs associated with turnover, as part time work can extend the careers of older workers; and
- Reduced Burnout.

This legislation positions the State as a leader in workforce inclusivity, fostering economic growth while supporting the talents and contributions of older workers and enhancing the well-being of all workers. By leveraging the unique advantages of part time work, the State can create a supportive and productive environment that benefits employees of all ages. Maintaining and recruiting older workers is critical to the success of the State, employers, job seekers, and communities. Maryland's labor force is increasingly dependent on the older workers and this bill provides flexible work arrangements that can help promote an age-diverse workforce.

**For all these reasons and with great appreciation for this initiative, we urge a FAVORABLE decision for SB0880.**

Sincerely,  
Linda Bergofsky and Wayne Berman, Co-Chairs  
Montgomery County Commission on Aging