

## F10A02

**Modernization of the State Personnel System:** The committees believe that the current vacancy crisis in State agencies creates the need and opportunity to modernize State Personnel Management System's (SPMS) recruitment, hiring, and retention system. While competitive compensation is a major component of any solution, the State must also undertake significant reforms to the way it recruits and hires State employees.

The Department of Budget and Management (DBM) should create a Task Force on the Modernization of the State Personnel Management System. The task force should include:

- representatives of DBM's Office of Personnel Services and Benefits;
- State agency executives;
- collective bargaining unit representatives;
- private-sector human resources experts; and
- representatives of the Maryland Department of Transportation (MDOT), which has a personnel system independent of SPMS.

The task force should identify current State hiring practices that hinder recruitment and hiring, including:

- the approval process for agencies to begin hiring for a position;
- the length of time between stages of the hiring process;
- the requirements for selection to an interview;
- degree requirements; and
- any other impediments to the State hiring process.

The task force should consider such improvements as:

- proactive recruitment strategies, including in high schools and in cooperation with local workforce agency career counselors;
- rewriting position titles and job descriptions to be more attractive to potential applicants;

## F10A02

- continuous posting of appropriate positions;
- streamlining the hiring process to reduce the time from application to hiring;
- expanding career ladders, beginning with a low experience level and integrating on-the-job and classroom training;
- sponsorship of registered apprenticeships;
- focusing applicant requirements on relevant skills rather than degrees; and
- other improvements identified by task force members.

DBM should provide a report on the task force’s findings and recommendations to the budget committees by January 2, 2024.

<b>Information Request</b>	<b>Author</b>	<b>Due Date</b>
Report of Task Force on the Modernization of the State Personnel System	DBM	January 2, 2024