

SENATE BILL 724

P4

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By: **Senator Hester**

Introduced and read first time: February 3, 2020

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel – Information Technology and Cybersecurity Qualifications –**
3 **Established**
4 **(Maryland State IT Hiring Act)**

5 FOR the purpose of requiring the Secretary of Budget and Management, in partnership
6 with the Secretary of Information Technology and the State Chief Information
7 Security Officer, to establish certain minimum qualifications for certain
8 classifications of State employees in certain fields; stating the intent of the General
9 Assembly; requiring the Secretary of Budget and Management to revise the
10 standards for position selection plans for certain classifications of State employees
11 in certain fields on or before a certain date; providing for the application of this Act;
12 and generally relating to the hiring of State employees in the fields of information
13 technology and cybersecurity.

14 BY repealing and reenacting, with amendments,
15 Article – State Personnel and Pensions
16 Section 4–201
17 Annotated Code of Maryland
18 (2015 Replacement Volume and 2019 Supplement)

19 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
20 That the Laws of Maryland read as follows:

21 **Article – State Personnel and Pensions**

22 4–201.

23 (a) This section does not apply to those units of State government with an
24 independent personnel system.

25 (b) In the State Personnel Management System the Secretary shall:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



- 1 (1) establish classes;
- 2 (2) assign a rate of pay to each class;
- 3 (3) ensure that each class comprises one or more positions:
 - 4 (i) that are similar in their duties and responsibilities;
 - 5 (ii) that are similar in the general qualifications required to perform
6 those duties and responsibilities;
 - 7 (iii) to which the same standards and, if required, tests of fitness can
8 be applied; and
 - 9 (iv) to which the same rates of pay can be applied;
- 10 (4) give each class a descriptive classification title;
- 11 (5) prepare a description of each class; and
- 12 (6) (i) create additional classes; and
13 (ii) abolish, combine, or modify existing classes.

14 (c) The Secretary shall:

- 15 (1) assign a class to the skilled service, professional service, management
16 service, or executive service, as appropriate; and
- 17 (2) designate special appointment positions in the State Personnel
18 Management System that:
 - 19 (i) must be filled without regard to political affiliation, belief, or
20 opinion; or
 - 21 (ii) in accordance with § 6–405(b) of this article, may be filled with
22 regard to political affiliation, belief, or opinion.

23 **(D) (1) THIS SUBSECTION APPLIES TO SKILLED SERVICE AND**
24 **PROFESSIONAL SERVICE CLASSES IN THE FIELDS OF INFORMATION TECHNOLOGY**
25 **AND CYBERSECURITY.**

26 **(2) THE SECRETARY, IN PARTNERSHIP WITH THE SECRETARY OF**
27 **INFORMATION TECHNOLOGY AND THE STATE CHIEF INFORMATION SECURITY**
28 **OFFICER, SHALL ESTABLISH MINIMUM QUALIFICATIONS FOR POSITIONS THAT:**

1 **(I) ARE CONSISTENT WITH THE NATIONAL INITIATIVE FOR**
2 **CYBERSECURITY EDUCATION CYBERSECURITY WORKFORCE FRAMEWORK**
3 **DEVELOPED BY THE NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY, AS**
4 **AMENDED; AND**

5 **(II) EMPHASIZE THE COMPETENCIES AND CERTIFICATIONS OF**
6 **AN APPLICANT OVER REQUIREMENTS FOR A PARTICULAR HIGHER EDUCATION**
7 **DEGREE, PROVIDED THAT THE MINIMUM QUALIFICATIONS MAY INCLUDE**
8 **EDUCATIONAL REQUIREMENTS IF ESTABLISHED AS A COMPETENCY BY THE**
9 **NATIONAL INITIATIVE FOR CYBERSECURITY EDUCATION CYBERSECURITY**
10 **WORKFORCE FRAMEWORK.**

11 **(3) IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT THOSE**
12 **UNITS OF STATE GOVERNMENT WITH AN INDEPENDENT PERSONNEL SYSTEM ADOPT**
13 **POLICIES CONSISTENT WITH THIS SUBSECTION FOR THE CLASSIFICATION OF**
14 **POSITIONS IN THESE FIELDS.**

15 SECTION 2. AND BE IT FURTHER ENACTED, That the Secretary of Budget and
16 Management shall revise the standards for position selection plans for skilled service and
17 professional service classes in the fields of information technology and cybersecurity on or
18 before January 1, 2022.

19 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect
20 October 1, 2020.