

Chapter 100

(House Bill 982)

AN ACT concerning

State Employees – Programs and Scholarships for Human Services Careers and Probation Agents and State Contributions to Supplemental Retirement Plans

FOR the purpose of establishing the Pilot Program for Human Services Careers to encourage collaboration between the Department of Human Services and certain local school systems to assist students in establishing careers in certain positions in the Department of Human Services located in certain counties; requiring the Department of Human Services and certain local school systems to take certain actions regarding the Pilot Program; altering the eligibility criteria for the Maryland Loan Assistance Repayment Program for Police Officers and the Maryland Police Officers Scholarship Program to include probation agents who work for the Department of Public Safety and Correctional Services; altering the names of and the annual appropriations to the Repayment Program and the Scholarship Program; establishing the Pilot Program for Human Services Careers Scholarship to provide tuition assistance to students pursuing a credential or degree that is necessary to work in or further a career in certain positions in the Department of Human Services located in certain counties; requiring the State to make certain employer contributions for State employees participating in certain supplemental retirement plans under certain circumstances; requiring the Maryland Higher Education Commission to make certain scholarship awards in fiscal year 2024; and generally relating to the establishment of programs and scholarships for human services careers and probation agents employed by the State, and State contributions to the supplemental retirement plans of State employees.

BY adding to

Article – Human Services

Section 2–303

Annotated Code of Maryland

(2019 Replacement Volume and 2022 Supplement)

BY adding to

Article – Education

Section 7–132; and 18–3901 through 18–3904 to be under the new subtitle “Subtitle 39. Pilot Program for Human Services Careers Scholarship”

Annotated Code of Maryland

(2022 Replacement Volume)

BY repealing and reenacting, with amendments,

Article – Education

Section 18–3701, 18–3702, and 18–3704 to be under the amended subtitle “Subtitle 37. Maryland Loan Assistance Repayment Program for Police Officers and

Probation Agents”; and 18–3801 through 18–3804, 18–3806, and 18–3807 to be under the amended subtitle “Subtitle 38. Maryland Police Officers and Probation Agents Scholarship Program”

Annotated Code of Maryland
(2022 Replacement Volume)

BY repealing and reenacting, without amendments,
Article – State Personnel and Pensions
Section 32–101, 32–203(c), and 32–204
Annotated Code of Maryland
(2015 Replacement Volume and 2022 Supplement)

BY repealing and reenacting, with amendments,
Article – State Personnel and Pensions
Section 32–205(a)
Annotated Code of Maryland
(2015 Replacement Volume and 2022 Supplement)

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

Article – Human Services

2–303.

(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(2) “CAREER” MEANS AN OCCUPATION THAT PROVIDES OPPORTUNITIES FOR UPWARD MOBILITY AND PROFESSIONAL PROGRESS.

(3) “ELIGIBLE COUNTY” MEANS:

(I) BALTIMORE CITY;

(II) BALTIMORE COUNTY; OR

(III) PRINCE GEORGE’S COUNTY.

(4) “ELIGIBLE LOCAL SCHOOL SYSTEM” MEANS:

(I) THE BALTIMORE CITY PUBLIC SCHOOL SYSTEM;

(II) THE BALTIMORE COUNTY PUBLIC SCHOOL SYSTEM; OR

(III) THE PRINCE GEORGE'S COUNTY PUBLIC SCHOOL SYSTEM.

~~(5) "NEEDED POSITION" MEANS THE FOLLOWING POSITIONS IN THE DEPARTMENT IN AN ELIGIBLE COUNTY:~~

- ~~(I) CASEWORKER;~~
- ~~(II) CHILD SUPPORT SPECIALIST;~~
- ~~(III) FAMILY INVESTMENT SPECIALIST;~~
- ~~(IV) FAMILY SUPPORT WORKER; AND~~
- ~~(V) FAMILY SVS CASEWORKER.~~

~~(6)~~ (5) "PILOT PROGRAM" MEANS THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS ESTABLISHED UNDER THIS SECTION.

~~(7)~~ (6) "SERVICE OBLIGATION" MEANS TO WORK IN A ~~NEEDED~~ TARGETED POSITION FOR A MINIMUM OF 5 YEARS DURING THE 8-YEAR PERIOD IMMEDIATELY FOLLOWING HIGH SCHOOL GRADUATION.

(7) "TARGETED POSITIONS" MEANS THE FOLLOWING POSITIONS IN THE DEPARTMENT IN AN ELIGIBLE COUNTY:

- (I) CHILD SUPPORT SPECIALIST SERIES;
- (II) FAMILY INVESTMENT SPECIALIST SERIES;
- (III) FAMILY SUPPORT WORKER SERIES;
- (IV) FAMILY SVS CASEWORKER SERIES; AND
- (V) SOCIAL WORKER SERIES.

(B) (1) THERE IS A PILOT PROGRAM FOR HUMAN SERVICES CAREERS.

~~(2) THE PILOT PROGRAM SHALL BEGIN ON JULY 1, 2023, AND END ON JUNE 30, 2028.~~

~~(2)~~ ~~(3)~~ (2) THE PURPOSE OF THE PILOT PROGRAM IS TO:

(1) ENCOURAGE COLLABORATION BETWEEN THE DEPARTMENT AND ELIGIBLE LOCAL SCHOOL SYSTEMS TO ASSIST STUDENTS IN

ESTABLISHING CAREERS IN ~~NEEDED~~ TARGETED POSITIONS IN THE DEPARTMENT;
AND

(II) ASSIST CURRENT EMPLOYEES OF THE DEPARTMENT AND
EMPLOYEES IN TARGETED POSITIONS IN THE DEPARTMENT TO ESTABLISH CAREERS
IN TARGETED POSITIONS IN THE DEPARTMENT.

~~(3)~~ ~~(4)~~ (3) THE DEPARTMENT SHALL WORK WITH ELIGIBLE LOCAL
SCHOOL SYSTEMS TO MEET THE REQUIREMENTS UNDER § 7-132 OF THE EDUCATION
ARTICLE REGARDING THE PILOT PROGRAM.

(C) (1) IN HIRING FOR ~~NEEDED~~ TARGETED POSITIONS, THE
DEPARTMENT SHALL PRIORITIZE APPLICANTS WHO:

(I) GRADUATED FROM A HIGH SCHOOL IN AN ELIGIBLE LOCAL
SCHOOL SYSTEM; AND

(II) PARTICIPATED IN THE PILOT PROGRAM THROUGH THE
LOCAL SCHOOL SYSTEM OR AS AN EMPLOYEE OF THE DEPARTMENT.

(2) IF AN APPLICANT WHO MEETS THE CRITERIA DESCRIBED IN
PARAGRAPH (1) OF THIS SUBSECTION IS HIRED TO FILL A ~~NEEDED~~ TARGETED
POSITION IN THE DEPARTMENT, THE DEPARTMENT SHALL AWARD A ONE-TIME
STIPEND OF \$500 TO THE EMPLOYEE.

(D) (1) IF THE DEPARTMENT HIRES AN APPLICANT WHO GRADUATED
FROM A HIGH SCHOOL IN AN ELIGIBLE LOCAL SCHOOL SYSTEM TO FILL A ~~NEEDED~~
TARGETED POSITION, THE DEPARTMENT SHALL ASSIGN TO THE NEW EMPLOYEE A
MENTOR WHO WORKS IN THE DEPARTMENT.

(2) THE DEPARTMENT SHALL:

(I) SOLICIT APPLICATIONS FROM EMPLOYEES TO SERVE AS
MENTORS TO NEW EMPLOYEES HIRED IN ACCORDANCE WITH THIS SECTION;

(II) SELECT QUALIFIED EMPLOYEES TO SERVE AS MENTORS
BASED ON CRITERIA DETERMINED BY THE DEPARTMENT; AND

(III) NEGOTIATE MENTOR COMPENSATION WITH EACH
EXCLUSIVE REPRESENTATIVE.

~~(2)~~ (3) A MENTOR ASSIGNED TO A NEW EMPLOYEE SHALL:

(I) SERVE AS AN EXPERT RESOURCE ON THE DEPARTMENT FOR THE EMPLOYEE; AND

(II) BE COMPENSATED BY THE DEPARTMENT FOR SERVING AS A MENTOR.

(4) THE DEPARTMENT SHALL CREATE A SUPPORT SYSTEM NETWORK FOR THE EMPLOYEES WHO WANT TO PARTICIPATE IN THE PILOT PROGRAM.

(E) (1) THE DEPARTMENT SHALL PROVIDE TO EMPLOYEES AND OTHER INTERESTED INDIVIDUALS OUTSIDE THE DEPARTMENT INFORMATION REGARDING THE CAREER OPPORTUNITIES THAT ARE AVAILABLE IN ~~NEEDED~~ TARGETED POSITIONS IN THE DEPARTMENT.

(2) THE INFORMATION SHALL INCLUDE:

(I) THE QUALIFICATIONS NECESSARY FOR EACH ~~NEEDED~~ TARGETED POSITION;

(II) THE SALARY RANGE FOR EACH ~~NEEDED~~ TARGETED POSITION;

(III) CONTACT INFORMATION FOR INDIVIDUALS WHO CAN HELP EMPLOYEES OBTAIN THE QUALIFICATIONS NECESSARY FOR A ~~NEEDED~~ TARGETED POSITION; AND

(IV) A DESCRIPTION OF AND CONTACT INFORMATION FOR THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS SCHOLARSHIP ESTABLISHED UNDER § 18-3902 OF THE EDUCATION ARTICLE.

~~(F) THE DEPARTMENT SHALL AUTHORIZE AN EMPLOYEE TO WORK IN A NEEDED POSITION BEFORE OBTAINING A NECESSARY CREDENTIAL OR DEGREE IF THE EMPLOYEE:~~

~~(1) IS PURSUING THE CREDENTIAL OR DEGREE THAT IS NECESSARY TO WORK IN THE NEEDED POSITION; AND~~

~~(2) PLEDGES TO CONTINUE WORKING IN THE NEEDED POSITION IN THE DEPARTMENT AFTER OBTAINING THE NECESSARY CREDENTIAL OR DEGREE.~~

(F) THE DEPARTMENT, IN COLLABORATION WITH A SCHOLARSHIP RECIPIENT, SHALL DEVELOP A WORK SCHEDULE THAT ENABLES THE SCHOLARSHIP RECIPIENT TO MAINTAIN A COURSE LOAD ~~IN-LINE~~ CONSISTENT WITH THE INTENT OF THE PILOT PROGRAM.

(G) IF AN EMPLOYEE OBTAINS A NECESSARY CREDENTIAL OR DEGREE TO WORK IN A ~~NEEDED~~ TARGETED POSITION IN THE DEPARTMENT, THE DEPARTMENT SHALL AWARD A ONE-TIME STIPEND OF \$500 TO THE EMPLOYEE.

~~(H) THIS SECTION SHALL REMAIN EFFECTIVE FOR A PERIOD OF 5 YEARS AND, AT THE END OF JUNE 30, 2028, THIS SECTION, WITH NO FURTHER ACTION REQUIRED BY THE GENERAL ASSEMBLY, SHALL BE ABROGATED AND OF NO FURTHER FORCE AND EFFECT.~~

~~(H)~~ (H) NOTHING IN THIS SECTION SHALL BE CONSTRUED TO ALTER THE MINIMUM QUALIFICATIONS FOR ANY OF THE TARGETED POSITIONS INCLUDED IN THIS SECTION.

(I) ON OR BEFORE DECEMBER 1, 2024, AND EACH DECEMBER 1 THEREAFTER, THE DEPARTMENT SHALL COLLABORATE WITH THE ELIGIBLE LOCAL SCHOOL SYSTEMS TO SUBMIT A REPORT TO THE GENERAL ASSEMBLY, IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE, ON THE PILOT PROGRAM, INCLUDING:

(1) ACTIVITIES CONDUCTED BY EACH ELIGIBLE LOCAL SCHOOL SYSTEM TO ASSIST STUDENTS IN ESTABLISHING CAREERS IN TARGETED POSITIONS IN THE DEPARTMENT;

(2) THE NUMBER OF INDIVIDUALS PARTICIPATING IN THE PILOT PROGRAM FROM EACH ELIGIBLE LOCAL SCHOOL SYSTEM AND IN THE DEPARTMENT; AND

(3) THE NUMBER OF INDIVIDUALS AWARDED A SCHOLARSHIP FROM THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS SCHOLARSHIP ESTABLISHED UNDER § 18-3902 OF THE EDUCATION ARTICLE.

(J) ON OR BEFORE DECEMBER 1, 2028, THE DEPARTMENT SHALL SUBMIT A REPORT TO THE GENERAL ASSEMBLY, IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE, ON THE EFFECTIVENESS OF THE PILOT PROGRAM IN ACCOMPLISHING THE GOALS OF THE PILOT PROGRAM IN INCREASING EMPLOYMENT IN TARGETED POSITIONS IN THE DEPARTMENT.

Article – Education

(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(2) “CAREER” MEANS AN OCCUPATION THAT PROVIDES OPPORTUNITIES FOR UPWARD MOBILITY AND PROFESSIONAL PROGRESS.

(3) “ELIGIBLE COUNTY” MEANS:

- (I) BALTIMORE CITY;
- (II) BALTIMORE COUNTY; OR
- (III) PRINCE GEORGE’S COUNTY.

(4) “ELIGIBLE LOCAL SCHOOL SYSTEM” MEANS:

- (I) THE BALTIMORE CITY PUBLIC SCHOOL SYSTEM;
- (II) THE BALTIMORE COUNTY PUBLIC SCHOOL SYSTEM; OR
- (III) THE PRINCE GEORGE’S COUNTY PUBLIC SCHOOL SYSTEM.

~~(5) “NEEDED POSITIONS” MEANS THE FOLLOWING POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES IN AN ELIGIBLE COUNTY:~~

- ~~(I) CASEWORKER;~~
- ~~(II) CHILD SUPPORT SPECIALIST;~~
- ~~(III) FAMILY INVESTMENT SPECIALIST;~~
- ~~(IV) FAMILY SUPPORT WORKER; AND~~
- ~~(V) FAMILY SVS CASEWORKER.~~

~~(6)~~ (5) “PILOT PROGRAM” MEANS THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS ESTABLISHED UNDER § 2-303 OF THE HUMAN SERVICES ARTICLE.

~~(7)~~ (6) “SCHOLARSHIP” MEANS THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS SCHOLARSHIP ESTABLISHED UNDER § 18-3902 OF THIS ARTICLE.

(7) “TARGETED POSITIONS” MEANS THE FOLLOWING POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES IN AN ELIGIBLE COUNTY:

- (I) CHILD SUPPORT SPECIALIST SERIES;**
- (II) FAMILY INVESTMENT SPECIALIST SERIES;**
- (III) FAMILY SUPPORT WORKER SERIES;**
- (IV) FAMILY SVS CASEWORKER SERIES; AND**
- (V) SOCIAL WORKER SERIES.**

(B) (1) UNDER THE PILOT PROGRAM, ELIGIBLE LOCAL SCHOOL SYSTEMS AND THE DEPARTMENT OF HUMAN SERVICES SHALL COLLABORATE TO ASSIST STUDENTS IN ESTABLISHING CAREERS IN ~~NEEDED~~ TARGETED POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES.

(2) EACH ELIGIBLE LOCAL SCHOOL SYSTEM SHALL ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE DEPARTMENT OF HUMAN SERVICES FOR THE PILOT PROGRAM THAT SHALL INCLUDE:

(I) CLEAR GOALS FOR THE PILOT PROGRAM AND ACTIONABLE ITEMS TO MEET THOSE GOALS, INCLUDING IDENTIFYING SPECIFIC SCHOOLS OR NUMBERS OF STUDENTS TO PARTICIPATE IN THE PILOT PROGRAM; AND

(II) A COMMITMENT TO PUBLICIZE THE PILOT PROGRAM, INCLUDING THE AVAILABILITY OF:

1. STIPENDS FOR STUDENTS HIRED TO WORK IN ~~NEEDED~~ TARGETED POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES AFTER GRADUATION FROM A HIGH SCHOOL IN AN ELIGIBLE LOCAL SCHOOL SYSTEM; AND

2. THE SCHOLARSHIP.

(C) EACH ELIGIBLE LOCAL SCHOOL SYSTEM SHALL:

(1) IDENTIFY STUDENTS WHO MAY BE INTERESTED IN WORKING FOR THE STATE AFTER GRADUATING FROM HIGH SCHOOL;

(2) PUBLICIZE THE PILOT PROGRAM, INCLUDING EMPHASIZING THE CAREER OPPORTUNITIES AND BENEFITS;

(3) WORK WITH THE DEPARTMENT OF HUMAN SERVICES TO DEVELOP INTERNSHIP OPPORTUNITIES AT THE DEPARTMENT OF HUMAN SERVICES AND PROVIDE COURSE CREDIT TO STUDENTS PARTICIPATING IN THE INTERNSHIPS;

(4) SCHEDULE AT LEAST ONE CAREER DAY EACH SEMESTER FOR REPRESENTATIVES OF THE DEPARTMENT OF HUMAN SERVICES TO PRESENT TO STUDENTS IN THE SCHOOL SYSTEM INFORMATION ABOUT CAREER OPPORTUNITIES IN ~~NEEDED~~ TARGETED POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES AND THE NECESSARY QUALIFICATIONS;

(5) WORK WITH THE DEPARTMENT OF HUMAN SERVICES TO IDENTIFY THE KNOWLEDGE AND SKILLS NECESSARY FOR ~~NEEDED~~ TARGETED POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES AND INCORPORATE TEACHING THE KNOWLEDGE AND SKILLS INTO THE CURRICULUM OF A REQUIRED COURSE; AND

(6) INCLUDE THE DISCUSSION OF CAREER OPPORTUNITIES AT THE DEPARTMENT OF HUMAN SERVICES AS PART OF THE INDIVIDUALIZED CAREER COUNSELING SERVICES IN THE CAREER COUNSELING PROGRAM FOR MIDDLE AND HIGH SCHOOL STUDENTS ESTABLISHED UNDER § 7-127 OF THIS SUBTITLE.

(D) THE DEPARTMENT OF HUMAN SERVICES SHALL ASSIST AN ELIGIBLE LOCAL SCHOOL SYSTEM WITH THE REQUIREMENTS OF SUBSECTION (C) OF THIS SECTION.

(E) IF A STUDENT IS HIRED TO WORK IN A ~~NEEDED~~ TARGETED POSITION IN THE DEPARTMENT OF HUMAN SERVICES AFTER GRADUATION FROM A HIGH SCHOOL IN AN ELIGIBLE LOCAL SCHOOL SYSTEM, THE DEPARTMENT OF HUMAN SERVICES SHALL AWARD A ONE-TIME STIPEND OF \$500 TO THE EMPLOYEE.

Subtitle 37. Maryland Loan Assistance Repayment Program for Police Officers AND PROBATION AGENTS.

18-3701.

(a) In this subtitle the following words have the meanings indicated.

(b) “Eligible employment” means to work as [a police]:

(1) A POLICE officer in the State for at least 2 years; OR

(2) A PAROLE AND PROBATION AGENT, SUPERVISOR, OR REGIONAL DIRECTOR IN THE STATE FOR AT LEAST 2 YEARS.

(c) “Higher education loan” means a loan that is obtained for tuition for undergraduate study [leading to a degree in criminal law, criminology, or criminal justice].

(d) “Police officer” has the meaning stated in § 3–201 of the Public Safety Article.

(E) “PROBATION AGENT” MEANS AN INDIVIDUAL SERVING AS A PAROLE AND PROBATION AGENT, SUPERVISOR, OR REGIONAL ADMINISTRATOR FOR THE DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL SERVICES.

[(e)] (F) “Program” means the Maryland Loan Assistance Repayment Program for Police Officers **AND PROBATION AGENTS**.

18–3702.

(a) There is a Maryland Loan Assistance Repayment Program for Police Officers **AND PROBATION AGENTS** in the State.

(b) The Office shall distribute funds from the Program to assist in the repayment of a higher education loan owed by a police officer **OR PROBATION AGENT** who:

(1) Receives a graduate, professional, or undergraduate degree from a public college or university in the State;

(2) Obtains eligible employment; and

(3) Satisfies any other criteria established by the Office.

18–3704.

The Governor shall include [an annual] **IN THE ANNUAL BUDGET BILL AN** appropriation of at least [\$1,500,000 in the State budget] **\$5,000,000** for the Program.

Subtitle 38. Maryland Police Officers **AND PROBATION AGENTS** Scholarship Program.

18–3801.

(a) In this subtitle the following words have the meanings indicated.

(b) “Eligible institution” means a public senior higher education institution in the State.

(c) “Police officer” has the meaning stated in § 3–201 of the Public Safety Article.

(D) “PROBATION AGENT” MEANS AN INDIVIDUAL SERVING AS A PAROLE AND PROBATION AGENT, SUPERVISOR, OR REGIONAL ADMINISTRATOR FOR THE DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL SERVICES.

[(d)] (E) “Service obligation” means to work as a police officer **OR PROBATION AGENT** in the State not less than 5 years during the 8-year period after graduation.

18–3802.

(a) There is a Maryland Police Officers **AND PROBATION AGENTS** Scholarship Program.

(b) The purpose of the program is to provide tuition assistance for students **WHO ARE:**

(1) Attending **AN ELIGIBLE INSTITUTION AND ENROLLED IN** a degree program that would further the student’s [career in law enforcement at an eligible institution with the] intent to [be] **BECOME** a police officer **OR PROBATION AGENT** after graduation; or

(2) [Who are currently] **EMPLOYED AS A** police [officers attending] **OFFICER OR PROBATION AGENT, ATTENDING AN ELIGIBLE INSTITUTION, AND ENROLLED IN** a degree program that would further the police officer’s **OR PROBATION OFFICER’S** career [in law enforcement at an eligible institution].

(c) The Office shall publicize the availability of the Maryland Police Officers **AND PROBATION AGENTS** Scholarship.

18–3803.

(a) [The] **EACH YEAR, THE** Office shall [annually] select eligible students and offer a scholarship to each student selected to be used at an eligible institution of the student’s choice.

(b) A recipient of the Maryland Police Officers **AND PROBATION AGENTS** Scholarship shall:

(1) Be a Maryland resident or have graduated from a Maryland high school;

(2) Be accepted for admission or currently enrolled at an eligible institution as a full-time or part-time undergraduate or graduate student pursuing a course of study or program that would further the recipient’s career [in law enforcement];

(3) Sign a letter of intent to perform the service obligation on completion of the recipient's required studies; and

(4) Satisfy any additional criteria the Commission may establish.

(c) A current police officer **OR PROBATION AGENT** shall be eligible for a Maryland Police Officers **AND PROBATION AGENTS** Scholarship if they meet the eligibility criteria under subsection (b) of this section.

18-3804.

The recipient of a Maryland Police Officers **AND PROBATION AGENTS** Scholarship shall repay the Commission the funds received as set forth in § 18-112 of this title if the recipient does not:

(1) Satisfy the degree requirements of the eligible course of study or program or fulfill other requirements as provided in this subtitle; or

(2) Perform the service obligation to work as a police officer **OR PROBATION AGENT** for at least 5 years during the 8-year period after graduation.

18-3806.

The Governor shall [annually] include in the **ANNUAL** budget bill an appropriation of at least **[\$8,500,000] \$5,000,000** to the Commission to award scholarships under this subtitle, and the Commission shall use:

(1) **[\$6,000,000] \$2,500,000** for scholarships to students intending to become police officers **OR PROBATION AGENTS** after graduation; and

(2) **\$2,500,000** for scholarships for existing police officers **OR PROBATION AGENTS** to attend an eligible institution and remain a police officer **OR PROBATION AGENT** after graduation.

18-3807.

The Office shall:

(1) Publicize the availability of Maryland Police Officers **AND PROBATION AGENTS** Scholarships; and

(2) To the extent practicable, award scholarships under this subtitle in a manner that reflects ethnic, gender, racial, and geographic diversity.

SUBTITLE 39. PILOT PROGRAM FOR HUMAN SERVICES CAREERS SCHOLARSHIP.

18-3901.

(A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(B) “ELIGIBLE COUNTY” MEANS:

- (1) BALTIMORE CITY;
- (2) BALTIMORE COUNTY; OR
- (3) PRINCE GEORGE’S COUNTY.

(C) “ELIGIBLE INSTITUTION” MEANS A PUBLIC ~~SENIOR~~ HIGHER EDUCATION INSTITUTION IN THE STATE.

~~(D) “NEEDED POSITIONS” MEANS THE FOLLOWING POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES IN AN ELIGIBLE COUNTY:~~

- ~~(1) CASEWORKER;~~
- ~~(2) CHILD SUPPORT SPECIALIST;~~
- ~~(3) FAMILY INVESTMENT SPECIALIST;~~
- ~~(4) FAMILY SUPPORT WORKER; AND~~
- ~~(5) FAMILY SVS CASEWORKER.~~

~~(E) “PILOT PROGRAM” MEANS THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS ESTABLISHED UNDER § 2-303 OF THE HUMAN SERVICES ARTICLE.~~

~~(F)~~ (D) “SCHOLARSHIP” MEANS THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS SCHOLARSHIP ESTABLISHED UNDER THIS SUBTITLE.

~~(G)~~ (E) (1) “SERVICE OBLIGATION” MEANS TO WORK IN A ~~NEEDED~~ TARGETED POSITION FOR A MINIMUM OF 5 YEARS DURING THE 8-YEAR PERIOD IMMEDIATELY FOLLOWING HIGH SCHOOL GRADUATION.

(2) “SERVICE OBLIGATION” INCLUDES WORK IN A TARGETED POSITION WHILE A STUDENT IS ATTENDING AN ELIGIBLE INSTITUTION.

(F) “TARGETED POSITIONS” MEANS THE FOLLOWING POSITIONS IN THE DEPARTMENT OF HUMAN SERVICES IN AN ELIGIBLE COUNTY:

- (1) CHILD SUPPORT SPECIALIST SERIES;**
- (2) FAMILY INVESTMENT SPECIALIST SERIES;**
- (3) FAMILY SUPPORT WORKER SERIES;**
- (4) FAMILY SVS CASEWORKER SERIES; AND**
- (5) SOCIAL WORKER SERIES.**

18-3902.

(A) THERE IS A PILOT PROGRAM FOR HUMAN SERVICES CAREERS SCHOLARSHIP.

(B) THE PURPOSE OF THE SCHOLARSHIP IS TO PROVIDE TUITION ASSISTANCE TO STUDENTS WHO ARE ENROLLED IN A PROGRAM AT AN ELIGIBLE INSTITUTION THAT WILL ENABLE THE STUDENT TO OBTAIN A CREDENTIAL OR DEGREE THAT IS NECESSARY TO WORK IN OR FURTHER A CAREER IN A ~~NEEDED~~ TARGETED POSITION IN THE DEPARTMENT OF HUMAN SERVICES.

(C) A SCHOLARSHIP RECIPIENT SHALL:

(1) BE A MARYLAND RESIDENT OR A GRADUATE OF A MARYLAND HIGH SCHOOL;

(2) BE ACCEPTED FOR ADMISSION OR CURRENTLY ENROLLED AT AN ELIGIBLE INSTITUTION IN A PROGRAM THAT WILL ENABLE THE RECIPIENT TO OBTAIN A CREDENTIAL OR DEGREE THAT IS NECESSARY TO WORK IN OR FURTHER A CAREER IN A ~~NEEDED~~ TARGETED POSITION IN THE DEPARTMENT OF HUMAN SERVICES;

(3) SIGN A LETTER OF INTENT TO PERFORM THE SERVICE OBLIGATION ON COMPLETION OF THE RECIPIENT’S REQUIRED STUDIES;

(4) MAINTAIN A CUMULATIVE GRADE POINT AVERAGE OF AT LEAST 2.5 ON A 4.0 SCALE OR ITS EQUIVALENT; AND

(5) SATISFY ANY ADDITIONAL CRITERIA ESTABLISHED BY THE OFFICE OR THE DEPARTMENT OF HUMAN SERVICES.

(D) THE ANNUAL SCHOLARSHIP AWARD SHALL BE 100% OF THE EQUIVALENT ANNUAL TUITION AND MANDATORY FEES AT THE ELIGIBLE INSTITUTION.

18-3903.

(A) (1) EACH YEAR THE OFFICE SHALL WORK WITH THE DEPARTMENT OF HUMAN SERVICES TO AWARD SCHOLARSHIPS TO STUDENTS TO BE USED AT AN ELIGIBLE INSTITUTION.

(2) THE OFFICE AND THE DEPARTMENT OF HUMAN SERVICES SHALL PUBLICIZE THE AVAILABILITY OF THE SCHOLARSHIP, INCLUDING PROVIDING INFORMATION ON THE SCHOLARSHIP TO EVERY EMPLOYEE IN A ~~NEEDED~~ TARGETED POSITION.

(B) (1) ~~(1)~~ THE DEPARTMENT OF HUMAN SERVICES SHALL:

~~(1)~~ ~~(1)~~ (I) IDENTIFY AND SELECT ELIGIBLE APPLICANTS; AND

~~(1)~~ ~~(2)~~ (II) DETERMINE THE AMOUNT OF SCHOLARSHIP AWARDS.

(2) THE DEPARTMENT OF HUMAN SERVICES SHALL PRIORITIZE SELECTING APPLICANTS FOR A SCHOLARSHIP WHO PARTICIPATED IN THE PILOT PROGRAM FOR HUMAN SERVICES CAREERS ESTABLISHED UNDER § 2-303 OF THE HUMAN SERVICES ARTICLE.

~~(2) THE DEPARTMENT OF HUMAN SERVICES SHALL PRIORITIZE SELECTING SCHOLARSHIP APPLICANTS WHO HAVE PARTICIPATED IN THE PILOT PROGRAM.~~

(C) THE OFFICE SHALL:

(1) AWARD SCHOLARSHIPS TO APPLICANTS SELECTED BY THE DEPARTMENT OF HUMAN SERVICES IN THE AMOUNTS DETERMINED BY THE DEPARTMENT OF HUMAN SERVICES; AND

(2) PROVIDE OVERSIGHT RELATED TO THE SERVICE OBLIGATION OF THE SCHOLARSHIP.

(D) A SCHOLARSHIP RECIPIENT SHALL REPAY THE OFFICE THE FUNDS RECEIVED UNDER THIS SUBTITLE AS SET FORTH IN § 18-112 OF THIS TITLE IF THE RECIPIENT DOES NOT:

(1) SATISFY THE DEGREE REQUIREMENTS OF THE ELIGIBLE COURSE OF STUDY OR PROGRAM OR FULFILL OTHER REQUIREMENTS AS PROVIDED IN THIS SUBTITLE; OR

(2) PERFORM THE SERVICE OBLIGATION AFTER GRADUATION.

18–3904.

FUNDING FOR THE SCHOLARSHIP SHALL BE AS PROVIDED IN THE STATE BUDGET.

Article – State Personnel and Pensions

32–101.

(a) In this title the following words have the meanings indicated.

(b) (1) “Eligible employee” means a member of the Employees’ Pension System or the Employees’ Retirement System who is subject to Selection C (Combination Formula) as provided in § 22–221 of this article, other than:

(i) an employee of a participating governmental unit or a former participating governmental unit that has withdrawn; or

(ii) a member of the Employees’ Pension System who transferred from the Employees’ Retirement System after April 1, 1998.

(2) “Eligible employee” includes:

(i) a member of the Employees’ Pension System who contributes to a State supplemental plan authorized by an employing institution as defined in § 30–101 of this article; or

(ii) a member of the Employees’ Pension System who is an employee of the Northeast Maryland Waste Disposal Authority.

(c) “Optional Defined Contribution System” means the system established under § 32–201 of this title.

(d) “Participating employee” means an eligible employee who participates in the Optional Defined Contribution System.

(e) (1) “State supplemental plan” means a plan qualified under the Internal Revenue Code and:

(i) administered by the Supplemental Board; or

(ii) authorized for eligible employees by an employing institution as defined in § 30–101 of this article.

(2) “State supplemental plan” includes:

(i) a salary reduction plan qualified under § 401(k) of the Internal Revenue Code;

(ii) a tax sheltered annuity plan qualified under § 403(b) of the Internal Revenue Code;

(iii) a deferred compensation plan qualified under § 457 of the Internal Revenue Code; or

(iv) a plan qualified under § 401(a) of the Internal Revenue Code.

(f) “Supplemental Board” means the State Board of Trustees of the Maryland Teachers and State Employees Supplemental Retirement Plans established under § 35–201 of this article.

32–203.

(c) A participating employee’s interest in the plans under the Optional Defined Contribution System:

(1) shall immediately be 100% vested;

(2) shall be held in trust for the exclusive benefit of the participating employee, except as otherwise required under § 403(b) of the Internal Revenue Code for investments held under a plan that qualifies under § 403(b) of the Internal Revenue Code; and

(3) may be distributed only at the times, in the manner, to the extent, and to the individuals that allow the plans to maintain their tax qualified status under the Internal Revenue Code.

32–204.

The participating employee contributions shall be made as payrolls are paid by payroll deduction or by a reduction in salary in accordance with the Internal Revenue Code and as provided by the applicable State supplemental plan.

32–205.

(a) (1) [For] **SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, FOR** each participating employee who makes contributions under § 32–204 of this subtitle, [to the extent funds are provided in the State budget,] the State [may] **SHALL** contribute to the applicable State supplemental plan employer contributions an amount equal to the lesser of the participating employee’s contributions or \$600 per fiscal year.

(2) **SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, IF A PARTICIPATING EMPLOYEE WHO MAKES CONTRIBUTIONS UNDER § 32–204 OF THIS SUBTITLE PROVIDES DOCUMENTATION TO THE STATE OF THE AMOUNT THE EMPLOYEE PAID TOWARD THE EMPLOYEE’S HIGHER EDUCATION STUDENT LOAN PAYMENTS DURING THE CURRENT FISCAL YEAR, THE STATE SHALL CONTRIBUTE TO THE APPLICABLE STATE SUPPLEMENTAL PLAN EMPLOYER CONTRIBUTIONS AN AMOUNT EQUAL TO THE LESSER OF THE PARTICIPATING EMPLOYEE’S HIGHER EDUCATION STUDENT LOAN PAYMENTS OR \$600 PER CURRENT FISCAL YEAR.**

(3) **A PARTICIPATING EMPLOYEE MAY NOT RECEIVE A STATE CONTRIBUTION UNDER PARAGRAPHS (1) AND (2) OF THIS SUBSECTION DURING THE SAME FISCAL YEAR.**

SECTION 2. AND BE IT FURTHER ENACTED, That:

(a) The Maryland Higher Education Commission shall work with the Department of Human Services to award Scholarships from the Pilot Program for Human Services Careers Scholarship established under § 18–3902 of the Education Article, as enacted by Section 1 of this Act, in fiscal year 2024.

(b) The Maryland Higher Education Commission:

(1) may not delay making Scholarship awards under subsection (a) of this section because of required updates to the Maryland College Aid Processing System; and

(2) shall consider the use of paper applications to make Scholarship awards in fiscal year 2024.

~~SECTION 2. 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2023. It shall remain effective for a period of 5 years and, at the end of June 30, 2028, this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect.~~

Approved by the Governor, April 24, 2023.