

Task Force on the Modernization of the State Personnel Management System

Meeting Minutes

Date: 11/14/2023, 10:00am-11:30am (Meeting #7)
Location: Web: Microsoft Teams Meeting
Video Conferencing: [Meeting Recording Link](#)
Presentation link: [Link to Presentations](#)
Task Force email: spms.taskforce@maryland.gov

Members Present: Secretary Tisha Edwards, Chair
Secretary Serena McIlwain, Member*
Cindy Kollner, Member
Dianna Rosborough, Member
Tara Nelson, Member
Gwen Shindler, Member
Aaron Jacobs, Member
Denise Gilmore, Member **
Jerry Smith, Member
Rosemary Wertz, Member
Joel Martinez, Member

*Thomas French, Director of Operational Services Administration, Maryland Department of Environment substituted for Secretary Serena McIlwain.

** Hank Hollis, Field Director, American Federation of State, County and Municipal Employees substituted for Denise Gilmore.

Members Absent: Secretary Serena McIlwain
Erin McMullen
Rianna Matthews-Brown
Denise Gilmore
Kimberly Prescott

Staff Present: Raquel Coombs
Laura-Vykol Gray
Max Pierce

Presenters: Kilin Boardman-Schroyer, Deputy Assistant Superintendent,
Postsecondary and Career Education, Office of the State Superintendent of

Education, Government of the District of Columbia

Mark Townend, Director, Recruitment and Examination Division,
Department of Budget and Management

Call to Order: The Chair called the seventh meeting of the Task Force on the Modernization of the State Personnel Management System (SPMS) to order at 10:00am via Microsoft Teams web video conferencing. The Chair introduced herself and the members of the Task Force and welcomed all participants and members to the meeting. The Chair reminded all attendees that this meeting is being recorded. The Chair reminded task force members the final task force report is due January 2nd, 2024 to the Maryland General Assembly. The Chair then introduced the first presenter and asked the body to begin thinking about career assessments.

Old Business: None.

New Business:

Presentation/Live Demonstration #1 on Career Assessment Tool

Example - Kilin Boardman-Schroyer: Kilin Boardman-Schroyer gave a live demonstration of a career assessment tool the Government of the District of Columbia (DC) uses. Mr. Boardman-Schroyer wanted the record to reflect that he is not affiliated with the vendor of the tool and is presenting as a consumer of the products and services. Mr. Boardman-Schroyer indicated the tool is primarily used by the university system to drive people towards their educational programs. It is often utilized by STAR (Skilled Through Alternative Routes) and adult learner populations, but the tool is open to all members of the public and is designed to allow users to identify career pathways and all necessary information/steps to get into this proposed career. Applicants are able to find out more about potential career pathways by taking a 6 or 60 question survey and are then directed towards existing pathways in the area based on the results. Career options are able to be filtered based on a number of customizable criteria such as geographic location, degree requirements, pay, skill level and degree/certification requirements.

Task Force Discussion of Presentation #1: The Chair opened the floor to discussion and thanked the presenter for his time. The Chair asked what

Mr. Boardman-Schroyer felt was the best value added of the tool. Mr. Boardman-Schroyer elaborated that he believes the greatest strength of the platform is its ability to utilize existing market data and the accessibility to be used at many different program levels for different compatible purposes. Mr. Boardman-Schroyer isn't sure of how many users utilize the platform each year and that DC has been using this service for four to five years. Dianna Rosborough asked about the data sourcing. Mr. Boardman-Schroyer answered that the vendor primarily uses national data statistics and uses their own data sources for this program.

Presentation #2 Class and Title Review - Mark Townend: Mark Townend gave an overview of State efforts to remove hard degree requirements for State classifications. Of current State classifications, roughly 73% do not require a hard degree or certification, translating to over 29,000 non-degree required positions.

Task Force Discussion of Presentation #2: The Chair thanked Mr. Townend for his presentation and opened the floor up for discussion. Gwen Schindler passed along some concern from her hiring managers that removing degree requirements could lower the quality of applicants. Cindy Kollner asked if there has been a decrease in the quality of applicants or is more internal training needed. Ms. Kollner stated that most State jobs do not require state specific experience or education, and that on-the-job learning is standard. Aaron Jacobs responded that he has seen an increase in applicants and is not certain of the degree impact. Mr. Jacobs went on to say that these changes have made a big difference to entry level workers. The Chair agreed that we need to work to attract younger applicants and make the State more accessible to a younger workforce. The Chair went on to praise the Governor's service year initiative and asked that DBM consider these participants when reviewing degree requirements. Tara Nelson agreed that she has seen an increase in non-degreed applicants and that training is needed to make sure we can retain them. Ms. Nelson went on that if you are able to keep an employee for three months, they are more likely to stay with the job. The Chair agreed that a good entry level workforce is needed to ensure employees have space for growth. Joel Martinez commented that when shifting to non-degree focused positions it requires a culture shift across the agency and that it will take time for hiring managers to get used to this, retention is often higher in these groups, and that continuing education is a good incentive for all employees. Mr. Martinez further stated that you can build

a strong workforce without a degree with focused learning and training opportunities. Rosemary Wertz reiterated her previous point that it is important that the State look for creative alternatives to hire nurses due to the high demand.

Draft Recommendations Review: The Chair reviewed some of the draft recommendations the task force is considering for the final report.

Minute Approval: The minutes were unanimously approved by those present.

Closing Discussion: The Chair then asked the body to fill out the feedback survey with their comments and suggestions related to the draft recommendations. The draft report will be sent electronically to the members for review.

Next Meeting Dates (10:00am-11:30am):

● ~~November 28, 2023~~ **CANCELLED**

Adjournment