



The State of Maryland

Executive Department

EXECUTIVE ORDER

01.01.2025.16

State Employees' Voluntary Separation Program

- WHEREAS The State of Maryland continues to face an historic fiscal challenge, which resulted in a significant budget gap for Fiscal Year 2026;
- WHEREAS The Moore-Miller Administration, in partnership with the General Assembly, enacted a Fiscal Year 2026 budget that will enable the State to weather the present economic turmoil and achieve our goal of promoting fiscal responsibility by making more than \$2 billion in targeted cuts and spending actions;
- WHEREAS The Fiscal Year 2026 budget also implemented strategic revenue enhancements to position the State of Maryland to more effectively navigate the fiscal uncertainty caused by actions of the federal administration;
- WHEREAS, In order to manage within the adopted Fiscal Year 2026 budget, It is necessary to launch a voluntary separation program that will allow State employees to voluntarily separate from State employment in exchange for certain severance benefits;
- WHEREAS It is in the interest of the State to allow eligible employees to participate in a voluntary separation program that provides them with the flexibility to decide whether or not they wish to separate from State service;
- WHEREAS, The Governor's broad constitutional and statutory authority over the management and supervision of State employees has previously been used to create and implement a voluntary separation program for State employees; and

WHEREAS, In addition to the Governor's constitutional and statutory authority, the Fiscal Year 2026 Budget Bill, Chapter 602 of the Laws of Maryland 2025, requires the Executive Branch to make \$121 million in General Fund personnel cost reductions in Fiscal Year 2026.

NOW, THEREFORE, I, WES MOORE, GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, PROCLAIM THE FOLLOWING EXECUTIVE ORDER, EFFECTIVE IMMEDIATELY:

A. Except as provided in Paragraph J, this Executive Order applies to all employees in the Executive Branch of the State of Maryland, including employees of agencies with independent salary setting authority or independent personnel systems.

B. The Secretary of Budget and Management (Secretary) shall establish a Voluntary Separation Program (Program) that provides eligible State employees with a monetary payment of \$20,000 plus \$300 for each year of service as an incentive for employees to voluntarily separate from State service. The Program shall also include other severance benefits established by the Secretary including continuation, for those who are already enrolled, of State subsidized medical, prescription and dental benefits coverage, as well as life insurance coverage, for six months and payment for leave accrual in accordance with applicable law.

C. The Secretary shall establish criteria for employee participation in the Program and shall provide all eligible employees with sufficient information about the program to allow them to make fully informed decisions.

D. The Program shall be completely voluntary, and no employee shall be in any way compelled, coerced, or pressured, directly or indirectly, to participate.

E. Interested employees may apply to participate in the Program by filing an application with the Secretary. The agency employing an applicant shall advise the Secretary if the employee is in a position that should not be abolished. After the recommendations of employing agencies are considered, the applicants shall be notified if their application is approved or denied.

F. The filing of an application shall not create a right to participate in the Program. Only employees whose applications are approved by the Secretary shall be permitted to participate in the Program.

G. Employees accepted into the Program shall agree that they will not seek or accept employment or work in any capacity, including as an employee, contractor, or employee of a contractor, with any Executive Branch agency, public institution of higher education, or any other State agency or unit for a period of 18 months following their voluntary separation. An employee accepted into the Program who violates this reemployment prohibition shall be required to reimburse the State for the full amount of the severance payment and the cost of the subsidized health benefits.

H. The positions of all employees accepted into the Program shall be abolished.

I. The Secretary, the heads of every other personnel system, and the appointing authorities shall take all action as necessary or desirable to implement the Program. The Secretary, the heads of every other personnel system, and the appointing authorities shall implement the Program with the least possible disruption to the provision of State services.

J. This Executive Order does not apply to:

(1) The Legislative Branch;

(2) The Judicial Branch;

(3) Persons holding any civil office of profit or trust under the Maryland Constitution;

(4) Employees of the Attorney Grievance Commission, the Baltimore City Sheriffs Office, Canal Place Preservation and Development Authority, the Chesapeake Bay Commission, Historic St. Mary's City Commission, Maryland 529, all local health departments, the Injured Workers' Insurance Fund, the Maryland African American Museum Corporation, the Maryland Automobile Insurance Fund, the Maryland Environmental Service, the Maryland

Food Center Authority, the Maryland Stadium Authority, Maryland School for the Deaf, and the Registers of Wills;

(5) Cabinet officials, agency heads, and members of any board or commission;

(6) Positions, classifications, and agencies or parts of agencies designated as exempt from the Program by the Secretary, which generally, but not exclusively, include police officers, correctional officers, health care providers, emergency responders; and

(7) Employees of the University System of Maryland, Baltimore City Community College, St. Mary's College of Maryland, and Morgan State University; however the University System of Maryland, Baltimore City Community College, St. Mary's College of Maryland, and Morgan State University may implement voluntary separation programs at each university in accordance with its rules and regulations and subject to the approval of its governing board.

GIVEN Under My Hand and the Great Seal of the State of Maryland, in the City of Annapolis, this 10th Day of July 2025.



Wes Moore
Governor

ATTEST:



Susan C. Lee
Secretary of State

