



The State of Maryland

Executive Department

EXECUTIVE ORDER

01.01.2018.17

Student Loan Repayment Benefits to Relieve State Workforce Shortages

- WHEREAS, Critical workforce shortage areas exist in the State that if left unaddressed will compromise the safety of State workplaces and adversely impact the delivery of services;
- WHEREAS, When State government is properly staffed, efficiencies are created, safety is enhanced, and services to the citizens of Maryland are improved;
- WHEREAS, Student loan debt in the United States currently totals more than \$1 trillion, and is the second largest total debt balance after mortgage debt;
- WHEREAS, Nearly 60 percent of Maryland college students are graduating with student loan debt, averaging more than \$27,000 per student;
- WHEREAS, Student loan debt is preventing Marylanders from buying houses and investing in their retirement;
- WHEREAS, Repayment of student loan debt is an important pathway to achieving financial and family stability; and
- WHEREAS, Providing employees with relief from student loan debt will create a robust recruitment and retention tool for critical workforce shortage areas;
- NOW, THEREFORE, I, LAWRENCE J. HOGAN, JR., GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND LAWS OF MARYLAND, HEREBY PROCLAIM THE FOLLOWING EXECUTIVE ORDER, EFFECTIVE IMMEDIATELY:

A. Establishment.

There shall be State employee loan repayment benefits for eligible employees working in critical workforce shortage areas for units in

the State Personnel Management System and the Transportation Services Human Resources System.

B. Eligibility.


1. Applicants for the benefits must:
 - i. work in a critical workforce shortage area, as designated by the Secretary; and
 - ii. have remained in the service of the employing unit for a duration established by the Secretary.
2. A participating employee whose employment is terminated is not eligible to receive further benefits.

C. Administration.


1. The Secretary of the Department of Budget and Management shall administer the benefits to enhance the recruitment and retention of employees in critical workforce shortage areas.
2. The benefits shall be administered centrally by the Department of Budget and Management's Office of Personnel Services and Benefits.
3. The Secretary may delegate the administration of the benefits for the Transportation Services Human Resources System to the Secretary of the Department of Transportation or the Secretary's designee.
4. By January 1, 2019, the Secretary shall establish guidelines for the administration of the benefits.

GIVEN Under my Hand and the Great Seal of the State of Maryland, in the City of Annapolis, this 17th Day of June 2018.




Lawrence J. Hogan, Jr.
Governor

ATTEST:


John C. Wobensmith
Secretary of State