
Exhibit 1
Constitutional Provisions Regarding
General Assembly Compensation Commission

Art III, §15

Section 15.

- (1) The General Assembly may continue its session so long as in its judgment the public interest may require, for a period not longer than ninety days in each year. The ninety days shall be consecutive unless otherwise provided by law. The General Assembly may extend its session beyond ninety days, but not exceeding an additional thirty days, by resolution concurred in by a three-fifths vote of the membership in each House. When the General Assembly is convened by Proclamation of the Governor, the session shall not continue longer than thirty days, but no additional compensation other than mileage and other allowances provided by law shall be paid members of the General Assembly for special session.
 - (2) Any compensation and allowances paid to members of the General Assembly shall be as established by a commission known as the General Assembly Compensation Commission. The Commission shall consist of nine members, five of whom shall be appointed by the Governor, two of whom shall be appointed by the President of the Senate, and two of whom shall be appointed by the Speaker of the House of Delegates. Members of the General Assembly and officers and employees of the Government of the State of Maryland or of any county, city, or other governmental unit of the State shall not be eligible for appointment to the Commission. Members of the Commission shall be appointed for terms of four years commencing on June 1 of each gubernatorial election year. Members of the Commission are eligible for re-appointment. Any member of the Commission may be removed by the Governor prior to the expiration of his term for official misconduct, incompetence, or neglect of duty. The members shall serve without compensation but shall be reimbursed for expenses incurred in carrying out their responsibilities under this section. Decisions of the Commission must be concurred in by at least five members.
 - (3) Within 15 days after the beginning of the regular session of the General Assembly in 1974 and within 15 days after the beginning of the regular session in each fourth year thereafter, the Commission by formal resolution shall submit its determinations for compensation and allowances to the General Assembly. The General Assembly may reduce or reject, but shall not increase any item in the resolution. The resolution, with any reductions that shall have been concurred in by joint resolution of the General Assembly, shall take effect and have the force of law as of the beginning of the term of office of the next General Assembly. Rates of compensation and pensions shall be uniform for all members of the General Assembly, except that the officers of the Senate and the House of Delegates may receive higher compensation as determined by the General Assembly Compensation Commission. The provisions of the Compensation Commission resolution shall continue in force until superseded by any succeeding resolution.
 - (4) In no event shall the compensation and allowances be less than they were prior to the establishment of the Compensation Commission.
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Exhibit 3
General Assembly Compensation Commission

<u>Applicable Law</u>	<u>Time for Submitting Recommendation</u>	<u>Form of Recommendation</u>	<u>Subject</u>	<u>Time Limit for Legislative Action</u>	<u>Forms of Legislative Action</u>	<u>Options for Legislative Action</u>	<u>Effect of Legislative Action</u>
MD Const., Art. III, Sec. 15	By fifteenth day of session, <i>i.e.</i> , January 26, 2022	Resolution of Commission, not legislature	Compensation and allowances (<i>i.e.</i> , salary as well as expenses and pension)	End of session	Joint Resolution (if no Joint Resolution introduced, Commission's Resolution takes effect)	(1) May take no action on Joint Resolutions (2) May pass Joint Resolution approving Commission's Resolution (3) May pass Joint Resolution reducing or rejecting particular items* but may not increase item (4) May pass Joint Resolution rejecting Commission's Resolution (5) May pass Joint Resolution embodying prior Resolution (2018) (6) May defeat Joint Resolutions	(1) Commission's Resolution takes effect (2) Commission's Resolution takes effect (3) Commission's Resolution, as modified by Joint Resolution, takes effect (4) Prior Resolution (2018) remains in effect (5) Prior Resolution (2018) remains in effect (6) Commission's Resolution takes effect

*May not reduce below 1970 levels

Source: Department of Legislative Services

Exhibit 4
Summary of 1971, 1974, 1978, 1982, and 1986
General Assembly Compensation Commission Recommendations That Were Adopted
Implementation of Constitution Article III, Section 15 (as amended 11/3/70)

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>			<u>1982</u>	<u>1986</u>				
Salaries											
Member	\$11,000 annually (biweekly payments)	\$12,500 annually (monthly payments)	In each calendar year, the following (each in monthly payments):			\$21,000 annually (monthly payments)	In each calendar year, the following (each in monthly payments):				
President and Speaker	\$13,000 annually (biweekly payments)	\$17,500 annually (monthly payments)		<u>Mem</u>	<u>Pres/Spk</u>	\$26,000 annually (monthly payments)		<u>Mem</u>	<u>Pres/Spk</u>		
			1979	\$16,000	\$21,000		1987	\$22,000	\$29,500		
			1980	\$16,750	\$21,750		1988	\$23,000	\$30,500		
			1981	\$17,600	\$22,600		1989	\$24,000	\$31,500		
			1982	\$18,500	\$23,500		1990	\$25,000	\$32,500		
Expenses											
Meals and Lodging	Abolish per diems; vouchered reimbursement to max of \$25 for attendance at session, legislative council, committee, or subcommittee meetings	Vouchered reimbursement to max of \$35; attendance expanded “to other official functions”	Limitation of \$50, including \$20 sub-limitation on meals; lodging vouchered; meals not vouchered			In each calendar year, the following daily limits:			In each calendar year, the following daily limits:		
						<u>Overall</u>	<u>Meals</u>		<u>Overall</u> <u>Meals</u>		
						1983	\$65	\$24	1987	\$78	\$31
						1984	\$68	\$26	1988	\$81	\$32
						1985	\$72	\$28	1989	\$84	\$33
						1986	\$75	\$30	1990	\$87	\$34
Mileage Allowance	\$0.10 per mile; one round trip per week if taking meals and lodging in Annapolis; in lieu of meals and lodging, \$0.10 per mile for daily trips	Rate to align with State travel regulations; current rate \$0.12 per mile	Same conditions; current rate \$0.18 per mile			Same conditions; current rate \$0.19 per mile			Same conditions; current rate \$0.23 per mile		

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
In-district Travel	Not authorized	Not authorized	Not authorized	Not authorized	\$200 annual payment
Out-of-state Travel	Not specifically addressed	Prior joint approval by President and Speaker	Same as 1974	In each calendar year, the following daily limits:	In each calendar year, the following daily limits:
				1983 \$85	1987 \$105
				1984 \$90	1988 \$110
				1985 \$95	1989 \$116
				1986 \$100	1990 \$122
Retirement Plan					
Participation	Optional	Optional	Optional	Optional (1 year to decide)	Optional (16 months initial enrollment period)
Member Contribution	5% of salary	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of highest annual salary times years of service; pre-1971 and post-1971 benefits calculated separately and added together	Same formula as 1971; may include pre-1971 service in calculating benefits under current plan	Same as 1971	Same as 1971 with addition of COLA not to exceed 3%	Same as 1971 with COLA not to exceed 3%
Maximum Allowance	60% after 24 years	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Eligible for Allowance	Age 60 with at least 8 years of service	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Transfer Credit to Other State Plans	Yes	No	No	No	Yes, if less than 8 years of service
Early Retirement	Age 50 if 8 or more years of service; benefit actuarially reduced	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Survivor Benefit	Spouse receives one-half allowance at age 60; reduced benefit to ages 50 through 59	Same as 1971 plan	Same as 1971 plan	“Survivor” modified to include beneficiaries other than spouse if member is single or widowed	Same as 1971, with 1982 modifications

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Contribute to 8 Years	If terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Disability Benefit	Not authorized	Not authorized	Not authorized	Not authorized	Not authorized

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Exhibit 4 (Continued)
Summary of 1990, 1994, 1998, 2002, and 2006
General Assembly Compensation Commission Recommendations That Were Adopted
Implementation of Constitution Article III, Section 15 (as Amended 11/3/70)

<u>Subject</u>	<u>1990</u>			<u>1994</u>			<u>1998</u>			<u>2002</u>			<u>2006</u>		
Salaries															
Member	In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):		
President and Speaker		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>
	1991	\$27,000	\$37,000	1995	\$28,840	\$38,840	1999	\$30,591	\$40,591	2003	\$34,500	\$47,500	2007	\$43,500	\$56,500
	1992	\$27,000	\$37,000	1996	\$29,700	\$39,700	2000	\$30,591	\$40,591	2004	\$37,500	\$50,500	2008	\$43,500	\$56,500
	1993	\$28,000	\$38,000	1997	\$29,700	\$39,700	2001	\$31,509	\$41,509	2005	\$40,500	\$53,500	2009	\$43,500	\$56,500
	1994	\$28,000	\$38,000	1998	\$29,700	\$39,700	2002	\$31,509	\$41,509	2006	\$43,500	\$56,500	2010	\$43,500	\$56,500
Expenses															
Meals and Lodging	In each calendar year, the following daily limits:			<u>Meals</u> – \$30 allowance per diem			<u>Meals</u> – \$30 allowance per diem (same as 1994 plan)			<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$39 per diem			<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$42 per diem		
		<u>Overall</u>	<u>Meals</u>		<u>Lodging</u> – limit specified by IRS for Annapolis			<u>Lodging</u> – limit specified by IRS for Annapolis			<u>Lodging</u> – limit specified by IRS for Annapolis			<u>Lodging</u> – limit specified by IRS for Annapolis	
	1991	\$90	\$35	1995	\$76		1999	\$96		2003	\$90		2007	\$116	
	1992	\$94	\$36	1996	\$86		2000	\$90		2004	\$95		2008	\$123	
	1993	\$98	\$38	1997	\$86		2001	\$90		2005	\$114		2009	\$126	
	1994	\$102	\$40	1998	\$96		2002	\$90		2006	\$104		2010	\$126	
Mileage Allowance	Same conditions; current rate \$0.27 per mile			Same conditions; current rate \$0.29 per mile			Same conditions; current rate \$0.32 per mile			Same conditions; current rate \$0.48 per mile			Same conditions; current rate \$0.50 per mile		
In-district Travel	\$250 annual payment			\$400 annual payment			\$400 annual payment (same as 1994 plan)			\$500 annual payment			\$500 annual payment		

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Out-of-state Travel	In each calendar year, the following daily limits: 1991 \$128 1992 \$134 1993 \$141 1994 \$148	\$160 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$175 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location
Retirement Plan					
Participation	Optional enrollment allowed at any time	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan
Member Contribution	Same as 1971 plan (5% of salary)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of salary of active legislator for each year of service up to 24 years; benefit recalculated based on salary increases for active legislators	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan
Maximum Allowance	60% of salary payable to an active legislator	66.67% of salary payable to an active legislator	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan
Eligible for Allowance	Same as 1971 plan (age 60 with at least 8 years of service)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Transfer Credit to Other State Plans	Same as 1986 plan (yes, if less than 8 years of service)	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan
Early Retirement	Age 50 with at least 8 years of service, actuarially reduced 6% for each year under age 60	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Survivor Benefit	<p><u>Nonvested Active:</u></p> <p>Surviving spouse or designated beneficiary receives lump sum payment of 1 year's salary plus return of member's contribution</p> <p><u>Vested Active/Vested Former/Retired:</u></p> <p>Surviving spouse or designated beneficiary may elect either lump sum payment OR a monthly benefit of 50% of benefit accrued at member's death. Payment to spouse begins at member's death. Payment to designated beneficiary begins at age 60, or actuarially reduced at age 50</p>	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan, except a member may elect multiple beneficiaries; if no surviving spouse, to receive lump sum payment divided equally	Same as 1990 plan, with 2002 change regarding multiple beneficiaries
Contribute to 8 Years	Same as 1971 plan (if terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Disability Benefit	Incapacitated legislator may resign and continue to receive salary through remainder of term	If totally disabled, vested member receives annual retirement allowance regardless of age	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan

COLA: cost-of-living adjustment

IRS: Internal Revenue Service

Source: Department of Legislative Services

Exhibit 5
Summary of Final Adopted Joint Resolution 4 of 2010 Regular Session and 2014 and 2018 GACC Resolutions

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>			<u>2014 GACC Resolution</u>			<u>2018 GACC Resolution</u>		
Salaries									
Member	In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):		
President and Speaker		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>
	2011	\$43,500	\$56,500	2015	\$45,207	\$58,718	2019	\$50,330	\$65,371
	2012	\$43,500	\$56,500	2016	\$46,915	\$60,935	2020	\$50,330	\$65,371
	2013	\$43,500	\$56,500	2017	\$48,622	\$63,153	2021	\$50,330	\$65,371
	2014	\$43,500	\$56,500	2018	\$50,330	\$65,371	2022	\$50,330	\$65,371
Expenses									
Meals and Lodging*	<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$42 per diem			<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$47 per diem			<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$56 per diem		
	<u>Lodging</u> – limit specified by IRS for Annapolis			<u>Lodging</u> – limit set by GSA for Annapolis; currently \$103/126; in-state out-of-Annapolis lodging approved by presiding officers reimbursed at GSA rate			<u>Lodging</u> – limit set by GSA for Annapolis; currently \$106/133; in-state out-of-Annapolis lodging approved by presiding officers reimbursed at GSA rate		
	2011	\$100/114							
	2012	\$101/116							
	2013	\$101/116							
	2014	\$101/116							
Mileage Allowance	Same conditions; current rate \$0.565 per mile			Same conditions; current rate \$0.535 per mile			Same conditions; current rate \$0.56 per mile		
In-district Travel	\$500 annual payment			\$750 annual payment			\$750 annual payment		

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>	<u>2018 GACC Resolution</u>
Out-of-state Travel	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location	Subject to most current GSA daily per diem rates for meals and lodging	Subject to most current GSA daily per diem rates for meals and lodging except that if the published conference rate is higher, the higher rate may be approved by the presiding officers
Retirement Plan			
Participation	Optional enrollment allowed at any time	Mandatory enrollment	Mandatory enrollment
Member Contribution	5.0% of salary	7.0% of salary	7.0% of salary
Allowance	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators; unchanged since 1994	Same as 2010 plan	Same as 2010 plan
Maximum Allowance	66.67% of salary payable to an active legislator; unchanged since 1994	Same as 2010 plan	Same as 2010 plan
Eligible for Allowance	Age 60 with at least 8 years of service; unchanged since 1991	Unchanged for members with creditable service prior to January 14, 2015; for members with no creditable service prior to January 14, 2015, normal retirement age was increased to 62 (same minimum length of service)	Same as 2014 plan
Transfer Credit to Other State Plans	Yes, if less than 8 years of service; unchanged since 1986	Same as 2010 plan	Same as 2010 plan

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>	<u>2018 GACC Resolution</u>
Early Retirement	Age 50 with at least 8 years of service, actuarially reduced 6% for each year under age 60; unchanged since 1990	Unchanged for members with creditable service prior to January 14, 2015; for members with no creditable service prior to January 14, 2015, early retirement age increased to 55 (with same minimum length of service and actuarial reduction per year under normal retirement age)	Same as 2014 plan
Retiree Health Benefit	Eligible to those with a retirement allowance; full retiree health subsidy is reached after 16 years of creditable service	For members with creditable service prior to January 14, 2015, full retiree health subsidy is reached after 16 years; for members with no creditable service prior to January 14, 2015, full retirement subsidy is reached after 20 years	Same as 2014 plan
Survivor Benefit	<p><u>Nonvested Active:</u></p> <p>Surviving spouse or designated beneficiary receives lump sum payment of 1 year's salary plus return of member's contribution</p> <p><u>Vested Active/Vested Former/Retired:</u></p> <p>Surviving spouse or designated beneficiary/beneficiaries may elect either lump sum payment OR a monthly benefit of 50% of benefit accrued at member's death; payment to spouse begins at member's death; payment to designated beneficiaries begins at age 60, or actuarially reduced at age 50</p> <p>Unchanged since 2002 plan</p>	Options changed to conform to IRS regulations	Same as 2014 plan

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>	<u>2018 GACC Resolution</u>
Contribute to 8 Years	If terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible; unchanged since 1971 plan	Same as 2010 plan	Members with creditable service prior to January 9, 2019, may contribute as before to reach 8 years; members with no creditable service before January 9, 2019, may not buy service credit
Disability Benefit	If totally disabled, vested member receives annual retirement allowance regardless of age; unchanged since 1994	Same as 2010 plan	Same as 2010 plan
Military Service	No allowance for military service.	Same as 2010 plan	Members who have at least 8 years of service are entitled to receive credit for military service of up to 3 years
Forfeiture of Retirement Benefits	Forfeiture of benefits based on conviction or entering a plea of <i>nolo contendere</i> to any crime committed during the member's term of office that is either a felony or certain misdemeanors	Same as 2010 plan	Same as 2010 plan

GACC: General Assembly Compensation Commission

GSA: General Services Administration

IRS: Internal Revenue Service

* Lodging rate varies according to time of year. Low rate is in effect for the duration of the regular legislative session.

Source: Department of Legislative Services

Exhibit 6
General Assembly of Maryland
Bills and Joint Resolutions
1991 through 2021 Regular Sessions

<u>Bills</u>	Senate		House		Total	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
1991	848	301	1,331	474	2,179	775
1992	773	260	1,578	481	2,351	741
1993	921	289	1,627	453	2,548	742
1994	857	305	1,694	596	2,551	901
1995	868	301	1,393	477	2,261	778
1996	806	283	1,463	513	2,269	796
1997	915	354	1,470	537	2,385	891
1998	799	358	1,428	531	2,227	889
1999	795	333	1,219	497	2,014	830
2000	907	366	1,440	518	2,347	884
2001	901	352	1,464	575	2,365	927
2002	903	307	1,462	485	2,365	792
2003	774	252	1,185	377	1,959	629
2004	934	285	1,548	421	2,482	706
2005	1,018	350	1,614	476	2,632	826
2006	1,107	334	1,749	489	2,856	823
2007	1,037	346	1,443	452	2,480	798
2008	1,014	295	1,627	452	2,641	747
2009	1,073	343	1,581	456	2,654	799
2010	1,129	372	1,571	438	2,700	810
2011	998	319	1,355	388	2,353	707
2012	1,101	345	1,479	447	2,580	792
2013	1,075	322	1,535	443	2,610	765
2014	1,117	368	1,555	443	2,672	811
2015	942	297	1,292	385	2,234	682
2016	1,173	381	1,644	453	2,817	834
2017	1,200	408	1,661	527	2,861	935
2018	1,269	403	1,832	486	3,101	889
2019	1,051	403	1,430	461	2,481	864
2020	1,081	323	1,663	357	2,744	680
2021	964	392	1,380	424	2,344	816

<u>Joint Resolutions</u>	<u>Senate</u>		<u>House</u>		<u>Total</u>	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
1991	16	1	28	4	44	5
1992	21	3	28	5	49	8
1993	15	3	35	3	50	6
1994	13	6	28	4	41	10
1995	11	3	22	7	33	10
1996	10	3	20	4	30	7
1997	17	3	28	5	45	8
1998	17	6	22	6	39	12
1999	11	6	24	7	35	13
2000	12	8	28	9	40	17
2001	16	4	27	10	43	14
2002	23	10	39	15	62	25
2003	13	10	20	0	33	0
2004	10	0	11	1	21	1
2005	11	0	13	0	24	0
2006	16	2	10	3	26	5
2007	9	1	6	2	15	2
2008	5	0	5	0	10	0
2009	12	1	9	0	21	1
2010	6	2	14	2	20	4
2011	6	0	11	1	17	1
2012	7	3	16	2	23	5
2013	5	0	3	0	8	0
2014	9	2	12	1	21	3
2015	6	0	8	0	14	0
2016	7	1	8	0	15	1
2017	8	3	10	2	18	5
2018	12	1	14	2	26	3
2019	5	1	11	1	16	2
2020	6	1	12	0	18	1
2021	7	1	6	0	13	1

Source: Department of Legislative Services

Legend:

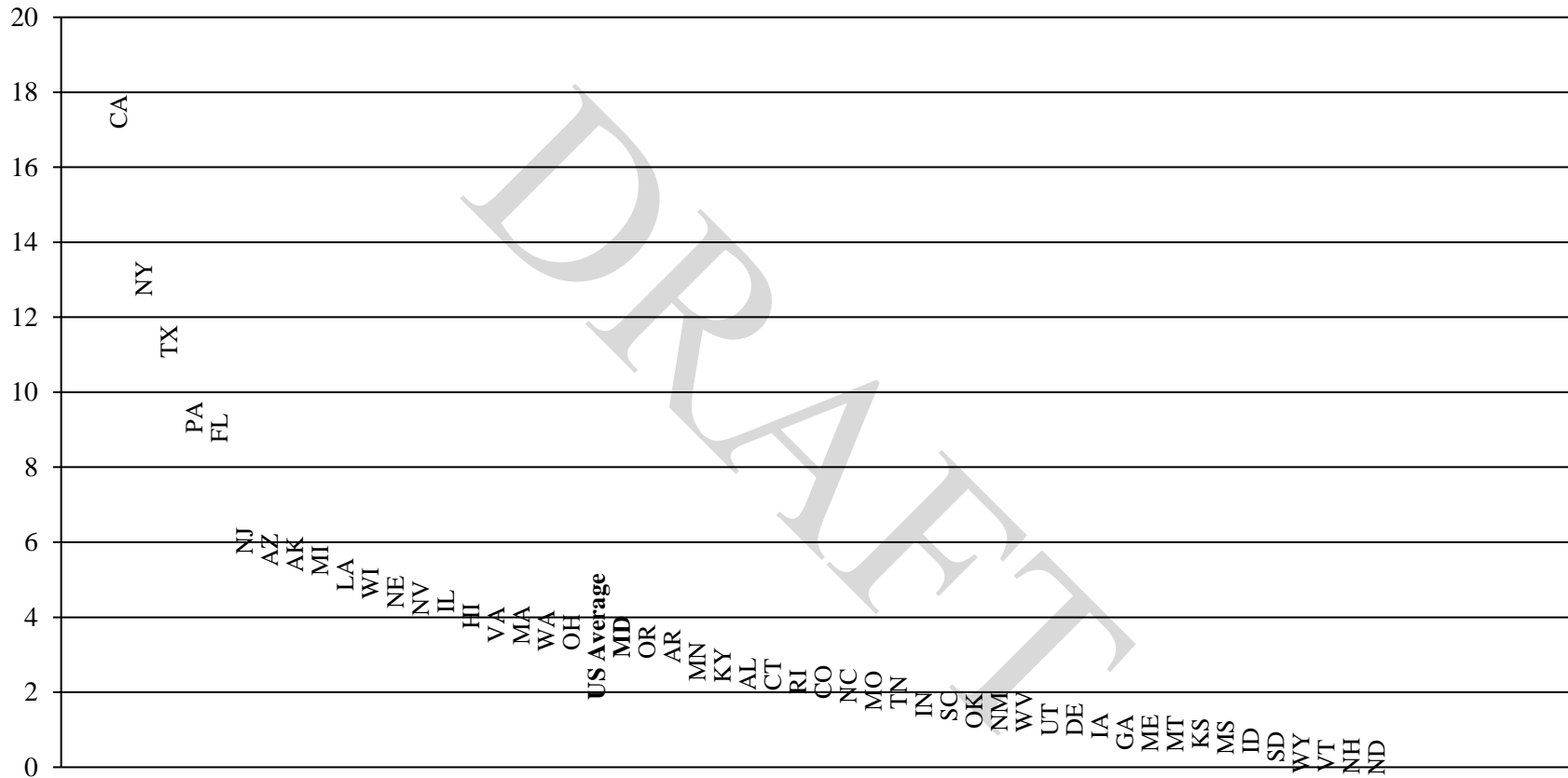
- Full Time
- Full Time (Lite)
- Hybrid
- Part Time (Lite)
- Part Time

States and their corresponding prevalence categories (from top to bottom, left to right):

- WA: Part Time (Lite)
- OR: Part Time (Lite)
- ID: Part Time (Lite)
- MT: Part Time
- ND: Part Time
- MN: Hybrid
- ME: Part Time (Lite)
- VT: Part Time (Lite)
- MA: Full Time (Lite)
- RI: Full Time (Lite)
- CT: Full Time (Lite)
- NY: Full Time (Lite)
- PA: Full Time (Lite)
- DE: Full Time (Lite)
- MD: Full Time (Lite)
- CA: Full Time
- NV: Part Time (Lite)
- UT: Part Time (Lite)
- WY: Part Time
- SD: Part Time
- NE: Hybrid
- IA: Hybrid
- WI: Full Time (Lite)
- MI: Full Time (Lite)
- OH: Hybrid
- IN: Hybrid
- IL: Hybrid
- MO: Hybrid
- KS: Part Time (Lite)
- NE: Hybrid
- CO: Hybrid
- WV: Part Time (Lite)
- VA: Part Time (Lite)
- NC: Part Time (Lite)
- SC: Part Time (Lite)
- GA: Part Time (Lite)
- FL: Part Time (Lite)
- TX: Hybrid
- OK: Part Time (Lite)
- AR: Hybrid
- MS: Part Time (Lite)
- AL: Part Time (Lite)
- LA: Hybrid
- AK: Hybrid
- HI: Hybrid

Source: National Conference of State Legislatures, based on data collected in 2014 and 2015

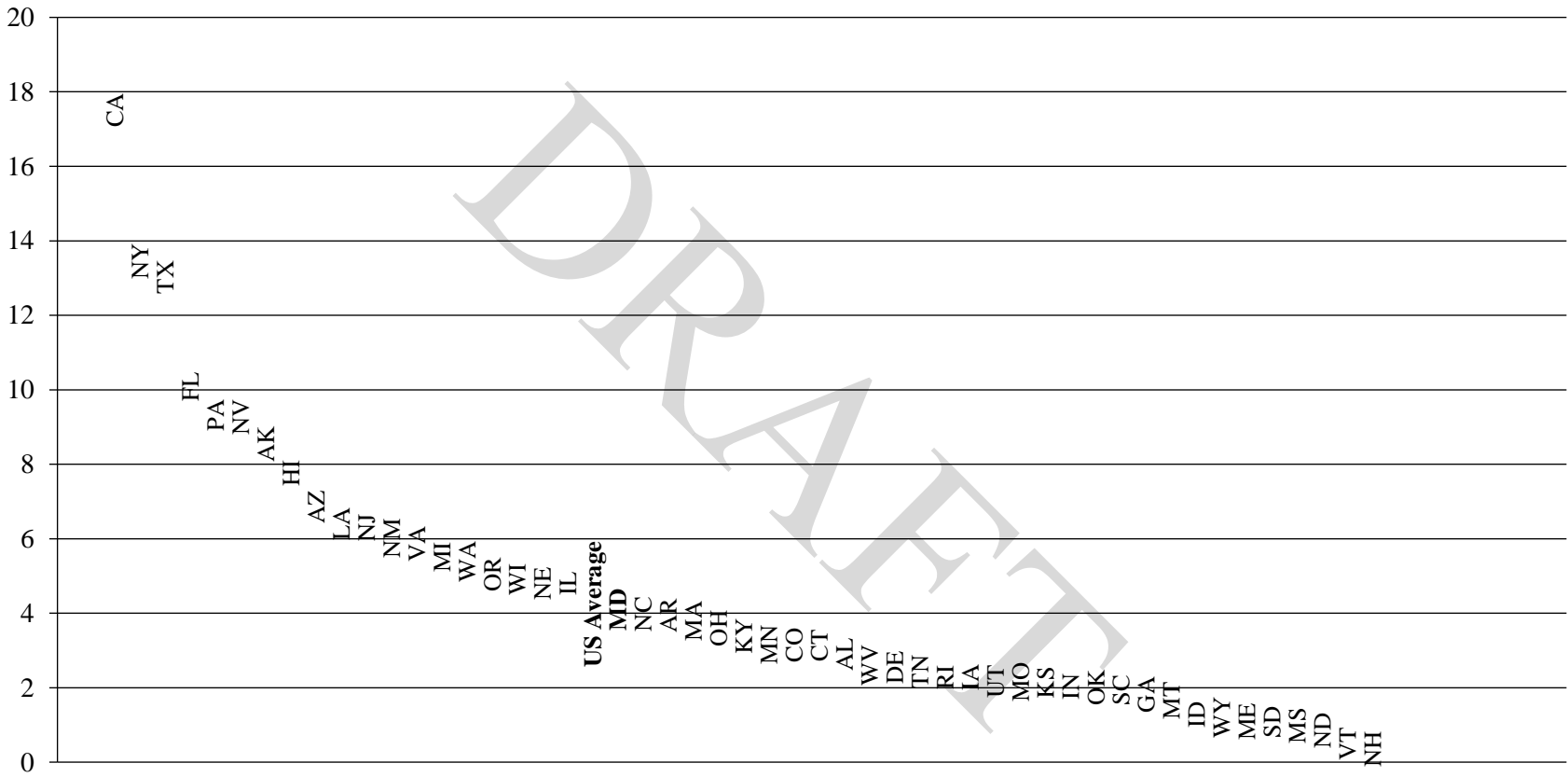
Exhibit 8 Permanent Staff Per Legislator



Note: Data is as of 2015

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 9
Total Legislative Staff Per Legislator



Note: Data is as of 2015.

Source: National Conference of State Legislatures

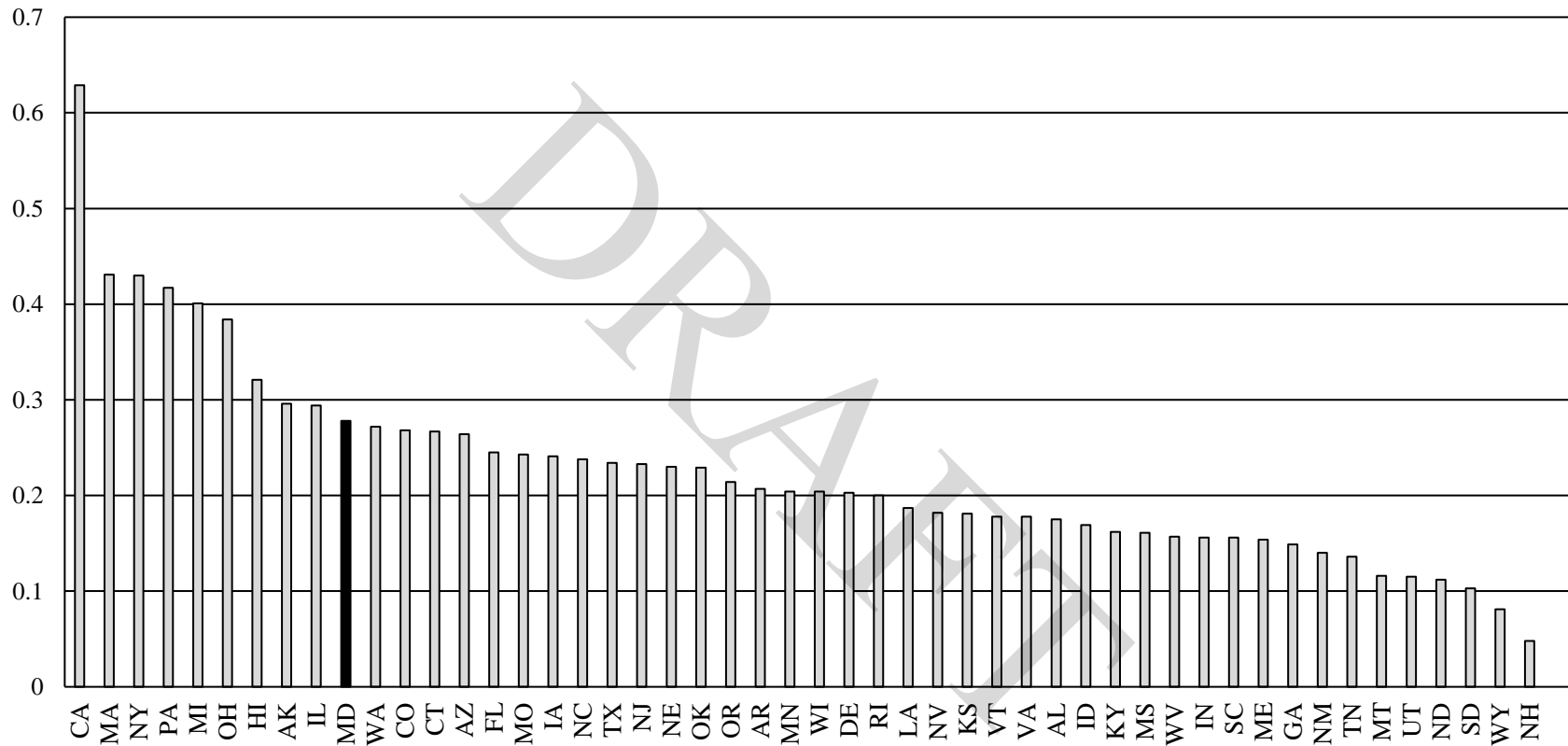
Exhibit 10

Attributes of a Professional and Citizen Legislature

Professionalization Component	<u>Professionalized Legislature</u>	<u>Citizen Legislature</u>
Compensation and Benefits	<ul style="list-style-type: none"> • Increased incentive to serve, leading to longer tenure and more experience • Increased ability to focus on legislative activities • Attracts better qualified members • Tends to foster legislative independence 	<ul style="list-style-type: none"> • Members spend more time in their community, not the capital • Costs less to maintain legislative branch • Attracts members who wish to commit to public service while maintaining other careers • More turnover means less experience but more new ideas
Time Demands of Service	<ul style="list-style-type: none"> • Reduced opportunities to pursue other employment and increased need for higher salary to compensate for lost income • Increased opportunity to master legislative skills • More time for policy development and deliberation, especially in budget development • Able to spend more time on constituent service • Fewer demands on time tends to result in better attendance 	<ul style="list-style-type: none"> • Increased opportunity to pursue other employment and less need to compensate for lost income • Need to manage time in session effectively • Makes interim between sessions available for study of issues and legislative oversight
Staff and Resources	<ul style="list-style-type: none"> • Increased ability of members to influence policymaking process • Increased job satisfaction • Enhanced reelection prospects 	<ul style="list-style-type: none"> • Primary reliance on central, nonpartisan staff • Staffing is more efficient and cost effective • Requires members to conduct own constituent service and correspondence • Reduced incumbency advantage in elections. No need for year-round offices in capital

Source: Peverill Squire and Gary Moncrief, *State Legislatures Today: Politics Under the Domes*; Matthew Bangcaya et. al., *Professionalism and Effectiveness in State Legislatures*; Peverill Squire, *A Squire Index Update*, State Politics and Policy Quarterly, 2017, Vol. 17(4).

Exhibit 11
Staff Legislative Professionalism



Note: Index is based on legislator pay, number of days in Session, and staff per legislator compared to the same characteristics in the U.S. Congress in the same year where 1.0 ranks as perfectly comparable and 0.0 represents no resemblance.

Source: Peverill Squire, *A Squire Index Update in State Politics and Policy Quarterly*, 2017 Vol. 17(4).

Exhibit 12
Legislators: National and Maryland Professional Backgrounds

<u>Occupation</u>	<u>Maryland (%)</u>	<u>National (%)</u>
Business (Owner, Executive, Nonexecutive)	23	29
Law	21	14
Full-time Legislator	15	11
Consulting/Professional/Nonprofit	12	8
Education	5	6
Retired	3	8
Other (Nine Different Occupational Categories none with More Than 5% Nationally)	21	22

Note: Numbers may not sum to 100% due to rounding. Almost half (10%) of the other category in Maryland are local (8%) and State (2%) government employees.

Source: National Conference of State Legislatures (NCSL) (downloaded from NCSL website September 2021) based on 2015 self-reported data; Maryland General Assembly profile information August 2021.

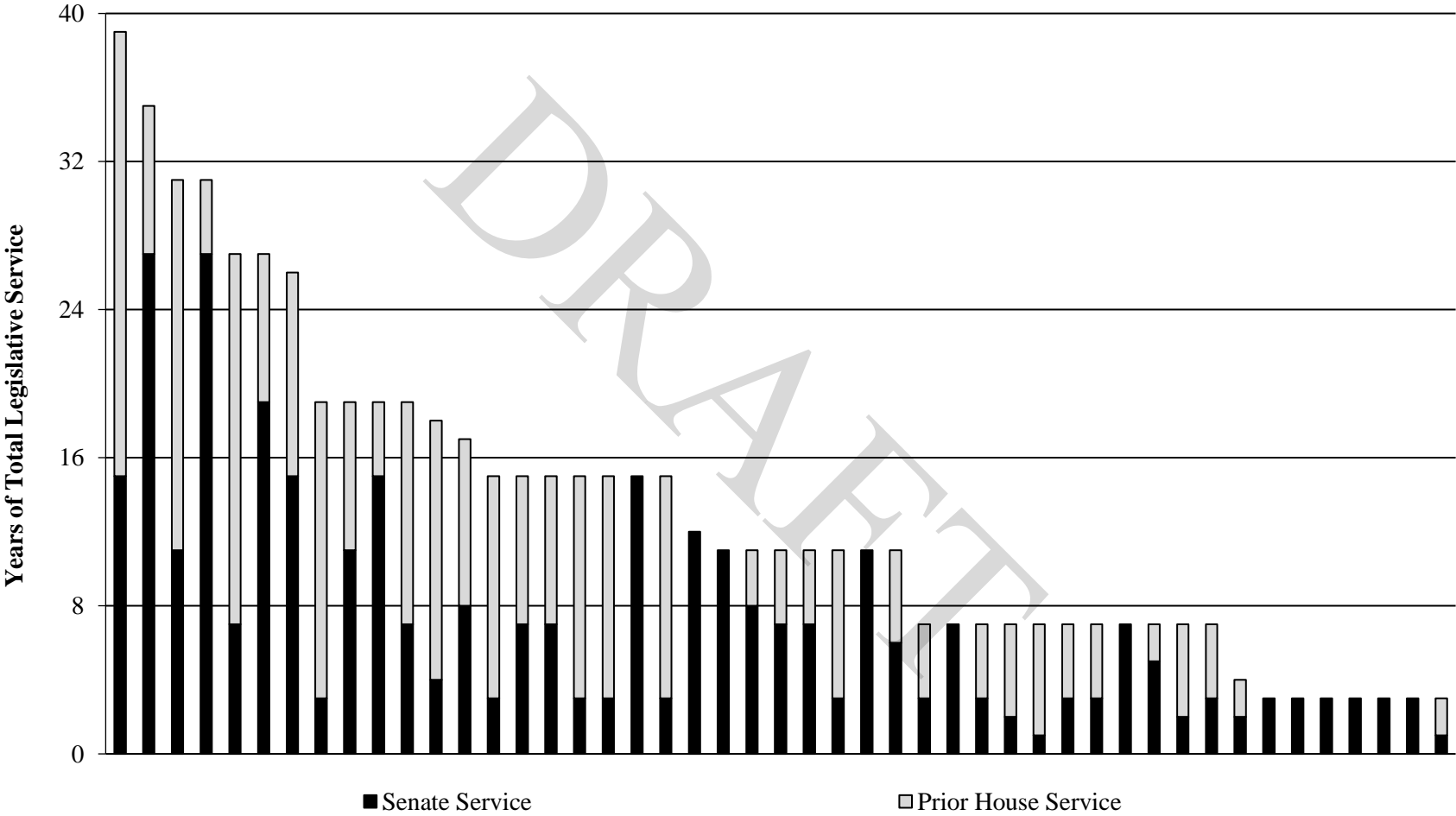
Exhibit 13
Legislators Continued in Office
Election Year Turnover
1974-2018

Election Year	Senate Changes	% of Total	House Changes	% of Total	Total Changes	% of Total	Less House to Senate	Net	% of Total
1974	19	40.4%	63	44.7%	82	43.6%	9	73	38.8%
1978	11	23.4%	54	38.3%	65	34.6%	7	58	30.9%
1982	17	36.2%	50	35.5%	67	35.6%	9	58	30.9%
1986	8	17.0%	41	29.1%	49	26.1%	7	42	22.3%
1990	10	21.3%	35	24.8%	45	23.9%	5	40	21.2%
1994	20	42.6%	60	42.6%	80	42.6%	10	70	37.2%
1998	7	14.9%	30	21.3%	37	19.7%	3	34	18.1%
2002	11	23.4%	47	33.3%	58	30.9%	6	52	27.7%
2006	11	23.4%	42	29.8%	53	28.2%	4	49	26.1%
2010	10	21.3%	29	20.6%	39	20.7%	7	32	17.0%
2014	10	21.3%	58	41.1%	68	36.2%	7	61	32.4%
2018	19	40.4%	47	33.3%	66	35.1%	9	57	30.3%

Note: Of the 47 House changes in 2018, 11 involved legislators who ran for the Senate of whom 9 were elected.

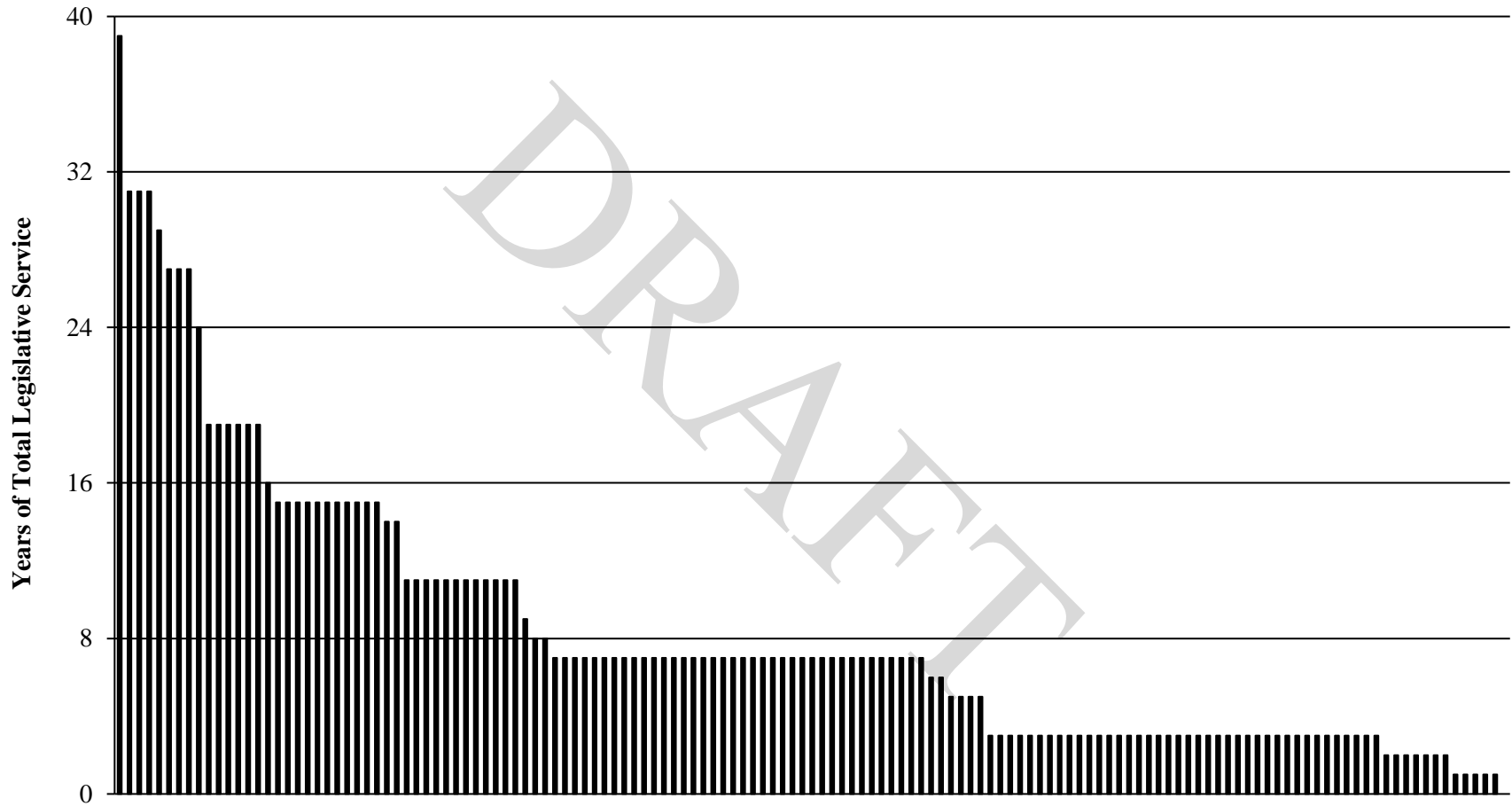
Source: Ballotpedia; Department of Legislative Services

Exhibit 14
Current Senate Members Total Legislative Service



Source: Department of Legislative Services

Exhibit 15
Current House Members Total Legislative Service



Source: Department of Legislative Services

Exhibit 16
2021 Legislative Salary and Session Characteristics

<u>State</u>	<u>Salary</u>	<u>Length of Terms (in Years)</u>		<u>Session Legal Limit</u>	<u>Notes</u>
		<u>Senate</u>	<u>House</u>		
California	\$114,877	4	2	Varies by year	Increase in salary since 2017
New York	110,000	2	2	None	Increase in salary since 2017
Pennsylvania	90,335	4	2	None	Increase in salary since 2017
Michigan	71,685	4	2	None	
Massachusetts	70,536	2	2	None	Increase in salary since 2017
Illinois	69,464	4	2	None	Increase in salary since 2017
Ohio	67,492	4	2	None	Increase in salary since 2017
Hawaii	62,604	4	2	60L	Increase in salary since 2017
Washington	56,881	4	2	Varies by year	Increase in salary since 2017
Wisconsin	55,151	4	2	None	Increase in salary since 2017
Alabama	51,734	4	4	30L	Increase in salary since 2017
Alaska	50,400	4	2	90C	
Maryland	50,330	4	4	90C	Increase in salary since 2017*
New Jersey	49,000	4	2	None	
Oklahoma	47,500	4	2	Last Friday in May	Increase in salary since 2017
Delaware	47,291	4	2	End by June 30	Increase in salary since 2017
Minnesota	46,500	4	2	120L per biennium	Increase in salary since 2017
Arkansas	42,428	4	2	Varies by year	Increase in salary since 2017
Colorado	40,242	4	2	120C	Increase in salary since 2017
Missouri	35,915	4	2	End by May 30	
Oregon	32,839	4	2	Varies by year	Increase in salary since 2017
Florida	29,697	4	2	60C	
Indiana	28,103	4	2	Varies by year	Increase in salary since 2017
Connecticut	28,000	2	2	Varies by year	
Iowa	25,000	4	2	Varies by year	
Tennessee	24,316	4	2	90L	Increase in salary since 2017
Arizona	24,000	2	2	Saturday of week after 100C	
Mississippi	23,500	4	4	Varies by year	Increase in salary since 2017
West Virginia	20,000	4	2	60C	
Idaho	18,691	2	2	None	Increase in salary since 2017
Virginia	18,000 (Senate) 17,640 (House)	4	2	Varies by year	
Louisiana	16,800	4	4	Varies by year	

<u>State</u>	<u>Salary</u>	<u>Length of Terms (in Years)</u>		<u>Session Legal Limit</u>	<u>Notes</u>
		<u>Senate</u>	<u>House</u>		
Rhode Island	16,636	2	2	None	Increase in salary since 2017
Georgia	15,608	2	2	40L	Reduction in salary since 2017
Maine	1st Session: 15,417 2nd Session: 10,923	2	2	Varies by year	Increase in salary since 2017
North Carolina	13,951	2	2	None	
South Dakota	12,851	2	2	40L	Increase in salary since 2017
Nebraska	12,000	4		Varies by year	
South Carolina	10,400	4	2	1st Thursday in June	
Texas	7,200	4	2	140C biennial	
New Hampshire	100	2	2	45L or July 1	
New Mexico	0	4	2	Varies by year	
Vermont	743/week	2	2	None	Increase in weekly rate since 2013
North Dakota	525/month	4	4	80L biennial	Change from daily to monthly. Actual compensation is estimated to be similar
Utah	285/day	4	2	45C	Increase in daily rate since 2017
Kentucky	188/day	4	2	Varies by year	
Nevada	165/day	4	2	120C biennial	Increase in daily rate since 2017
Wyoming	150/day	4	2	Varies by year	
Montana	100/day	4	2	90L biennial	Increase in daily rate since 2017
Kansas	89/day	4	2	Varies by year	

* Maryland legislative salaries did increase since 2017 as the 2014 Resolution included annual increases in calendar 2015 to 2018. No increase was otherwise provided in the 2018 Resolution.

Note: States with legislatures that are generally considered full-time are shaded; Nebraska's legislature is unicameral.

Key: L – Legislative Day

C – Calendar Day

Varies by year – Typically these states alternate between one longer and one shorter session or have a longer session following a gubernatorial election year.

Source: National Conference of State Legislators; Department of Legislative Services

Exhibit 17
Relative Standing of Legislative Salaries
Calendar 2006-2021

<u>State</u>	<u>2021</u>		<u>2017</u>		<u>2013</u>		<u>2009</u>		<u>2006</u>		<u>2017-2021</u>
	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary Change</u>
California	\$114,877	1	\$104,118	1	\$90,526	1	\$116,208	1	\$110,800	1	10.3%
New York	110,000	2	79,500	3	79,500	3	79,500	3	79,500	3	38.4%
Pennsylvania	90,335	3	86,479	2	83,801	2	78,315	4	69,647	4	4.5%
Michigan	71,685	4	71,685	4	71,865	4	79,650	2	79,650	2	0.0%
Massachusetts	70,536	5	62,548	6	60,033	7	61,440	6	53,380	7	12.8%
Illinois	69,464	6	67,836	5	67,836	5	67,836	5	55,788	6	2.4%
Ohio	67,492	7	60,584	8	60,584	6	60,584	7	56,261	5	11.4%
Hawaii	62,604	8	61,380	7	46,273	11	48,708	10	35,000	13	2.0%
Washington	56,881	9	47,776	13	42,106	14	42,106	13	34,227	14	19.1%
Wisconsin	55,151	10	50,950	9	49,943	9	49,943	8	45,569	9	8.2%
Alabama	51,734	11	44,765	15							15.6%
Alaska	50,400	12	50,400	10	50,400	8	24,012	21	24,012	20	0.0%
Maryland	50,330	13	48,622	12	43,500	13	43,500	11	43,500	10	3.5%
New Jersey	49,000	14	49,000	11	49,000	10	49,900	9	49,000	8	0.0%
Oklahoma	47,500	15	38,400	17	38,400	15	38,400	14	38,400	12	23.7%
Delaware	47,291	16	45,291	14	44,041	12	42,750	12	39,785	11	4.4%
Minnesota	46,500	17	31,141	19	31,141	17	31,141	16	31,141	16	3.3%
Arkansas	42,428	18	39,400	16	15,869	31	15,362	31	13,751	34	7.7%
Colorado	40,242	19	30,000	20	30,000	18	30,000	18	30,000	17	34.1%
Missouri	35,915	20	35,915	18	35,915	16	35,915	15	31,351	15	0.0%
Oregon	32,839	21	24,216	25	22,260	24	21,612	24	16,284	27	35.6%
Florida	29,697	22	29,697	21	29,697	19	30,336	17	29,916	18	0.0%
Indiana	28,103	23	25,436	23	22,616	23	22,616	23	11,600	34	10.5%

<u>State</u>	<u>2021</u>		<u>2017</u>		<u>2013</u>		<u>2009</u>		<u>2006</u>		<u>2017-2021</u>
	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary Change</u>
Connecticut	28,000	24	28,000	22	28,000	20	28,000	19	28,000	19	0.0%
Iowa	25,000	25	25,000	24	25,000	21	25,000	20	21,381	22	0.0%
Tennessee	24,316	26	22,667	27	19,009	26	\$19,009	26	16,500	26	7.3%
Arizona	24,000	27	24,000	26	24,000	22	24,000	22	24,000	21	0.0%
Mississippi	23,500	28	10,000	38	10,000	37	10,000	37	10,000	37	135.0%
West Virginia	20,000	29	20,000	28	20,000	25	20,000	25	15,000	29	0.0%
Idaho	18,691	30	17,017	31	16,438	30	16,116	30	15,646	28	9.8%
Virginia	18,000 (S) 17,640 (H)	31	18,000 (S) 17,640 (H)	29	18,000 (S) 17,640 (H)	27	18,000 (S) 17,640 (H)	27	18,000 (S) 17,640 (H)	23	0.0%
Louisiana	16,800	32	16,800	32	16,800	29	16,800	29	16,800	24	0.0%
Rhode Island	16,636	33	15,430	33	14,640	32	13,089	34	12,646	32	7.8%
Georgia	15,608	34	17,342	30	17,342	28	17,342	28	16,524	25	-10.0%
Maine	15,417	35	14,271	34	13,852	34	13,526	33	11,384	35	8.0%
North Carolina	13,951	36	13,951	35	13,951	33	13,951	32	13,951	31	0.0%
South Dakota	12,851	37	6,000	40	6,000	39	6,000	39	6,000	39	114.2%
Nebraska	12,000	38	12,000	36	12,000	35	12,000	35	12,000	33	0.0%
South Carolina	10,400	39	10,400	37	10,400	36	10,400	36	10,400	36	0.0%
Texas	7,200	40	7,200	39	7,200	38	7,200	38	7,200	38	0.0%
New Hampshire	100	41	100	41	100	40	100	40	100	40	0.0%
New Mexico	0	42	0	42	0	41	0	41	0	41	0.0%

H: House of Delegates

S: Senate

Note: Data is for those states with annual salaries only as opposed to daily, weekly, or monthly allowances; data for Maine is for the first session of the term (the longest/highest paid term)

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 18
Changes to Legislative Salaries

<u>State</u>	<u>2017 Salary</u>	<u>2021 Salary</u>	<u>\$ Difference</u>	<u>% Difference</u>
New York	\$79,500	\$110,000	\$30,500	38.4%
Mississippi	10,000	23,500	13,500	135.0%
California	104,118	114,877	10,759	10.3%
Colorado	30,000	40,242	10,242	34.1%
Washington	47,776	56,881	9,105	19.1%
Oklahoma	38,400	47,500	9,100	23.7%
Oregon	24,216	32,839	8,623	35.6%
Massachusetts	62,548	70,536	7,988	12.8%
Alabama	44,765	51,734	6,969	15.6%
Ohio	60,584	67,492	6,908	11.4%
South Dakota	6,000	12,851	6,851	114.2%
Wisconsin	50,950	55,151	4,201	8.2%
Pennsylvania	86,479	90,335	3,856	4.5%
Arkansas	39,400	42,428	3,028	7.7%
Indiana	25,436	28,103	2,667	10.5%
Delaware	45,291	47,291	2,000	4.4%
Maryland	48,622	50,330	1,708	3.5%
Idaho	17,017	18,691	1,674	9.8%
Tennessee	22,667	24,316	1,649	7.3%
Illinois	67,836	69,464	1,628	2.4%
Minnesota	45,000	46,500	1,500	3.3%
Hawaii	61,380	62,604	1,224	2.0%
Rhode Island	15,430	16,636	1,206	7.8%
Maine	14,271	15,417	1,146	8.0%
Georgia	17,342	15,608	-1,734	-10.0%

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 19
Legislative Salaries in States with
Combined Operating and Capital Budgets within \$10 Billion of Maryland's
Combined Budget

<u>State</u>	<u>Budget¹ (\$ in Billions)</u>	<u>Legislative Salary²</u>
Georgia	\$53.9	\$15,608
Washington	50.6	56,881
Wisconsin	50.2	55,151
North Carolina	49.2	13,951
Maryland	45.1	50,330
Colorado	42.8	40,242
Oregon	42.6	32,839
Minnesota	40.8	46,500
Arizona	38.7	24,000

¹ Based on actual fiscal 2019 data.

² Calendar 2021

Note: State budgets range from \$4.488 billion in South Dakota to \$300.445 billion in California. Of those states with legislative salaries higher than Maryland, only three have smaller combined operating and capital budgets (Alabama, Alaska, and Hawaii). Of those states with legislative salaries lower than Maryland, six have larger combined operating and capital budgets (Florida, Georgia, New Jersey, North Carolina, Texas, and Virginia).

Source: National Association of State Budget Officers, *Fiscal 2018-2020 State Expenditure Report*; National Conference of State Legislatures; Department of Legislative Services

Exhibit 20
Summary of Recent State Employee and General Assembly Member
Salary Changes
Fiscal 2003-2022

Fiscal Year	State Employees		General Assembly Members	
	<u>Cost-of-living Increase</u>	<u>Increments</u>	<u>Salary⁽⁴⁾</u>	<u>Salary Increase Over Previous Year</u>
2003	None	No	\$34,500	9.5%
2004	None	No	37,500	8.7%
2005	\$752	Yes	40,500	8.0%
2006	1.5%	Yes	43,500	7.4%
2007	2.0% with \$900 floor and \$1,400 ceiling	Yes	43,500	None
2008	2.0%	Yes	43,500	None
2009	0.5% ⁽¹⁾	Yes	43,500	None
2010	None ⁽²⁾	No	43,500	None
2011	None ⁽³⁾	No	43,500	None
2012	None	No	43,500	None
2013	2.0% on 1/1/13	No	43,500	None
2014	3.0% on 1/1/14	On 4/1/14	43,500	None
2015	2.0% on 1/1/15	Yes	45,207	3.9%
2016	2.0%	No	46,915	3.8%
2017	None	Yes	48,622	3.6%
2018	None	No	50,330	3.5%
2019	2.0% on 1/1/19, 0.5% on 4/1/19	No	50,330	None
2020	3% on 7/1/19, 1% on 1/1/20	No	50,330	None
2021	2% on 1/1/21	No	50,330	None
2022	None	No	50,330	None

⁽¹⁾ A 2% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.

⁽²⁾ No cost-of-living increase was included in the fiscal 2010 budget. A furlough for State employees by Executive Order 01.01.2009 in August 2009 resulted in an average salary reduction of approximately 2.5% of fiscal 2010 levels. General Assembly members are constitutionally exempt from furloughs.

⁽³⁾ No cost-of-living increase was included in the fiscal 2011 budget. A furlough for State employees by Executive Order 01.01.2010.11 in May 2010 resulted in an average salary reduction of approximately 2.5%. General Assembly members are constitutionally exempt from furloughs.

⁽⁴⁾ Calendar years.

Source: Department of Legislative Services

Exhibit 21
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2022

State Employees

<u>Fiscal Year</u>	<u>Date of Increase</u>	<u>General Salary Increase</u>	<u>Increments</u>	<u>Police, Natural Resources Police, and Park Ranger Salary Increases</u>	<u>Maximum Deferred Compensation Match by State</u>	<u>Pay-for-performance Bonuses</u>	<u>Annual Salary Review Reclassifications</u>	<u>Other</u>
2003		None	None		\$500	None	None	
2004		None	None		None	None	None	
2005	7/1/2004	\$752	On time		None	None	Yes ⁽¹⁾	
2006	7/1/2005	1.5%	On time		\$400	None	Yes ⁽²⁾	
2007	7/1/2006	\$900, \$1,400, or 2.0% ⁽³⁾	On time	2.0% extra, 9.0% extra for State police (primarily DGS and DHMH officers)	\$600	None	Yes ⁽⁴⁾	2 steps on standard salary schedule; 1 step on the physician's salary schedule
2008	7/1/2007	2.0%	On time		\$600	None	None	
2009	7/1/2008	0.5% ⁽⁵⁾	On time		\$600	None	Yes ⁽⁶⁾	2-5-day furlough enacted ⁽⁷⁾
2010		None	None		\$0	None	None	3-1- day furlough enacted ⁽⁸⁾
2011		None	None		\$0	None	None	3-10-day furlough enacted ⁽⁹⁾
2012		None	None	Negotiated increments	\$0	\$750 bonus ⁽¹⁰⁾	None	Furloughs ended
2013	1/1/2013	2.0%	None		\$0	None	Yes ⁽¹¹⁾	
2014	1/1/2014	3.0%	4/1/2014	Negotiated increments	\$0	None	Yes ⁽¹²⁾	
2015	1/1/2015	2.0%	On time	Negotiated increments	\$0	None	Yes ⁽¹³⁾	
2016	7/1/2015	2.0%	None		\$0	None	Yes ⁽¹⁴⁾	
2017		None	On time	Negotiated increments	\$0	None	Yes ⁽¹⁵⁾	
2018		None	None	Negotiated increments	\$0	None	None	
2019	1/1/19; 4/1/19	2%; 0.5% ⁽¹⁶⁾	None	2% and negotiated increments	\$0	\$500 ⁽¹⁶⁾	Yes ⁽¹⁷⁾	
2020	7/1/19; 1/1/20	3%; 1% ⁽¹⁸⁾	None	5% and negotiated increments	\$0	None	Yes ⁽¹⁹⁾	
2021	1/1/21	2%	None	5%	\$0	None	Yes ⁽²⁰⁾	
2022		None ⁽²¹⁾	None	4% and negotiated increments	\$0	None	Yes ⁽²²⁾	

DGS: Department of General Services

DHMH: Department of Health and Mental Hygiene

- (1) The fiscal 2005 annual salary review (ASR) provided upgrades for public defenders, social services attorneys, assistant general counsels (human relations), assistant State prosecutors, direct service workers in the Department of Juvenile Services, property assessors, laboratory scientists, administrative law judges, and banking financial examiners.
- (2) The fiscal 2006 ASR provided a one-grade salary adjustment for the Deputy State Fire Marshal classification series.
- (3) Fiscal 2007 general salary increases were \$900 for employees making less than \$45,000 at the end of fiscal 2006, \$1,400 for employees making \$70,000 or more, and 2% for those remaining.
- (4) The fiscal 2007 ASR provided reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, administrative law judges, and teachers' aides.
- (5) A 2.0% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.
- (6) The fiscal 2009 ASR provided reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialists, veteran services, cemetery workers, call center specialists, complex tax auditors, tax consultants, retirement benefits counselors, medical care specialists, dental workers, financial regulators, deputy fire marshals, lead aviation maintenance technicians, police communications operators, and civilian helicopter pilots.
- (7) State employee salaries were reduced through furlough in fiscal 2009 by Executive Order 01.01.2008.20 in December 2008. The salaries for employees earning \$40,000 were reduced by the value of two days' salary; those earning between \$40,000 and \$59,999 were reduced by the value of four days' salary; and those earning \$60,000 or above were reduced by five days' salary. Public safety positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.
- (8) State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 are furloughed for an additional three days, those between \$50,000 and \$99,999 for an extra four days; and those earning over \$100,000 are furloughed for an additional five days. The result was an average salary reduction of approximately 2.6%.
- (9) State employee salaries were reduced through furloughs and salary reductions in fiscal 2011 by Executive Order 01.01.2010.11 in May 2010. The structure mirrors the fiscal 2010 program.
- (10) The fiscal 2012 budget provided employees with a one-time \$750 bonus.
- (11) The fiscal 2013 ASR provided upgrades to the following classifications: contribution tax auditors, Maryland correctional enterprise industries representative I and II, and regional managers. Two new classes were also created – nutrient management specialist III and forensic behavioral specialists.
- (12) The fiscal 2014 ASR provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessment and Taxation assessors; personnel classifications at the Maryland Department of Health (MDH), the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police. Parole and probation agents at DPSCS that are an agent 1, receive a one-grade increase, agent II and senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management (DBM) are moved into four-level class series.

- (13) The fiscal 2015 ASR provided one grade for the following classifications: psychologist positions statewide, DBM operating and capital analysts; park technicians at the Department of Natural Resources; direct care workers and geriatric assistants at MDH; psychiatrists, alcohol and drug counselors, and criminal justice social workers at DPSCS; and loan writers at the Department of Housing and Community Development. The ASR also included funds to provide equity for the planning series at the Department of Planning and MDH and a \$3,000 hire bonus and a \$3,000 retention bonus for registered nurses at MDH.
- (14) The fiscal 2016 ASR provided a one grade increase to wage and hour investigators and administrators at the Employment Standards and Prevailing Wage Programs at the Department of Labor, Licensing, and Regulation.
- (15) The fiscal 2017 ASR provided for step increases for building security officers; a one grade increase for Department of General Services procurement officers; salary parity with detective for the warrant apprehension job series at DPSCS; step increases for Department of Housing and Urban Development fiscal staff; and polygraph operators at the Department of State Police and DPSCS.
- (16) Employees received a 2% increase on January 1, 2019, and a 0.5% increase on April 1, 2019. The April salary increase, as well as a \$500 bonus effective at the same time, were contingent on fiscal 2018 general fund revenues exceeding the December 2017 estimate by at least \$75 million, which they did.
- (17) The fiscal 2019 ASR provided for step increases for airport firefighters, security attendants and licensed practical nurses at Clifton T. Perkins Hospital, fire safety inspectors, and police communication operators.
- (18) Employees received a 3% increase on July 1, 2019. With the exception of employees represented by the American Federation of State, County, and Municipal Employees (AFSCME), employees received a 1% increase on January 1, 2020.
- (19) The fiscal 2020 ASR provided for a one step increase for alcohol and drug counselors, mental health professional counselors, park services associates, registered nurses, epidemiologists, and environmental compliance specialists; and salary restructures for procurement employees and correctional officers.
- (20) The fiscal 2021 ASR provided for a one step increase for approximately 200 classifications, primarily in those with high vacancy rates.
- (21) Most employees, with the exception of those represented by AFSCME, will receive a \$500 bonus on January 1, 2022, if general fund revenues exceed the December 2020 Board of Revenues estimate by \$75 million or more, and a 1% increase effective April 1, 2022, if revenues exceed the estimate by \$200 million or more.
- (22) The fiscal 2022 ASR provides for targeted salary increases for fiscal specialists, fire protection engineers, and principals; it also increases all State employees hourly wage to at least \$15 per hour.

Source: Department of Budget and Management; Department of Legislative Services

Exhibit 22
Salaries of Selected Maryland State Officials
Fiscal 2015-2022

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2015-2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change 2019-2022</u>
Constitutional Officers										
Governor	\$150,000	\$165,000	\$175,000	\$180,000	20.00%	\$180,000	\$180,000	\$180,000	\$180,000	0.00%
Lieutenant Governor	125,000	137,500	145,000	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Attorney General	125,000	137,500	145,500	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Comptroller	125,000	137,500	145,500	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Treasurer	125,000	137,500	145,500	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Secretary of State	87,500	96,500	102,500	105,500	20.57%	105,500	105,500	105,500	105,500	0.00%
Deputy Constitutional Officers										
Attorney General	\$150,521	\$153,532	\$153,532	\$153,532	2.00%	\$153,532	\$156,603	\$162,109	\$167,006	8.78%
Comptroller	139,407	142,196	154,152	154,152	10.58%	177,977	181,537	187,919	193,595	8.78%
Treasurer	143,625	153,532	153,532	153,532	6.90%	153,532	156,603	162,109	167,006	8.78%
Judiciary										
Judge, Court of Appeals	\$171,600	\$176,433	\$176,433	\$176,433	2.82%	\$186,433	\$186,433	\$191,433	\$196,433	5.36%
Chief Judge, Court of Appeals	190,600	195,433	195,433	195,433	2.54%	205,433	205,433	210,433	215,433	4.87%
Judge, Special Appeals	158,800	163,633	163,633	163,633	3.04%	173,633	173,633	178,633	183,633	5.76%
Chief Judge, Court of Special Appeals	161,900	166,633	166,633	166,633	2.92%	176,633	176,633	181,633	186,633	5.66%
Judge, Circuit Court	149,600	154,433	154,433	154,433	3.23%	164,433	164,433	169,433	174,433	6.08%
Judge, District Court	136,500	141,333	141,333	141,333	3.54%	151,333	151,333	156,333	161,333	6.61%
Chief Judge, District Court	158,800	163,633	163,633	163,633	3.04%	173,633	173,633	178,633	183,633	5.76%

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2015-2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change 2019-2022</u>
Cabinet Secretaries										
Superintendent of Schools	\$210,000	\$210,000	\$210,000	\$236,000	12.38%	\$236,000	\$240,720	\$236,000	\$275,000	16.53%
Aging	131,166	140,506	137,749	137,749	5.02%	153,532	156,603	162,109	167,006	8.78%
Planning	131,166	140,506	137,749	137,749	5.02%	153,532	156,603	162,109	167,006	8.78%
Veterans	109,360	114,600	114,555	114,555	4.75%	114,600	116,892	121,002	124,658	8.78%
Budget and Management	174,487	177,977	177,906	177,906	1.96%	177,977	181,537	187,919	193,595	8.78%
General Services	145,377	153,532	146,743	149,678	2.96%	153,532	156,603	187,919	193,595	26.09%
Transportation	174,487	177,977	177,908	177,908	1.96%	177,977	181,537	187,919	193,595	8.78%
Natural Resources	154,733	162,563	162,499	162,499	5.02%	165,281	168,587	174,513	179,785	8.78%
Agriculture	136,631	146,360	143,488	143,488	5.02%	153,532	156,603	162,109	167,006	8.78%
Health	174,487	177,977	174,417	174,417	-0.04%	177,977	181,537	187,919	193,595	8.78%
Human Services	162,655	174,237	170,818	170,818	5.02%	177,977	181,537	187,919	193,595	8.78%
Labor	157,590	165,281	165,215	165,215	4.84%	165,281	168,587	174,513	179,785	8.78%
Public Safety	174,487	162,318	162,254	162,254	-7.01%	177,977	181,537	187,919	193,595	8.78%
Higher Education Commission	149,711	159,433	160,710	160,710	7.35%	165,281	168,587	174,513	179,785	8.78%
Housing	156,307	159,433	156,245	156,245	-0.04%	165,281	168,587	174,513	179,785	8.78%
Commerce	167,078	177,977	175,462	175,462	5.02%	177,977	181,537	187,919	193,595	8.78%
Environment	148,163	158,713	155,599	155,599	5.02%	165,281	168,587	187,919	193,595	17.13%
Juvenile Services	157,761	168,994	169,059	169,059	7.16%	177,977	181,537	187,919	193,595	8.78%
State Police	162,843	171,083	171,015	171,015	5.02%	177,977	181,537	271,215	279,407	56.99%

Note: Salaries for cabinet secretaries reflect the top end of the range for the respective position.

Source: Budget Bill Executive Pay Plan for Cabinet Secretaries, adjusted for Constitutional Officers, and Judiciary when compensation commissions have met after session.

Exhibit 23
Local Legislative Salaries
Fiscal 2021

<u>County</u>	<u>County Council or Commissioners</u>	<u>President, County, Board/Council, or Commissioner</u>
Allegany	\$33,639	\$34,765
Anne Arundel	38760 *	43350 *
Baltimore City	69450 *	122,387
Baltimore	62,500	70,000
Calvert	45,000	47,500
Caroline	15,000	16,000
Carroll	45,000	45,000
Cecil	25,000	25,000
Charles	48,960	59,160
Dorchester	16,000	17,000
Frederick	22,500	22,500
Garrett	32,500	32,500
Harford	45,100	48,729
Howard	66,174	69,674
Kent	20,000	20,000
Montgomery	142,056	156,261
Prince George's	126,062	131,468
Queen Anne's	25,000	25,000
St. Mary's	39,544	44,746
Somerset	16,000	18,000
Talbot	14,400	15,400
Washington	38,000	41,000
Wicomico	16,000	18,000
Worcester	26,000	26,000
Median	\$33,070	\$34,765

* Data from fiscal 2019

Source: Maryland Association of Counties

Exhibit 24
City and County Council Salaries
Fiscal 2006-2018

	<u>2006</u>	<u>2010</u>	<u>2014</u>	<u>2018</u>	<u>2022</u>	<u>% Change 2018-2022</u>
Anne Arundel County						
Member	\$36,000	\$36,000	\$36,000	\$36,000	n/a	-
Chairman	40,500	40,500	40,500	40,500	n/a	-
Baltimore City						
Member	48,000	58,425	61,383	67,756	n/a	-
President	88,000	100,450	105,535	116,490	122,387	5.1%
Baltimore County						
Member	45,000	54,000	54,000	62,500	62,500	0.0%
Chairman	50,000	60,000	60,000	70,000	70,000	0.0%
Harford County						
Member	31,000	34,205	36,210	37,513	45,100	20.2%
Chairman	34,000	37,205	39,718	41,146	48,729	18.4%
Howard County						
Member	33,800	52,892	54,600	62,985	66,174	5.1%
Chairman	34,800	53,892	55,600	66,485	69,674	4.8%
Montgomery County						
Member	76,654	94,353	104,022	128,519	142,056	10.5%
Chairman	84,320	103,786	114,425	141,371	156,261	10.5%
Prince George's County						
Member	73,000	97,087	102,486	117,347	126,062	7.4%
Chairman	78,000	102,087	107,486	123,214	131,468	6.7%

Source: Maryland Association of Counties

Exhibit 25
Mayor and County Executive Salaries
Fiscal 2010-2022

	<u>2010</u>	<u>2014</u>	<u>2018</u>	<u>2022</u>	<u>% Change</u> <u>2018-2022</u>
Anne Arundel County*	\$130,000	\$130,000	\$139,000	\$142,000	2.2%
Baltimore City	151,700	159,380	175,926	184,832	5.1%
Baltimore County	150,000	150,000	175,000	175,000	0.0%
Cecil ⁽¹⁾		98,000	98,000	98,000	0.0%
Frederick ⁽²⁾			95,000	95,000	0.0%
Harford County	99,317	105,136	134,677	145,297	7.9%
Howard County	158,675	163,482	180,492	195,800	8.5%
Montgomery County	175,000	180,250	192,769	203,417	5.5%
Prince George's County	174,539	180,474	209,998	215,998	2.9%
Wicomico ⁽³⁾	85,000	85,000	85,000	85,000	0.0%

* Fiscal 2022 data was not available, fiscal 2020 is shown.

⁽¹⁾ The first County Executive in Cecil County was elected in November 2012 and started in December 2012. The first full year of salary data is available starting in fiscal 2014.

⁽²⁾ The first County Executive in Frederick County was elected in November 2014 and started in December 2014. The first full year of salary data is available starting in fiscal 2016.

⁽³⁾ The first County Executive in Wicomico County was elected in November 2006 and started in December 2006. The first full year of salary data is available starting in fiscal 2008.

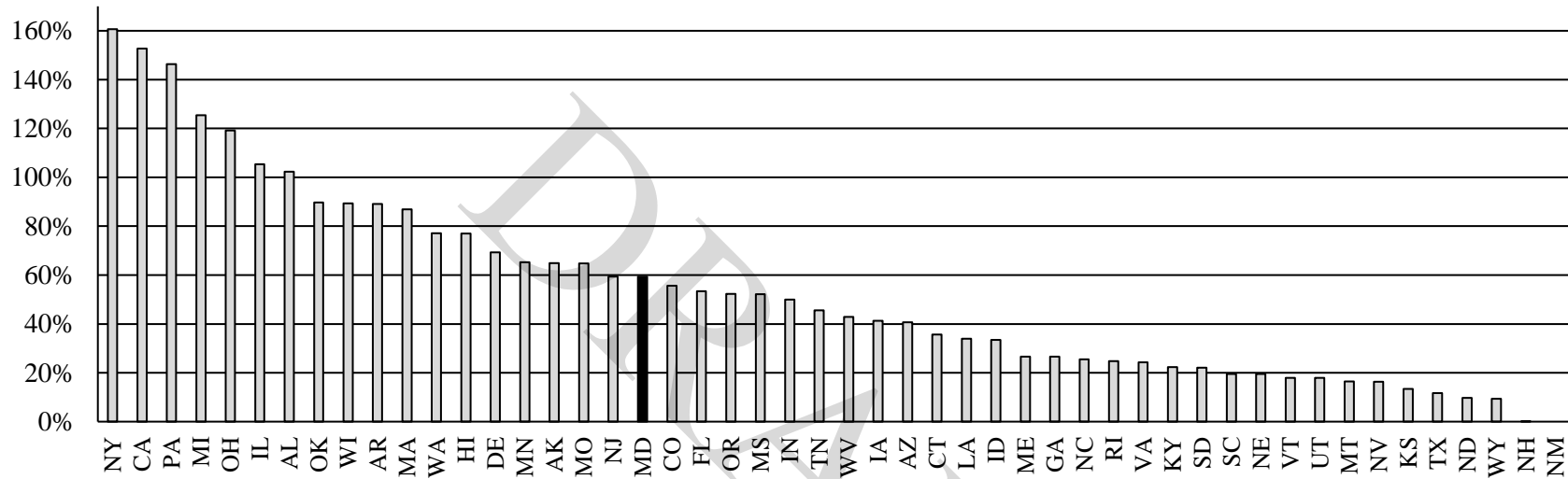
Source: Maryland Association of Counties

Exhibit 26
Income Levels for Maryland's Jurisdictions
Calendar 2020 Median Household Income and
Calendar 2019 Per Capita Personal Income

<u>County</u>	<u>Median Household</u>	<u>Percent of State</u>	<u>Rank</u>	<u>Per Capita Personal</u>	<u>Percent of State</u>	<u>Rank</u>
Allegany	\$48,170	55.60%	23	\$41,454	64.13%	23
Anne Arundel	100,916	116.47%	8	69,035	106.80%	4
Baltimore City	49,780	57.45%	12	53,378	82.58%	15
Baltimore	76,972	88.84%	21	62,976	97.43%	10
Calvert	111,056	128.18%	2	63,976	98.97%	8
Caroline	60,143	69.41%	17	46,883	72.53%	21
Carroll	101,810	117.50%	6	64,288	99.46%	6
Cecil	75,307	86.92%	14	49,749	76.96%	17
Charles	102,510	118.31%	5	57,774	89.38%	14
Dorchester	48,709	56.22%	22	47,699	73.79%	20
Frederick	102,951	118.82%	4	64,147	99.24%	7
Garrett	59,253	68.39%	19	47,735	73.85%	19
Harford	91,492	105.60%	9	60,266	93.23%	11
Howard	121,329	140.03%	1	79,253	122.61%	2
Kent	65,615	75.73%	16	63,141	97.68%	9
Montgomery	110,012	126.97%	3	90,139	139.45%	1
Prince George's	85,357	98.51%	11	50,625	78.32%	16
Queen Anne's	101,350	116.97%	7	66,733	103.24%	5
St. Mary's	89,123	102.86%	24	58,582	90.63%	13
Somerset	38,731	44.70%	10	31,668	48.99%	24
Talbot	75,714	87.39%	13	74,711	115.58%	3
Washington	59,785	69.00%	18	48,650	75.26%	18
Wicomico	54,351	62.73%	20	42,547	65.82%	22
Worcester	65,821	75.97%	15	60,222	93.17%	12
Maryland	\$86,644	100.00%		\$64,640	100.00%	

Source: U.S. Bureau of Labor Statistics, U.S. Department of Commerce Bureau of Economic Analysis

Exhibit 27
Legislator Salary as a Percent of State Median Household Income
2021

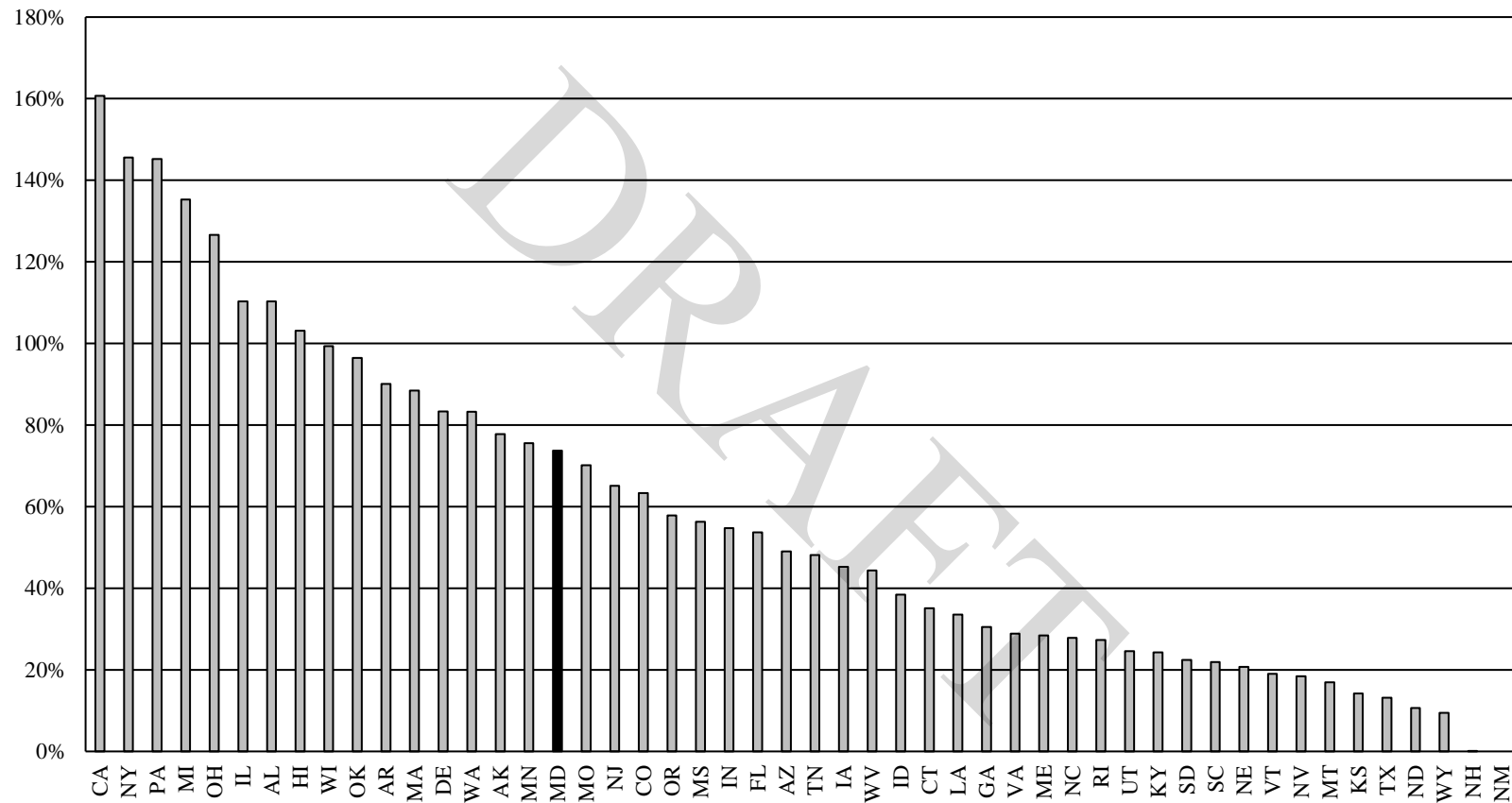


Note:

- Salaries for Kansas, Kentucky, Montana, Nevada, Utah, and Wyoming are based on a daily rate.
- Salaries for Kentucky, Maine, Montana, Nevada, and Wyoming are based on the longest of variable sessions or where the legislature meets every other year. Daily rates made be paid on a session day or legislative day basis. This analysis assumes payment for the length of the session.
- Salaries for Vermont are weekly for the legislative session which has no time-limit. Average session lengths are estimated at 15 weeks based on information on the Vermont legislature website.
- Salaries for New Mexico are set at \$0. Legislators are entitled to a per diem. In other states, legislators may also be entitled to a per diem, but those are excluded from this analysis.
- Salaries in Virginia are \$18,000 for Senators and \$17,640 for delegates. The higher figure is used in this analysis.
- State median household income is derived from American Community Survey data for 2021.

Source: National Conference of State Legislatures; U.S. Census Bureau; Department of Legislative Services

Exhibit 28
Legislator Salaries as a Percentage of Average Per Capita Income
Calendar 2021



Note: Per capita personal income is total personal income divided by total midyear population from the U.S. Census Bureau. All other notes on legislative salaries in Exhibit 26 apply to this exhibit.

Source: National Conference of State Legislatures; U.S. Bureau of Economic Analysis; Department of Legislative Services

Exhibit 29
In-state Expense Reimbursements
Fiscal 2018-2021

	2018		2019		2020		2021	
	<u><i>Session</i></u>	<u><i>Interim</i></u>	<u><i>Session</i></u>	<u><i>Interim</i></u>	<u><i>Session</i></u>	<u><i>Interim</i></u>	<u><i>Session</i></u>	<u><i>Interim</i></u>
Lodging	\$1,471,288	\$3,148	\$1,594,795	\$13,117	\$1,558,448	\$2,997	\$1,390,730	\$593
% Change over prior year	2.18%	50.77%	8.39%	316.68%	-2.28%	-77.15%	-10.76%	-80.21%
Meals	\$455,811	\$6,437	\$500,862	\$1,834	\$422,041	\$6,450	\$447,419	\$15
% Change over prior year	-1.59%	-24.66%	9.88%	-71.51%	-15.74%	251.69%	6.01%	-99.7%
Mileage	\$155,573	\$30,361	\$164,208	\$14,272	\$113,789	\$29,519	\$138,757	\$329
% Change over prior year	2.87%	-8.56%	5.55%	-52.99%	-30.70%	106.83%	21.94%	-98.89%
Total	\$2,082,672	\$39,946	\$2,259,865	\$29,223	\$2,094,278	\$38,966	\$1,976,906	\$937
% Change	2.01%	-8.87%	8.51%	-26.84%	-7.33%	33.34%	-5.60%	-97.60%

Source: Department of Legislative Services

Exhibit 30
Per Diem Lodging Rates
90-day Rentals

2017 and 2021 General Assembly Sessions

<u>Lodging</u>	<u>Rates</u>	<u>2017</u> <u>Legislators</u>	<u>Rates</u>	<u>2021</u> <u>Legislators</u>
Historic Inns	\$101	23	\$106	16
Hotel Annapolis – Graduate ¹	101	24	106	14
Annapolis Waterfront Hotel ²	101	26	106	48
Residence Inn by Marriott ³	101	7	106	6
Sheraton Barcelo	101	6	—	—
Doubletree	101	1	—	—
Annapolis Crowne Plaza	—	—	106	1
Hilton Garden Inn ⁴	101	4	106	3
Westin	101	28	106	30
Apt./House/Condo	101	24	93-106	35
Occasional Lodging	101	24	106	10
No Submission for Lodging		21		25
Total		188		188

¹ Previously Lowes Annapolis

² Previously Annapolis Marriott Waterfront

³ Previously Marriott Residence

⁴ Previously O'Callahan

Source: Department of Legislative Services

Exhibit 31
Meal Claims of Legislators
For the 2018 through 2021 Sessions of
The Maryland General Assembly

	2018		2019		2020		2021	
<u>Meal Limit</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
Claimed 100% of daily limit	149	79%	147	78%	139	74%	135	72%
Claimed 76-99% of daily limit	10	5%	19	10%	17	9%	17	9%
Claimed 51-75% of daily limit	8	4%	11	6%	9	5%	5	3%
Claimed 26-50% of daily limit	2	1%	1	1%	1	1%	12	6%
Claimed 1-25% of daily limit	0	0%	1	1%	0	0%	0	0%
Claimed 0% of daily limit	19	10%	9	5%	22	12%	19	10%
	188	100%	188	100%	188	100%	188	100%

Note: \$47 per diem for 2018 and 2019
\$56 per diem for 2020 and 2021

Numbers may not sum to total due to rounding.

Source: Department of Legislative Services

Exhibit 32
Out-of-state Travel Costs
Fiscal 2018-2021

	<u>2018</u>	<u>Trip Average</u>	<u>2019</u>	<u>Trip Average</u>	<u>2020</u>	<u>Trip Average</u>	<u>2021</u>	<u>Trip Average</u>
Meals and Lodging	\$42,597	\$906	\$16,281	\$440	\$44,565	\$743	\$497	\$166
Transportation	19,656	418	18,474	499	25,868	431	—	—
Registrations	32,450	690	15,445	417	32,850	548	118	39
Total	\$94,703	\$2,015	\$50,200	\$1,357	\$103,283	\$1,721	\$615	\$205
Members (Cumulative)	47		37		60		3	

Source: Department of Legislative Services

Exhibit 33
Summary of Legislative Out-of-state Travel Costs

<u>Fiscal Year</u>	<u>Out-of-state Travel Costs</u>
1995	\$48,969
1996	94,058
1997	82,687
1998	94,704
1999	93,565
2000	167,115
2001	175,484
2002	221,340
2003	150,334
2004	191,254
2005	154,532
2006	171,929
2007	96,507
2008	170,080
2009	150,428
2010	24,277
2011	22,549
2012	41,662
2013	49,653
2014	38,448
2015	34,701
2016	75,493
2017	85,010
2018	94,703
2019	50,200
2020	103,283
2021	615

Source: Department of Legislative Services

Exhibit 34
Medical Insurance for Legislators
(As of August 8, 2021)

	Health		Prescription		Dental	
	<u>Members</u>	<u>% of Total Chamber</u>	<u>Members</u>	<u>% of Total Chamber</u>	<u>Members</u>	<u>% of Total Chamber</u>
Participation						
Senate	28	60%	28	60%	29	62%
House	101	72%	97	69%	97	69%
Total	129	69%	125	66%	126	67%
Coverage Levels						
Senate						
Individual	11	23%	12	26%	13	28%
2 or more	17	36%	16	32%	16	34%
Total	28	60%	28	60%	29	62%
House						
Individual	28	20%	24	17%	28	20%
2 or more	73	52%	73	52%	69	49%
Total	101	72%	97	69%	97	69%
Combined						
Individual	39	21%	36	19%	41	22%
2 or more	90	48%	89	47%	85	45%
Total	129	69%	125	66%	126	67%

Health Subsidy

\$355.46 to \$426.34 per month for single coverage.

\$843.42 to \$1048.54 per month for two or more.

Prescription Subsidy

\$180.30 per month for single coverage.

\$299.22 to \$360.58 per month for two or more.

Dental Subsidy

\$8.17 to \$12.32 per month for single coverage.

\$14.22 to \$46.18 per month for two or more.

Note: Numbers may not sum to total due to rounding.

Source: Department of Legislative Services, September 2021

Exhibit 35
Accrued Retirement Service Credits of Active Maryland Legislators

	<u>0 to 4</u>	<u>4 to 8</u>	<u>8 to 12</u>	<u>12 to 16</u>	<u>16 to 20</u>	<u>20 to 22.25</u>	<u>22.25+</u>
Years of Creditable Service							
Number of Members	62	56	20	20	13	0	16
Average Age	47.4	54.5	54.6	57.5	63.1	n/a	71.0
Maximum Retirement Benefit	n/a	n/a	24% to 36%	36% to 48%	48% to 60%	60% to 66.67%	66.67%
Full Service Retirement ⁽¹⁾	0	0	5	6	8	0	15
Reduced Services Retirement ⁽²⁾	0	0	7	8	4	0	1
Vested Allowance	0	0	8	6	1	0	0
No Vested	62	56	n/a	n/a	n/a	n/a	n/a

⁽¹⁾ Full Service Retirement payable at (a) age 60 with a minimum of eight years of service, if joined the Legislative Pension Plan (LPP) before January 14, 2015; or (b) age 62 with a minimum of eight years of service, if joining the LPP on or after January 14, 2015.

⁽²⁾ Reduced Service Retirement payable (a) age 50 with a minimum of eight years of service, if joined the LPP before January 14, 2015; or (b) age 55 with a minimum of eight years of service, if joining the LPP on or after January 14, 2015.

Source: State Retirement Agency; Department of Legislative Services, November 2021

Exhibit 36
Retirement Status of Retired Maryland Legislators by Plan

	<u>Number</u>	<u>Average Age</u>	<u>Average Monthly Benefit</u>	<u>Average Years of Service</u>
2002 Plan				
Retiree	239	74.4	\$1,758.20	14.8
Beneficiary	57	77.2	911.69	n/a
Bifurcated Plan				
Retiree	0	n/a	n/a	n/a
Beneficiary	1	102.0	\$390.93	n/a
1966 Plan				
Retiree	4	87.3	\$322.91	11.0
Beneficiary	9	82.2	453.97	n/a

Source: State Retirement Agency; Department of Legislative Services, November 2021

Exhibit 37
Comparison of Maryland State Retirement and Pension Systems

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Participation	Mandatory	Automatic	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment
Vesting							
Hired on or Before 6/30/11	8 years of service	One full term	Immediate	5 years of service	5 years of service	5 years of service	5 years of service
<i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12</i>	<i>No change</i>	<i>No change</i>	<i>5 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>
Employee Contributions²	7.0% of salary, for 22 years, 3 months (was 5.0%)	None	8.0% of salary, for 16 years (was 6.0%)	7.0% of salary (was 5.0%)	8.0% of salary	7.0% of salary (was 4.0%)	5.0% of salary
Service Retirement Conditions							
Hired on or Before 6/30/11; or Legislators with Creditable Service Before 1/14/15; or a Governor Serving Before 1/21/15	Age 60; or age 50 with 8 years, reduced benefit	Age 55	Age 60	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 50 or 22 years of service	Age 50 or 25 years of service	20 years of service or age 55 with 5 years of service

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12; or Legislators with No Creditable Service Before 1/14/15; or a Governor Serving on or Before 1/21/15</i>	<i>Age 62; or age 55 with 8 years, reduced benefit</i>	<i>Age 62</i>	<i>Age 60 with 5 years of service</i>	<i>Age 65 with 10 years of service or Rule of 90³; or age 60 with 15 years, reduced benefit</i>	<i>Age 50 or 25 years of service</i>	<i>No change</i>	<i>Age 55 with 10 years of service</i>
Allowance Hired on or Before 6/30/11	3.0% of current legislative salary per year of service	1/3 of current annual salary for one term; or 1/2 of current annual salary for two terms	2/3 of active judge salary at 16 years	1.2% of salary for years of service prior to 7/1/98; plus 1.8% of salary for years of service on or after 7/1/98 (calculated on highest 3 consecutive years of salary)	2.55% per year of service (calculated on highest 3 years of salary)	2.0% per year if subject to the LEOPS modified pension benefit; otherwise 2.3% for first 30 years and 1.0% for each year thereafter (calculated on highest 3 consecutive years of salary)	1.8% per year of service (calculated on highest 3 years of salary)
<i>Hired on or After 7/1/11</i>	<i>No change</i>	<i>No change</i>	<i>No change</i>	<i>1.5% of salary (calculated on highest 5 consecutive years of salary)</i>	<i>Calculated on highest 5 years of salary</i>	<i>Calculated on highest 5 consecutive years of salary</i>	<i>Calculated on highest 5 years of salary</i>

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Post-retirement Adjustments⁴							
Service Credit Earned on or Before 6/30/11	Based on salary of active legislators	Based on salary of current Governor	Based on salary of active judges	Limited to 3.0% of initial benefit	Unlimited annual cost-of-living adjustment (COLA)	Limited to 3.0% of initial benefit	Unlimited annual COLA
<i>Service Credit Earned on or After 7/1/11</i>	<i>No change</i>	<i>No change</i>	<i>No change</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>
Ordinary Disability Retirement							
Conditions	Active legislator must have 8 years of service and be certified disabled by the BOT medical board	General Assembly adopts resolution by a 3/5 vote that Governor is unable to perform duties of office due to physical or mental disability	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Allowance	3.0% of current legislative salary per year of service	If in first term, 1/3 of current annual salary; if in second term, 1/2 of current salary	Service retirement with minimum of 33.3% of salary	Service retirement projected to age 62	Service retirement with minimum of 35.0% of salary	Service retirement projected to age 50	Service retirement with minimum of 25.0% of salary
Accidental Disability Retirement							
Conditions	Not applicable	Not applicable	Not applicable	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty
Allowance	Not applicable	Not applicable	Not applicable	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions

BOT: Board of Trustees for the State Retirement and Pension System
LEOPS: Law Enforcement Officers' Pension System

¹ The Employees' and Teachers' Retirement Systems are not shown because the systems closed to new members as of December 31, 1979.

² Employee contributions for legislators were increased to 7% as of January 14, 2015; contributions for judges were increased to 8% as of July 1, 2012; contributions for employees and teachers were increased to 7% as of July 1, 2011; and contributions for LEOPS members were increased to 6% as of July 1, 2011, and 7% as of July 1, 2012.

³ Rule of 90: The sum of an employee's age and years of service must equal 90 or more.

⁴ Other post-retirement adjustment formulas apply to retirees who retired on or before June 30, 2011, retirees of the Employees' and Teachers' Retirement Systems, and retirees who chose various selection options.

Source: Department of Legislative Services

Exhibit 38
State-by-state Comparison of Retirement Benefits
Ranked by Annual 20-year Benefit

<u>Ranking</u>	<u>State</u>	<u>Salary</u>	<u>Contribution Rate</u>	<u>12-year Benefit</u>			<u>20-year Benefit</u>			<u>Annual Benefit Formula</u>
				<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	
1	Illinois*	\$69,464	11.50%	\$31,259	\$2,605	45.00%	\$59,044	\$4,920	85.00%	3.00%, 3.50%, 4.00%, 4.50%, 5.00% capped at 85% of FAS
2	Texas	7,200	9.50%	34,501	2,875	479.18%	57,502	4,792	798.64%	2.30% x District Court judge's monthly salary (\$10,417) x years
3	New York*	110,000	3.00%	33,000	2,750	30.00%	55,000	4,583	50.00%	2.50%
4	Pennsylvania*	90,335	6.25%	27,101	2,258	30.00%	54,201	4,517	60.00%	2.00 or 2.50%
5	PA* Reform	90,335	9.30%	27,101	2,258	30.00%	45,168	3,764	50.00%	2.00 or 2.50%
6	Hawaii	62,604	9.80%	26,294	2,191	42.00%	43,823	3,652	70.00%	2.00%
7	IL* Reform	69,464	11.50%	31,259	2,605	45.00%	41,678	3,473	60.00%	3.00%, 3.50%, 4.00%, 4.50%, 5.00%, capped at 60% of FAS
8	Oklahoma	47,500	3.50%	22,800	1,900	48.00%	38,000	3,167	80.00%	1.90 or 4.00%
9	HI Reform	62,604	9.80%	22,537	1,878	36.00%	37,562	3,130	60.00%	1.75%
10	Massachusetts*	70,536	9.00%	21,161	1,763	30.00%	35,268	2,939	50.00%	2.50%
11	Maryland	50,330	7.00%	18,119	1,510	36.00%	30,198	2,517	60.00%	3.00%
12	Ohio*	67,492	10.00%	17,818	1,485	26.40%	29,696	2,475	44.00%	2.20%, 2.50%
13	New Jersey*	49,000	7.50%	17,640	1,470	36.00%	29,400	2,450	60.00%	3.00%
14	Indiana	28,103	5.00%	28,103	2,342	100.00%	28,103	2,342	100.00%	1/12 of FAS
15	Minnesota	46,500	9.00%	15,066	1,256	32.40%	25,110	2,093	54.00%	2.70%
16	Washington	56,881	7.90%	13,651	1,138	24.00%	22,752	1,896	40.00%	1%, 2%
17	New Mexico	-	600/year	13,548	1,129	0.00%	22,580	1,882	0.00%	\$1,129 x years of service
18	Tennessee	24,316	0.00%	13,467	1,122	55.38%	22,445	1,870	92.30%	\$93.52/month x years of service, capped at 90% of FAS

<u>Ranking</u>	<u>State</u>	<u>Salary</u>	<u>Contribution</u>	<u>12-year Benefit</u>			<u>20-year Benefit</u>			<u>Annual Benefit Formula</u>
			<u>Rate</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	
19	Wisconsin*	55,151	6.75%	13,236	1,103	24.00%	22,424	1,869	40.66%	2.165%, 2.00%
20	Alaska	50,400	6.75%	12,348	1,029	24.50%	21,420	1,785	42.50%	2.00%, 2.25%, 2.50%
21	Colorado	40,242	10.00%	12,073	1,006	30.00%	20,121	1,677	50.00%	2.50%
22	Arizona	24,000	8.00%	11,520	960	48.00%	19,200	1,600	80.00%	4% capped at 80% of FAS
23	<i>OK Reform</i>	<i>47,500</i>	<i>3.50%</i>	<i>11,400</i>	<i>950</i>	<i>24.00%</i>	<i>19,000</i>	<i>1,583</i>	<i>40.00%</i>	<i>2.00%</i>
24	<i>DE Reform</i>	<i>47,291</i>	<i>5.00%</i>	<i>10,499</i>	<i>875</i>	<i>22.20%</i>	<i>17,994</i>	<i>1,500</i>	<i>38.05%</i>	<i>1.85%, 2.00%</i>
25	<i>FL* Reform</i>	<i>29,697</i>	<i>3.00%</i>	<i>10,691</i>	<i>891</i>	<i>36.00%</i>	<i>17,818</i>	<i>1,485</i>	<i>60.00%</i>	<i>3%</i>
26	Delaware	47,291	3.00%	10,499	875	22.20%	17,498	1,458	37.00%	1.85%
27	Arkansas	42,428	5.00%	10,183	849	24.00%	16,971	1,414	40.00%	2.00%
28	<i>AZ Reform</i>	<i>24,000</i>	<i>13.00%</i>	<i>8,640</i>	<i>720</i>	<i>36.00%</i>	<i>14,400</i>	<i>1,200</i>	<i>60.00%</i>	<i>3% capped at 75% of FAS</i>
29	<i>TN Reform</i>	<i>24,316</i>	<i>5.00%</i>	<i>8,582</i>	<i>715</i>	<i>35.30%</i>	<i>14,304</i>	<i>1,192</i>	<i>58.83%</i>	<i>\$59.60/month x years of service, capped at 90% of FAS</i>
30	<i>WA Reform</i>	<i>56,881</i>	<i>0.00%</i>	<i>6,826</i>	<i>569</i>	<i>12.00%</i>	<i>11,376</i>	<i>948</i>	<i>20.0%</i>	<i>1.00%</i>
31	North Carolina	13,951	7.00%	6,730	561	48.24%	11,217	935	80.40%	4.02%
32	South Carolina	10,400	11.00%	8,069	672	77.59%	10,026	835	96.40%	4.82%
33	Iowa	25,000	6.29%	6,000	500	24.00%	10,000	833	40.00%	2.00%
34	Oregon	32,839	0.00%	5,911	493	18.00%	9,852	821	30.00%	1.50%
35	Mississippi	23,500	9.00%	5,640	470	24.00%	9,400	783	40.00%	2%
36	Georgia	15,608	3.75%	5,184	432	33.21%	8,640	720	55.36%	\$36/month x years of service
37	West Virginia	20,000	5.00%	4,800	400	24.00%	8,000	667	40.00%	2.00%
38	Idaho	18,691	7.16%	4,486	374	24.00%	7,476	623	40.00%	2.00%
39	Connecticut	28,000	3.00%	4,469	372	15.96%	7,448	621	26.60%	1.33%
40	Utah	285/day	0.00%	4,378	365	n/a	7,296	608	n/a	\$30.40/month x years of service
41	Maine	15,147	7.65%	3,635	303	24.00%	6,059	505	40.00%	2.00%
42	Virginia	18,000	5.00%	3,564	297	19.80%	5,940	495	33.00%	1.70%
43	<i>SC Reform</i>	<i>10,400</i>	<i>11.00%</i>	<i>2,271</i>	<i>189</i>	<i>21.84%</i>	<i>3,786</i>	<i>315</i>	<i>36.40%</i>	<i>1.82%</i>
44	Missouri	35,915	0.00%	1,496	125	4.17%	2,494	208	6.94%	(monthly pay/24) x years of service

<u>Ranking</u>	<u>State</u>	<u>Salary</u>	<u>Contribution Rate</u>	<u>Annual</u>	<u>12-year Benefit</u>		<u>20-year Benefit</u>			<u>Annual Benefit Formula</u>
					<u>Monthly</u>	<u>% of Salary</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	
46	MO Reform	35,915	4.00%	1,496	125	4.17%	2,494	208	6.94%	<i>(monthly pay/24) x years of service</i>
47	Nevada	165/day	15.00%	300	25	n/a	500	42	n/a	\$25 x years of service

FAS: final average salary

*Denotes state with full-time legislature (10).

Note: The following states do not provide a defined benefit plan: Alabama; California*; Louisiana; Nebraska; New Hampshire; North Dakota; Rhode Island; South Dakota; Vermont; and Wyoming. The following states did not provide sufficient information: Kansas; Kentucky; Michigan*; and Montana.

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 39
State-by-state Comparison of Legislator Defined Benefit Contribution Rate

<u>Ranking</u>	<u>State</u>	<u>Rate</u>	<u>Ranking</u>	<u>State</u>	<u>Rate</u>
1	Nevada	15.00%	15	Wisconsin*	6.75%
2	Arizona Reform ⁽¹⁾	13.00%	16	Iowa	6.29%
3	Illinois*	11.50%	17	Pennsylvania ^{*(3)}	6.25%
4	South Carolina	11.00%	18	Kansas	6.00%
5	Colorado	10.00%	18	Kentucky	6.00%
5	Ohio*	10.00%	19	Arkansas	5.00%
6	Hawaii	9.80%	19	Delaware	5.00%
7	Texas	9.50%	19	Indiana ⁽¹⁾	5.00%
8	Pennsylvania* Reform ⁽²⁾	9.30%	19	Tennessee Reform	5.00%
9	Massachusetts*	9.00%	19	Virginia	5.00%
9	Minnesota ⁽¹⁾	9.00%	19	West Virginia	5.00%
9	Mississippi	9.00%	20	Missouri Reform	4.00%
10	Montana	7.90%	21	Georgia	3.75%
10	Washington	7.90%	22	Oklahoma	3.50%
11	Maine	7.65%	23	Connecticut	3.00%
12	New Jersey*	7.50%	23	Florida*	3.00%
13	Idaho	7.16%	23	New York*	3.00%
14	Arizona ⁽¹⁾	7.00%	24	Missouri	0.00%
14	Maryland	7.00%	24	Oregon	0.00%
14	North Carolina	7.00%	24	Tennessee	0.00%
15	Alaska ⁽¹⁾	6.75%	24	Utah ⁽¹⁾	0.00%

* Denotes state with full-time legislature.

⁽¹⁾ These states offer a defined benefit plan to legislators elected before a certain date, but legislators elected after a certain date are offered only a defined contribution plan.

⁽²⁾ Legislators in Pennsylvania with no service credit before 2010 have a choice to contribute 9.30% for a benefit multiplier of 2.5% or contribute 6.25% for a benefit multiplier of 2%.

⁽³⁾ Legislators in Pennsylvania with service credit before 2010 contribute 6.25% for a benefit multiplier of 3%.

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 40
State-by-state Comparison of Benefit Multiplier

<u>Ranking</u>	<u>State</u>	<u>Benefit Multiplier</u>
1	South Carolina	4.82%
2	North Carolina	4.02%
3	Oklahoma	4.00%
3	Arizona ⁽¹⁾	4.00% Capped at 80.00% of Final Average Salary (FAS)
4	Illinois*	3.00 to 5.00% Capped at 85.00% of FAS
4	<i>Illinois* Reform</i>	3.00 to 5.00% Capped at 60.00% of FAS
5	Florida*	3.00%
5	<i>Arizona Reform</i> ⁽¹⁾	3.00% Capped at 75.00% of FAS
5	Maryland	3.00% Capped at 66.67% of Salary of Active Legislators
5	New Jersey*	3.00% Capped at 66.67% of FAS
6	Kentucky	2.75%
7	Minnesota ⁽¹⁾	2.70%
8	Colorado	2.50%
8	Massachusetts*	2.50%
9	Texas ⁽²⁾	2.30%
10	Ohio*	2.20 to 2.50%
11	Alaska ⁽¹⁾	2.00 to 2.50%
11	Pennsylvania*	2.00 to 2.50%
11	<i>Pennsylvania* Reform</i>	2.00 to 2.50%
12	Wisconsin*	2.00 to 2.165%
13	Arkansas	2.00%
13	Hawaii	2.00%
13	Idaho	2.00%
13	Iowa	2.00%
13	Maine	2.00%
13	Mississippi	2.00%
13	<i>Oklahoma Reform</i>	2.00%
13	West Virginia	2.00%
14	Delaware	1.85 to 2.00%
15	New York*	1.66 to 2.00%
16	Washington	1.00 to 2.00%
17	Hawaii	1.75%
17	Kansas	1.75%
18	Virginia	1.65%
19	Oregon	1.50%
20	Connecticut	1.33%

⁽¹⁾ These states offer a defined benefit plan to legislators elected before a certain date, but legislators elected after a certain date are offered only a defined contribution plan.

⁽²⁾ Texas benefit calculated based on District Judge salary.

* Denotes state with full-time legislature.

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 41
Comparison of Maryland's Retirement Eligibility Criteria with Other States

Age 60 with 8 Years of Service – Maryland Legislators with Service Before 1/14/2015
Age 62 with 8 Years of Service – Maryland Legislators with No Service Before 1/14/2015

States That Require the Same Retirement Age and Years of Service as Maryland

Age 60 with 8 Years of Service

Mississippi
South Carolina
Texas

Age 62 with 8 Years of Service

Georgia

States That Require a Lower Retirement Age and Years of Service

Missouri – age 55 with 6 years of service
Hawaii – age 55 with 5 years of service
Virginia – age 55 with 5 years of service
Tennessee – age 55 with 4 years of service
Pennsylvania – age 55 with 3 years of service

States That Require a Higher Retirement Age and Years of Service

Delaware – age 65 with 10 years of service
Arkansas – age 65 with 10 years of service
Indiana – age 65 with 10 years of service
Washington – age 65 with 10 years of service

Other Comparisons of Retirement Age and Years of Service Requirements

Retirement Age – Minimum

Age 67 – 1 state
Age 65 – 16 states
Age 62 – 8 states (including Maryland)
Age 60 – 10 states (including Maryland)
Age 55 – 8 states
Age 50 – 1 state

Years of Service – Minimum

10 years of service – 11 states
8 years of service – 7 states (including Maryland)
6 years of service – 4 states
5 years of service – 13 states

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 42
Legislator Salary and Fringe Benefits by Year of Service
Fiscal 2022 Active Legislator

<u>Years of Service</u>	Legislative Service	
	<u>Up to 22 Years and 3 Months</u>	<u>Greater Than 22 Years and 3 Months</u>
Benefits While Serving⁽¹⁾		
Salary	\$50,330	\$50,330
Less Fringes		
Retirement Contribution (7.0%)	-\$3,523	\$0
BC/BS PPO	-2,302	-2,302
Prescription Drug	-898	-898
Dental PPO	-171	-171
Subtotal	-\$6,894	-\$3,371
Adjusted Salary	\$43,436	\$46,959
Fringe Benefits		
Employer Retirement Subsidy (21.12%)	\$10,630	\$10,630
Employer Health Insurance Subsidy	9,208	9,208
Employer Prescription Drug Subsidy	2,693	2,693
Employer Dental PPO	171	171
Total Fringe Benefits	\$22,702	\$22,702
Total Fringes and Salary	\$66,138	\$69,661

BC/BS: BlueCross/BlueShield
PPO: Preferred Provider Organization

⁽¹⁾ Assumes fringe benefits of active legislator, non-Medicare eligible member, and spouse for calendar 2021.

Note: Legislators can earn no more than 22 years and three months of creditable service for retirement. Retirement contributions cease at this point.

Source: Department of Budget and Management; Department of Legislative Services

Exhibit 43
Comparison of Benefits Between a Legislator and State Employee
Fiscal 2022

	Legislator		State Employee		State Employee	
	2018 Resolution		(Pre-2011 Reform)		(Post-2011 Reform)	
<u>Years of Service</u>	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>
Benefits While Serving⁽¹⁾						
Salary	\$50,330	\$50,330	\$50,330	\$50,330	\$50,330	\$50,330
<i>Less Fringe Benefit Contributions</i>	<i>-\$6,893</i>	<i>-\$6,893</i>	<i>-\$6,893</i>	<i>-\$6,893</i>	<i>-\$6,893</i>	<i>-\$6,893</i>
Adjusted Salary	\$43,437	\$43,437	\$43,437	\$43,437	\$43,437	\$43,437
Fringe Benefits	\$22,701	\$22,701	\$22,701	\$22,701	\$22,701	\$22,701
Total Salary and Fringes	\$66,138	\$66,138	\$66,138	\$66,138	\$66,138	\$66,138
Benefits Upon Retirement⁽²⁾						
Retirement Income⁽³⁾	\$12,079	\$18,119	\$7,248	\$10,871	\$0	\$9,059
Less						
Retiree Health Insurance Premium (BC/BS PPO)	-6,522	-4,988	-5,755	-3,837	0	-5,908
Retiree Prescription Drug Premium	-2,365	-1,858	-2,111	-1,478	0	-2,162
Retiree Premium Dental DHMO	-232	-177	-205	-137	0	-210
Total	-\$9,119	-\$7,023	-\$8,071	-\$5,451	\$0	-\$8,281
Adjusted Income	\$2,960	\$11,096	-\$824	\$5,420	\$0	\$779

<u>Years of Service</u>	Legislator 2018 Resolution		State Employee (Pre-2011 Reform)		State Employee (Post-2011 Reform)	
	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>
Retiree Health Benefit Subsidy⁽⁴⁾						
Retiree Health Insurance Premium (BC/BS PPO)	\$3,069	\$4,604	\$3,837	\$5,755	\$0	\$3,683
Retiree Prescription Drug Premium	1,013	1,520	1,267	1,900	0	1,216
Retiree Premium Dental DHMO	109	164	137	205	0	131
<i>Subtotal</i>	<i>\$4,192</i>	<i>\$6,288</i>	<i>\$5,240</i>	<i>\$7,860</i>	<i>\$0</i>	<i>\$5,030</i>
Total Retirement Benefit	\$7,152	\$17,384	\$4,416	\$13,280	\$0	\$5,809

BC/BS: BlueCross/BlueShield

DHMO: Dental Health Maintenance Organization

PPO: Preferred Provider Organization

(1) Assumes fringe benefits of active legislator/employee, non-Medicare eligible member, and spouse for calendar 2021.

(2) Assumes fringe benefits for Medicare-eligible member and non-Medicare eligible spouse for calendar 2021.

(3) Assumes basic retirement allowance. Post-2011 State employees do not vest in the State's pension plan and become eligible for retiree health benefits until 10 years of service.

(4) For legislators with years of service prior to January 2015, State subsidy is calculated at 1/16 per year; for service after it is calculated at 1/20 per year.

Source: Department of Budget and Management; Department of Legislative Services

Exhibit 44
District Office Accounts

Amount – Fiscal 2021

	<u>Total</u>	<u>Staff Minimum</u>
Senate		
Leadership (8)	\$31,896	\$6,500
Senators (39)	30,425	5,800
House		
Leadership (12)	\$31,896	\$16,500
Delegation (5)	31,270	15,800
Delegates (124)	30,425	15,800

Use of Funds

1. Office space in district
2. Staff services
3. Communications
 - Telephone – limit \$2,000 unless approved by presiding officer
 - Postage – limit \$1,000 for legislator unless more is approved by presiding officer
 - No newsletters except *Annapolis Report*
 - Newspapers – limit \$500
4. Supplies
5. Utilities
6. Furniture and equipment, including computers; items become property of the State and must be returned or purchased at depreciated value if legislator leaves office

Source: Department of Legislative Services

Exhibit 45
History of District Office Account Allowances

<u>Fiscal Year</u>	<u>Total</u>	<u>Senator Clerical Minimum</u>	<u>Total</u>	<u>Delegate Clerical Minimum</u>
1971	\$4,700		\$2,000	
1975	5,000		6,000	
1979	5,500		8,488	\$2,850
1983	6,615		10,143	3,550
1987	7,770		11,970	4,400
1990	17,395	\$6,395	16,197	8,000
1994	16,765	5,800	15,507	7,300
1998	18,265	5,800	17,007	7,300
1999	18,265	5,800	18,265	5,800
2005	18,265	5,800	18,265	5,800
2009	18,265	5,800	18,265	5,800
2013	18,265	5,800	18,265	5,800
2017	30,425	5,800	30,425	15,800
2021	30,425	5,800	30,425	15,800

Source: Department of Legislative Services

Exhibit 46
Staff Assistance for Members of the Maryland General Assembly

Funding is included in the fiscal 2021 budget for the Maryland General Assembly to provide staff assistance to senators and delegates as follows.

Senate

Funds are included to permit each senator to hire an administrative aide that is a regular full-time, benefited employee. The current salary range for these positions is \$48,950 to \$77,265.

Funds are included to permit each senator to hire a secretary for the legislative session. This is generally a benefited employee. For fiscal 2021, each position is budgeted at \$8,400.

Each senator is provided with a District Office Allowance of \$30,425. Of this amount, \$5,800 is restricted to staff assistance. Nine leadership positions are each provided with \$31,896, of which \$6,500 is restricted to staff assistance.

Each senator is provided with a Supplemental Operating Fund in the amount of \$7,500. This amount is intended to supplement the District Office Allowance and may be spent on operating expenses or for staff assistance at the senator's option.

House

Funds are included in the House budget to provide for payment of salaries attributable to specifically budgeted delegation staff positions. These are generally benefited positions, which may work either a full-time or a part-time schedule depending on workload. The applicable salary for each budgeted delegation staff position is established based primarily on qualifications, experience, and anticipated workload.

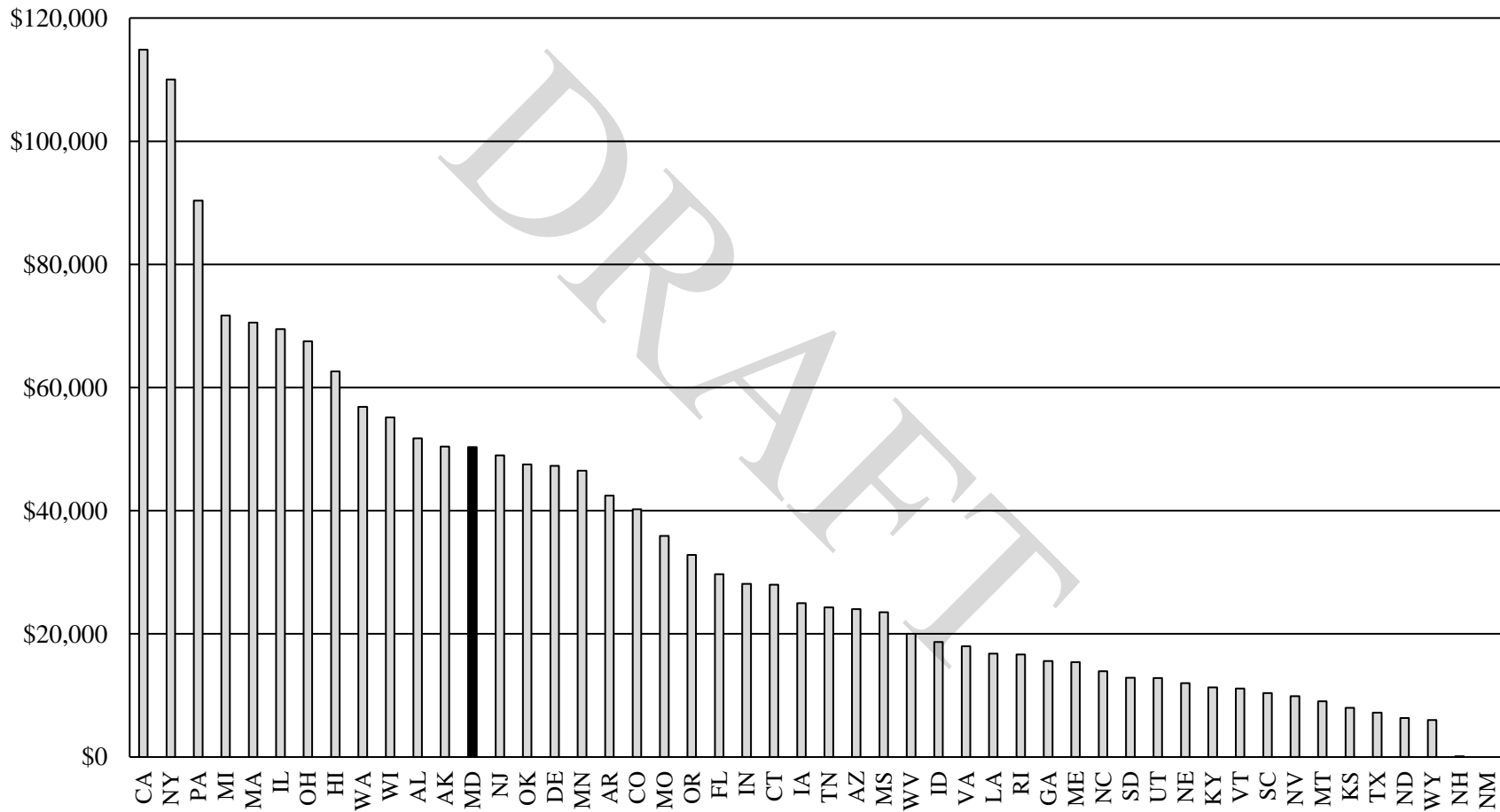
Funds are included to permit each delegate to hire a secretary for the legislative session. Each delegate's secretary is funded at \$2,800 for fiscal 2021, which if combined with two other delegates, approximates the amount budgeted for each senator's secretary.

Each delegate is provided with a District Office Allowance of \$30,425. Of this amount, \$15,800 is restricted to staff assistance. Twelve senior leadership positions are each provided with \$31,896, of which \$16,500 is restricted to staff assistance. Five delegation chair positions are each provided with \$31,270, of which \$15,800 is restricted to staff assistance.

Each delegate is provided with a Supplemental Operating Fund in the amount of \$3,546. This amount is intended to supplement the District Office Allowance and may be spent on operating expenses or for staff assistance at the delegate's option.

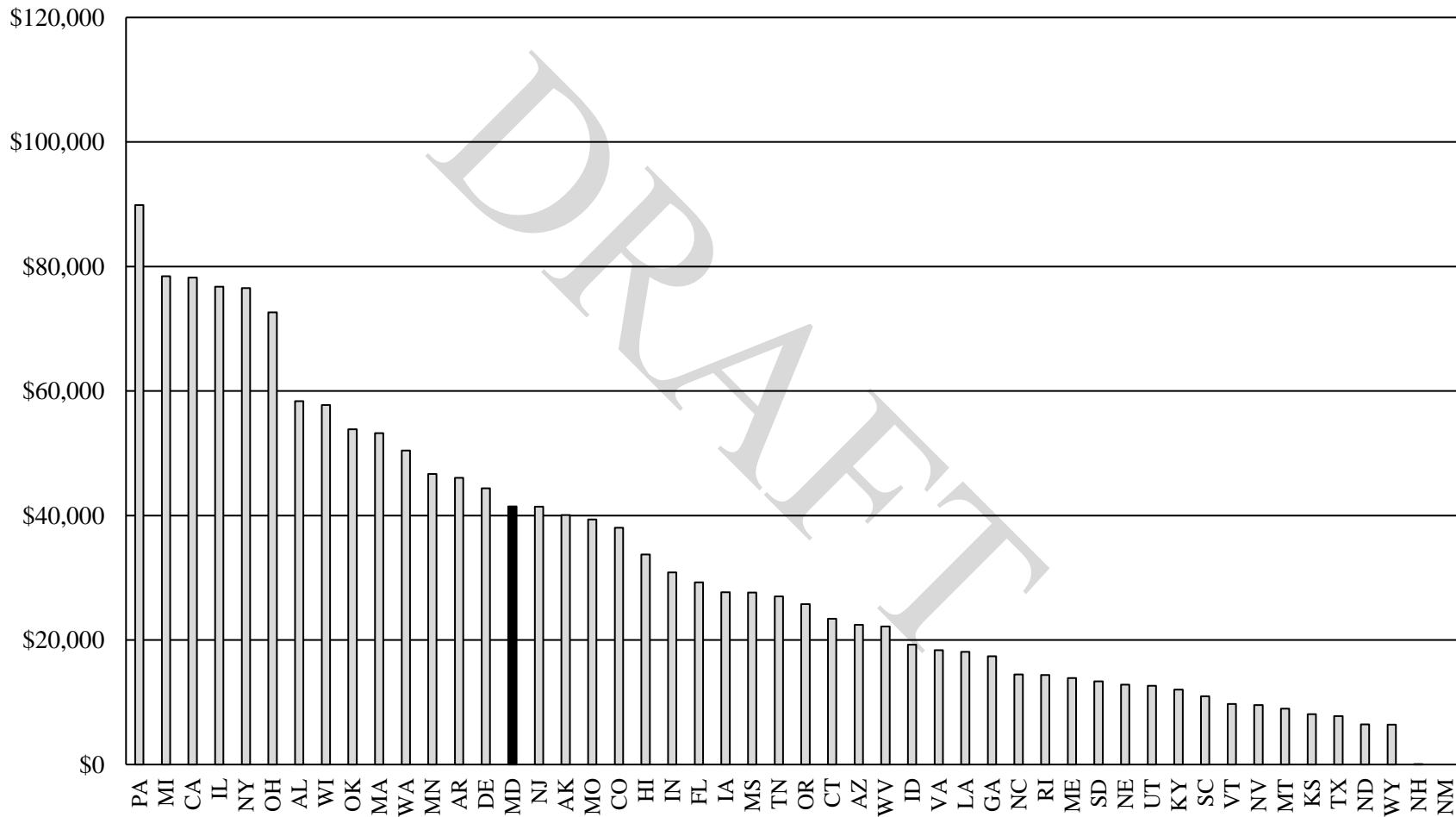
Source: Department of Legislative Services

Exhibit 47
Legislative Salaries
Calendar 2021



Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 48
Legislative Salaries Adjusted for Relative Cost of Living
Calendar 2021



Source: National Conference of State Legislatures; Council for Community and Economic Research (C2ER) as derived by the Missouri Economic Research and Information Center for the third quarter of 2021; Department of Legislative Services