General Assembly Compensation Commission

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GENERAL ASSEMBLY COMPENSATION COMMISSION

January 20, 2022

The Honorable Bill Ferguson
President of the Senate

The Honorable Adrienne A. Jones
Speaker of the House of Delegates

Mr. President and Madam Speaker:

On behalf of the members of the General Assembly Compensation Commission, it is my privilege to transmit to you the commission’s fourteenth quadrennial analysis of legislative compensation and allowances, an effort mandated by Article III, Section 15 of the Constitution of Maryland.

In our deliberations, the commission felt strongly about coming to a consensus position, which is reflected in the recommendations. The recommendations presented in the report have been guided primarily by the recognition that the Maryland legislature is composed of individuals representative of a wide range of occupations and professions and that this broad-based range of professional experience is an integral element of what the General Assembly of Maryland is intended to represent. Although still considered a part-time legislature in that it does not formally meet year-round, the commission gathered self-reported data on the time expended on legislative activity and understands the significant commitment that legislative service takes both in Annapolis as well as constituent service. The commission also recognizes legislators are managing and determining appropriate action on multiple and increasingly complex issues. This time commitment may come at a cost to the development of another career and the ability to easily plan for long-term goals.

The commission recognized that no increase for another four-year term would further diminish the effective salary received by legislators. As a result, the commission recommended that salaries for members and the presiding officers increase by 4% in each of calendar 2023 and 2024, and 2% in each of calendar 2025 and 2026. By calendar 2026, these increases would bring member salaries to $56,636 and the presiding officers’ salaries to $73,562.
Other changes being recommended by the commission are primarily to the Legislative Pension Plan and are considered technical and clarifying in nature, specifically:

- updating the years for which the in-district transportation allowance applies to cover the upcoming term;
- updating the years for which membership in the Legislative Pension Plan is mandatory to cover the upcoming term;
- clarifying provisions providing for survivor allowances and lump-sum death benefits;
- clarifying the procedure for changing a designated beneficiary;
- clarifying provisions providing for an optional allowance and the procedure for changing a designated beneficiary and recalculating the allowance if such a change is made;
- striking an obsolete provision relating to transfer of credit; and
- clarifying a reference to the Code of Maryland Regulations.

Outside of these changes, the commission recommends that all other aspects of the 2018 Resolution currently governing legislative compensation be retained.

Finally, in the course of our meetings, the commission received public comment regarding the compensation of General Assembly staff. The comment noted that staff compensation may be an impediment to legislators recruiting and retaining qualified staff. As legislative staff compensation is provided for in the General Assembly’s budget process and not part of the commission’s charge, we did not make any recommendations regarding this issue, but are instead noting the issue as something the General Assembly may want to review.

The members of the compensation commission have enjoyed the opportunity to serve and would be pleased to meet with you and members of the General Assembly to discuss the commission’s findings and proposals.

Respectfully,

Marco T. A. Priolo
Chair

MTAP/PSA/bao
General Assembly Compensation Commission
2021 Interim Membership Roster

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Executive Summary

Pursuant to Article III, Section 15, of the Constitution of Maryland, the General Assembly Compensation Commission submits its recommendations for legislative compensation and allowances during the 2023-2026 term of office. This report summarizes the compensation principles and information guiding the commission’s determinations and presents the recommendations. As required by the Constitution of Maryland, these recommendations have been incorporated in a resolution adopted by the commission (2022 Resolution).

The recommendations presented in the report have been guided primarily by the recognition that the Maryland legislature is composed of individuals representative of a wide range of occupations and professions, and that this broad-based range of professional experience is an integral element of what the General Assembly of Maryland is intended to represent. Although still considered a part-time legislature in that it does not formally meet year-round, the commission gathered self-reported data on the time expended on legislative activity and understands the significant commitment that legislative service takes both in Annapolis as well as constituent service. The commission also recognizes that legislators are managing and determining appropriate action on multiple and increasingly complex issues. This time commitment may come at a cost to the development of another career and the ability to easily plan for long-term goals.

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- clarifying provisions providing for survivor allowances and lump-sum death benefits;

- clarifying the procedure for changing a designated beneficiary;

- clarifying provisions providing for an optional allowance and the procedure for changing a designated beneficiary and recalculating the allowance if such a change is made;

- striking an obsolete provision relating to transfer of credit; and

- clarifying a reference to the Code of Maryland Regulations.
Outside of these changes, the commission recommends that all other aspects of the 2018 Resolution currently governing legislative compensation be retained.
Chapter 1. Introduction

Prior to 1971, the State’s constitution established legislative salaries. Related allowances, including expense reimbursements and retirement benefits, were specified in statute. The salary could be changed only through a constitutional amendment ratified by the people in a general election. Except for a salary increase to $2,400 in 1964, the voters defeated all the constitutional amendments relating to legislative salaries proposed from 1958 to 1971.

Believing that higher and more regularly adjusted legislative compensation would assist in the modernization of the General Assembly, the 1967-1968 Constitutional Convention included a provision in the proposed new Constitution of Maryland giving the legislature the power to establish legislative compensation. After the voters rejected the proposed constitution in 1968, a study group appointed to recommend amendments to the existing constitution proposed the creation of a legislative compensation commission.

A constitutional amendment, approved by the voters in 1970, created the nine-member General Assembly Compensation Commission and specified that the commission submit salary and allowance recommendations to the legislature every four years. The commission includes five persons appointed by the Governor, two persons appointed by the President of the Senate, and two persons appointed by the Speaker of the House of Delegates. Appointees serve a four-year term. The appointments should be made by the Governor and the presiding officers four years in advance of the session at which the commission’s recommendations are submitted. This schedule seeks to provide the commission with greater independence. Members of the General Assembly and State and local government officers and employees are not eligible for appointment to the commission.

In 1976, the compensation commission provisions of the Constitution of Maryland were changed to require uniformity of legislative compensation. The modification requires that all members, except officers of the Senate and the House of Delegates, receive the same rates of compensation and retirement benefits. The 1976 amendment negated a policy, established by the 1974 commission, which had required members of the General Assembly employed by the State or local governments to receive reduced compensation.

The constitutional provisions, Article III, Section 15, (Exhibit 1) provide that:

- the compensation commission shall submit its compensation, allowances, and pension recommendations to the General Assembly by formal resolution within 15 days after the beginning of the last regular General Assembly session in a four-year term of office. In 2022, the commission must submit its resolution proposing compensation and allowances for the 2023-2026 General Assembly term by January 26, 2022;
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 (traditionally, the President of the Senate and the Speaker of the House) may receive higher compensation;

compensation allowances may not be less than the dollar amounts prior to the establishment of the first compensation commission in 1970;

through a joint resolution, the General Assembly may reduce or reject but may not increase any item in the resolution;

the commission’s resolution, with any reductions concurred in by joint resolution of the General Assembly, has the force of law and takes effect at the beginning of the next General Assembly; and

the provisions of each resolution govern until superseded by a subsequent resolution.

The Constitution of Maryland, as interpreted by the Attorney General, gives the commission exclusive jurisdiction over salaries, meal and lodging expense allowances, travel allowances, employee benefit programs, and the legislative retirement system. This exclusive jurisdiction extends only to payments made to the legislators themselves. Most prior commissions have not dealt with legislative district office accounts that fund Annapolis and district office space, equipment, utility, communication, and legislators’ staff assistance costs. The annual legislative budget process establishes the district office account funding levels.

As shown in Exhibit 2, there is no uniformity among the states as to how legislative compensation is determined. Some states, like Maryland, use compensation commissions, although the authority of those commissions varies, while others link salary changes to a designated index (for example, the consumer price index) or some other measure, give the authority to the legislature to set salaries, or in rare circumstances are set in the relevant state constitution. Although politics can intercede even in those states with a compensation commission that can set salaries or set salaries unless vetoed, historically the use of compensation commissions appears to more easily overcome the political difficulties associated with voting to increase one’s own salary.

The General Assembly Compensation Commission Resolutions of 1971, 1974, 1978, 1982, 1986, 1990, 1994, 1998, and 2002 took effect as submitted, unchanged by the legislature. In each year, joint legislative resolutions reducing or rejecting items in the commission’s resolution failed to pass both houses. In 2006, changes proposed by the commission were rejected by the legislature leaving compensation and other allowances unchanged from the 2002 Resolution. In 2010, changes proposed by the commission were also rejected by the legislature. However, the legislature added a provision concerning the forfeiture of retirement benefits. In 2014 and 2018, the General Assembly Compensation Commission Resolutions took effect as submitted.
Chapter 1. Introduction

Exhibit 3 sets forth the process and timeline by which a resolution takes effect. Exhibit 4 summarizes the commission’s preceding resolutions from 1971 to 2006. Exhibit 5 provides a more detailed comparison of the final resolution adopted to govern compensation in 2010 and the adopted General Assembly Compensation Commission Resolutions for 2014 and 2018. The 2018 Resolution forms the basis for discussions of the current Compensation Commission.

Activities in 2021 and 2022

The commission met four times, twice in November 2021 and twice in January 2022. The following summarizes the various meetings and activities of the commission:

- **November 16, 2021:** At its organizational meeting, the commission was briefed by staff on applicable constitutional requirements and other legal issues, the legislative process pertaining to the commission’s resolution, elements of the current resolution, and the composition and workload of the Maryland legislature. The commission heard from staff on all aspects of legislative compensation: information on legislative salaries nationally and in Maryland; expense allowances for Maryland legislators; other benefits available to Maryland legislators, including district office accounts; and introductory information on the Legislative Pension Plan.

- **November 30, 2021:** At its second meeting, the commission reviewed follow-up material from the first meeting related to legislator compensation relative to various economic indices before more closely examining the Legislative Pension Plan. This examination included reviewing recommendations from the State Retirement Agency and staff on changes to clarify various aspects of the plan and a discussion of the pension forfeiture provision added by the legislature into the 2014 Resolution, a provision that was retained in the 2018 Resolution.

- **January 3, 2022:** This meeting was the first of ultimately two decision meetings. The commission debated at length various options for legislative salaries. This discussion included reviewing recently announced collective bargaining agreements for various State employee groups and compensation decisions for the Governor, other constitutional officers, as well as judges. Ultimately, the commission asked staff for additional information prior to making a final decision on salaries and how any salary decisions would be implemented.

The commission affirmed that the current provisions relating to expenses and fringe benefits would remain as provided for in the 2018 Resolution with technical changes relating to the effective date of certain provisions. The commission also retained the basic structure of the current Legislative Pension Plan, while again agreeing to technical changes relating to the effective date of certain provisions as well as to several clarifying amendments. The commission also agreed to retain the pension forfeiture provision as provided for in the 2018 Resolution.
• **January 7, 2022:** At the final meeting of the commission, the focus returned to the salary question. After agreement that some increase was warranted, there was significant discussion as to the level and implementation of any increase. Ultimately the commission chose to increase salaries for both members and presiding officers by 4% in each of calendar 2023 and 2024 and 2% in each of calendar 2025 and 2026.

Having made these decisions, the commission requested that the staff prepare a final report incorporating the commission’s recommendations and the resolution to be introduced at the 2022 session of the General Assembly of Maryland.

All meetings of the commission were recorded and are available on the Maryland General Assembly website. All exhibits presented to the commission are included in the final report and retain the exhibit numbers referenced during the commission meetings. Although this results in nonsequential exhibit numbers in the final report, it provides consistency between the final report and the meeting recordings. The broad discussions of the decision meetings are incorporated into the text of the final report.
Chapter 2. Compensation Principles, Background Materials, and Decisions

The Commission’s Framework for Decision Making

The Part-time Status of Legislators

The key consideration in determining compensation for the Maryland legislature is the characterization of the body as a part-time institution. Although interim work requires a substantial commitment of time and effort throughout the year, the formal session of the legislature is 90 days.

There is no formal measurement of the time worked by a Maryland State legislator. The legislative session is 90 consecutive days and establishes a base of working time; but for many legislators, their legislative responsibilities go far beyond the session. Indeed, much is expected of a legislator in terms of time and dedication of effort, ability to manage and determine appropriate action on multiple and complex issues, and a willingness to communicate regularly with constituents. This time commitment may come at a cost to the development of another career and the ability to easily plan for long-term financial goals.

During the deliberations of the current commission, the question of how much time a legislator devotes to legislative activities again arose as it has in recent commission cycles. The commission requested that the presiding officers ask members to respond to a short survey on the extent of time spent on legislative activities in and out of session. As shown in Exhibit 50, 136 members (72%) responded. Of the respondents, 96% indicated that during the session they spent at least 40 hours a week on legislative activities, while out of session, 28% indicated that they spent at least 40 hours a week on legislative activities, while 65% reported spending more than 20 hours a week on legislative activities. While the survey is self-reported data and does not distinguish by activity type (formal meetings, constituent service, community activities, etc.), it reinforces the notion that many legislators devote a substantial amount of time to legislative activities throughout the year.

In terms of the amount of legislation considered during session, the most recent term had generally followed a typical pattern in that the amount of legislation introduced, considered, and subsequently passed is generally lowest in the first year of a term and then subsequently increases (Exhibit 6). Indeed, the number of bills introduced in 2019, the first year of the term, just surpassed the highest introduced in the first year of a term. Bill counts dropped sharply in the 2021 session, most likely impacted by new Senate rules intended to limit individual bill introductions. While bill numbers themselves are a little misleading in that there are numerous cross-files (the same legislation introduced in both chambers) and bill reintroductions (failed legislation from prior years), the higher volume certainly plays into longer hearing days during the session. However, as noted previously, a legislator’s responsibilities go beyond just those of session.
During the interim, it is more difficult to document the extent of legislative activities. Certainly, formal meetings (which are quite often daily during session) are more sporadic as indicated in Exhibit 49. However, formal meetings constitute only part of a legislator’s activities and should not be considered the totality of interim legislative activities.

The National Conference of State Legislatures (NCSL) distinguishes between legislatures as follows:

- Full-time/full-time lite legislatures, where the legislative calendar and workload (time in session, constituent service, interim committee work, and election campaigns) requires a legislator to commit the equivalent of 80% or more of a full-time job to legislative duties. On average, NCSL notes that legislators in this type of legislature commit 84% of work life to such duties. Legislative salaries and legislative staff support tend to reflect this commitment;

- Traditional or citizen legislatures (part-time/part-time lite), where the time commitment to legislative duties is closer to 50% of a full-time job and salaries are likewise relatively modest. On average, NCSL notes that legislators in this type of legislature commit 57% of work life to such duties; and

- “Hybrid” legislatures, where the time commitment falls between the full-time and citizen categories. On average, NCSL notes that legislators in this type of legislature commit 74% of work life to legislative duties.

As shown in Exhibit 7, Maryland is categorized by NCSL as a hybrid legislature. However, it is important to note that the data on time spent on legislative work used as the basis for the exhibit is self-reported and from data collected in 2014 and 2015.

Nonetheless, while the classification system to characterize State legislators used by NCSL is subjective, it appears reasonable when set against other measures. For example, Exhibits 8 and 9 detail staffing levels for state legislatures. Generally, states with full-time legislatures and larger states tend to have more permanent staff per legislator and a higher overall staffing level (including session-only staff). Maryland falls around the national average in both measures.

Another distinction of legislative type has been between “professional” and “citizen” legislatures. In many ways, these measures are often simply another way of describing “full-time” and “part-time” legislatures as noted above, but the distinction is worth noting. Of interest here is the work of a political scientist, Peverill Squire, at the University of Missouri who is well known for his studies on state legislatures. Exhibit 10 outlines the attributes that Squire and others associate with a professional and citizen legislature. The exhibit also offers the arguments that can be made to describe the benefits of each type of legislature.
Squire also assesses the relative professionalism of state legislatures using the U.S. Congress as a benchmark of a “professionalized” legislature. The criteria used included the length of the legislative session, salaries, and available legislative staff – criteria like those used in a less sophisticated way by NCSL in its delineation of state legislatures. Unsurprisingly, the result, as shown in Exhibit 11, looks very similar to that shown in Exhibit 7. Of the 10 states identified by NCSL as full-time or full-time lite, 9 are ranked by Squire in the top 10 in terms of professionalism, with Maryland ranked tenth. Indeed, Maryland leads the way in terms of the relative professionalization of its legislature for a State not considered full-time.

Historically, Maryland’s legislature has proudly worn the mantle of a citizen legislature. Only 15% of Maryland’s State legislators describe themselves as full-time, as shown in Exhibit 12, although this is somewhat at odds with the survey data discussed previously, which notes a greater percentage as devoting a nominal full-time schedule (over 40 hours a week) to legislative activities in and out of session. As seen in the exhibit, the Maryland legislature retains a reasonably diverse membership in terms of professional backgrounds, bringing different perspectives and experiences to the lawmaking process.

In establishing the legislative compensation package, previous commissions have been mindful not to set compensation that would change the direction of the legislature (be it described as hybrid versus full-time or citizen versus professional) in either way. This can be seen as trying to balance the desire to attract persons with experience and ability who otherwise might not or could not run for office and providing a salary high enough to enable individuals to periodically leave their professions or businesses for legislative work but not being so high that it would promote a preponderance of full-time legislators. Similarly, the salary and benefit package should not be so low as to limit candidates to those with independent incomes or retirees.

There is no practical way to measure the influence of legislative compensation on an individual’s decision to serve. Suffice it to say that there has been no noticeable shift in the composition of the legislature in terms of professional backgrounds. Neither has there been a marked change in the level of candidacy for office, and there remains significant interest in serving as represented in the level of competition for seats and the level of turnover in recent elections (Exhibit 13). As shown in the exhibit, the most influential driver of turnover remains redistricting with higher levels of turnover typically seen after a decennial reapportionment (1974, 1982, 1994, 2002, and 2014).

Tenure of the current legislators would also indicate that legislative salary and benefits do not play a significant role in members seeking reelection. Exhibit 14 details the total legislative service for current senators. The exhibit notes that 19 senators have less than two terms of legislative service, with the average length of legislative service totaling just over 13 years, or three terms. The average length of service in the Senate is boosted primarily by the extent of prior service in the House of Delegates (35 senators having some prior House of Delegates service). Interestingly, turnover in the Senate has been unusually high in recent years. During the commission deliberations in 2017 and 2018, only 4 Senators had less than two terms of legislative service, and average tenure was over 16 years.
Exhibit 15 provides the same data for current members of the House of Delegates. The average length of legislative service is somewhat lower, slightly more than 8 years, or two terms. This drop in average tenure reflects the fact that 52 House of Delegates members have less than one full term of service. These numbers are very similar to those presented to the prior commission.

Legislative Salaries

The commission reviewed a variety of salary data to judge the adequacy of legislative salaries. The first point of comparison was to compare Maryland’s legislative salaries with other states, although as noted in the discussion above, the duties, responsibilities, and compensation of legislators in other states are partially a function of institutional characteristics. Exhibit 16 sets out comparative data as to 2021 salaries and session lengths.

Given the institutional variations and the lack of information documenting the time that legislators across the states devote to legislative business, it is difficult to precisely compare Maryland’s legislative compensation with that of other states. Nonetheless, the comparison to other states shows that Maryland’s legislative salary is the thirteenth highest in the nation, behind Washington and Alabama in terms of hybrid legislatures. As shown in Exhibit 17, which sets forth comparative salary data for state legislators across the country over recent years, the relative standing of salaries for members of the General Assembly of Maryland in 2021 fell by one place from 2017.

The data from Exhibit 18 shows that 24 states saw a legislative salary increase between 2017 and 2021, including Maryland which had the last year of the phase-in of a salary increase agreed to in the 2014 Resolution. One state, Georgia, saw a 10% reduction in salary. The 24 states seeing some form of increase was higher than the 16 states that saw increases between 2013 and 2017, and the 8 states between 2009 and 2013 (a period which also saw 5 states reducing salaries). As noted in the exhibit, Maryland legislative salaries increased by 3.5% between 2017 and 2021, one of the lowest rates of increase among those states with increasing salaries (ahead of only Illinois, Minnesota, and Hawaii). The lack of any increase in the 2019-2022 term was the main reason for Maryland’s relatively low growth rate.

A different kind of state-by-state comparison is by budget size. Among those states with budgets comparable in size to Maryland’s (see Exhibit 19), Maryland’s legislative salaries ranked relatively high, behind only Washington and Wisconsin.

Another point of comparison is to compare State legislative salaries and salary increases with other State and local officials as well as State employees. Exhibit 20, for example, shows a summary of State employee and legislator salary changes since fiscal 2003 and indicates that State employees received four general salary increases, or cost-of-living adjustments, and three merit increases in the last eight fiscal years, while legislators have received four increases, all in the 2015-2018 term. Additional detail on State employee compensation is provided in Exhibit 21.
The salaries of selected Maryland State officials, including constitutional officers, cabinet secretaries, and judges are set forth in Exhibit 22 for fiscal 2015 through 2022. It shows that, like the salaries of legislators, the salaries of constitutional officers were similarly frozen between 2019 and 2022 after increases in the 2015-2018 term. Greater salary flexibility is shown for judicial and cabinet level salaries. Various data on compensation at the local level are presented in Exhibits 23 through 25.

The commission was interested in understanding the most recent salary recommendations made to State employees through collective bargaining as well as the recommendations of the Governor’s Salary Commission and the Judicial Compensation Commission. These decisions were made after the initial presentation of salary data to the commission in November 2021. Exhibit 51 summarizes these recommendations. As shown, salary increases for constitutional officers range from 8.3 to 17.1% over the next term and 18.6% to 24.8% for judicial appointments. Salary recommendations for State employees are limited in terms of the length of agreements, but increases are proposed for calendar 2023 and, in some cases, calendar 2024. Further, State employees can expect increases and one-time bonuses in calendar 2022. It should be noted that all of these increases are subject to approval by the General Assembly but are indicative of a State budget outlook that has dramatically improved in recent months.

The remaining data points presented to the commission regarding salaries involved broader State income levels. Exhibit 26 details calendar 2020 median household income and calendar 2019 per capita personal income levels for each Maryland jurisdiction. The average per capita personal income statewide was $64,640, significantly more than the legislative salary of $50,330. The legislative salary is above the average per capita income in eight jurisdictions. Conversely, it is only 56% of that in the wealthiest jurisdiction (Montgomery County). A legislative salary is also well below the calendar 2016 statewide average median household income of $86,644 (although still higher than the median household income in four jurisdictions), underscoring the notion that a Maryland legislative salary will typically need to be supplemented in some way by the individual member or a household family member in most parts of the State.

Exhibits 27 and 28 compare legislative salaries across the nation to median household income and average per capita income in the respective state. Unsurprisingly, similar groupings of states to those already noted previously emerge. Maryland tends to be somewhat lower ranked in these charts compared to that noted previously (generally at the lower end of the second quintile versus the upper end of the same quintile) because Maryland is a relatively wealthy state with high median household income and average per capita income levels.

At the request of the commission, data was also obtained adjusting legislative salaries for relative cost of living. Exhibit 47 graphs the data presented above in Exhibit 16 while Exhibit 48 adjusts that data based on cost-of-living data from the third quarter of calendar 2021. Adjusted for cost of living, Maryland’s relative legislative salary falls to just over $40,000, although the relative ranking changes only slightly, from thirteenth to fifteenth.
Salary Recommendations

The commission had lengthy discussions on the issue of salary adjustments and the implementation of any adjustment. On the one hand, it was noted that Maryland legislators are still relatively highly paid compared to other legislators in other hybrid states, there is still an ability for legislators to earn other income, and there is no indication that salary is a barrier to individuals contemplating office. Conversely, it was noted that the hours spent on legislative activities were certainly beyond that traditionally considered as part-time employment; legislative actions are increasingly complex; no increase was provided in the current legislative term so that in real terms legislative salaries have been reduced; other salary actions in Maryland will provide significant increases to state employees, other constitutional officers, and judges; and that many state legislative salaries have been increased in the past 4 years at a time when Maryland legislative salaries have remained virtually unchanged.

Various salary alternatives were discussed in concept before a motion was made to increase salaries by 4% in each of calendar 2023 and 2024 and 2% in each of calendar 2025 and 2026. Five members of the commission, Mr. Rakosky, Mr. Priolo, Mr. Daniels, Ms. Prescott, and Ms. Dippel indicated support for this proposal. Prior to finalizing the vote, other members of the commission asked if there was a sense that the commission would increase the rate proposed in calendar 2025 and 2026. Having determined there was not and, while indicating that they would have preferred a slightly larger increase, Mr. Whitson, Ms. Harrison, Mr. Gallagher, and Mr. Davis concurred with the original proposal, which thus passed nine to zero.

The adopted proposal will raise legislator salaries from the current $50,330 to $52,343 in calendar 2023, $54,437 in calendar 2024, $55,526 in calendar 2025, and $56,636 in calendar 2026. Salaries for presiding officers increase from $65,371 to $67,986 in calendar 2023, $70,705 in calendar 2024, $72,119 in calendar 2025, and $73,562 in calendar 2026. The estimated total cost over the term to implement this increase (including associated fringe benefits) is $4.3 million ($489,000 in calendar 2023, $997,000 in calendar 2024, $1.3 million in calendar 2025, and $1.5 million in calendar 2026).

The recommendation to increase legislator salaries will also increase payments to retirees and beneficiaries in the Legislative Pension Plan as those payments are ultimately tied to salaries of active legislators. It is estimated that the proposal will increase costs to the Maryland State Retirement and Pension System (MSRPS) by $1.8 million over the term based on the current retirees receiving benefits under the plan ($176,000 in calendar 2023, $351,000 in calendar 2024, $527,000 in calendar 2025, and $710,000 million in calendar 2026). These costs will be appropriately considered by MSRPS when it sets annual employer contribution rates.
Expense Reimbursements

Other states’ comparisons have less relevance for per diem expense reimbursements, which should be a function of actual costs rather than institutional characteristics or legislative workloads. Nevertheless, it is worth noting that most states have a per diem or expense reimbursement allowance, and most, like Maryland, tie those reimbursements to some external measure such as federal per diem rates.

In-state Travel

The 2018 Resolution establishes guidelines for the reimbursement of expenses incurred for food and lodging while engaged in specified legislative activities in Maryland. Legislators receive a meal allowance in the same combined amount that is allowed State employees under the standard State travel regulations ($56 per day in fiscal 2022). One difference is that State employees must submit appropriate receipts to be reimbursed, while legislators do not. Lodging reimbursements must be supported by receipts and are subject to the limits specified by the federal General Services Administration (GSA). For example, the GSA limit for Annapolis was $106 per day for the 2021 session. Legislators may be reimbursed for expenses incurred in traveling between a member’s home and place of session, meeting, or legislative function at the standard mileage rate set for State employees under the State travel regulations (58.5 cents per mile effective January 1, 2022).

These in-state expenses have been tied to these various external standards for some considerable time – mileage since 1975, lodging since 1995, and meals since 2003.

The 2018 Resolution also provides that legislators are entitled to a $750 nonvouchered annual payment for travel within a member’s district. This payment was introduced in 1987 and remained unchanged until the 2014 Resolution, when it was increased to $750.

Exhibit 29 provides data for fiscal 2018 through 2021 for regular session and interim expenses for lodging, meals, and mileage. As shown, there has been little change in overall expenditures over the period, although interim expenditures dropped sharply in 2021 as more activities were done remotely because of the COVID-19 pandemic. In general, 81% of legislators regularly utilize lodging in Annapolis during session, 13% do not submit any claims for lodging, and 5% submit occasionally (see Exhibit 30).

Exhibit 31 illustrates patterns of meal allowance submissions by legislators during the 2018 through 2021 sessions. This continues the pattern since the meal reimbursement was tied to the State Standard Travel Regulations in 2003 – most legislators consistently request 100% of the daily limit for the entire session.
Out-of-state Travel

Under the 2018 Resolution, any legislator who wishes to be reimbursed for actual expenses incurred for registration fees, meals, lodging, and travel in attending a function outside the State must seek prior approval of the President of the Senate and the Speaker of the House with reimbursement other than registration fees tied to rates established by GSA. This provision replaced the previous provision whereby the presiding officers developed guidelines for out-of-state travel, established a maximum reimbursement amount for meal and lodging expenses, and provided for an exception.

Exhibit 32 provides data on the extent of out-of-state travel from fiscal 2018 to 2021 (transportation and registration costs are included to provide an overall sense of expenditures, although these costs are not part of the commission’s jurisdiction). Exhibit 33 provides more longitudinal data. Overall, expenses can fluctuate widely from year to year and are primarily influenced by the location of various annual conferences that are frequently attended by legislators (e.g., NCSL, the Southern Legislative Conference, and the Council of State Governments) as well as the willingness of the presiding officers to authorize out-of-state travel. However, as shown in Exhibit 33, after increasing in fiscal 2020 (most expenses occurring in the first half of fiscal 2020, which began on July 1, 2019), out-of-state travel costs essentially ceased in fiscal 2021 due to the impact of the COVID-19 pandemic.

Expense Recommendations

The commission felt that the current structure for expense reimbursement, a structure which, for the most part, ties expenses to relevant State or federal expense regulations, was appropriate. The commission adopted only one change, unanimously agreeing to a technical amendment to update the applicability of the in-district travel allowance to the 2023-2026 term.

It should be noted that there was some discussion about taxation of expenses allowed under the 2018 Resolution. Advice received from its external auditors by the Finance Office of the Department of Legislative Services, the entity responsible for administering expense claims, has resulted in the need to make changes to how expense reimbursements are treated. Specifically, to comply with federal Internal Revenue Service regulations, for legislators who live 50 or less miles from the State House, beginning in calendar 2022, all travel reimbursements and items paid on their behalf (lodging, meals, and mileage) will be treated as taxable wages and reported as such for taxes to be withheld. Although there may be possible waivers which could keep some of the travel amounts from being taxable, this is likely to either change what expenses are claimed or result in higher tax liability for affected legislators.
The commission discussed briefly if there were any actions that could be taken through the resolution that could mitigate the impact of the IRS guidelines. However, staff advised that there were no readily apparent actions that the commission could take as the Constitution requires uniform compensation for members.

Other Benefits Available to Active Legislators

The 2018 Resolution permits legislators to participate in benefit programs generally available to all State employees, including health insurance, prescription drug plan, dental insurance, accidental death/dismemberment, term life insurance, tax sheltered spending accounts, deferred compensation programs (although no State match is available to members), workers’ compensation coverage, and credit union services. Participation is in the same manner as the participation of State employees and includes payroll deductions directly relating to these programs. However, legislators may not receive State employee death benefits or paid leave and may not participate in the State’s Unemployment Insurance program. As shown in Exhibit 34, most legislators participate in the various health-related benefit plans, with slightly more (69%) participating in the health insurance plan versus dental plan (67%) and prescription plan (66%).

Among the other benefits enjoyed by legislators is the ability to continue to participate in the State health program after they leave office. Participation requires the former legislator to pay the full cost of the health insurance and a 2% administrative charge. These benefits, more commonly known as COBRA – Consolidated Omnibus Budget Reconciliation Act – coverage, are generally available for 18 months after termination of employment (with certain exceptions). Prior to the 2014 Resolution, COBRA benefits were available to legislators without any time limit or until the former legislator declined to participate, became eligible for health insurance through another employer, or retired. The 2014 Resolution aligned participation in the State health program for former legislators to the coverage provided to former State employees. Exceptions were made for former legislators participating in the State health program prior to the effective date of the resolution as well as legislators who were serving at the effective date of the resolution but did not serve in the next term immediately following the effective date of the resolution. For these members, the prior COBRA provision applied.

Other Benefit Recommendations

The commission did not consider or make any changes to the other benefits currently offered to legislators.
Pension Plan

Current Benefit

Under the 2018 resolution, participation in the Legislative Pension Plan is mandatory (prior to the 2014 Resolution, membership was optional although participation was virtually universal). A member must accumulate 8 years of service credit to vest in the pension plan and thus be eligible to receive benefits. The member contribution rate is 7% of the member’s salary for up to 22 years and three months. Legislative service beyond this time does not earn additional retirement benefits. In addition, the member does not make any further contributions beyond this time.

To receive a normal service retirement allowance from the plan, in addition to accumulating eight years of service credit, a member with no creditable service prior to January 14, 2015, must also be age 62. For members with creditable service prior to that date, the retirement age is 60. A member with no creditable service prior to January 14, 2015, may retire as early as age 55, but benefits will be reduced by 6.0% for each year that the member is less than age 62 (a maximum reduction of 42.0%). A member with creditable service prior to January 14, 2015, may retire as early as age 50, but benefits will be reduced by 6.0% for each year that the member is less than age 60 (a maximum reduction of 60.0%). In either case, the retirement allowance at full retirement age equals 3.0% of the salary of an active legislator in a similar position for each year of service. The maximum allowance is 66.66% of the salary payable to an active legislator. Following retirement, post-retirement allowance increases are based upon increases in the salary of an active legislator.

There is a death benefit for legislators with less than eight years of service that provides to the surviving spouse, or designated beneficiary if there is no surviving spouse, a lump-sum payment of one year’s salary plus a return of member contributions with 4% interest. There is also a death benefit for legislators with eight or more years of service (vested members) or former vested members who are not yet receiving a benefit. In that case, the surviving spouse, or designated beneficiary if there is no surviving spouse, may elect (1) the lump-sum payment of one year’s salary plus a return of member contributions with 4% interest; or (2) a monthly benefit of 50% of the allowance accrued at the member’s death. Payment to the surviving spouse begins at the member’s death. Payment to the designated beneficiary begins at the applicable normal retirement age (or the applicable actuarially reduced age). Finally, the surviving spouse, or designated beneficiary if there is no surviving spouse, of a retired legislator receives a monthly survivor benefit of 50% of the allowance accrued at the member’s death. Payment to the surviving spouse begins at the member’s death, while payment to a designated beneficiary begins at the applicable normal retirement age (or the applicable actuarially reduced age).

Exhibit 35 examines demographic data regarding the membership in the Legislative Pension Plan, specifically the number, average age, and years of creditable service of active legislators in the plan. This exhibit shows that there are 187 active legislators participating in the plan, of whom approximately 37% have served eight years or more in office and, therefore, are
vested. This percentage is significantly lower than the 47% noted four years ago (itself also much lower than four years prior to that). As noted above, there has been significant turnover of members in recent years, not simply following elections but also during the term.

Exhibit 36 presents the number, average age, average years of service, and average monthly benefit of retired legislators. The statistics show that the average monthly benefit for retirees under the 2018 Resolution (shown as the 2002 plan) is just over $1,758; for beneficiaries, the average monthly benefit is almost $912. On average, these retirees had served as legislators for just under 15 years. Relatively few retirees or beneficiaries are eligible under prior plans.

Exhibit 37 compares the Legislative Pension Plan to the pension plans available to judges, the State Police and other law enforcement officers, the Governor, State employees, and teachers. The exhibit also details the key eligibility, retirement conditions, contributions, and service credit changes that have impacted the plans in recent years. One significant impact of these changes is to treat members of the same systems differently based on the date of initial membership.

Legislative Pensions in Other States

Most states have legislative pension plans. Although direct comparisons are difficult to make, these other plans offer perspective in evaluating Maryland’s Legislative Pension Plan, which appears to provide relatively generous retirement benefits.

Exhibit 38 includes a state-by-state comparison of the retirement benefits accruing to legislators and the contributions or cost that a legislator must pay to be a member of the retirement plan. As indicated in Exhibit 38, in terms of plan ranking, Maryland’s Legislative Pension Plan ranks eleventh. However, in terms of rankings by state, Maryland ranks eighth as three states with a higher ranking (Pennsylvania, Illinois, and Hawaii) are double counted as they have pre-reform and reform plans that have a higher benefit than Maryland. Of the states with higher benefits than Maryland, five are considered full-time/full-time lite legislatures (Illinois, New York, Pennsylvania, Hawaii, and Massachusetts). Of part-time legislatures in the survey, Maryland ranks third. Compared to legislative salaries, the most striking anomaly is Texas where salaries are negligible, but the retirement benefit is comparatively high.

As a percentage of salary, Maryland provides a retiree with 12 years of service a benefit equal to 36% of the salary of a current legislator, and a retiree with 20 years of service a benefit equal to 60% of the salary of a current legislator. For a 20-year legislator, nine states offer benefits that equate to a higher percentage of salary than Maryland.

In terms of relative contribution rates, Exhibit 39 details that Maryland’s current legislator contribution rate of 7% ranks fourteenth amongst those states in the survey (four states have no contribution rate and Nevada has the highest contribution rate, 15%). The Legislative Pension Plan has a relatively generous benefit multiplier of 3%, which ranks fifth among legislative pension plans (with four other plans) and seventh among states (Exhibit 40). Other points of comparison between the Legislative Pension Plan and those in other states are detailed in Exhibit 41.
Pension Plan Recommendations

In the past two cycles of the commission, considerable changes have been made to the Legislative Pension Plan, changes that sought, where considered applicable, to align the Legislative Pension Plan with other plans in the State Retirement and Pension system. As a result, no substantive changes were recommended by staff or the State Retirement Agency (SRA). The only changes that were recommended and subsequently approved unanimously by the commission were technical and clarifying, specifically: (1) updating the years for which membership in the Legislative Pension Plan is mandatory to cover the upcoming term; (2) clarifying provisions providing for survivor allowances and lump-sum death benefits; (3) clarifying the procedure for changing a designated beneficiary; (4) clarifying provisions providing for an optional allowance and the procedure for changing a designated beneficiary and recalculting the allowance if such a change is made; (5) striking an obsolete provision relating to transfer of credit; and (6) clarifying a reference to the Code of Maryland Regulations.

Other Benefits Available to Retired Legislators

Retired legislators may participate in State benefit programs available to retired State employees. Except for spending accounts and workers’ compensation coverage, these programs are the same as those for active legislators.

Retired legislators qualify for the State health program subsidy if vested (8 years of service). For retired legislators with creditable service before January 14, 2015, the amount of the subsidy is one-sixteenth of the full State subsidy for each year of service. This means that upon reaching the normal retirement age, a former legislator with 8 years of service is eligible to receive 50% of the State subsidy for health insurance. Those with 16 or more years qualify for 100% of the subsidy. For legislators with no creditable service prior to January 14, 2015, the 2014 Resolution altered the calculation of the State subsidy of retiree health benefit from one-sixteenth of the full State subsidy to one-twentieth of the full State subsidy for each year of service. This change reflected a similar change that was made to the same subsidy for State employees in 2011.

Other Retiree Benefit Recommendations

The commission did not consider or make any changes to the other benefits currently offered to retired legislators.

Forfeiture of Benefits

The 2018 Resolution governing legislative compensation includes a provision on forfeiture of benefits that was added by the General Assembly in the 2010 Resolution and affirmed by the
2014 commission. Since that time, legislation was enacted concerning the forfeiture of benefits for constitutional officers. The forfeiture provision for constitutional officers is different in that the qualifying crime is narrower in scope, it provides for a judicial process that allows for less than 100% forfeiture of benefits, and includes an innocent party provision (i.e., allowing a court to provide some benefits to an innocent party, including previously agreed to domestic relations orders).

The legislative forfeiture provision, which the legislature imposed on itself, is more stringent than that passed for constitutional officers, a difference that staff has brought to the commission’s attention in 2018 and again during current deliberations. However, because there has been no instance where the forfeiture provision for constitutional officers has been applied, it remains untested whether that process is sufficiently clear to be effectively implemented. In contrast, no issues have been reported by SRA in administering the legislative forfeiture process. As a result, staff recommended against taking any action to change the forfeiture provision and the commission agreed to leave the current provision in place.

**Summary of Legislative Benefits**

**Exhibit 42** summarizes the salary and fringe benefit value for current legislators effective for December 31, 2021, assuming the member takes advantage of certain health benefits with a certain amount of coverage. This value varies only for those members with over 22 years and three months of service when retirement contributions are no longer deducted. As shown in the exhibit, the fringe benefit value adds almost $23,000 to the value of the salary and fringe benefit total.

**Exhibit 43** summarizes the salary and fringe benefit value and the value of the retirement benefit for a legislator and State employee with certain lengths of service and under the two different frameworks determining those retirement benefits (for legislators, the 2010 Resolution versus the 2014 Resolution, and for State employees, pre- and post-2011 pension reforms). As is clear from the exhibit, legislators and State employees earning the same salary and opting for the same health insurance coverage receive the same salary and fringe benefit value. Where the distinction between the two is stark is the retirement benefit. Not only is the legislative retirement allowance more generous (based on the higher multiplier), accessing that benefit is also easier.
District Office Accounts

The commission does not have jurisdiction over district office accounts or other items that legislators do not receive as individuals. However, for informational purposes, material regarding the amount and use of district office expenses (Exhibit 44), a history of district office account allowances since 1971 (Exhibit 45), and information on staff assistance for members of the legislature (Exhibit 46) is provided.
Chapter 3. Section-by-section Summary of the 2022 Resolution

Salaries

Item 1A – Members

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>52,343</td>
</tr>
<tr>
<td>2024</td>
<td>54,437</td>
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<tr>
<td>2025</td>
<td>55,526</td>
</tr>
<tr>
<td>2026</td>
<td>56,636</td>
</tr>
</tbody>
</table>

Item 1B – President/Speaker

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>67,986</td>
</tr>
<tr>
<td>2024</td>
<td>70,705</td>
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<tr>
<td>2025</td>
<td>72,119</td>
</tr>
<tr>
<td>2026</td>
<td>73,562</td>
</tr>
</tbody>
</table>

Expenses

Item 2A

Lodging (In-state) Vouchered lodging reimbursement in Annapolis is subject to limits specified by the U.S. General Services Administration (GSA) rate for Annapolis (currently $106 per diem). If approved by the Presiding Officers, in-state lodging outside of Annapolis may be reimbursed at the appropriate local GSA rate.

Meals (In-state) Reimbursed in accordance with standard State travel regulations ($56 total per day in fiscal 2022); no meal receipts required.
Item 2B

Mileage (In-state)  Reimbursed in accordance with standard State travel regulations (58.5 cents per mile effective January 1, 2022).

Item 2C

In-district travel  $750 annual payment payable for each year of the term.

Item 2D

Out-of-state travel  Subject to the most current published federal General Services Administration (GSA) daily per diem rates for meals and lodging except that if the published conference rate exceeds the GSA rate, the presiding officers may approve the higher published conference rate.

Item 2E – Fringe Benefits – Current Legislators

Former legislators currently participating in the State health benefits program and current legislators who do not serve in the next term will be able to continue to participate in the program and remain eligible until they (1) decline to participate; (2) become eligible for health coverage through another employer; or (3) retire. For legislators joining the General Assembly on or after January 14, 2015, participation in the State health benefits program for former legislators will be aligned with that provided to former State employees.

In either case, departing legislators must pay full cost of the insurance plus a 2% administrative charge.

May participate in certain benefit programs available to State employees (i.e., insurance programs, tax sheltered accounts, deferred compensation programs, credit union services, deductions for charitable contributions, workers’ compensation coverage, and payroll deductions relating to these programs). May not participate in the State’s unemployment insurance program or receive death benefits and paid leave.
Pension and Retirement Provisions

Item 3A

Participation
Mandatory enrollment.

Vesting
After 8 years of creditable service.

Member Contribution
7.0% of annual salary, up to 22 years and three months.

Retirement Allowance
3.0% of salary of active legislator for each year of service.

Maximum Allowance
66.67% of salary payable to an active legislator.

Cost-of-living Adjustment
Benefit recalculated based on salary increases for active legislators.

Eligibility

(Members with Creditable Service Before January 14, 2015)

Normal Retirement
Age 60 with at least 8 years of service.

Early Retirement
Age 50 with at least 8 years of service, actuarially reduced 6.0% for each year under age 60 (maximum reduction 60.0%).

(Members with No Creditable Service Before January 14, 2015)

Normal Retirement
Age 62 with at least 8 years of service.

Early Retirement
Age 55 with at least 8 years of service, actuarially reduced 6.0% for each year under age 62 (maximum reduction 42.0%).

Survivor’s Allowance/Death Benefit

Nonvested, Active Legislator
Surviving spouse, or designated beneficiary if no surviving spouse, receives lump-sum payment of one year’s salary, if any, plus return of member’s contributions (with interest).
Vested Active or Vested Former Legislator

If there is no spouse and the member has designated multiple beneficiaries, then the beneficiaries share equally the lump-sum payment noted above.

Surviving spouse, or designated beneficiary if no surviving spouse, may elect either the lump-sum payment noted above or a monthly benefit of 50.0% of allowance accrued at member’s death. Payment to surviving spouse begins at member’s death. Payment to designated beneficiary begins at age 60 or the applicable actuarially reduced age. For members with no creditable service before January 14, 2015, payment to designated beneficiary begins at age 62 or the applicable actuarially reduced age.

Retired Legislator

Surviving spouse, or designated beneficiary if no surviving spouse, receives a monthly benefit of 50.0% of allowance accrued at member’s death. Payment to surviving spouse begins at member’s death. Payment to designated beneficiary begins at age 60 or applicable actuarially reduced age. For members with no creditable service before January 14, 2015, payment to designated beneficiary begins at age 62 or applicable actuarially reduced age.

If there is no spouse and the retiree has designated multiple beneficiaries, then the beneficiaries share equally the balance of the actuarial equivalent present value of the retiree’s basic allowance computed at the time of retirement.

Children

If a member dies while in office, provides a lump-sum payment or survivor’s allowance to children up to age 26 or to a disabled child regardless of age.

Beneficiaries

Broadens the definition of beneficiary to allow the designation of nonprofit organizations to receive a lump-sum death benefit.
<table>
<thead>
<tr>
<th>Section</th>
<th>Summary of the 2022 Resolution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Allowance</td>
<td>Provides maximum benefit to retiree based on creditable service. At the retiree’s death, the spouse or designated beneficiary receives 50.0% of the retiree’s benefit for life.</td>
</tr>
<tr>
<td>Optional Allowance</td>
<td>Provides reduced allowance to retiree. One hundred percent of benefit paid to spouse or designated beneficiary for life. Unless the beneficiary is the retiree’s spouse or disabled child, a designated beneficiary may not be more than 10 years younger than the retiree.</td>
</tr>
<tr>
<td>Disability Benefit</td>
<td>If totally disabled, a vested member receives a normal retirement allowance regardless of age.</td>
</tr>
</tbody>
</table>

*(Members with Creditable Service Before January 9, 2019)*

<table>
<thead>
<tr>
<th>Section</th>
<th>Summary of the 2022 Resolution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less Than Eight Years of Service</td>
<td>A legislator who leaves office with less than 8 years of service may (1) withdraw member contributions; or (2) pay member and State contributions to accumulate 8 years; or (3) transfer legislative service to another State system in which the member participates. A legislator may not receive a benefit or allowance before the number of years purchased has elapsed. A legislator who resigns to become a State judge is entitled to a retirement allowance regardless of years of legislative service.</td>
</tr>
</tbody>
</table>

*(Members with No Creditable Service Before January 9, 2019)*

<table>
<thead>
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<td>Less Than Eight Years of Service</td>
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</tr>
<tr>
<td>Military Service Credit</td>
<td>A member with at least 8 years of service is entitled to receive credit for military service of up to 3 years.</td>
</tr>
</tbody>
</table>
Item 3B – Fringe Benefits – Retired Legislators

May participate in benefit programs available to retired State employees (*i.e.*, deferred compensation programs and credit union services).

Former legislators receiving a retirement allowance who have creditable service before January 14, 2015, qualify for State health insurance benefits and a subsidy equal to one-sixteenth of the full State subsidy for each year of service.

Former legislators receiving a retirement allowance who have no creditable service before January 14, 2015, qualify for State health insurance benefits and a subsidy equal to one-twentieth of the full State subsidy for each year of service.

Item 4 – Forfeiture of Benefits

An individual who is a member or retiree of the plan will forfeit all legislative retirement benefits in the plan if the individual is convicted of a crime committed during the individual’s term of office and the crime is (1) a felony; or (2) a serious misdemeanor relating to the individual’s public duties as a legislator. The convicted member or retiree is entitled to a return of employee contributions, plus interest, less any benefits already paid to a retiree. The benefits will be restored if the conviction is overturned.
Chapter 4. 2022 Resolution of the General Assembly Compensation Commission

2022 Resolution of the General Assembly Compensation Commission
Determining the Compensation and Allowances of the Members of the General Assembly

The General Assembly Compensation Commission, pursuant to Article III, § 15 of the Maryland Constitution, adopts the following resolution determining the compensation and allowances of members of the General Assembly.

RESOLVED, That, from and after January 11, 2023, the members of the General Assembly shall be entitled to receive compensation and allowances in accordance with the items contained in this Resolution and no other compensation or allowances of any kind whatsoever.

Item 1A

Each member of the General Assembly, except the President of the Senate and the Speaker of the House of Delegates, shall receive an annual salary as follows, payable in twelve monthly installments each year:

(1) Fifty-two thousand three hundred forty-three dollars ($52,343) during calendar year 2023;
(2) Fifty-four thousand four hundred thirty-seven dollars ($54,437) during calendar year 2024;
(3) Fifty-five thousand five hundred twenty-six dollars ($55,526) during calendar year 2025; and
(4) Fifty-six thousand six hundred thirty-six dollars ($56,636) for the period that includes calendar year 2026 and that portion of January 2027 preceding the commencement of the next term of office.

Item 1B

The President of the Senate and the Speaker of the House of Delegates shall each receive an annual salary as follows, payable in twelve monthly installments each year:

(1) Sixty-seven thousand nine hundred eighty-six dollars ($67,986) during calendar year 2023;
(2) Seventy thousand seven hundred five dollars ($70,705) during calendar year 2024;

(3) Seventy-two thousand one hundred nineteen dollars ($72,119) during calendar year 2025; and

(4) Seventy-three thousand five hundred sixty-two dollars ($73,562) for the period that includes calendar year 2026 and that portion of January 2027 preceding the commencement of the next term of office.

Item 2A

Each member of the General Assembly, upon presentation of an expense voucher, shall be entitled to a per diem allowance for meals and reimbursed for expenses actually incurred for lodging due to (i) attendance at regular, extended, or extraordinary sessions of the General Assembly of Maryland or scheduled committee or subcommittee meetings thereof; (ii) attendance at meetings of the Legislative Policy Committee or scheduled committee or subcommittee meetings thereof, including legislative committees created by statute; (iii) attendance at scheduled meetings of a commission, committee, joint executive/legislative committee, or task force or subcommittee thereof to which the legislator has been appointed by the Governor, the President of the Senate, or the Speaker of the House of Delegates; (iv) attendance at bill signings; or (v) attendance at official functions in Annapolis or outside Annapolis directly related to duties as a member of the General Assembly as may be approved by the President of the Senate or the Speaker of the House of Delegates. The President of the Senate and the Speaker of the House of Delegates shall establish guidelines and procedures for the determination and payment of expenses for meals and lodging, in accordance with the following policies:

(1) Requests for payment of the per diem meal allowance need not be supported by receipts;

(2) Requests for reimbursement for expenses incurred for lodging must be supported by receipts or by a billing from the facility providing the lodging and payment may be made directly to the facility;

(3) In no event shall a member be paid for meal expenses that exceed the total amount for meal expenses per day as provided in the Standard Travel Regulations of the State of Maryland, as amended from time to time by the Board of Public Works; and

(4) In no event shall a member be reimbursed for lodging expenses that exceed the most current published federal General Services Administration daily per diem rates for lodging:

   (i) In Annapolis, Maryland, if the lodging occurred in Annapolis, Maryland; or

   (ii) At the appropriate local rate, if the lodging occurred outside Annapolis, Maryland.
Item 2B

Each member shall be reimbursed for expenses actually incurred in traveling between the member’s home and the place of a session or meeting or function described in Item 2A at the rate provided in the Standard Travel Regulations of the State of Maryland, as amended from time to time by the Board of Public Works, if the travel is by automobile. If a member travels by other means, the member will be reimbursed for actual costs, but not exceeding the mileage rate provided by the Standard Travel Regulations of the State of Maryland.

Item 2C

Each legislator shall be paid a seven hundred fifty dollar ($750) lump sum nonvouchered within district transportation allowance at the beginning of each calendar year of the term 2023, 2024, 2025, and 2026.

Item 2D

(1) Each member who wishes to be reimbursed for expenses actually incurred for registration fees, meals, lodging and travel in attending a meeting, conference or other function outside the State that the member believes is directly related to, or will substantially enhance the performance of, the member’s duties as a legislator shall request and obtain in writing the prior approval of the President of the Senate and the Speaker of the House of Delegates. The request for approval shall indicate the basis for the request for reimbursement, the estimated amount of reimbursable expenses and such other information as may be reasonably necessary to determine the appropriateness of reimbursement. The President of the Senate and the Speaker of the House of Delegates shall develop guidelines for reimbursement of out-of-state travel and other expenses. In developing these guidelines, the President of the Senate and the Speaker of the House of Delegates may utilize the provisions of the Standard Travel Regulations of the State of Maryland to the degree applicable, except that the policies in paragraph (2) of this Item 2D shall be observed.

(2) (i) The amount of any reimbursement for registration fees, as well as attendance at the particular function, must be approved in advance by the President of the Senate and the Speaker of the House of Delegates.

(ii) 1. The maximum amount of reimbursement available for actual expenses incurred for meals and lodging on any trip shall be determined by the joint action of the President of the Senate and the Speaker of the House of Delegates in connection with approval of each request, and, except as provided in subsubparagraph 2. of this subparagraph, in no other event shall a member be reimbursed for meals and lodging expenses combined that exceed the most current published federal General Services Administration daily per diem rates for meals and lodging.

2. In the event that the published conference rate for lodging exceeds the General Services Administration daily per diem rate for lodging, the President of the Senate and the Speaker of the House of Delegates may approve the published conference rate.
(iii) Copies of all requests for approval, all written approvals and disapprovals, and all requests for actual reimbursement shall be maintained in a central file in the Finance and Administrative Services Office of the Department of Legislative Services and kept available for public inspection upon request for a period of at least five (5) years.

Item 2E

(1) Legislators may participate in benefit programs generally available to State employees, including health programs, insurance programs, tax sheltered accounts, deferred compensation programs, credit union services, deductions for charitable purposes, workers’ compensation coverage, and payroll deductions relating to these programs. Participation in these programs shall be in the same manner as the participation of State employees. Additional benefits programs authorized for State employees during a legislative term of office may not be made available to legislators until the beginning of the next term, at which time they shall be fully available unless prohibited elsewhere in this Resolution. Legislators may not receive State employee death benefits, paid leave, or payroll deductions other than those associated with the items authorized by this Resolution. Legislators may not participate in the State’s unemployment insurance program, including those former legislators who have been unseated by the elective process.

(2) (i) A legislator who leaves the General Assembly before January 14, 2015, may continue to participate in the State health program until the former legislator declines to participate in the program, becomes eligible for health insurance coverage through another employer, or retires.

(ii) A legislator who leaves the General Assembly on or after January 14, 2015, may continue to participate in the State health program in the same manner as State employees, in accordance with the most current State of Maryland Health Benefits Guide.

(iii) Former legislators electing to participate in the State health insurance program must pay the full cost of the insurance, which includes the individual’s contribution and the State subsidy and an administrative charge not exceeding 2%.

Item 3A

1. Definitions.

(a) In general. In this Item 3A of this Resolution, the following words have the meanings indicated.

(b) Accumulated contributions.

(1) “Accumulated contributions” means the amounts credited to a member’s individual account in the annuity savings fund of the Employees’ Retirement System for the Legislative Pension Plan.
(2) “Accumulated contributions” includes member contributions plus regular interest.

(c) Allowance. “Allowance” means a benefit that is payable in equal monthly installments for the life of the recipient, except as otherwise provided for an optional form of a benefit under § 12 of this Item 3A.

(d) Beneficiary. “Beneficiary” means a person other than a retiree in receipt of a benefit under this Item 3A.

(e) Board of Trustees. “Board of Trustees” means the Board of Trustees for the State Retirement and Pension System established under § 21-103 of the State Personnel and Pensions Article.

(f) Creditable service. “Creditable service” means the service credit described in § 6(a) of this Item 3A.

(g) Designated beneficiary. “Designated beneficiary” means a person named as the beneficiary by a participant by filing:

(1) An acknowledged written designation form with the State Retirement Agency; or

(2) A properly completed form submitted through the State Retirement Agency’s secure access participant portal with an electronic signature affixed in the required manner and format.

(h) Eligible presiding officer. “Eligible presiding officer” means a legislator who served as a presiding officer:

(1) At the time of termination of the legislator’s term of service; or

(2) For at least 1 year during the legislator’s term of service.

(i) Medical board. “Medical board” means a board of physicians established under § 21-126 of the State Personnel and Pensions Article.

(j) Member. “Member” means:

(1) A legislator who is a member of the Legislative Pension Plan during the legislator’s term of office; and

(2) A former legislator who:

(i) Was a member of the Legislative Pension Plan during the legislator’s term of office;
(ii) Has not withdrawn the member’s accumulated contributions; and

(iii) Is not currently receiving a retirement allowance.

(k) Member contribution. “Member contribution” means:

(1) A contribution that is deducted from a member’s salary as required by § 5 of this Item 3A; and

(2) An employer pickup contribution.

(l) Participant. “Participant” means a member or a retiree.

(m) Presiding officer. “Presiding officer” means the President of the Senate or the Speaker of the House of Delegates.

(n) Regular interest. “Regular interest” means interest at the rate being paid by the Board of Trustees to members of the Employees’ Retirement System compounded annually.


(p) Retiree. “Retiree” means an individual who is eligible for retirement and has applied to receive a retirement allowance.

(q) Retirement allowance. “Retirement allowance” means the allowance payable to a retiree.

(r) State system. “State system” means a retirement or pension system other than the Legislative Pension Plan that is included in the State Retirement and Pension System under § 21-102 of the State Personnel and Pensions Article.

(s) Statutory pension plan. “Statutory pension plan” means the pension plan established as of July 1, 1966, for an individual appointed or elected to the General Assembly before January 1, 1971, who elected to participate in the plan in accordance with the provisions of former Article 73B, § 11(13), which were transferred to the Session Laws by Chapter 131, § 5(3) of the Acts of 1992.

(t) Survivor allowance. “Survivor allowance” means the allowance payable by the Board of Trustees on the death of a participant.

(u) Year of service. “Year of service” means a year or fraction thereof during which a member serves as a legislator in the General Assembly and for which contributions are made at the prescribed rate.
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2. Legislative Pension Plan – Established.

The Legislative Pension Plan is established as of January 13, 1971.

3. Administration; Funding.

(a) Administration. The Board of Trustees shall:

(1) Administer the Legislative Pension Plan in accordance with the provisions of this Item 3A;

(2) Credit the assets of the Legislative Pension Plan to the annuity savings fund, the accumulation fund, and the expense fund of the Employees’ Retirement System according to the purpose for which they are held pursuant to the provisions of Title 21, Subtitle 3 of the State Personnel and Pensions Article; and

(3) Manage and invest the funds of the Legislative Pension Plan in accordance with the provisions of Title 21 of the State Personnel and Pensions Article.

(b) Funding.

(1) Each fiscal year, on behalf of the members of the Legislative Pension Plan, the State shall ascertain and pay to the accumulation fund of the Employees’ Retirement System for the Legislative Pension Plan the amount determined by the actuary pursuant to the provisions of §§ 21-304 and 21-308 of the State Personnel and Pensions Article that is an amount sufficient to fund the benefits payable on a sound actuarial basis.

(2) For the purpose of making the calculations required under this subsection, the Legislative Pension Plan shall be combined with the Employees’ Retirement System and the Employees’ Pension System.

(3) Each fiscal year, at a minimum, the State shall pay at least an amount that is sufficient to provide the benefits payable under this Item 3A during the fiscal year.

4. Membership.

Membership in the Legislative Pension Plan is mandatory for each member of the General Assembly during the 2023-2026 term of office.

5. Member contributions.

(a) In general. Except as provided in subsection (b) of this section, each member of the Legislative Pension Plan shall contribute an amount equal to 7% of the member's annual salary.

(b) Exceptions.
Subject to paragraph (2) of this subsection, a member does not make any further contributions after 22 years and 3 months of creditable service.

(2) If the member elects to receive a retirement allowance under § 8(e)(2) of this Item 3A, a member shall contribute an amount equal to 7% of the member’s annual salary until the member accrues the maximum retirement allowance payable under § 8(e)(2) of this Item 3A.

(c) Payment of member contributions. The member contribution shall be deducted proportionately from the member’s salary each pay period and credited to the member’s individual account in the annuity savings fund of the Employees’ Retirement System for the Legislative Pension Plan.

6. Service credit.

(a) Creditable service. Creditable service at retirement on which the allowance of a retiree is based shall consist of the sum of:

(1) Membership service credit;

(2) Service credit purchased under this section; and

(3) Military service credit received in accordance with § 22 of this Item 3A.

(b) Membership service credit.

(1) A legislator shall earn membership service credit for each year of service the legislator makes contributions at the prescribed rate and is a member of the Legislative Pension Plan or the statutory pension plan.

(2) Years of service need not be consecutive.

(3) On or after January 8, 1975, a member shall receive 1 year of membership service credit if:

(i) The member is employed on a full-time basis by the State or a political subdivision of the State in nonlegislative employment;

(ii) The member is compensated by the State or a political subdivision of the State for the nonlegislative employment;

(iii) The member has taken a leave of absence from the nonlegislative employment while serving as a legislator; and
(iv) The member is not receiving credit in another retirement system supported wholly or in part by the State for the period of the member’s absence from the nonlegislative employment.

(c) One-time purchase of service credit.

A member who is serving in the General Assembly shall have one opportunity to purchase service credit for all previous legislative service, including legislative service from previous terms of office, by paying to the Board of Trustees an amount equal to 5% of the salary payable to the legislator during the years of service to be purchased plus regular interest thereon.

(d) Purchase of credit if less than 8 years of creditable service.

(1) A member who has creditable service in the Legislative Pension Plan before January 9, 2019, may purchase service credit in the Legislative Pension Plan so that the amount of the creditable service of the member aggregates not more than 8 years if the member:

(i) Is no longer an active member of the Legislative Pension Plan;

(ii) Has less than 8 years of creditable service in the Legislative Pension Plan; and

(iii) Pays to the Board of Trustees an amount equal to the sum of:

1. 7% of the annual salary payable to a legislator during the years of service to be purchased; and

2. The contributions payable by the State with respect to the salary of a legislator during the years of service to be purchased.

(2) A member purchasing service credit under paragraph (1) of this subsection may not begin receiving a retirement allowance from the Legislative Pension Plan until the number of years the member purchased have elapsed.

7. Service retirement allowance – No service prior to January 1, 1971.

(a) Application of section. This section applies only to a member who has no creditable service before January 1, 1971.

(b) Eligibility for retirement. Except as provided in subsection (c) of this section, a member may retire if on or before the date of retirement, the member:

(1) Is not currently serving in the General Assembly;

(2) Has at least 8 years of creditable service;
(3) (i) Has creditable service before January 14, 2015, and has attained age 60; or
(ii) Has no creditable service before January 14, 2015, and has attained age 62; and

(4) Completes and submits an application for retirement to the Board of Trustees stating the date on which the member desires to retire.

(c) Exception for member who joins the Judges’ Retirement System. A member who resigns from the General Assembly prior to the expiration of the member’s term of office to accept a position requiring membership in the Judges’ Retirement System is entitled to a retirement allowance under this Item 3A regardless of years of service.

(d) Service retirement allowance – In general. Except as provided in subsection (e) of this section, on retirement, a member shall receive a service retirement allowance equal to 3% of the salary payable to a current legislator in the General Assembly multiplied times the number of years of creditable service of the member, but in no event shall the retirement allowance exceed two-thirds of the salary payable to a current legislator in the General Assembly.

(e) Same – Eligible presiding officer. If the member served as an eligible presiding officer, the Board of Trustees shall use the salary payable to the current presiding officer to calculate the member’s retirement allowance, but in no event shall the retirement allowance exceed two-thirds of the salary payable to a current presiding officer in the General Assembly.


(a) Application of section. This section applies only to a member who has creditable service before January 1, 1971.

(b) Eligibility for retirement. Except as provided in subsection (c) of this section, a member may retire if on or before the date of retirement, the member:

(1) Is not currently serving in the General Assembly;

(2) Has at least 8 years of creditable service;

(3) (i) Elects to receive a service retirement allowance under subsection (d) of this section and has attained age 60; or

(ii) Elects to receive a retirement allowance under subsection (e) of this section and has attained age 55; and

(4) Completes and submits an application for retirement to the Board of Trustees stating the date on which the member desires to retire.
(c) Exception for member who joins the Judges’ Retirement System. A member who resigns from the General Assembly prior to the expiration of the member’s term of office to accept a position requiring membership in the Judges’ Retirement System is entitled to a retirement allowance under this Item 3A regardless of years of service.

(d) Service retirement allowance – In general. Except as provided in subsection (e) of this section, on retirement, a member shall receive a retirement allowance computed as set forth in § 7(d) of this Item 3A for all years of creditable service.

(e) Same – Alternate elections.

(1) Instead of the service retirement allowance provided in subsection (d) of this section, at retirement, a member may elect to receive a service retirement allowance to be paid as provided in either paragraph (2) or (3) of this subsection, but subject to the limitations set forth in paragraph (4) of this subsection.

(2) A member may elect to receive a service retirement allowance equal to the sum of:

(i) The benefit payable with respect to the member’s creditable service prior to January 1, 1971, computed at the rates and otherwise in accordance with the statutory pension plan, commencing at the time provided in the statutory pension plan and based on the member’s highest annual earnable compensation as a member of the General Assembly prior to January 1, 1971; and

(ii) The benefit payable with respect to the member’s creditable service after January 1, 1971, computed as set forth in § 7(d) of this Item 3A and commencing at age 60.

(3) A member may elect to receive a service retirement allowance computed with respect to all of the member’s creditable service, computed at the rates and otherwise in accordance with the statutory pension plan, commencing at the time provided in the statutory pension plan and based upon the member’s highest annual earnable compensation as a member of the General Assembly prior to January 1, 1971.

(4) (i) Unless the member served as an eligible presiding officer, the service retirement allowance payable under paragraph (2) of this subsection may not exceed two-thirds of the salary payable to a current legislator in the General Assembly. If the member served as an eligible presiding officer, the service retirement allowance may not exceed two-thirds of the salary currently payable to a presiding officer.

(ii) A member may receive the service retirement allowance payable under paragraph (3) of this subsection if the member files a written notice of the election with the Board of Trustees.
9. Reduced service retirement allowance.

(a) Eligibility for retirement. A member may retire with a reduced service retirement allowance if the member:

(1) Is not currently serving in the General Assembly;

(2) Has at least 8 years of creditable service;

(3) (i) Has creditable service before January 14, 2015, and is at least 50 years of age but has not attained 60 years of age; or

(ii) Has no creditable service before January 14, 2015, and is at least 55 years of age but has not attained 62 years of age; and

(4) Completes and submits an application for retirement to the Board of Trustees:

(i) Stating the date on which the member desires to retire; and

(ii) Electing to receive a reduced service retirement allowance instead of the service retirement allowance payable under § 7 or § 8 of this Item 3A.

(b) Reduced service retirement allowance. On retirement under this section, a member shall receive a reduced service retirement allowance equal to the service retirement allowance or portion thereof computed under § 7 or § 8(d) or (e)(2)(ii) of this Item 3A on the basis of the member’s creditable service and current annual salary, reduced by 0.5% for each month by which the member’s early retirement date precedes the date the member:

(1) Attains age 60, if the member has creditable service before January 14, 2015; or

(2) Attains age 62, if the member has no creditable service before January 14, 2015.

10. Disability retirement allowance.

(a) Definition. In this section, “disabled” means the member is mentally or physically incapacitated for the further performance of duty as a legislator and the incapacity is likely to be permanent.

(b) Eligibility for disability retirement. A member who is currently serving in the General Assembly is eligible to receive a disability retirement allowance if:

(1) The member has at least 8 years of creditable service regardless of age;
(2) The medical board has certified that the member is disabled; and

(3) The member completes and submits an application for retirement to the Board of Trustees stating the date on which the member desires to retire.

(c) Disability retirement allowance. A member shall receive a disability retirement allowance computed as set forth in § 7(d) of this Item 3A for all years of creditable service.

11. Survivor allowance payable on death of retiree.

(a) Designated beneficiary.

(1) Subject to paragraphs (2) and (3) of this subsection, at the time of retirement a member may name a designated beneficiary or beneficiaries to receive the benefits payable on the death of the retiree under this section.

(2) (i) For a survivor benefit providing for payment under subsections (b) and (c) of this section to a designated beneficiary for life, the designated beneficiary must be an individual.

(ii) If the designated beneficiary is an individual with a disability, the allowance payable under this section may be paid into a trust for the benefit of the individual.

(3) If a retiree dies and is survived by a spouse, the retiree’s designation of a beneficiary or beneficiaries shall be void and of no effect for a survivor benefit under this section.

(b) Survivor allowance.

(1) On the death of a retiree, the Board of Trustees shall pay a survivor allowance equal to one-half of the retirement allowance that would be payable to the retiree if the retiree were living and continuing to receive a retirement allowance.

(2) If the retiree has a surviving spouse, the survivor allowance shall be paid to the retiree’s surviving spouse for life, commencing on the date of the retiree’s death.

(3) If the retiree does not have a surviving spouse and the retiree has creditable service before January 14, 2015, the survivor allowance shall be paid to the designated beneficiary for life, commencing:

(i) On the retiree’s death, if the designated beneficiary is then at least age 60;

(ii) When the designated beneficiary attains age 60, if the designated beneficiary has not attained 60 years of age on the retiree’s death; or
At any time after the designated beneficiary attains age 50 but before the designated beneficiary attains age 60, if the designated beneficiary makes the election set forth in subsection (c)(2) of this section.

(4) If the retiree does not have a surviving spouse and the retiree has no creditable service before January 14, 2015, the survivor allowance shall be paid to the designated beneficiary for life, commencing:

(i) On the retiree’s death, if the designated beneficiary is then at least age 62;

(ii) When the designated beneficiary attains age 62, if the designated beneficiary has not attained 62 years of age on the retiree’s death; or

(iii) At any time after the designated beneficiary attains age 55 but before the designated beneficiary attains age 62, if the designated beneficiary makes the election set forth in subsection (c)(3) of this section.

(c) Election to receive reduced survivor allowance.

(1) This subsection does not apply to a surviving spouse of a retiree.

(2) (i) This paragraph applies only to the designated beneficiary of a retiree who has creditable service before January 14, 2015.

(ii) Instead of the survivor allowance payable to the designated beneficiary on attaining age 60, the designated beneficiary may elect to receive a reduced survivor allowance for life commencing at any time after the designated beneficiary attains age 50 if the designated beneficiary completes and submits an application for a reduced survivor allowance stating the date on which the designated beneficiary desires to receive the reduced survivor allowance.

(iii) The reduced survivor allowance is an amount equal to one-half of the retirement allowance that would be payable to the retiree if the retiree were living and eligible to receive a retirement allowance, reduced by 0.5% for each month by which the designated beneficiary’s age precedes the date the designated beneficiary attains age 60.

(3) (i) This paragraph applies only to the designated beneficiary of a retiree who has no creditable service before January 14, 2015.

(ii) Instead of the survivor allowance payable to the designated beneficiary on attaining age 62, the designated beneficiary may elect to receive a reduced survivor allowance for life commencing at any time after the designated beneficiary attains age 55 if the designated beneficiary completes and submits an application for a reduced survivor allowance stating the date on which the designated beneficiary desires to receive the reduced survivor allowance.
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(iii) The reduced survivor allowance is an amount equal to one-half of the retirement allowance that would be payable to the retiree if the retiree were living and eligible to receive a retirement allowance, reduced by 0.5% for each month by which the designated beneficiary’s age precedes the date the designated beneficiary attains age 62.

(d) Lump-sum death benefit.

(1) This subsection does not apply if:

(i) The retiree has a surviving spouse at the time of death; or

(ii) The retiree has designated only one individual as beneficiary.

(2) (i) This paragraph applies only to a designated beneficiary that is not an individual.

(ii) If a retiree dies before receiving payments equal to the actuarial equivalent present value of the retiree’s basic allowance computed at the time of retirement, the Board of Trustees shall pay the balance as a single payment to the retiree’s designated beneficiary.

(3) If a retiree has designated more than one beneficiary and dies before receiving payments equal to the actuarial equivalent present value of the retiree’s basic allowance computed at the time of retirement, the Board of Trustees shall pay the balance as a single payment to the retiree’s designated beneficiaries in equal shares.

(e) Change of designated beneficiary.

(1) Except as provided in paragraph (2) of this subsection, a retiree may change the designated beneficiary by filing:

(i) An acknowledged written designation form with the State Retirement Agency; or

(ii) A properly completed form submitted through the State Retirement Agency’s secure access participant portal with an electronic signature affixed in the required manner and format.

(2) A retiree may not change the designated beneficiary if:

(i) The designated beneficiary is the retiree’s spouse; and

(ii) The retiree’s spouse is living at the time the retiree requests a change in beneficiary.
12. Optional Allowances.
   
   (a) In general. Instead of the retirement allowance and survivor allowance provided under § 11 of this Item 3A, at retirement, a member may elect an optional allowance set forth in subsection (d) of this section.
   
   (b) Designated beneficiary.
   
   (1) (i) Subject to subparagraph (ii) of this paragraph, at the time of retirement a member may name a designated beneficiary to receive the benefits payable on the death of the retiree under this section.
   
   (ii) If, at the time of retirement, a member is married and elects to receive the optional allowance provided for under this section, the member shall designate the member’s spouse as the designated beneficiary.
   
   (2) (i) For the optional allowance payable under this section to a designated beneficiary for life, the designated beneficiary must be an individual.
   
   (ii) If the designated beneficiary is an individual with a disability, the allowance payable under this section may be paid into a trust for the benefit of the individual.
   
   (c) Optional requirement.
   
   (1) The optional allowance shall be certified by the actuary for the Board of Trustees to be of equivalent actuarial value to the allowance payable to the retiree and the retiree’s beneficiary.
   
   (2) If a member elects the optional allowance under subsection (d) of this section and designates a beneficiary other than the member’s spouse or disabled child as defined under § 72(m)(7) of the Internal Revenue Code, a member may not designate a beneficiary who is more than 10 years younger than the member.
   
   (d) Description of the optional allowance.
   
   (1) The optional allowance payable under this section is a level payment plan.
   
   (2) Under the optional allowance payable under this section, when the retiree dies, the Board of Trustees shall pay the retiree’s reduced allowance to the retiree’s designated beneficiary.
   
   (e) Change of designated beneficiary.
   
   (1) Except as provided in paragraph (2) of this subsection, a retiree may change the designated beneficiary by filing:
(i) An acknowledged written designation form with the State Retirement Agency; or

(ii) A properly completed form submitted through the State Retirement Agency’s secure access participant portal with an electronic signature affixed in the required manner and format.

(2) A retiree may not change the designated beneficiary if:

(i) The designated beneficiary is the retiree’s spouse; and

(ii) The retiree’s spouse is living at the time the retiree requests a change in beneficiary.

(f) Recomputation of allowance.

(1) If a retiree changes a designated beneficiary under subsection (e) of this section, the Board of Trustees shall recompute the allowance based on the value of the balance in the retiree’s reserves when the change is made.

(2) A retiree may rescind a request to change the designated beneficiary and restore the retiree’s prior designation of beneficiary by sending written notice to the State Retirement Agency that is received by the State Retirement Agency before the second allowance payment normally becomes due after the change of beneficiary.

(3) A retiree who rescinds a change of designated beneficiary in a timely manner under paragraph (2) of this subsection shall receive, after the rescission, the allowance payable prior to the change of designated beneficiary, without retroactive adjustment of any allowance payment made while the rescinded designation of beneficiary was in effect.


(a) Right to designate beneficiary. A member may name a designated beneficiary or beneficiaries to receive the benefits payable on the death of a member under §§ 16 and 17 of this Item 3A if the participant’s spouse is not living at the time of the participant’s death.

(b) Benefits for life. For a survivor benefit providing for payment under §§ 16 and 17 of this Item 3A to a designated beneficiary for life, the designated beneficiary must be an individual.

(c) Designation of beneficiary void. If a member dies and is survived by a spouse, the member’s designation of a beneficiary or beneficiaries under §§ 16 and 17 of this Item 3A shall be void and of no effect.

(d) Change of designated beneficiary.

(a) Application of section. This section does not apply to all or any portion of a retirement allowance or a survivor allowance that is computed in accordance with the statutory pension plan.

(b) Adjustment of allowances – In general. Except as provided in § 8 of this Item 3A, as of the date the salary of a current legislator in the General Assembly is increased, the Board of Trustees shall recompute a retirement allowance or a survivor allowance under this Item 3A on the basis of the service retirement allowance as provided under this Item 3A and the annual salary payable to a current legislator in the General Assembly.

(c) Same – Eligible presiding officer.

(1) This subsection applies to a retiree who served as an eligible presiding officer or a beneficiary of an eligible presiding officer.

(2) As of the date the salary of a current presiding officer is increased, the Board of Trustees shall recompute a retirement allowance or a survivor allowance under this Item 3A on the basis of the annual salary payable to a current presiding officer.

15. Effect of employment of retiree.

(a) Subject to subsection (b) of this section, beginning January 9, 1991, a retiree who is receiving a retirement allowance may accept employment with the State as an employee or an elected or appointed official without any reduction in the retiree’s retirement allowance.

(b) If a retiree who is receiving a retirement allowance becomes a member of the General Assembly:
(1) The retiree’s retirement shall be canceled;

(2) The retirement allowance payments shall terminate after the last day of the month preceding the date of return to service as a legislator;

(3) All previous creditable service shall be restored to the account of the member; and

(4) The member shall be credited with membership service credit during the period the retiree is a member of the General Assembly.

16. Benefit – Death of member with at least 8 years of service.

(a) Application of section. This section applies only on the death of a member who has at least 8 years of creditable service.

(b) Lump-sum death benefit.

(1) Except as provided in subsection (c) of this section, on the death of a member, the Board of Trustees shall pay to the member’s surviving spouse, or if there is no surviving spouse, to the member’s designated beneficiary or beneficiaries a lump-sum death benefit consisting of the sum of:

(i) The member’s accumulated contributions; and

(ii) An amount equal to the member’s annual salary, if any, at the time of death.

(2) If a member has designated more than one beneficiary, the lump-sum death benefit provided in paragraph (1) of this subsection shall be divided equally among the beneficiaries.

(c) Election to receive survivor allowance.

(1) Instead of the lump-sum death benefit payable under subsection (b) of this section, the member’s surviving spouse or, if the member is not survived by a spouse, the designated beneficiary may elect to receive a survivor allowance equal to one-half the retirement allowance that would be payable to the member if the member were living and eligible to receive a retirement allowance. The Board of Trustees shall pay the survivor allowance in accordance with paragraph (2) of this subsection.

(2) (i) If the member has a surviving spouse, the survivor allowance shall be paid to the member’s surviving spouse for life, commencing on the date of the member’s death.
If the member does not have a surviving spouse and the member has
creditable service before January 14, 2015, the survivor allowance shall be paid to the designated
beneficiary for life, commencing:

1. On the member’s death, if the designated beneficiary is then
   at least age 60;

2. When the designated beneficiary attains age 60, if the
designated beneficiary has not attained 60 years of age on the member’s death; or

3. At any time after the designated beneficiary attains age 50
   but before the designated beneficiary attains age 60, if the designated beneficiary makes the
   election set forth in subsection (d)(1) of this section.

If the member does not have a surviving spouse and the member has
no creditable service before January 14, 2015, the survivor allowance shall be paid to the
designated beneficiary for life, commencing:

1. On the member’s death, if the designated beneficiary is then
   at least age 62;

2. When the designated beneficiary attains age 62, if the
designated beneficiary has not attained 62 years of age on the member’s death; or

3. At any time after the designated beneficiary attains age 55
   but before the designated beneficiary attains age 62, if the designated beneficiary makes the
   election set forth in subsection (d)(2) of this section.

If a member has designated a beneficiary that is not an individual or more
than one beneficiary, the multiple beneficiaries may not elect to receive the survivor allowance
provided in paragraph (1) of this subsection.

Election to receive reduced survivor allowance.

This paragraph applies only to the designated beneficiary of a retiree
who has creditable service before January 14, 2015.

Instead of the survivor allowance payable to the designated
beneficiary on attaining age 60, the designated beneficiary may elect to receive a reduced survivor
allowance for life commencing at any time after the designated beneficiary attains age 50 if the
designated beneficiary completes and submits an application for a reduced survivor allowance
stating the date on which the designated beneficiary desires to receive the reduced survivor
allowance.

The reduced survivor allowance is an amount equal to one-half the
retirement allowance that would be payable to the member if the member were living and eligible
to receive a retirement allowance, reduced by 0.5% for each month by which the designated beneficiary’s age precedes the date the designated beneficiary attains age 60.

(2)  (i) This paragraph applies only to the designated beneficiary of a retiree who has no creditable service before January 14, 2015.

(ii) Instead of the survivor allowance payable to the designated beneficiary on attaining age 62, the designated beneficiary may elect to receive a reduced survivor allowance for life commencing at any time after the designated beneficiary attains age 55 if the designated beneficiary completes and submits an application for a reduced survivor allowance stating the date on which the designated beneficiary desires to receive the reduced survivor allowance.

(iii) The reduced survivor allowance is an amount equal to one-half the retirement allowance that would be payable to the member if the member were living and eligible to receive a retirement allowance, reduced by 0.5% for each month by which the designated beneficiary’s age precedes the date the designated beneficiary attains age 62.

(e) Death benefit for children.

(1) This section applies only to a member who dies while serving as a legislator in the General Assembly.

(2) Except as provided in paragraph (3) of this subsection, the Board of Trustees shall pay the lump-sum death benefit payable under subsection (b) of this section in equal shares to each child who has not attained the age of 26 or who is disabled as defined under § 72(m)(7) of the Internal Revenue Code, if on the member’s death, the member:

(i) Is not survived by a spouse; and

(ii) Is survived by a child or children under the age of 26 years or disabled as defined under § 72(m)(7) of the Internal Revenue Code.

(3) (i) Instead of the lump-sum death benefit payable under paragraph (2) of this subsection, the member’s children who have not attained age 26 or who are disabled as defined under § 72(m)(7) of the Internal Revenue Code may elect to receive the survivor allowance that would have been paid to the surviving spouse under subsection (c)(1) of this section had the member’s spouse survived the member. The survivor allowance is payable to the member’s children as of the date of the member’s death.

(ii) If the Board of Trustees pays the survivor allowance to more than one child, the Board of Trustees shall divide the allowance equally among the children who are under the age of 26 years or who are disabled as defined under § 72(m)(7) of the Internal Revenue Code.

(iii) The survivor allowance shall be payable to each child until that child attains age 26 or is no longer disabled.
17. Benefit – Death of member with less than 8 years of service.

(a) Application of section. This section applies only on the death of a member who:

(1) Is currently serving in the General Assembly; and

(2) Has less than 8 years of creditable service.

(b) Lump-sum death benefit.

(1) (i) On the death of a member, the Board of Trustees shall pay a lump-sum death benefit consisting of the sum of the member’s accumulated contributions and an amount equal to the member’s annual salary at the time of death.

(ii) The Board of Trustees shall pay the lump-sum death benefit in accordance with paragraphs (2) through (4) of this subsection.

(2) If the member has a surviving spouse, the lump-sum death benefit provided in paragraph (1) of this subsection shall be paid to the surviving spouse.

(3) If the member has no surviving spouse but has a surviving child or children under the age of 26 years or disabled as defined under § 72(m)(7) of the Internal Revenue Code, the lump-sum death benefit provided in paragraph (1) of this subsection shall be paid in equal shares to each child who has not attained the age of 26 or who is disabled.

(4) (i) If the member has no surviving spouse and no surviving children under the age of 26 years or disabled as defined under § 72(m)(7) of the Internal Revenue Code, the lump-sum death benefit provided in paragraph (1) of this subsection shall be paid to the member’s designated beneficiary or beneficiaries.

(ii) If a member has designated more than one beneficiary, the lump-sum death benefit shall be divided equally among the beneficiaries.

18. Death of member – No beneficiary.

On the death of a member who is not survived by a spouse, a designated beneficiary, or a child who is eligible to receive a benefit under § 16 or § 17 of this Item 3A, the Board of Trustees shall pay the member’s accumulated contributions to the estate of the member.


At any time after termination of service as a legislator but prior to receiving a retirement allowance, a member may elect to withdraw the member’s accumulated contributions by completing an application for refund of contributions and submitting the application to the Board of Trustees. A member who withdraws accumulated contributions does not have any further rights under the Legislative Pension Plan.
20. Transfer of credit.

   (a) In general. Except as provided in subsection (b) of this section, creditable service earned as a member of the Legislative Pension Plan qualifies for benefits under the Legislative Pension Plan and no other system or plan administered by the Board of Trustees.

   (b) Exception. Prior to retirement, a member may elect to transfer creditable service in the Legislative Pension Plan and the member’s accumulated contributions to the State system in which the member participates, if the member has less than 8 years of creditable service in the Legislative Pension Plan.

   (c) Effect of transfer of creditable service. A member who is eligible to transfer creditable service to another State system and who makes the election to transfer shall withdraw the member’s accumulated contributions.


   (a) Receipt of retirement allowance from another State system. A retiree who is receiving a retirement allowance from another State system may receive a retirement allowance from the Legislative Pension Plan if the years of service in the Legislative Pension Plan do not overlap with the years of service in the State system.

   (b) Average final compensation. As of January 8, 1975, the annual salary payable to a member while serving as a legislator may not be added to the earnable compensation payable by the State or a political subdivision of the State to determine the member’s average final compensation in a State system in which the member participates.

   (c) Applicability. Except as otherwise provided herein, this Item 3A (including the calculation for the retirement allowance and the survivor’s allowance) applies to:

      (1) A legislator who is a member of the Legislative Pension Plan during the legislator’s term of office;

      (2) A former legislator who:

            (a) Was a member of the Legislative Pension Plan during the legislator’s term of office;

            (b) Has not withdrawn the member’s accumulated contributions; and

            (c) Is not currently receiving a retirement allowance; and

      (3) A retiree.
22. Military Credit.

(a) A member is entitled to receive creditable service for military service only on the attainment of 8 years of membership service credit earned through service as a legislator in the Legislative Pension Plan.

(b) Military service credit under this section may not exceed 3 years.

(c) Service credit purchased under § 6 of this Item 3A may not be counted towards eligibility to receive military service credit.

(d) Notwithstanding any provisions in Title 38 of the State Personnel and Pensions Article to the contrary, and except as otherwise specified in this section, Title 38 of the State Personnel and Pensions Article and Code of Maryland Regulations shall apply to the Legislative Pension Plan for the purpose of authorizing a member to receive military service credit in the Legislative Pension Plan.

(e) A member who has previously received military service credit in a State system may not rescind any portion of the military service credit in order to become eligible to receive military service credit under this section.

Item 3B

(a) Former legislators regularly receiving a retirement allowance may participate in benefit programs available to retired State employees, including health programs, deferred compensation programs, and credit union services. Should additional benefit programs be authorized for retired State employees, such benefits may be made available to retired legislators with the approval of the presiding officers. Except as provided in subsections (b) and (c) of this section, participation in these programs shall be in the same manner as the participation of retired State employees.

(b) Former legislators receiving a retirement allowance who have creditable service before January 14, 2015, and have at least eight (8) years’ service shall qualify for a State health program subsidy equal to one-sixteenth (1/16) of the full State subsidy for each year of service.

(c) Former legislators receiving a retirement allowance who have no creditable service before January 14, 2015, and have at least eight (8) years’ service shall qualify for a State health program subsidy equal to one-twentieth (1/20) of the full State subsidy for each year of service.

Item 4

(a) Benefits provided under Item 3A of this Resolution may not be paid and are not payable to any member of the Legislative Pension Plan or the member’s beneficiary if:

(1) The member is convicted of or enters a plea of nolo contendere to any crime that is committed during the member’s term of office; and
(2) The crime is:

(i) A felony; or

(ii) A misdemeanor related to the member’s public duties and responsibilities and involves moral turpitude for which the penalty may be incarceration in any penal institution.

(b) A retiree of the Legislative Pension Plan and the retiree’s beneficiary are subject to a forfeiture of benefits under subsection (a) of this item if the retiree is receiving benefits under Item 3A of this Resolution at the time the retiree is convicted of a crime described in subsection (a) of this item.

(c) If a member or retiree is subject to a forfeiture of benefits under subsections (a) or (b) of this section, the member, retiree, or beneficiary of a member or retiree is only entitled to a return of the member’s or retiree’s accumulated contributions, plus interest, less any benefit payments already made under Item 3A of this Resolution.

(d) If the conviction of the member is reversed or overturned, the member’s benefits that are payable under Item 3A of this Resolution shall be restored.

FURTHER RESOLVED, That all desk orders, journal entries, regulations, rules, or resolutions, including the Resolutions of this Commission dated January 25, 1971; January 24, 1974; January 19, 1978; January 7, 1982; December 17, 1985; January 10, 1990; January 20, 1994; January 7, 1998; January 11, 2002; January 11, 2006; January 12, 2010; January 7, 2014; January 16, 2018; and any other provisions of law in any way inconsistent with the express or implied language of this Resolution relating to compensation and allowances in any form for members of the General Assembly of Maryland are hereby repealed.
IN WITNESS WHEREOF, We have hereunto subscribed our names on this seventh day of January 2022.

Marco T. A. Priolo, Chair

Laurence C. Daniels

Matthew D. Gallagher

Lester Davis

Kimberly N. Prescott

Lyn A. Dippel

Wendell G. Rakosky

Latosha Frink-Harrison

Michael Whitson
Exhibits

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.
Exhibit 2
Use of Compensation Commissions Other Means to Establish Legislative Compensation

Source: National Conference of State Legislatures
### Exhibit 3
**General Assembly Compensation Commission**

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

*May not reduce below 1970 levels

Source: Department of Legislative Services
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Salaries</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member</td>
<td>$11,000 annually (biweekly payments)</td>
<td>$12,500 annually (monthly payments)</td>
<td>In each calendar year, the following (each in monthly payments):</td>
<td>$21,000 annually (monthly payments)</td>
<td>In each calendar year, the following (each in monthly payments):</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mem</td>
<td>$26,000 annually (monthly payments)</td>
<td>Mem</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1979 $16,000</td>
<td>$21,000</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1980 $16,750</td>
<td>$21,750</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1981 $17,600</td>
<td>$22,600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1982 $18,500</td>
<td>$23,500</td>
</tr>
<tr>
<td>President and Speaker</td>
<td>$13,000 annually (biweekly payments)</td>
<td>$17,500 annually (monthly payments)</td>
<td></td>
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</tr>
<tr>
<td>Expenses</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Meals and Lodging</td>
<td>Abolish per diems; vouchered reimbursement to max of $25 for attendance at session, legislative council, committee, or subcommittee meetings</td>
<td>Vouched reimbursement to max of $35; attendance expanded “to other official functions”</td>
<td>Limitation of $50, including $20 sub-limitation on meals; lodging vouchered; meals not vouchered</td>
<td>In each calendar year, the following daily limits:</td>
<td>In each calendar year, the following daily limits:</td>
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<tr>
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<td>Overall</td>
<td>Meals</td>
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<td></td>
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<td></td>
<td>1983 $65</td>
<td>$24</td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td>1984 $68</td>
<td>$26</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1985 $72</td>
<td>$28</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1986 $75</td>
<td>$30</td>
</tr>
<tr>
<td>Mileage Allowance</td>
<td>$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</td>
<td>Rate to align with State travel regulations; current rate $0.12 per mile</td>
<td>Same conditions; current rate $0.18 per mile</td>
<td>Same conditions; current rate $0.19 per mile</td>
<td>Same conditions; current rate $0.23 per mile</td>
</tr>
<tr>
<td>--------------------------------</td>
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<td>---------------</td>
<td>---------------</td>
</tr>
<tr>
<td>In-district Travel</td>
<td>Not authorized</td>
<td>Not authorized</td>
<td>Not authorized</td>
<td>Not authorized</td>
<td>$200 annual payment</td>
</tr>
<tr>
<td>Out-of-state Travel</td>
<td>Not specifically addressed</td>
<td>Prior joint approval by President and Speaker</td>
<td>Same as 1974</td>
<td>In each calendar year, the following daily limits:</td>
<td>In each calendar year, the following daily limits:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1983 $85</td>
<td>1987 $105</td>
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<td></td>
<td></td>
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<td>1984 $90</td>
<td>1988 $110</td>
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<td>1985 $95</td>
<td>1989 $116</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1986 $100</td>
<td>1990 $122</td>
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</table>

**Retirement Plan**

<table>
<thead>
<tr>
<th>Participation</th>
<th>Optional</th>
<th>Optional</th>
<th>Optional</th>
<th>Optional (1 year to decide)</th>
<th>Optional (16 months initial enrollment period)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member Contribution</td>
<td>5% of salary</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
</tr>
<tr>
<td>Allowance</td>
<td>2.5% of highest annual salary times years of service; pre-1971 and post-1971 benefits calculated separately and added together</td>
<td>Same formula as 1971; may include pre-1971 service in calculating benefits under current plan</td>
<td>Same as 1971</td>
<td>Same as 1971 with addition of COLA not to exceed 3%</td>
<td>Same as 1971 with COLA not to exceed 3%</td>
</tr>
<tr>
<td>Maximum Allowance</td>
<td>60% after 24 years</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
</tr>
<tr>
<td>Eligible for Allowance</td>
<td>Age 60 with at least 8 years of service</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
</tr>
<tr>
<td>Transfer Credit to Other State Plans</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Yes, if less than 8 years of service</td>
</tr>
<tr>
<td>Early Retirement</td>
<td>Age 50 if 8 or more years of service; benefit actuarially reduced</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
</tr>
<tr>
<td>Survivor Benefit</td>
<td>Spouse receives one-half allowance at age 60; reduced benefit to ages 50 through 59</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>“Survivor” modified to include beneficiaries other than spouse if member is single or widowed</td>
<td>Same as 1971, with 1982 modifications</td>
</tr>
<tr>
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<td>----------------------------------------------------------------------</td>
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<td>----------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Contribute to 8 Years</td>
<td>If terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
</tr>
<tr>
<td>Disability Benefit</td>
<td>Not authorized</td>
<td>Not authorized</td>
<td>Not authorized</td>
<td>Not authorized</td>
<td>Not authorized</td>
</tr>
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</table>

**General Assembly Compensation Commission Recommendations That Were Adopted**

Implementation of Constitution Article III, Section 15 (as Amended 11/3/70)

<table>
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</thead>
<tbody>
<tr>
<td><strong>Salaries</strong></td>
<td></td>
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</tr>
<tr>
<td>Member</td>
<td>In each calendar year, the following (each in monthly payments):</td>
<td>In each calendar year, the following (each in monthly payments):</td>
<td>In each calendar year, the following (each in monthly payments):</td>
<td>In each calendar year, the following (each in monthly payments):</td>
<td>In each calendar year, the following (each in monthly payments):</td>
</tr>
<tr>
<td>1992</td>
<td>$27,000</td>
<td>$37,000</td>
<td>1996</td>
<td>$29,700</td>
<td>$39,700</td>
</tr>
<tr>
<td>1992</td>
<td>$27,000</td>
<td>$37,000</td>
<td>1996</td>
<td>$29,700</td>
<td>$39,700</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meals and Lodging</td>
<td>In each calendar year, the following daily limits:</td>
<td>Meals – $30 allowance per diem</td>
<td>Meals – $30 allowance per diem (same as 1994 plan)</td>
<td>Meals – Reimbursed in accordance with standard State travel regulations; current limit $39 per diem</td>
<td>Meals – Reimbursed in accordance with standard State travel regulations; current limit $42 per diem</td>
</tr>
<tr>
<td>Overall</td>
<td>Meals</td>
<td>Lodging – limit specified by IRS for Annapolis</td>
<td>Lodging – limit specified by IRS for Annapolis</td>
<td>Lodging – limit specified by IRS for Annapolis</td>
<td>Lodging – limit specified by IRS for Annapolis</td>
</tr>
<tr>
<td>Mileage Allowance</td>
<td>Same conditions; current rate $0.27 per mile</td>
<td>Same conditions; current rate $0.29 per mile</td>
<td>Same conditions; current rate $0.32 per mile</td>
<td>Same conditions; current rate $0.48 per mile</td>
<td>Same conditions; current rate $0.50 per mile</td>
</tr>
<tr>
<td>In-district Travel</td>
<td>$250 annual payment</td>
<td>$400 annual payment</td>
<td>$400 annual payment (same as 1994 plan)</td>
<td>$500 annual payment</td>
<td>$500 annual payment</td>
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<td>-------------------------------------------------------</td>
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</tr>
<tr>
<td>Out-of-state Travel</td>
<td>In each calendar year, the</td>
<td>$160 daily limit for lodging</td>
<td>$175 daily limit for lodging</td>
<td>$225 daily limit for lodging</td>
<td>$225 daily limit for lodging</td>
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<tr>
<td></td>
<td>following daily limits:</td>
<td>and meals; more if costs exceed limit due to nature of</td>
<td>and meals; more if costs exceed limit due to nature of</td>
<td>and meals; more if costs exceed limit due to nature of</td>
<td>and meals; more if costs exceed limit due to nature of</td>
</tr>
<tr>
<td></td>
<td>1991</td>
<td>travel or high costs of location</td>
<td>travel or high costs of location</td>
<td>travel or high costs of location</td>
<td>travel or high costs of location</td>
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<td>$128</td>
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<td>1992</td>
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<td>$141</td>
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<td>1994</td>
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<td></td>
<td>$148</td>
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</table>

**Retirement Plan**

<table>
<thead>
<tr>
<th>Participation</th>
<th>Optional enrollment allowed</th>
<th>Same as 1990 plan</th>
<th>Same as 1990 plan</th>
<th>Same as 1990 plan</th>
<th>Same as 1990 plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member Contribution</td>
<td>Same as 1971 plan (5% of</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
</tr>
<tr>
<td></td>
<td>salary)</td>
<td></td>
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</tr>
<tr>
<td>Allowance</td>
<td>2.5% of salary of active</td>
<td>3.0% of salary of active</td>
<td>Same as 1994 plan</td>
<td>Same as 1994 plan</td>
<td>Same as 1994 plan</td>
</tr>
<tr>
<td></td>
<td>legislator for each year of</td>
<td>legislator for each year of</td>
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<tr>
<td></td>
<td>service up to 24 years; benefit</td>
<td>service up to 22 years and</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>recalculated based on salary</td>
<td>3 months; benefit</td>
<td></td>
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<tr>
<td></td>
<td>increases for active</td>
<td>recalculated based</td>
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<tr>
<td></td>
<td>legislators</td>
<td>on salary</td>
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<tr>
<td></td>
<td></td>
<td>increases for active</td>
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<tr>
<td></td>
<td></td>
<td>legislators</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maximum Allowance</td>
<td>60% of salary payable to an</td>
<td>66.67% of salary</td>
<td>Same and 1994 plan</td>
<td>Same as 1994 plan</td>
<td>Same as 1994 plan</td>
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<td></td>
<td>service)</td>
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<td>Other State Plans</td>
<td>less than 8 years of service)</td>
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<td>of service, actuarially</td>
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<td>reduced 6% for each year</td>
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<td></td>
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<td>under age 60</td>
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<tr>
<td><strong>Survivor Benefit</strong></td>
<td>Same as 1990 plan</td>
<td>Same as 1990 plan</td>
<td>Same as 1990 plan</td>
<td>Same as 1990 plan, except a member may elect multiple beneficiaries; if no surviving spouse, to receive lump sum payment divided equally</td>
<td>Same as 1990 plan, with 2002 change regarding multiple beneficiaries</td>
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<td>Same as 1990 plan</td>
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<td>Same as 1990 plan, with 2002 change regarding multiple beneficiaries</td>
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<td><strong>Nonvested Active</strong></td>
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<td></td>
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<tr>
<td>Surviving spouse or designated beneficiary receives lump sum payment of 1 year’s salary plus return of member’s contribution</td>
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<td></td>
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<tr>
<td><strong>Vested Active/Vested Former/Retired</strong></td>
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<td></td>
<td></td>
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<tr>
<td>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</td>
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<tr>
<td><strong>Contribute to 8 Years</strong></td>
<td>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)</td>
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<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
<td>Same as 1971 plan</td>
</tr>
<tr>
<td><strong>Disability Benefit</strong></td>
<td>Incapacitated legislator may resign and continue to receive salary through remainder of term</td>
<td>If totally disabled, vested member receives annual retirement allowance regardless of age</td>
<td>Same as 1994 plan</td>
<td>Same as 1994 plan</td>
<td>Same as 1994 plan</td>
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</tbody>
</table>

**COLA:** cost-of-living adjustment  
**IRS:** Internal Revenue Service  
**Source:** Department of Legislative Services
## Summary of Final Adopted Joint Resolution 4 of 2010 Regular Session and 2014 and 2018 GACC Resolutions

### Salaries

<table>
<thead>
<tr>
<th>Subject</th>
<th>Joint Resolution 4 of 2010 Regular Session</th>
<th>2014 GACC Resolution</th>
<th>2018 GACC Resolution</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>In each calendar year, the following (each in monthly payments):</td>
<td>In each calendar year, the following (each in monthly payments):</td>
<td>In each calendar year, the following (each in monthly payments):</td>
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<tr>
<td><strong>Member</strong></td>
<td>Mem.</td>
<td>Pres/Spk</td>
<td>Mem.</td>
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<tr>
<td>2012</td>
<td>$43,500</td>
<td>$56,500</td>
<td>2016</td>
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### Expenses

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<tr>
<th>Subject</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Meals and Lodging</strong></td>
<td><strong>Meals</strong> – Reimbursed in accordance with standard State travel regulations; current limit $42 per diem</td>
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<td></td>
<td><strong>Lodging</strong> – limit specified by IRS for Annapolis</td>
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<tr>
<td>2011</td>
<td>$100/114</td>
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<tr>
<td>2012</td>
<td>$101/116</td>
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<tr>
<td>2013</td>
<td>$101/116</td>
</tr>
<tr>
<td>2014</td>
<td>$101/116</td>
</tr>
<tr>
<td><strong>Mileage Allowance</strong></td>
<td>Same conditions; current rate $0.565 per mile</td>
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<tr>
<td><strong>In-district Travel</strong></td>
<td>$500 annual payment</td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td><strong>Mileage Allowance</strong> – Same conditions; current rate $0.565 per mile</td>
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<td>Subject</td>
<td>Joint Resolution 4 of 2010 Regular Session</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>------------------------------------------</td>
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<tr>
<td>Out-of-state Travel</td>
<td>$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location</td>
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<td><strong>Retirement Plan</strong></td>
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<td>Participation</td>
<td>Optional enrollment allowed at any time</td>
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<tr>
<td>Member Contribution</td>
<td>5.0% of salary</td>
</tr>
<tr>
<td>Allowance</td>
<td>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</td>
</tr>
<tr>
<td>Maximum Allowance</td>
<td>66.67% of salary payable to an active legislator; unchanged since 1994</td>
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<tr>
<td>Eligible for Allowance</td>
<td>Age 60 with at least 8 years of service; unchanged since 1991</td>
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<td>Transfer Credit to Other State Plans</td>
<td>Yes, if less than 8 years of service; unchanged since 1986</td>
</tr>
<tr>
<td>Subject</td>
<td>Joint Resolution 4 of 2010 Regular Session</td>
</tr>
<tr>
<td>--------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Early Retirement</td>
<td>Age 50 with at least 8 years of service, actuarially reduced 6% for each year under age 60; unchanged since 1990</td>
</tr>
<tr>
<td>Retiree Health Benefit</td>
<td>Eligible to those with a retirement allowance; full retiree health subsidy is reached after 16 years of creditable service</td>
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<tr>
<td>Survivor Benefit</td>
<td><strong>Nonvested Active:</strong> Surviving spouse or designated beneficiary receives lump sum payment of 1 year’s salary plus return of member’s contribution</td>
</tr>
<tr>
<td></td>
<td><strong>Vested Active/Vested Former/Retired:</strong> 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</td>
</tr>
<tr>
<td></td>
<td>Unchanged since 2002 plan</td>
</tr>
<tr>
<td>Subject</td>
<td>Joint Resolution 4 of 2010 Regular Session</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Contribute to 8 Years</td>
<td>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</td>
</tr>
<tr>
<td>Disability Benefit</td>
<td>If totally disabled, vested member receives annual retirement allowance regardless of age; unchanged since 1994</td>
</tr>
<tr>
<td>Military Service</td>
<td>No allowance for military service.</td>
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<tr>
<td>Forfeiture of Retirement Benefits</td>
<td>Forfeiture of benefits based on conviction or entering a plea of nolo contendere to any crime committed during the member’s term of office that is either a felony or certain misdemeanors</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Bills</th>
<th>Senate Introduced</th>
<th>Senate Passed</th>
<th>HouseIntroduced</th>
<th>HousePassed</th>
<th>Total Introduced</th>
<th>Total Passed</th>
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<td>2019</td>
<td>5</td>
<td>1</td>
<td>11</td>
<td>1</td>
<td>16</td>
<td>2</td>
</tr>
<tr>
<td>2020</td>
<td>6</td>
<td>1</td>
<td>12</td>
<td>0</td>
<td>18</td>
<td>1</td>
</tr>
<tr>
<td>2021</td>
<td>7</td>
<td>1</td>
<td>6</td>
<td>0</td>
<td>13</td>
<td>1</td>
</tr>
</tbody>
</table>

Source: Department of Legislative Services
Exhibit 7
How Full- or Part-time Is the State Legislature?

Note: Classification is based on estimated time on the job, compensation, professional staffing levels, and session lengths. On average, full-time and full-time lite legislators spend 84% of work life on legislative work, are compensated at $82,358, and have a total of 1,250 professional staff. On average, hybrid legislators spend 74% of work life on legislative work, are compensated at $41,110, and have a total of 469 professional staff. On average, part-time lite and part-time legislators spend 57% of work life on legislative work, are compensated at $18,449, and have a total of 160 professional staff.

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

<table>
<thead>
<tr>
<th>Professionalization Component</th>
<th>Professionalized Legislature</th>
<th>Citizen Legislature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation and Benefits</td>
<td>• Increased incentive to serve, leading to longer tenure and more experience&lt;br&gt;• Increased ability to focus on legislative activities&lt;br&gt;• Attracts better qualified members&lt;br&gt;• Tends to foster legislative independence</td>
<td>• Members spend more time in their community, not the capital&lt;br&gt;• Costs less to maintain legislative branch&lt;br&gt;• Attracts members who wish to commit to public service while maintaining other careers&lt;br&gt;• More turnover means less experience but more new ideas&lt;br&gt;• Reduced opportunities to pursue other employment and less need to compensate for lost income&lt;br&gt;• Increased opportunity to pursue other employment and less need to compensate for lost income&lt;br&gt;• Need to manage time in session effectively&lt;br&gt;• Makes interim between sessions available for study of issues and legislative oversight</td>
</tr>
<tr>
<td>Time Demands of Service</td>
<td>• Reduced opportunities to pursue other employment and increased need for higher salary to compensate for lost income&lt;br&gt;• Increased opportunity to master legislative skills&lt;br&gt;• More time for policy development and deliberation, especially in budget development&lt;br&gt;• Able to spend more time on constituent service&lt;br&gt;• Fewer demands on time tends to result in better attendance</td>
<td>• Increased opportunity to pursue other employment and less need to compensate for lost income&lt;br&gt;• Need to manage time in session effectively&lt;br&gt;• Makes interim between sessions available for study of issues and legislative oversight</td>
</tr>
<tr>
<td>Staff and Resources</td>
<td>• Increased ability of members to influence policymaking process&lt;br&gt;• Increased job satisfaction&lt;br&gt;• Enhanced reelection prospects</td>
<td>• Primary reliance on central, nonpartisan staff&lt;br&gt;• Staffing is more efficient and cost effective&lt;br&gt;• Requires members to conduct own constituent service and correspondence&lt;br&gt;• Reduced incumbency advantage in elections. No need for year-round offices in capital</td>
</tr>
</tbody>
</table>

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.

### Exhibit 12
Legislators: National and Maryland Professional Backgrounds

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

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

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

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**

<table>
<thead>
<tr>
<th>State</th>
<th>Salary</th>
<th>Senate</th>
<th>House</th>
<th>Length of Terms (in Years)</th>
<th>Session Legal Limit</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>$114,877</td>
<td>4</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>New York</td>
<td>110,000</td>
<td>2</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>90,335</td>
<td>4</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Michigan</td>
<td>71,685</td>
<td>4</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>70,536</td>
<td>2</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Illinois</td>
<td>69,464</td>
<td>4</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Ohio</td>
<td>67,492</td>
<td>4</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Hawaii</td>
<td>62,604</td>
<td>4</td>
<td>2</td>
<td>60L</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Washington</td>
<td>56,881</td>
<td>4</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>55,151</td>
<td>4</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Alabama</td>
<td>51,734</td>
<td>4</td>
<td>4</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Alaska</td>
<td>50,400</td>
<td>4</td>
<td>2</td>
<td>90C</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Maryland</td>
<td>50,330</td>
<td>4</td>
<td>4</td>
<td>90C</td>
<td></td>
<td>Increase in salary since 2017*</td>
</tr>
<tr>
<td>New Jersey</td>
<td>49,000</td>
<td>4</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>47,500</td>
<td>4</td>
<td>2</td>
<td>Last Friday in May</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Delaware</td>
<td>47,291</td>
<td>4</td>
<td>2</td>
<td>End by June 30</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Minnesota</td>
<td>46,500</td>
<td>4</td>
<td>2</td>
<td>120L per biennium</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Arkansas</td>
<td>42,428</td>
<td>4</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Colorado</td>
<td>40,242</td>
<td>4</td>
<td>2</td>
<td>120C</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Missouri</td>
<td>35,915</td>
<td>4</td>
<td>2</td>
<td>End by May 30</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Oregon</td>
<td>32,839</td>
<td>4</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Florida</td>
<td>29,697</td>
<td>4</td>
<td>2</td>
<td>60C</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Indiana</td>
<td>28,103</td>
<td>4</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Connecticut</td>
<td>28,000</td>
<td>2</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Iowa</td>
<td>25,000</td>
<td>4</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Tennessee</td>
<td>24,316</td>
<td>4</td>
<td>2</td>
<td>90L</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Arizona</td>
<td>24,000</td>
<td>2</td>
<td>2</td>
<td>Saturday of week after 100C</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Mississippi</td>
<td>23,500</td>
<td>4</td>
<td>4</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>West Virginia</td>
<td>20,000</td>
<td>4</td>
<td>2</td>
<td>60C</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Idaho</td>
<td>18,691</td>
<td>2</td>
<td>2</td>
<td>None</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td>Virginia</td>
<td>18,000</td>
<td>4</td>
<td>2</td>
<td>Varies by year</td>
<td></td>
<td>Increase in salary since 2017</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Louisiana</td>
<td>16,800</td>
<td>4</td>
<td>4</td>
<td>Varies by year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>Salary</td>
<td>Length of Terms (in Years)</td>
<td>Session Legal Limit</td>
<td>Notes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------</td>
<td>---------</td>
<td>----------------------------</td>
<td>---------------------</td>
<td>----------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rhode Island</td>
<td>16,636</td>
<td>2 2</td>
<td>None</td>
<td>Increase in salary since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Georgia</td>
<td>15,608</td>
<td>2 2</td>
<td>40L</td>
<td>Reduction in salary since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maine</td>
<td></td>
<td>1st Session: 15,417 2nd Session: 10,923</td>
<td>Varies by year</td>
<td>Increase in salary since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>13,951</td>
<td>2 2</td>
<td>None</td>
<td>Increase in salary since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Dakota</td>
<td>12,851</td>
<td>2 2</td>
<td>40L</td>
<td>Increase in salary since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nebraska</td>
<td>12,000</td>
<td>4</td>
<td>Varies by year</td>
<td>Increase in salary since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>10,400</td>
<td>4 2</td>
<td>1st Thursday in June</td>
<td>Increase in salary since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>7,200</td>
<td>4 2</td>
<td>140C biennial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Hampshire</td>
<td>100</td>
<td>2 2</td>
<td>45L or July 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Mexico</td>
<td>0</td>
<td>4 2</td>
<td>Varies by year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vermont</td>
<td>743/week</td>
<td>2 2</td>
<td>None</td>
<td>Increase in weekly rate since 2013</td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Dakota</td>
<td>525/month</td>
<td>4 4</td>
<td>80L biennial</td>
<td>Change from daily to monthly. Actual compensation is estimated to be similar</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Utah</td>
<td>285/day</td>
<td>4 2</td>
<td>45C</td>
<td>Increase in daily rate since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kentucky</td>
<td>188/day</td>
<td>4 2</td>
<td>Varies by year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nevada</td>
<td>165/day</td>
<td>4 2</td>
<td>120C biennial</td>
<td>Increase in daily rate since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wyoming</td>
<td>150/day</td>
<td>4 2</td>
<td>Varies by year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Montana</td>
<td>100/day</td>
<td>4 2</td>
<td>90L biennial</td>
<td>Increase in daily rate since 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>89/day</td>
<td>4 2</td>
<td>Varies by year</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* 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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>$114,877</td>
<td>1</td>
<td>$104,118</td>
<td>1</td>
<td>$90,526</td>
<td>1</td>
<td>$116,208</td>
<td>1</td>
<td>$110,800</td>
<td>1</td>
<td>10.3%</td>
</tr>
<tr>
<td>New York</td>
<td>110,000</td>
<td>2</td>
<td>79,500</td>
<td>3</td>
<td>79,500</td>
<td>3</td>
<td>79,500</td>
<td>3</td>
<td>79,500</td>
<td>3</td>
<td>38.4%</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>90,335</td>
<td>3</td>
<td>86,479</td>
<td>2</td>
<td>83,801</td>
<td>2</td>
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<td>71,685</td>
<td>4</td>
<td>71,865</td>
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<td>62,548</td>
<td>6</td>
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<td>7</td>
<td>61,440</td>
<td>6</td>
<td>53,380</td>
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<tr>
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<td>69,464</td>
<td>6</td>
<td>67,836</td>
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<td>67,836</td>
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<td>67,836</td>
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<td>56,261</td>
<td>5</td>
<td>11.4%</td>
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<tr>
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<td>61,380</td>
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<td>46,273</td>
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<tr>
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<td>47,776</td>
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<td>45,569</td>
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<td>15</td>
<td>44,765</td>
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<td><strong>48,622</strong></td>
<td>12</td>
<td><strong>43,500</strong></td>
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<td>11</td>
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<td>38,400</td>
<td>14</td>
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<td>31,141</td>
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<td>16</td>
<td>15,869</td>
<td>31</td>
<td>15,362</td>
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<td>20</td>
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<td>30,000</td>
<td>18</td>
<td>30,000</td>
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<td>31,351</td>
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<td>21,612</td>
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<td>23</td>
<td>22,616</td>
<td>23</td>
<td>11,600</td>
<td>34</td>
<td>10.5%</td>
</tr>
<tr>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------</td>
<td>-------------------------</td>
<td></td>
<td></td>
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<td>28,000</td>
<td>28,000</td>
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<td>25,000</td>
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</tr>
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<td></td>
<td></td>
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</tr>
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<td>135.0%</td>
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<tr>
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<td>20,000</td>
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<td></td>
<td></td>
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</tr>
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<td>18,691</td>
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<td>16,438</td>
<td>16,116</td>
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<td>Virginia</td>
<td>18,000 (S)</td>
<td>18,000 (S)</td>
<td>18,000 (S)</td>
<td>18,000 (S)</td>
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<tr>
<td>Rhode Island</td>
<td>16,636</td>
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<td>14,640</td>
<td>13,089</td>
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<td>7.8%</td>
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<td>17,342</td>
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<td>-10.0%</td>
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</tr>
<tr>
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<td>13,852</td>
<td>13,526</td>
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<td>8.0%</td>
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<td>North Carolina</td>
<td>13,951</td>
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<td>13,951</td>
<td>13,951</td>
<td>13,951</td>
<td>0.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
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<td>12,851</td>
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<td>6,000</td>
<td>114.2%</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Nebraska</td>
<td>12,000</td>
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<td>12,000</td>
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</tr>
<tr>
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<td>10,400</td>
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<td>0.0%</td>
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<td></td>
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</tr>
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<td>7,200</td>
<td>7,200</td>
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<td></td>
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</tr>
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<td>100</td>
<td>100</td>
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</tr>
<tr>
<td>New Mexico</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>State</th>
<th>Budget(^1) ($ in Billions)</th>
<th>Legislative Salary(^2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Georgia</td>
<td>$53.9</td>
<td>$15,608</td>
</tr>
<tr>
<td>Washington</td>
<td>50.6</td>
<td>56,881</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>50.2</td>
<td>55,151</td>
</tr>
<tr>
<td>North Carolina</td>
<td>49.2</td>
<td>13,951</td>
</tr>
<tr>
<td><strong>Maryland</strong></td>
<td><strong>45.1</strong></td>
<td><strong>50,330</strong></td>
</tr>
<tr>
<td>Colorado</td>
<td>42.8</td>
<td>40,242</td>
</tr>
<tr>
<td>Oregon</td>
<td>42.6</td>
<td>32,839</td>
</tr>
<tr>
<td>Minnesota</td>
<td>40.8</td>
<td>46,500</td>
</tr>
<tr>
<td>Arizona</td>
<td>38.7</td>
<td>24,000</td>
</tr>
</tbody>
</table>

\(^1\) 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

<table>
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<th>Fiscal Year</th>
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<th>General Assembly Members</th>
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<td></td>
<td>Cost-of-living</td>
<td>Salary(4)</td>
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<tr>
<td></td>
<td>Increase</td>
<td>Salary Increase Over</td>
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<tr>
<td></td>
<td>Increments</td>
<td>Previous Year</td>
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<td>2003</td>
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<td>2005</td>
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<tr>
<td>2006</td>
<td>1.5%</td>
<td>43,500</td>
</tr>
<tr>
<td>2007</td>
<td>2.0% with $900 floor and $1,400 ceiling</td>
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</tr>
<tr>
<td>2008</td>
<td>2.0%</td>
<td>43,500</td>
</tr>
<tr>
<td>2009</td>
<td>0.5%(1)</td>
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</tr>
<tr>
<td>2010</td>
<td>None(2)</td>
<td>43,500</td>
</tr>
<tr>
<td>2011</td>
<td>None(3)</td>
<td>43,500</td>
</tr>
<tr>
<td>2012</td>
<td>None</td>
<td>43,500</td>
</tr>
<tr>
<td>2013</td>
<td>2.0% on 1/1/13</td>
<td>43,500</td>
</tr>
<tr>
<td>2014</td>
<td>3.0% on 1/1/14</td>
<td>43,500 On 4/1/14</td>
</tr>
<tr>
<td>2015</td>
<td>2.0% on 1/1/15</td>
<td>Yes 45,207</td>
</tr>
<tr>
<td>2016</td>
<td>2.0%</td>
<td>Yes 46,915</td>
</tr>
<tr>
<td>2017</td>
<td>None</td>
<td>Yes 48,622</td>
</tr>
<tr>
<td>2018</td>
<td>None</td>
<td>No 50,330</td>
</tr>
<tr>
<td>2019</td>
<td>2.0% on 1/1/19, 0.5% on 4/1/19</td>
<td>50,330</td>
</tr>
<tr>
<td>2020</td>
<td>3% on 7/1/19, 1% on 1/1/20</td>
<td>No 50,330</td>
</tr>
<tr>
<td>2021</td>
<td>2% on 1/1/21</td>
<td>No 50,330</td>
</tr>
<tr>
<td>2022</td>
<td>None</td>
<td>No 50,330</td>
</tr>
</tbody>
</table>

(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**

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

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.

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.

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.

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.

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.

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.

The fiscal 2021 ASR provided for a one step increase for approximately 200 classifications, primarily in those with high vacancy rates.

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.

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Constitutional Officers</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Governor</td>
<td>$150,000</td>
<td>$165,000</td>
<td>$175,000</td>
<td>$180,000</td>
<td>20.00%</td>
<td>$180,000</td>
<td>$180,000</td>
<td>$180,000</td>
<td>$180,000</td>
<td>0.00%</td>
</tr>
<tr>
<td>Lieutenant Governor</td>
<td>125,000</td>
<td>137,500</td>
<td>145,000</td>
<td>149,500</td>
<td>19.60%</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>0.00%</td>
</tr>
<tr>
<td>Attorney General</td>
<td>125,000</td>
<td>137,500</td>
<td>145,500</td>
<td>149,500</td>
<td>19.60%</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>0.00%</td>
</tr>
<tr>
<td>Comptroller</td>
<td>125,000</td>
<td>137,500</td>
<td>145,500</td>
<td>149,500</td>
<td>19.60%</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>0.00%</td>
</tr>
<tr>
<td>Treasurer</td>
<td>125,000</td>
<td>137,500</td>
<td>145,500</td>
<td>149,500</td>
<td>19.60%</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>149,500</td>
<td>0.00%</td>
</tr>
<tr>
<td>Secretary of State</td>
<td>87,500</td>
<td>96,500</td>
<td>102,500</td>
<td>105,500</td>
<td>20.57%</td>
<td>105,500</td>
<td>105,500</td>
<td>105,500</td>
<td>105,500</td>
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</tr>
<tr>
<td><strong>Deputy Constitutional Officers</strong></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attorney General</td>
<td>$150,521</td>
<td>$153,532</td>
<td>$153,532</td>
<td>$153,532</td>
<td>2.00%</td>
<td>$153,532</td>
<td>$156,603</td>
<td>$162,109</td>
<td>$167,006</td>
<td>8.78%</td>
</tr>
<tr>
<td>Comptroller</td>
<td>139,407</td>
<td>142,196</td>
<td>154,152</td>
<td>154,152</td>
<td>10.58%</td>
<td>177,977</td>
<td>181,537</td>
<td>187,919</td>
<td>193,595</td>
<td>8.78%</td>
</tr>
<tr>
<td>Treasurer</td>
<td>143,625</td>
<td>153,532</td>
<td>153,532</td>
<td>153,532</td>
<td>6.90%</td>
<td>153,532</td>
<td>156,603</td>
<td>162,109</td>
<td>167,006</td>
<td>8.78%</td>
</tr>
<tr>
<td><strong>Judiciary</strong></td>
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<tr>
<td>Judge, Court of Appeals</td>
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<td>$176,433</td>
<td>$176,433</td>
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<td>205,433</td>
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<tr>
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<td>166,633</td>
<td>2.92%</td>
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<td>176,633</td>
<td>181,633</td>
<td>186,633</td>
<td>5.66%</td>
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<td>Judge, Circuit Court</td>
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<td>154,433</td>
<td>154,433</td>
<td>3.23%</td>
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<td>164,433</td>
<td>169,433</td>
<td>174,433</td>
<td>6.08%</td>
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<td>151,333</td>
<td>156,333</td>
<td>161,333</td>
<td>6.61%</td>
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<td>163,633</td>
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<td>173,633</td>
<td>178,633</td>
<td>183,633</td>
<td>5.76%</td>
</tr>
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<tr>
<td>Cabinet Secretaries</td>
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<td>$210,000</td>
<td>$210,000</td>
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<td>$236,000</td>
<td>$240,720</td>
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<td>137,749</td>
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<td>153,532</td>
<td>156,603</td>
<td>162,109</td>
<td>167,006</td>
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<td>137,749</td>
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<td>153,532</td>
<td>156,603</td>
<td>162,109</td>
<td>167,006</td>
<td>8.78%</td>
</tr>
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<td>Veterans</td>
<td>109,360</td>
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<td>114,555</td>
<td>114,555</td>
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<td>116,892</td>
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<td>Budget and Management</td>
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<td>177,906</td>
<td>177,906</td>
<td>1.96%</td>
<td>177,977</td>
<td>181,537</td>
<td>187,919</td>
<td>193,595</td>
<td>8.78%</td>
</tr>
<tr>
<td>General Services</td>
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<td>149,678</td>
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<td>153,532</td>
<td>156,603</td>
<td>187,919</td>
<td>193,595</td>
<td>26.09%</td>
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<td>177,908</td>
<td>177,908</td>
<td>1.96%</td>
<td>177,977</td>
<td>181,537</td>
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</tr>
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<td>Natural Resources</td>
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<td>162,499</td>
<td>5.02%</td>
<td>165,281</td>
<td>168,587</td>
<td>174,513</td>
<td>179,785</td>
<td>8.78%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>136,631</td>
<td>146,360</td>
<td>143,488</td>
<td>143,488</td>
<td>5.02%</td>
<td>153,532</td>
<td>156,603</td>
<td>162,109</td>
<td>167,006</td>
<td>8.78%</td>
</tr>
<tr>
<td>Health</td>
<td>174,487</td>
<td>177,977</td>
<td>174,417</td>
<td>174,417</td>
<td>-0.04%</td>
<td>177,977</td>
<td>181,537</td>
<td>187,919</td>
<td>193,595</td>
<td>8.78%</td>
</tr>
<tr>
<td>Human Services</td>
<td>162,655</td>
<td>174,237</td>
<td>170,818</td>
<td>170,818</td>
<td>5.02%</td>
<td>177,977</td>
<td>181,537</td>
<td>187,919</td>
<td>193,595</td>
<td>8.78%</td>
</tr>
<tr>
<td>Labor</td>
<td>157,590</td>
<td>165,281</td>
<td>165,215</td>
<td>165,215</td>
<td>4.84%</td>
<td>165,281</td>
<td>168,587</td>
<td>174,513</td>
<td>179,785</td>
<td>8.78%</td>
</tr>
<tr>
<td>Public Safety</td>
<td>174,487</td>
<td>162,318</td>
<td>162,254</td>
<td>162,254</td>
<td>-7.01%</td>
<td>177,977</td>
<td>181,537</td>
<td>187,919</td>
<td>193,595</td>
<td>8.78%</td>
</tr>
<tr>
<td>Higher Education Commission</td>
<td>149,711</td>
<td>159,433</td>
<td>160,710</td>
<td>160,710</td>
<td>7.35%</td>
<td>165,281</td>
<td>168,587</td>
<td>174,513</td>
<td>179,785</td>
<td>8.78%</td>
</tr>
<tr>
<td>Housing</td>
<td>156,307</td>
<td>159,433</td>
<td>156,245</td>
<td>156,245</td>
<td>-0.04%</td>
<td>165,281</td>
<td>168,587</td>
<td>174,513</td>
<td>179,785</td>
<td>8.78%</td>
</tr>
<tr>
<td>Commerce</td>
<td>167,078</td>
<td>177,977</td>
<td>175,462</td>
<td>175,462</td>
<td>5.02%</td>
<td>177,977</td>
<td>181,537</td>
<td>187,919</td>
<td>193,595</td>
<td>8.78%</td>
</tr>
<tr>
<td>Environment</td>
<td>148,163</td>
<td>158,713</td>
<td>155,599</td>
<td>155,599</td>
<td>5.02%</td>
<td>165,281</td>
<td>168,587</td>
<td>187,919</td>
<td>193,595</td>
<td>17.13%</td>
</tr>
<tr>
<td>Juvenile Services</td>
<td>157,761</td>
<td>168,994</td>
<td>169,059</td>
<td>169,059</td>
<td>7.16%</td>
<td>177,977</td>
<td>181,537</td>
<td>187,919</td>
<td>193,595</td>
<td>8.78%</td>
</tr>
<tr>
<td>State Police</td>
<td>162,843</td>
<td>171,083</td>
<td>171,015</td>
<td>171,015</td>
<td>5.02%</td>
<td>177,977</td>
<td>181,537</td>
<td>271,215</td>
<td>279,407</td>
<td>56.99%</td>
</tr>
</tbody>
</table>

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**

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

* Data from fiscal 2019

Source: Maryland Association of Counties
### Exhibit 24

**City and County Council Salaries**
**Fiscal 2006-2018**

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

Source: Maryland Association of Counties
### Exhibit 25
**Mayor and County Executive Salaries**
**Fiscal 2010-2022**

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

* 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

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

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**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Session</strong></td>
<td><strong>Interim</strong></td>
<td><strong>Session</strong></td>
<td><strong>Interim</strong></td>
</tr>
<tr>
<td>Lodging</td>
<td>$1,471,288</td>
<td>$3,148</td>
<td>$1,594,795</td>
<td>$13,117</td>
</tr>
<tr>
<td>% Change over prior year</td>
<td>2.18%</td>
<td>50.77%</td>
<td>8.39%</td>
<td>316.68%</td>
</tr>
<tr>
<td>Meals</td>
<td>$455,811</td>
<td>$6,437</td>
<td>$500,862</td>
<td>$1,834</td>
</tr>
<tr>
<td>% Change over prior year</td>
<td>-1.59%</td>
<td>-24.66%</td>
<td>9.88%</td>
<td>-71.51%</td>
</tr>
<tr>
<td>Mileage</td>
<td>$155,573</td>
<td>$30,361</td>
<td>$164,208</td>
<td>$14,272</td>
</tr>
<tr>
<td>% Change over prior year</td>
<td>2.87%</td>
<td>-8.56%</td>
<td>5.55%</td>
<td>-52.99%</td>
</tr>
<tr>
<td>Total</td>
<td><strong>$2,082,672</strong></td>
<td><strong>$39,946</strong></td>
<td><strong>$2,259,865</strong></td>
<td><strong>$29,223</strong></td>
</tr>
<tr>
<td>% Change</td>
<td>2.01%</td>
<td>-8.87%</td>
<td>8.51%</td>
<td>-26.84%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Department of Legislative Services
Exhibit 30
Per Diem Lodging Rates
90-day Rentals

2017 and 2021 General Assembly Sessions

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

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

<table>
<thead>
<tr>
<th>Meal Limit</th>
<th>#</th>
<th>%</th>
<th>#</th>
<th>%</th>
<th>#</th>
<th>%</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Claimed 100% of daily limit</td>
<td>149</td>
<td>79%</td>
<td>147</td>
<td>78%</td>
<td>139</td>
<td>74%</td>
<td>135</td>
<td>72%</td>
</tr>
<tr>
<td>Claimed 76-99% of daily limit</td>
<td>10</td>
<td>5%</td>
<td>19</td>
<td>10%</td>
<td>17</td>
<td>9%</td>
<td>17</td>
<td>9%</td>
</tr>
<tr>
<td>Claimed 51-75% of daily limit</td>
<td>8</td>
<td>4%</td>
<td>11</td>
<td>6%</td>
<td>9</td>
<td>5%</td>
<td>5</td>
<td>3%</td>
</tr>
<tr>
<td>Claimed 26-50% of daily limit</td>
<td>2</td>
<td>1%</td>
<td>1</td>
<td>1%</td>
<td>1</td>
<td>1%</td>
<td>12</td>
<td>6%</td>
</tr>
<tr>
<td>Claimed 1-25% of daily limit</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>1%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Claimed 0% of daily limit</td>
<td>19</td>
<td>10%</td>
<td>9</td>
<td>5%</td>
<td>22</td>
<td>12%</td>
<td>19</td>
<td>10%</td>
</tr>
<tr>
<td><strong>188</strong></td>
<td><strong>100%</strong></td>
<td><strong>188</strong></td>
<td><strong>100%</strong></td>
<td><strong>188</strong></td>
<td><strong>100%</strong></td>
<td><strong>188</strong></td>
<td><strong>100%</strong></td>
<td></td>
</tr>
</tbody>
</table>

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

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

Source: Department of Legislative Services
### Exhibit 33
**Summary of Legislative Out-of-state Travel Costs**

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

Source: Department of Legislative Services
Medical Insurance for Legislators
(As of August 8, 2021)

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

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**

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

(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

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

Source: State Retirement Agency; Department of Legislative Services, November 2021
## Exhibit 37
Comparison of Maryland State Retirement and Pension Systems

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

- **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**
  - Age 62; or age 55 with 8 years, reduced benefit

### Governor

- Age 62

### Judges

- Age 60 with 5 years of service

### Employees and Teachers Pension Systems

- Age 65 with 10 years of service or Rule of 90; or age 60 with 15 years, reduced benefit

### State Police

- Age 50 or 25 years of service

### Law Enforcement Officers’ System

- No change

### Correctional Officers’ System

- Age 55 with 10 years of service

### 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)

- **Hired on or After 7/1/11**
  - No change
  - No change
  - No change
  - 1.5% of salary (calculated on highest 5 consecutive years of salary)
  - Calculated on highest 5 years of salary
  - Calculated on highest 5 consecutive years of salary
  - Calculated on highest 5 years of salary
### Post-retirement Adjustments

<table>
<thead>
<tr>
<th>Service Credit Earned on or Before 6/30/11</th>
<th>General Assembly</th>
<th>Governor</th>
<th>Judges</th>
<th>Employees and Teachers Pension Systems</th>
<th>State Police</th>
<th>Law Enforcement Officers’ System</th>
<th>Correctional Officers’ System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Based on salary of active legislators</td>
<td>Based on salary of current Governor</td>
<td>Based on salary of active judges</td>
<td>Limited to 3.0% of initial benefit</td>
<td>Unlimited annual cost-of-living adjustment (COLA)</td>
<td>Limited to 3.0% of initial benefit</td>
<td>Unlimited annual COLA</td>
<td></td>
</tr>
<tr>
<td>Service Credit Earned on or After 7/1/11</td>
<td>No change</td>
<td>No change</td>
<td>No change</td>
<td>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</td>
<td>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</td>
<td>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</td>
<td></td>
</tr>
</tbody>
</table>

### 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
<table>
<thead>
<tr>
<th>Allowance</th>
<th>General Assembly</th>
<th>Governor</th>
<th>Judges</th>
<th>Employees and Teachers Pension Systems¹</th>
<th>Law Enforcement Officers' System</th>
<th>Correctional Officers' System</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.0% of current legislative salary per year of service</td>
<td>If in first term, 1/3 of current annual salary; if in second term, 1/2 of current salary</td>
<td>Service retirement with minimum of 33.3% of salary</td>
<td>Service retirement with minimum of 35.0% of salary</td>
<td>Service retirement projected to age 62</td>
<td>Service retirement projected to age 50</td>
<td>Service retirement with minimum of 25.0% of salary</td>
</tr>
</tbody>
</table>

**Accidental Disability Retirement**

<table>
<thead>
<tr>
<th>Conditions</th>
<th>Allowance</th>
<th>General Assembly</th>
<th>Governor</th>
<th>Judges</th>
<th>Employees and Teachers Pension Systems¹</th>
<th>Law Enforcement Officers' System</th>
<th>Correctional Officers' System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not applicable</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>Permanently and totally disabled by accident in the performance of duty</td>
<td>Permanently and totally disabled by accident in the performance of duty</td>
<td>Permanently and totally disabled by accident in the performance of duty</td>
<td>Permanently and totally disabled by accident in the performance of duty</td>
</tr>
<tr>
<td>2/3 of salary plus annuity based on member contributions</td>
<td>2/3 of salary plus annuity based on member contributions</td>
<td>2/3 of salary plus annuity based on member contributions</td>
<td>2/3 of salary plus annuity based on member contributions</td>
<td>2/3 of salary plus annuity based on member contributions</td>
<td>2/3 of salary plus annuity based on member contributions</td>
<td>2/3 of salary plus annuity based on member contributions</td>
<td></td>
</tr>
</tbody>
</table>

---

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
<table>
<thead>
<tr>
<th>Ranking</th>
<th>State</th>
<th>Salary</th>
<th>Contribution Rate</th>
<th>12-year Benefit</th>
<th>20-year Benefit</th>
<th>Annual Benefit Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Annual</td>
<td>Monthly</td>
<td>% of Salary</td>
</tr>
<tr>
<td>1</td>
<td>Illinois*</td>
<td>$69,464</td>
<td>11.50%</td>
<td>$31,259</td>
<td>$2,605</td>
<td>45.00%</td>
</tr>
<tr>
<td>2</td>
<td>Texas</td>
<td>7,200</td>
<td>9.50%</td>
<td>34,501</td>
<td>2,875</td>
<td>479.18%</td>
</tr>
<tr>
<td>3</td>
<td>New York*</td>
<td>110,000</td>
<td>3.00%</td>
<td>33,000</td>
<td>2,750</td>
<td>30.00%</td>
</tr>
<tr>
<td>4</td>
<td>Pennsylvania*</td>
<td>90,335</td>
<td>6.25%</td>
<td>27,101</td>
<td>2,258</td>
<td>30.00%</td>
</tr>
<tr>
<td>5</td>
<td>PA* Reform</td>
<td>90,335</td>
<td>9.30%</td>
<td>27,101</td>
<td>2,258</td>
<td>30.00%</td>
</tr>
<tr>
<td>6</td>
<td>Hawaii*</td>
<td>62,604</td>
<td>9.80%</td>
<td>26,294</td>
<td>2,191</td>
<td>42.00%</td>
</tr>
<tr>
<td>7</td>
<td>IL* Reform</td>
<td>69,464</td>
<td>11.50%</td>
<td>31,259</td>
<td>2,605</td>
<td>45.00%</td>
</tr>
<tr>
<td>8</td>
<td>Oklahoma</td>
<td>47,500</td>
<td>3.50%</td>
<td>22,800</td>
<td>1,900</td>
<td>48.00%</td>
</tr>
<tr>
<td>9</td>
<td>HI Reform</td>
<td>62,604</td>
<td>9.80%</td>
<td>22,537</td>
<td>1,878</td>
<td>36.00%</td>
</tr>
<tr>
<td>10</td>
<td>Massachusetts*</td>
<td>70,536</td>
<td>9.00%</td>
<td>21,161</td>
<td>1,763</td>
<td>30.00%</td>
</tr>
<tr>
<td>11</td>
<td>Maryland</td>
<td>50,330</td>
<td>7.00%</td>
<td>18,119</td>
<td>1,510</td>
<td>36.00%</td>
</tr>
<tr>
<td>12</td>
<td>Ohio*</td>
<td>67,492</td>
<td>10.00%</td>
<td>17,818</td>
<td>1,485</td>
<td>26.40%</td>
</tr>
<tr>
<td>13</td>
<td>New Jersey</td>
<td>49,000</td>
<td>7.50%</td>
<td>17,640</td>
<td>1,470</td>
<td>36.00%</td>
</tr>
<tr>
<td>14</td>
<td>Indiana</td>
<td>28,103</td>
<td>5.00%</td>
<td>28,103</td>
<td>2,342</td>
<td>100.00%</td>
</tr>
<tr>
<td>15</td>
<td>Minnesota</td>
<td>46,500</td>
<td>9.00%</td>
<td>15,066</td>
<td>1,256</td>
<td>32.40%</td>
</tr>
<tr>
<td>16</td>
<td>Washington</td>
<td>56,881</td>
<td>7.90%</td>
<td>13,651</td>
<td>1,138</td>
<td>24.00%</td>
</tr>
<tr>
<td>17</td>
<td>New Mexico</td>
<td>-</td>
<td>600/year</td>
<td>13,548</td>
<td>1,129</td>
<td>0.00%</td>
</tr>
<tr>
<td>18</td>
<td>Tennessee</td>
<td>24,316</td>
<td>0.00%</td>
<td>13,467</td>
<td>1,122</td>
<td>55.38%</td>
</tr>
<tr>
<td>Ranking</td>
<td>State</td>
<td>Salary</td>
<td>Contribution Rate</td>
<td>Annual</td>
<td>Monthly</td>
<td>% of Salary</td>
</tr>
<tr>
<td>---------</td>
<td>--------------</td>
<td>--------</td>
<td>-------------------</td>
<td>--------</td>
<td>---------</td>
<td>-------------</td>
</tr>
<tr>
<td>19</td>
<td>Wisconsin*</td>
<td>55,151</td>
<td>6.75%</td>
<td>13,236</td>
<td>1,103</td>
<td>24.00%</td>
</tr>
<tr>
<td>20</td>
<td>Alaska*</td>
<td>50,400</td>
<td>6.75%</td>
<td>12,348</td>
<td>1,029</td>
<td>24.50%</td>
</tr>
<tr>
<td>21</td>
<td>Colorado</td>
<td>40,242</td>
<td>10.00%</td>
<td>12,073</td>
<td>1,006</td>
<td>30.00%</td>
</tr>
<tr>
<td>22</td>
<td>Arizona</td>
<td>24,000</td>
<td>8.00%</td>
<td>11,520</td>
<td>960</td>
<td>48.00%</td>
</tr>
<tr>
<td>23</td>
<td>OK Reform</td>
<td>47,500</td>
<td>3.50%</td>
<td>11,400</td>
<td>950</td>
<td>24.00%</td>
</tr>
<tr>
<td>24</td>
<td>DE Reform</td>
<td>47,291</td>
<td>5.00%</td>
<td>10,499</td>
<td>875</td>
<td>22.20%</td>
</tr>
<tr>
<td>25</td>
<td>FL Reform</td>
<td>29,697</td>
<td>3.00%</td>
<td>10,691</td>
<td>891</td>
<td>36.00%</td>
</tr>
<tr>
<td>26</td>
<td>Delaware</td>
<td>47,291</td>
<td>3.00%</td>
<td>10,499</td>
<td>875</td>
<td>22.20%</td>
</tr>
<tr>
<td>27</td>
<td>Arkansas</td>
<td>42,428</td>
<td>5.00%</td>
<td>10,183</td>
<td>849</td>
<td>24.00%</td>
</tr>
<tr>
<td>28</td>
<td>AZ Reform</td>
<td>24,000</td>
<td>13.00%</td>
<td>8,640</td>
<td>720</td>
<td>36.00%</td>
</tr>
<tr>
<td>29</td>
<td>TN Reform</td>
<td>24,316</td>
<td>5.00%</td>
<td>8,582</td>
<td>715</td>
<td>35.30%</td>
</tr>
<tr>
<td>30</td>
<td>WA Reform</td>
<td>56,881</td>
<td>0.00%</td>
<td>6,826</td>
<td>569</td>
<td>12.00%</td>
</tr>
<tr>
<td>31</td>
<td>North Carolina</td>
<td>13,951</td>
<td>7.00%</td>
<td>6,730</td>
<td>561</td>
<td>48.24%</td>
</tr>
<tr>
<td>32</td>
<td>South Carolina</td>
<td>10,400</td>
<td>11.00%</td>
<td>8,069</td>
<td>672</td>
<td>77.59%</td>
</tr>
<tr>
<td>33</td>
<td>Iowa</td>
<td>25,000</td>
<td>6.29%</td>
<td>6,000</td>
<td>500</td>
<td>24.00%</td>
</tr>
<tr>
<td>34</td>
<td>Oregon</td>
<td>32,839</td>
<td>0.00%</td>
<td>5,911</td>
<td>493</td>
<td>18.00%</td>
</tr>
<tr>
<td>35</td>
<td>Mississippi</td>
<td>23,500</td>
<td>9.00%</td>
<td>5,640</td>
<td>470</td>
<td>24.00%</td>
</tr>
<tr>
<td>36</td>
<td>Georgia</td>
<td>15,608</td>
<td>3.75%</td>
<td>5,184</td>
<td>432</td>
<td>33.21%</td>
</tr>
<tr>
<td>37</td>
<td>West Virginia</td>
<td>20,000</td>
<td>5.00%</td>
<td>4,800</td>
<td>400</td>
<td>24.00%</td>
</tr>
<tr>
<td>38</td>
<td>Idaho</td>
<td>18,691</td>
<td>7.16%</td>
<td>4,486</td>
<td>374</td>
<td>24.00%</td>
</tr>
<tr>
<td>39</td>
<td>Connecticut</td>
<td>28,000</td>
<td>3.00%</td>
<td>4,469</td>
<td>372</td>
<td>15.96%</td>
</tr>
<tr>
<td>40</td>
<td>Utah</td>
<td>285/day</td>
<td>0.00%</td>
<td>4,378</td>
<td>365</td>
<td>n/a</td>
</tr>
<tr>
<td>41</td>
<td>Maine</td>
<td>15,147</td>
<td>7.65%</td>
<td>3,635</td>
<td>303</td>
<td>24.00%</td>
</tr>
<tr>
<td>42</td>
<td>Virginia</td>
<td>18,000</td>
<td>5.00%</td>
<td>3,564</td>
<td>297</td>
<td>19.80%</td>
</tr>
<tr>
<td>43</td>
<td>SC Reform</td>
<td>10,400</td>
<td>11.00%</td>
<td>2,271</td>
<td>189</td>
<td>21.84%</td>
</tr>
<tr>
<td>44</td>
<td>Missouri</td>
<td>35,915</td>
<td>0.00%</td>
<td>1,496</td>
<td>125</td>
<td>4.17%</td>
</tr>
<tr>
<td>Ranking</td>
<td>State</td>
<td>Salary</td>
<td>Contribution Rate</td>
<td>Annual Benefit</td>
<td>12-year Benefit</td>
<td>20-year Benefit</td>
</tr>
<tr>
<td>---------</td>
<td>-------------</td>
<td>--------</td>
<td>-------------------</td>
<td>----------------</td>
<td>----------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>46</td>
<td>MO Reform</td>
<td>35,915</td>
<td>4.00%</td>
<td>1,496</td>
<td>125</td>
<td>4.17%</td>
</tr>
<tr>
<td>47</td>
<td>Nevada</td>
<td>165/day</td>
<td>15.00%</td>
<td>300</td>
<td>25</td>
<td>n/a</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Ranking</th>
<th>State</th>
<th>Rate</th>
<th>Ranking</th>
<th>State</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Nevada</td>
<td>15.00%</td>
<td>15</td>
<td>Wisconsin*</td>
<td>6.75%</td>
</tr>
<tr>
<td>2</td>
<td>Arizona Reform(^{(1)})</td>
<td>13.00%</td>
<td>16</td>
<td>Iowa</td>
<td>6.29%</td>
</tr>
<tr>
<td>3</td>
<td>Illinois*</td>
<td>11.50%</td>
<td>17</td>
<td>Pennsylvania*(^{(3)})</td>
<td>6.25%</td>
</tr>
<tr>
<td>4</td>
<td>South Carolina</td>
<td>11.00%</td>
<td>18</td>
<td>Kansas</td>
<td>6.00%</td>
</tr>
<tr>
<td>5</td>
<td>Colorado</td>
<td>10.00%</td>
<td>19</td>
<td>Kentucky</td>
<td>6.00%</td>
</tr>
<tr>
<td>6</td>
<td>Ohio*</td>
<td>10.00%</td>
<td>20</td>
<td>Arkansas</td>
<td>5.00%</td>
</tr>
<tr>
<td>7</td>
<td>Hawaii*</td>
<td>9.80%</td>
<td>21</td>
<td>Delaware</td>
<td>5.00%</td>
</tr>
<tr>
<td>8</td>
<td>Texas</td>
<td>9.50%</td>
<td>22</td>
<td>Indiana(^{(1)})</td>
<td>5.00%</td>
</tr>
<tr>
<td>9</td>
<td>Pennsylvania* Reform(^{(2)})</td>
<td>9.30%</td>
<td>23</td>
<td>Tennessee Reform</td>
<td>5.00%</td>
</tr>
<tr>
<td>9</td>
<td>Massachusetts*</td>
<td>9.00%</td>
<td>24</td>
<td>Virginia</td>
<td>5.00%</td>
</tr>
<tr>
<td>9</td>
<td>Minnesota(^{(1)})</td>
<td>9.00%</td>
<td>25</td>
<td>West Virginia</td>
<td>5.00%</td>
</tr>
<tr>
<td>10</td>
<td>Mississippi</td>
<td>9.00%</td>
<td>26</td>
<td>Missouri Reform</td>
<td>4.00%</td>
</tr>
<tr>
<td>10</td>
<td>Montana</td>
<td>7.90%</td>
<td>27</td>
<td>Georgia</td>
<td>3.75%</td>
</tr>
<tr>
<td>11</td>
<td>Washington</td>
<td>7.90%</td>
<td>28</td>
<td>Oklahoma</td>
<td>3.50%</td>
</tr>
<tr>
<td>12</td>
<td>Maine</td>
<td>7.65%</td>
<td>29</td>
<td>Connecticut</td>
<td>3.00%</td>
</tr>
<tr>
<td>12</td>
<td>New Jersey</td>
<td>7.50%</td>
<td>30</td>
<td>Florida*</td>
<td>3.00%</td>
</tr>
<tr>
<td>13</td>
<td>Idaho</td>
<td>7.16%</td>
<td>31</td>
<td>New York*</td>
<td>3.00%</td>
</tr>
<tr>
<td>14</td>
<td>Arizona(^{(1)})</td>
<td>7.00%</td>
<td>32</td>
<td>Missouri</td>
<td>0.00%</td>
</tr>
<tr>
<td>14</td>
<td>Maryland</td>
<td>7.00%</td>
<td>33</td>
<td>Oregon</td>
<td>0.00%</td>
</tr>
<tr>
<td>15</td>
<td>North Carolina</td>
<td>7.00%</td>
<td>34</td>
<td>Tennessee</td>
<td>0.00%</td>
</tr>
<tr>
<td>15</td>
<td>Alaska(^{(1)})</td>
<td>6.75%</td>
<td>35</td>
<td>Utah(^{(1)})</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

* 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

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

(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**

<table>
<thead>
<tr>
<th>Retirement Age</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 60 with 8 Years of Service</td>
<td>Mississippi, South Carolina, Texas</td>
</tr>
<tr>
<td>Age 62 with 8 Years of Service</td>
<td>Georgia</td>
</tr>
</tbody>
</table>

**States That Require a Lower Retirement Age and Years of Service**

<table>
<thead>
<tr>
<th>Retirement Age</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 55 with 6 years of service</td>
<td>Missouri</td>
</tr>
<tr>
<td>Age 55 with 5 years of service</td>
<td>Hawaii, Virginia, Tennessee, Pennsylvania</td>
</tr>
</tbody>
</table>

**States That Require a Higher Retirement Age and Years of Service**

<table>
<thead>
<tr>
<th>Retirement Age</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 65 with 10 years of service</td>
<td>Delaware, Arkansas, Indiana, Washington</td>
</tr>
</tbody>
</table>

**Other Comparisons of Retirement Age and Years of Service Requirements**

**Retirement Age – Minimum**

<table>
<thead>
<tr>
<th>Age</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>67</td>
<td>1 state</td>
</tr>
<tr>
<td>65</td>
<td>16 states</td>
</tr>
<tr>
<td>62</td>
<td>8 states (including Maryland)</td>
</tr>
<tr>
<td>60</td>
<td>10 states (including Maryland)</td>
</tr>
<tr>
<td>55</td>
<td>8 states</td>
</tr>
<tr>
<td>50</td>
<td>1 state</td>
</tr>
</tbody>
</table>

**Years of Service – Minimum**

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>States</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 years of service</td>
<td>11 states</td>
</tr>
<tr>
<td>8 years of service</td>
<td>7 states (including Maryland)</td>
</tr>
<tr>
<td>6 years of service</td>
<td>4 states</td>
</tr>
<tr>
<td>5 years of service</td>
<td>13 states</td>
</tr>
</tbody>
</table>

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**

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Legislative Service</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Up to 22 Years and 3 Months</td>
</tr>
<tr>
<td><strong>Benefits While Serving⁽¹⁾</strong></td>
<td></td>
</tr>
<tr>
<td>Salary</td>
<td>$50,330</td>
</tr>
<tr>
<td>Less Fringes</td>
<td></td>
</tr>
<tr>
<td>Retirement Contribution (7.0%)</td>
<td>-$3,523</td>
</tr>
<tr>
<td>BC/BS PPO</td>
<td>-2,302</td>
</tr>
<tr>
<td>Prescription Drug</td>
<td>-898</td>
</tr>
<tr>
<td>Dental PPO</td>
<td>-171</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>-$6,894</td>
</tr>
<tr>
<td>Adjusted Salary</td>
<td>$43,436</td>
</tr>
<tr>
<td><strong>Fringe Benefits</strong></td>
<td></td>
</tr>
<tr>
<td>Employer Retirement Subsidy (21.12%)</td>
<td>$10,630</td>
</tr>
<tr>
<td>Employer Health Insurance Subsidy</td>
<td>9,208</td>
</tr>
<tr>
<td>Employer Prescription Drug Subsidy</td>
<td>2,693</td>
</tr>
<tr>
<td>Employer Dental PPO</td>
<td>171</td>
</tr>
<tr>
<td><strong>Total Fringe Benefits</strong></td>
<td>$22,702</td>
</tr>
<tr>
<td><strong>Total Fringes and Salary</strong></td>
<td>$66,138</td>
</tr>
</tbody>
</table>

⁽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

BC/BS: BlueCross/BlueShield  
PPO: Preferred Provider Organization
### Exhibit 43
Comparison of Benefits Between a Legislator and State Employee
Fiscal 2022

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Legislator 2018 Resolution</th>
<th>State Employee (Pre-2011 Reform)</th>
<th>State Employee (Post-2011 Reform)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>Benefits While Serving(^{(1)})</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary</td>
<td>$50,330</td>
<td>$50,330</td>
<td>$50,330</td>
</tr>
<tr>
<td>Less Fringe Benefit Contributions</td>
<td>-$6,893</td>
<td>-$6,893</td>
<td>-$6,893</td>
</tr>
<tr>
<td>Adjusted Salary</td>
<td>$43,437</td>
<td>$43,437</td>
<td>$43,437</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>$22,701</td>
<td>$22,701</td>
<td>$22,701</td>
</tr>
<tr>
<td>Benefits Upon Retirement(^{(2)})</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retirement Income(^{(3)})</td>
<td>$12,079</td>
<td>$18,119</td>
<td>$7,248</td>
</tr>
<tr>
<td>Less</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retiree Health Insurance Premium (BC/BS PPO)</td>
<td>-6,522</td>
<td>-4,988</td>
<td>-5,755</td>
</tr>
<tr>
<td>Retiree Prescription Drug Premium</td>
<td>-2,365</td>
<td>-1,858</td>
<td>-2,111</td>
</tr>
<tr>
<td>Retiree Premium Dental DHMO</td>
<td>-232</td>
<td>-177</td>
<td>-205</td>
</tr>
<tr>
<td>Total</td>
<td>-$9,119</td>
<td>-$7,023</td>
<td>-$8,071</td>
</tr>
<tr>
<td>Adjusted Income</td>
<td>$2,960</td>
<td>$11,096</td>
<td>-$824</td>
</tr>
</tbody>
</table>

\(^{(1)}\) Years of service: 8 and 12

\(^{(2)}\) Benefits upon retirement:
- Retirement Income
- Less:
  - Retiree Health Insurance Premium (BC/BS PPO)
  - Retiree Prescription Drug Premium
  - Retiree Premium Dental DHMO

\(^{(3)}\) Retirement Income calculated post-reform.
<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Legislator 2018 Resolution</th>
<th>State Employee (Pre-2011 Reform)</th>
<th>State Employee (Post-2011 Reform)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>Retiree Health Benefit Subsidy(^{(4)})</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retiree Health Insurance Premium (BC/BS PPO)</td>
<td>$3,069</td>
<td>$4,604</td>
<td>$3,837</td>
</tr>
<tr>
<td>Retiree Prescription Drug Premium</td>
<td>1,013</td>
<td>1,520</td>
<td>1,267</td>
</tr>
<tr>
<td>Retiree Premium Dental DHMO</td>
<td>109</td>
<td>164</td>
<td>137</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$4,192</strong></td>
<td><strong>$6,288</strong></td>
<td><strong>$5,240</strong></td>
</tr>
<tr>
<td>Total Retirement Benefit</td>
<td><strong>$7,152</strong></td>
<td><strong>$17,384</strong></td>
<td><strong>$4,416</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Staff Minimum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership (8)</td>
<td>$31,896</td>
<td>$6,500</td>
</tr>
<tr>
<td>Senators (39)</td>
<td>30,425</td>
<td>5,800</td>
</tr>
<tr>
<td>House</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership (12)</td>
<td>$31,896</td>
<td>$16,500</td>
</tr>
<tr>
<td>Delegation (5)</td>
<td>31,270</td>
<td>15,800</td>
</tr>
<tr>
<td>Delegates (124)</td>
<td>30,425</td>
<td>15,800</td>
</tr>
</tbody>
</table>

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

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

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
Exhibit 49
Interim Legislative Meetings
Calendar 2019-2021

<table>
<thead>
<tr>
<th>Legislative Unit</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standing/Joint Committee</td>
<td>39</td>
<td>61</td>
<td>64</td>
</tr>
<tr>
<td>Subcommittee</td>
<td>3</td>
<td>39</td>
<td>17</td>
</tr>
<tr>
<td>Workgroup/Other</td>
<td>57</td>
<td>65</td>
<td>19</td>
</tr>
<tr>
<td>Total</td>
<td>99</td>
<td>165</td>
<td>100</td>
</tr>
</tbody>
</table>

Note: Meeting counts are by legislative unit and may include meetings held jointly by a standing/joint committee. Meeting counts for the 2021 interim are meetings scheduled as of November 28, 2021.

Source: Department of Legislative Services
Exhibit 50
Legislative Activity
Weekly Hours by Member

<table>
<thead>
<tr>
<th>Hours Per Week</th>
<th>Session</th>
<th>Interim</th>
</tr>
</thead>
<tbody>
<tr>
<td>40+</td>
<td>96%</td>
<td>28%</td>
</tr>
<tr>
<td>30-39</td>
<td>1%</td>
<td>29%</td>
</tr>
<tr>
<td>20-29</td>
<td>1%</td>
<td>36%</td>
</tr>
<tr>
<td>Less Than 20</td>
<td>1%</td>
<td>7%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Note: Results based on 136 survey responses. “Session” consists of the 90-day legislative session beginning on the second Wednesday in January. “Interim” consists of the remainder of the calendar year.

Source: Department of Legislative Services
## Exhibit 51
Constitutional Officer, Judicial, and State Employee Salary Actions
Calendar 2023-2026

<table>
<thead>
<tr>
<th></th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026</th>
<th>% Change Current-2026</th>
<th>Average Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Constitutional Officers</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Governor</td>
<td>2.2%</td>
<td>2.2%</td>
<td>2.1%</td>
<td>1.6%</td>
<td>8.3%</td>
<td>2.0%</td>
</tr>
<tr>
<td>Lieutenant Governor, Attorney General, Comptroller, and Treasurer</td>
<td>10.4%</td>
<td>3.0%</td>
<td>1.8%</td>
<td>1.2%</td>
<td>17.1%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Secretary of State</td>
<td>6.6%</td>
<td>3.1%</td>
<td>2.2%</td>
<td>1.3%</td>
<td>13.7%</td>
<td>3.3%</td>
</tr>
<tr>
<td><strong>Judiciary</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Court of Appeals Chief Judge</td>
<td>4.6%</td>
<td>4.4%</td>
<td>4.2%</td>
<td>4.1%</td>
<td>18.6%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Court of Appeals Judge</td>
<td>5.1%</td>
<td>4.8%</td>
<td>4.6%</td>
<td>4.4%</td>
<td>20.4%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Court of Special Appeals Chief Judge</td>
<td>5.4%</td>
<td>5.1%</td>
<td>4.8%</td>
<td>4.6%</td>
<td>21.4%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Court of Special Appeals Judge</td>
<td>5.4%</td>
<td>5.2%</td>
<td>4.9%</td>
<td>4.7%</td>
<td>21.8%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Circuit Court Judge</td>
<td>5.7%</td>
<td>5.4%</td>
<td>5.1%</td>
<td>4.9%</td>
<td>22.9%</td>
<td>5.3%</td>
</tr>
<tr>
<td>District Court Chief Judge</td>
<td>5.4%</td>
<td>5.2%</td>
<td>4.9%</td>
<td>4.7%</td>
<td>21.8%</td>
<td>5.1%</td>
</tr>
<tr>
<td>District Court Judge</td>
<td>6.2%</td>
<td>5.8%</td>
<td>5.5%</td>
<td>5.2%</td>
<td>24.8%</td>
<td>5.7%</td>
</tr>
<tr>
<td><strong>State Employees</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AFSCME</td>
<td>2.0%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>MPEC</td>
<td>2.0%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>FOP/SLEOLA/BWI Fire</td>
<td>8.0%</td>
<td>8.0%</td>
<td>TBD</td>
<td>TBD</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>AFT – Health Care</td>
<td>2.0%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Nonrepresented</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>

AFSCME: American Federation of State, County and Municipal Employees
AFT: American Federation of Teachers
BWI: Baltimore-Washington International
FOP: Fraternal Order of Police
MPEC: Maryland Professional Employees Council
SLEOLA: State Law Enforcement Officers Labor Alliance
TBD: to be determined

Note: Salaries for constitutional officers and judges are recommendations made by their respective commissions and require approval by the General Assembly.

Source: Judicial Compensation Commission; Governor’s Salary Commission; Department of Legislative Services
From: Michael Lore, MDGA Senate Staffer  
Re: Personal Testimony for the General Assembly Compensation Commission  
Date: January 3, 2022

Mr. Chair Marco T. A. Priolo and Commission Members,

It is my honor to provide insights for this commission as a Maryland Senate staffer who has served three distinguished Senators over the past decade. Compensation should serve the goal to attract the best people, from the most diverse backgrounds (including race, gender, wealth and geographic locations) so that all Marylanders have access to state policymakers. The compensation dynamic that you are exploring should extend to staffers as well because legislators and their personal staff work hand and glove to serve constituents together. Ignoring the dynamic of staff compensation is not only inappropriate but offensive, as we don’t have a voice in any other forum to express these concerns. Of course we must be at-will employees so our bosses have full control, but your pool of willing workers is limited to people who can afford to be paid peanuts, and those who use this job as an opportunity to get training and become a much higher paid lobbyist. This should be a concern.

Prior to serving as a staffer, I worked with Common Cause, which may help explain my angle here beyond getting a higher salary. In fact, I’m embarrassed by how much I get paid relative to House staffers without an advanced degree, because we largely do the same job. Staff and legislators are inextricably intertwined during the legislative process and for constituent service, however, pay discrepancies between Senate and House staffers, as well as high turnover for obvious reasons, handicaps members’ ability to be as effective a legislator as their potential would otherwise allow. When a part time legislator doesn’t have staff that is able to do research and prepare legislative initiatives, they are at the mercy of high priced lobbyists who hold the keys to jobs and influence that staffers and legislators covet.

Moreover, salary is an indicator of value for the services provided and the status of an individual as a professional. In the Maryland General Assembly, it is uncomfortably clear to me that staffers as well as legislators are undervalued relative to the importance of the policy decisions they help determine. The dynamic encourages a drift toward representing the interests of those who already have access to the levers of power, over individual constituents’ interests in some cases. Crucially, staffers and some legislators find it difficult to find supplemental employment that allows a long absence during session. As the criminally convicted lobbyist Jack Abramoff explained, “[T]he ‘best way’ to get a congressional office to do his bidding - was to offer a staffer a job that could triple his salary.”

Finally, with more duties and the emotional toll related to COVID issues, including but not limited to unemployment insurance, staffers are not satisfied with a 3% COLA when we have a 100% increase in stress. There is more we can do to serve constituents and help with the legislative process, but no one can afford to stay around long enough to learn the ropes, pay off student debt and raise a family. My approximation is most staffers in the House are working their first or last job, and the Senate isn’t much different. This should be a dream job, not a means to an end, or a luxury for the few.
Decision Document

Current Compensation as Set in the 2018 Resolution

Salaries

*Proposed Change: Compensation Commission to set annual salary for 2023-2026 term.*

Current Salaries

<table>
<thead>
<tr>
<th>Item 1A – Members</th>
<th>2022</th>
<th>$50,330</th>
</tr>
</thead>
<tbody>
<tr>
<td>Item 1B – President/Speaker</td>
<td>2022</td>
<td>$65,371</td>
</tr>
</tbody>
</table>

**Salary Options**

<table>
<thead>
<tr>
<th></th>
<th>No Increase</th>
<th>Maintain Salary at 62% of Median Household Income (2018 Level) – 4.5% Increase Over the Course of the Term</th>
<th>Adjust Salary by Average Consumer Price Index for 2019-2021 – 9.9% Increase Over the Course of the Term</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Single Increase for the Length of the Term</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Members</td>
<td>$50,330</td>
<td>$52,579</td>
<td>$55,313</td>
</tr>
<tr>
<td>Presiding Officers</td>
<td>65,371</td>
<td>68,292</td>
<td>71,843</td>
</tr>
</tbody>
</table>

**Equally Phased-in Over Term**

<table>
<thead>
<tr>
<th></th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026</th>
<th></th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>$50,330</td>
<td>$50,892</td>
<td>$51,455</td>
<td>$52,017</td>
<td>$52,579</td>
<td>$50,330</td>
<td>$51,576</td>
<td>$52,821</td>
<td>$54,067</td>
<td>$55,313</td>
</tr>
</tbody>
</table>
## Total Cost – Active and Retiree ($)

<table>
<thead>
<tr>
<th></th>
<th>Maintain Salary at 62% of Median Household Income (2018 Level) – 4.5% Increase Over the Course of the Term</th>
<th>Adjust Salary by Average Consumer Price Index for 2019-2021 – 9.9% Increase Over the Course of the Term</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No Increase</td>
<td></td>
</tr>
<tr>
<td><strong>One-time Cost Per Year</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>$0</td>
<td>$1,629,343</td>
</tr>
<tr>
<td>2024</td>
<td>0</td>
<td>1,629,343</td>
</tr>
<tr>
<td>2025</td>
<td>0</td>
<td>1,629,343</td>
</tr>
<tr>
<td>2026</td>
<td>0</td>
<td>1,629,343</td>
</tr>
<tr>
<td><strong>Total Term</strong></td>
<td>$0</td>
<td>$6,517,373</td>
</tr>
<tr>
<td><strong>Graduated Cost Per Year</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>$0</td>
<td>$407,336</td>
</tr>
<tr>
<td>2024</td>
<td>0</td>
<td>814,672</td>
</tr>
<tr>
<td>2025</td>
<td>0</td>
<td>1,222,088</td>
</tr>
<tr>
<td>2026</td>
<td>0</td>
<td>1,629,423</td>
</tr>
<tr>
<td><strong>Total Term</strong></td>
<td>$0</td>
<td>$4,073,518</td>
</tr>
</tbody>
</table>

## Expenses

### Item 2A

**Lodging (In-state)**

Vouchered lodging reimbursement in Annapolis is subject to limits specified by the U.S. General Services Administration (GSA) rate for Annapolis (currently $101 per diem). If approved by the Presiding Officers, in-state lodging outside of Annapolis may be reimbursed at the appropriate local GSA rate.

**Meals (In-state)**

Reimbursed in accordance with standard State travel regulations ($47 total in fiscal 2018); no meal receipts required.

### Item 2B

**Mileage (In-state)**

Reimbursed in accordance with standard State travel regulations (54.5 cents per mile effective January 1, 2018).

### Item 2C

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In-district Travel $750 annual payment.

Proposed Change: Absent any other proposal, a technical change needs to be made to clarify that the annual payment is payable for 2023-2026.

Item 2D

Out-of-state Travel

Subject to the most current published federal General Services Administration (GSA) daily per diem rates for meals and lodging except that if the published conference rate exceeds the GSA rate, the Presiding Officers may approve the higher published conference rate.

Item 2E – Fringe Benefits – Current Legislators

Former legislators currently participating in the State health benefits program and current legislators who do not serve in the next term will be able to continue to participate in the program and remain eligible until they (1) decline to participate; (2) become eligible for health coverage through another employer; or (3) retire. For legislators joining the General Assembly on or after January 14, 2015, participation in the State health benefits program for former legislators will be aligned with that provided to former State employees.

In either case, departing legislators must pay full cost of the insurance plus a 2% administrative charge.

May participate in certain benefit programs available to State employees (i.e., insurance programs, tax sheltered accounts, deferred compensation programs, credit union services, deductions for charitable contributions, workers’ compensation coverage, and payroll deductions relating to these programs). May not participate in the State’s unemployment insurance program or receive death benefits and paid leave.
## Pension and Retirement Provisions

### Item 3A

<table>
<thead>
<tr>
<th>Participation</th>
<th>Mandatory enrollment.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vesting</td>
<td>After 8 years of creditable service.</td>
</tr>
<tr>
<td>Member Contribution</td>
<td>7.0% of annual salary, up to 22 years and three months.</td>
</tr>
<tr>
<td>Retirement Allowance</td>
<td>3.0% of salary of active legislator for each year of service.</td>
</tr>
<tr>
<td>Maximum Allowance</td>
<td>66.67% of salary payable to an active legislator.</td>
</tr>
<tr>
<td>Cost-of-living Adjustment</td>
<td>Benefit recalculated based on salary increases for active legislators.</td>
</tr>
</tbody>
</table>

### Eligibility

*Members with creditable service before January 14, 2015*

| Normal Retirement | Age 60 with at least 8 years of service. |
| Early Retirement  | Age 50 with at least 8 years of service, actuarially reduced 6.0% for each year under age 60 (maximum reduction 60.0%). |

*Members with No Creditable Service Before January 14, 2015*

| Normal Retirement | Age 62 with at least 8 years of service. |
| Early Retirement  | Age 55 with at least 8 years of service, actuarially reduced 6.0% for each year under age 62 (maximum reduction 42.0%). |

### Survivor’s Allowance/Death Benefit

| Nonvested, Active Legislator | Surviving spouse, or designated beneficiary if no surviving spouse, receives lump-sum payment of one year’s salary, if any, plus return of member’s contributions (with interest). |
| **Vested Active or Vested Former Legislator** | If there is no spouse and the member has designated multiple beneficiaries, then the beneficiaries share equally the lump-sum payment noted above. Surviving spouse, or designated beneficiary if no surviving spouse, may elect either the lump-sum payment noted above or a monthly benefit of 50.0% of allowance accrued at member’s death. Payment to surviving spouse begins at member’s death. Payment to designated beneficiary begins at age 60 or actuarially reduced at age 50. For members with no creditable service before January 14, 2015, payment to designated beneficiary begins at age 62 or actuarially reduced at age 55. If there is no spouse and the member has designated multiple beneficiaries, then the beneficiaries share equally the lump-sum payment noted above. |
| **Retired Legislator** | Surviving spouse, or designated beneficiary if no surviving spouse, receives a monthly benefit of 50.0% of allowance accrued at member’s death. Payment to surviving spouse begins at member’s death. Payment to designated beneficiary begins at age 60 or actuarially reduced at age 50. For members with no creditable service before January 14, 2015, payment to designated beneficiary begins at age 62 or actuarially reduced at age 55. If there is no spouse and the retiree has designated multiple beneficiaries, then the beneficiaries share equally the balance of the actuarial equivalent present value of the retiree’s basic allowance computed at the time of retirement. |
| **Children** | If a member dies while in office, provides a lump-sum payment or survivor’s allowance to children up to age 26 or to a disabled child regardless of age. |
| **Beneficiaries** | Broadens the definition of beneficiary in order to allow the designation of nonprofit organizations to receive a lump-sum death benefit. |
| **Basic Allowance** | Provides maximum benefit to retiree based on creditable service. At the retiree’s death, the spouse |
or designated beneficiary receives 50.0% of the retiree’s benefit for life.

**Optional Allowance**
Provides reduced allowance to retiree. One hundred percent of benefit paid to spouse or designated beneficiary for life. Unless the beneficiary is the retiree’s spouse or disabled child, a designated beneficiary may not be more than 10 years younger than the retiree.

**Proposed Change:** Clarify provisions pertaining to the 100% optional survivor allowance.

**Disability Benefit**
If totally disabled, a vested member receives a normal retirement allowance regardless of age.

*(Members with Creditable Service Before January 9, 2019)*

**Less Than Eight Years of Service**
A legislator who leaves office with less than 8 years of service may (1) withdraw member contributions; or (2) pay member and State contributions to accumulate 8 years; or (3) transfer legislative service to another State system in which the member participates. A legislator may not receive a benefit or allowance before the number of years purchased has elapsed. A legislator who resigns to become a State judge is entitled to a retirement allowance regardless of years of legislative service.

**Proposed Change:** Repeal obsolete provision regarding service earned before January 8, 1975, as no current member meet this criteria. *(Section 20(b)(2)).*

*(Members with No Creditable Service Before January 9, 2019)*

**Less Than Eight Years of Service**
A legislator who leaves office with less than 8 years of service may (1) withdraw member contributions; or (2) transfer legislative service to another State system in which the member participates. A legislator who resigns to become a State judge is entitled to a retirement allowance regardless of years of legislative service.

**Military Service Credit**
A member with at least 8 years of services is entitled to receive credit for military service of up to 3 years.
Proposed Change: Strike reference to particular Code of Maryland Regulations citation to avoid inaccurate references. (Section 22(d)).

Item 3B – Fringe Benefits – Retired Legislators

May participate in benefit programs available to retired State employees (i.e., deferred compensation programs and credit union services).

Former legislators receiving a retirement allowance who have creditable service before January 14, 2015, qualify for State health insurance benefits and a subsidy equal to one-sixteenth of the full State subsidy for each year of service.

Former legislators receiving a retirement allowance who have no creditable service before January 14, 2015, qualify for State health insurance benefits and a subsidy equal to one-twentieth of the full State subsidy for each year of service.

Item 4 – Forfeiture of Benefits

An individual who is a member or retiree of the plan will forfeit all legislative retirement benefits in the plan if the individual is convicted of a crime committed during the individual’s term of office and the crime is (1) a felony; or (2) a serious misdemeanor relating to the individual’s public duties as a legislator. The convicted member or retiree is entitled to a return of employee contributions, plus interest, less any benefits already paid to a retiree. The benefits will be restored if the conviction is overturned.