

Exhibits

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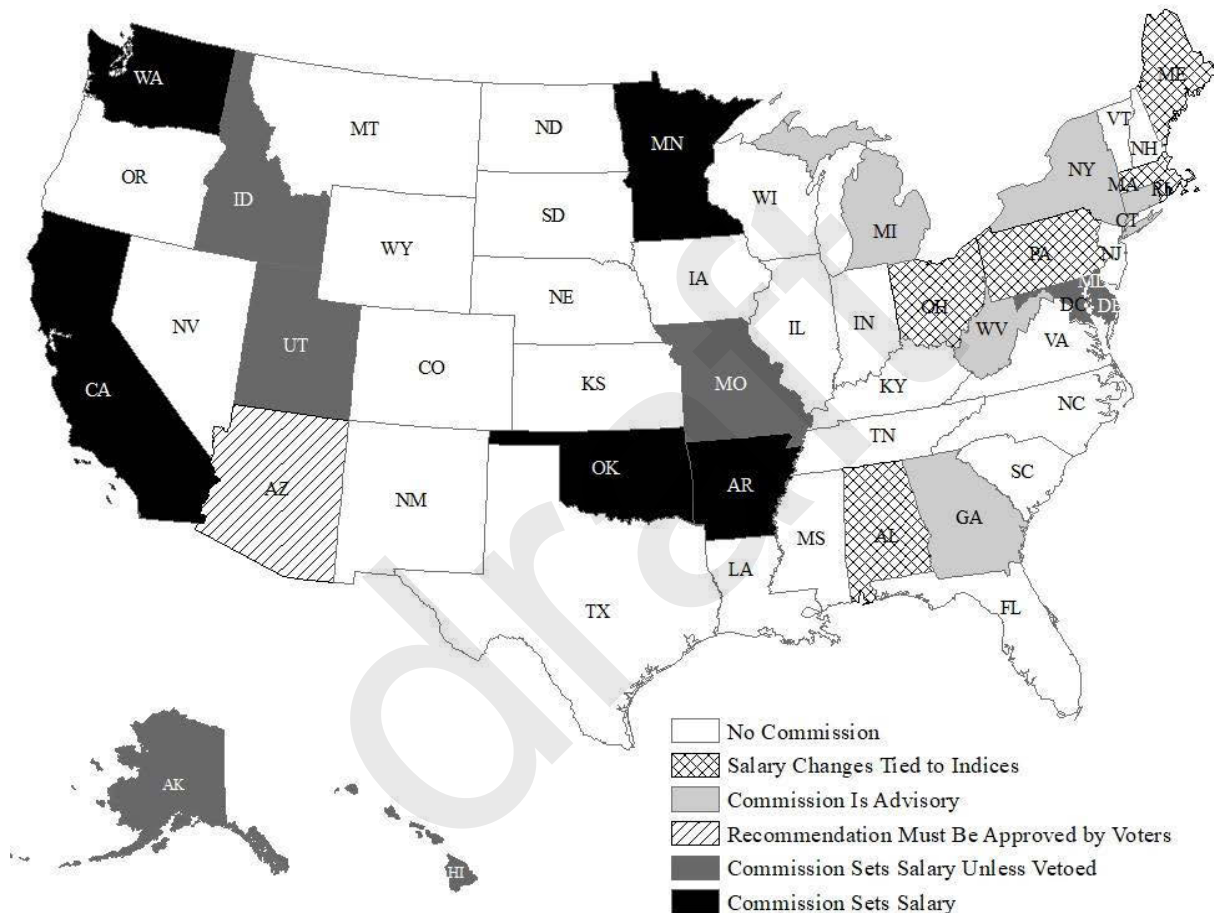
Exhibit 1
Constitutional Provisions Regarding
General Assembly Compensation Commission

Art III, §15

Section 15. Duration of sessions of General Assembly; compensation and allowances.

- (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 (*amended by Chapter 695, Acts of 1941, ratified Nov. 3, 1942; Chapter 497, Acts of 1947, ratified Nov. 2, 1948; Chapter 161, Acts of 1964, ratified Nov. 3, 1964; Chapter 576, Acts of 1970, ratified Nov. 3, 1970; Chapter 541, Acts of 1976, ratified Nov. 2, 1976; Chapter 681, Acts of 1977, ratified Nov. 7, 1978*).
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Exhibit 2
Use of Compensation Commissions and other Means to Establish Legislative Compensation



Source: National Conference of State Legislatures, 2017

Exhibit 3 General Assembly Compensation Commission

<u>Applicable Law</u>	<u>Time for Submitting Recommendation</u>	<u>Form of Recommendation</u>	<u>Subject</u>	<u>Time Limit for Legislative Action</u>	<u>Forms of Legislative Action</u>	<u>Options for Legislative Action</u>	<u>Effect of Legislative Action</u>
MD Const., Art. III, Sec. 15	By fifteenth day of session, <i>i.e.</i> , January 24, 2018	Resolution of <u>commission</u> , not legislature	Compensation and Allowances, <i>i.e.</i> , salary as well as expenses and pension.	End of session	Joint resolution (if no joint resolution introduced, commission's resolution takes effect)	<ol style="list-style-type: none"> 1. May take no action on joint resolutions. 2. May pass joint resolution approving commission's resolution. 3. May pass joint resolution reducing or rejecting particular items* but may not increase item. 4. May pass joint resolution rejecting commission's resolution. 5. May pass joint resolution embodying prior resolution (2014). 6. May defeat joint resolutions. 	<ol style="list-style-type: none"> 1. Commission's resolution takes effect. 2. Commission's resolution takes effect. 3. Commission's resolution, as modified by joint resolution, takes effect. 4. Prior resolution (2014) remains in effect. 5. Prior resolution (2014). 6. Commission's resolution takes effect.

* May not reduce below 1970 levels.

Exhibit 4
General Assembly Compensation Commission Recommendations That Were Adopted
Implementation of Constitution Article III, Section 15 (as Amended November 3, 1970)

Summary of 1971, 1974, 1978, 1982, and 1986 Recommendations

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Salaries					
Member	\$11,000 annually (bi-weekly payments)	\$12,500 annually (monthly payments)	In each calendar year, the following (each in monthly payments):	\$21,000 annually (monthly payments)	In each calendar year, the following (each in monthly payments):
President and Speaker	\$13,000 annually (bi-weekly payments)	\$17,500 annually (monthly payments)	<u>Mem.</u> <u>Pres/Spk</u> 1979 \$16,000 \$21,000 1980 \$16,750 \$21,750 1981 \$17,600 \$22,600 1982 \$18,500 \$23,500	\$26,000 annually (monthly payments)	<u>Mem.</u> <u>Pres/Spk</u> 1987 \$22,000 \$29,500 1988 \$23,000 \$30,500 1989 \$24,000 \$31,500 1990 \$25,000 \$32,500
Expenses					
Meals and Lodging	Abolish per diems; vouchered reimbursement to max of \$25 for attendance at session, legislative council, committee, or subcommittee meetings	Vouchered reimbursement to max of \$35; attendance expanded "to other official functions"	Limitation of \$50, including \$20 sublimitation on meals; lodging vouchered; meals not vouchered	In each calendar year, the following: <u>Daily Limits</u> <u>Overall</u> <u>Meals</u> 1983 \$65 \$24 1984 \$68 \$26 1985 \$72 \$28 1986 \$75 \$30	In each calendar year, the following: <u>Daily Limits</u> <u>Overall</u> <u>Meals</u> 1987 \$78 \$31 1988 \$81 \$32 1989 \$84 \$33 1990 \$87 \$34
Mileage Allowance	10 cents per mile; one round trip per week if taking meals and lodging in Annapolis; in lieu of meals and lodging, 10 cents per mile for daily trips	Rate to align with State travel regulations; current rate 12 cents per mile	Same conditions; current rate 18 cents per mile	Same conditions; current rate 19 cents per mile	Same conditions; current rate 23 cents per mile

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
In-district Travel	Not authorized	Not authorized	Not authorized	Not authorized	\$200 annual payment
Out-of-state Travel	Not specifically addressed	Prior joint approval by President and Speaker	Same as 1974	In each calendar year, the following daily limits:	In each calendar year, the following daily limits:
				1983 \$85	1987 \$105
				1984 \$90	1988 \$110
				1985 \$95	1989 \$116
				1986 \$100	1990 \$122
Retirement Plan					
Participation	Optional	Optional	Optional	Optional (1 year to decide)	Optional (16 months initial enrollment period)
Member Contribution	5.0% of salary	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of highest annual salary times years of service; pre-1971 and post-1971 benefits calculated separately and added together	Same formula as 1971; may include pre-1971 service in calculating benefits under current plan	Same as 1971	Same as 1971 with addition of cost-of-living adjustment (COLA) not to exceed 3.0%	Same as 1971 with COLA not to exceed 3.0%
Maximum Allowance	60.0% after 24 years	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Eligible for Allowance	Age 60 with at least 8 years of service	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Transfer Credit to Other State Plans	Yes	No	No	No	Yes, if less than 8 years of service
Early Retirement	Age 50 if 8 or more years of service; benefit actuarially reduced	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Survivor Benefit	Spouse receives half allowance at age 60; reduced benefit age 50-60	Same as 1971 plan	Same as 1971 plan	“Survivor” modified to include beneficiaries other than spouse if member is single or widowed	Same as 1971, with 1982 modifications

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

Summary of 1990, 1994, 1998, 2002, and 2006 Recommendations

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

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Mileage Allowance	Same conditions; current rate 27 cents per mile	Same conditions; current rate 29 cents per mile	Same conditions; current rate 32 cents per mile	Same conditions; current rate 48 cents per mile	Same conditions; current rate 50 cents per mile
In-district Travel	\$250 annual payment	\$400 annual payment	\$400 annual payment (same as 1994 plan)	\$500 annual payment	\$500 annual payment
Out-of-state Travel	In each calendar year, the following daily limits: 1991 \$128 1992 \$134 1993 \$141 1994 \$148	\$160 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$175 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location
Retirement Plan					
Participation	Optional enrollment allowed at any time	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan
Member Contribution	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan (5.0% of salary)	Same as 1971 plan (5.0% of salary)
Allowance	2.5% of salary of active legislator for each year of service up to 24 years; benefit recalculated based on salary increases for active legislators	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan
Maximum Allowance	60.0% of salary payable to an active legislator	66.67% of salary payable to an active legislator	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan
Eligible for Allowance	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan (age 60 with at least 8 years of service)	Same as 1971 plan (age 60 with at least 8 years of service)
Transfer Credit to Other State Plans	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan (yes, if less than 8 years of service)	Same as 1986 plan (yes, if less than 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	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Survivor Benefit	<p><i>Nonvested Active</i> – Surviving spouse or designated beneficiary receives lump sum payment of 1 year’s salary plus return of member’s contribution</p> <p><i>Vested Active/Vested Former/Retired</i> – Surviving spouse or designated beneficiary may elect either lump sum payment OR a monthly benefit of 50.0% of benefit accrued at member’s death. Payment to spouse begins at member’s death. Payment to designated beneficiary begins at age 60, or actuarially reduced at age 50</p>	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan, except a member may elect multiple beneficiaries, if no surviving spouse, to receive lump sum payment divided equally	Same as 1990 plan, except a member may elect multiple beneficiaries, if no surviving spouse, to receive lump sum payment divided equally
Contribute to 8 Years	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan (if terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible)	Same as 1971 plan (if terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible)
Disability Benefit	Incapacitated legislator may resign and continue to receive salary through remainder of term	If totally disabled, vested member receives annual retirement allowance regardless of age	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan

IRS: Internal Revenue Service

Source: Department of Legislative Services

Exhibit 5
Summary of Final Adopted Joint Resolution 4 of 2010 Regular Session and Adopted
2014 General Assembly Compensation Commission Resolution

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>		<u>2014 GACC Resolution</u>	
Salaries				
Member	In each calendar year, the following (each in monthly payments):		In each calendar year, the following (each in monthly payments):	
President and Speaker	<u>Mem.</u>	<u>President/Speaker</u>	<u>Mem.</u>	<u>President/Speaker</u>
	2011	\$43,500	2015	\$45,207
	2012	\$43,500	2016	\$46,915
	2013	\$43,500	2017	\$48,622
	2014	\$43,500	2018	\$50,330
			</	

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>
In-district Travel	\$500 annual payment. Same as 2006 plan and unchanged since calendar 2002.	\$750 annual payment.
Out-of-state Travel	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location. Same as 2006 plan and unchanged since 2002.	Subject to most current GSA daily per diem rates for meals and lodging.
Retirement Plan		
Participation	Same as 2006 plan and unchanged since 1990.	Mandatory enrollment.
Member Contribution	Same as 2006 plan and unchanged since 1971.	7% of salary.
Allowance	Same as 2006 plan and unchanged since 1994.	Same as 2010 plan and unchanged since 1994.
Maximum Allowance	Same as 2006 plan and unchanged since 1994.	Same as 2010 plan and unchanged since 1994.
Eligible for Allowance	Same as 2006 plan and unchanged since 1971.	Unchanged for members with creditable service prior to January 14, 2015. For members with no creditable service prior to January 14, 2015, normal retirement age was increased to 62 (same minimum length of service).
Transfer Credit to Other State Plans	Same as 2006 plan and unchanged since 1986.	Same as 2010 plan and unchanged since 1986.
Early Retirement	Same as 2006 plan and unchanged since 1990.	Unchanged for members with creditable service prior to January 14, 2015. For members with no creditable service prior to January 14, 2015, early retirement age was increased to 55 (with same minimum length of service and actuarial reduction per year under normal retirement age).

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>
Retiree Health Benefit	Same as 2006 plan.	For members with creditable service prior to January 14, 2015, full retirement subsidy is reached after 16 years. For members with no creditable service prior to January 14, 2015, full retirement subsidy is reached after 20 years.
Survivor Benefit	Same as 2006 plan and unchanged since 2002.	Options changed to conform to IRS regulations.
Service Credit Purchase Allowed if Less than 8 Years	Same as 2006 plan and unchanged since 1971 plan.	Same as 2006 plan and unchanged since 1971 plan.
Disability Benefit	Same as 2006 plan and unchanged since 1994.	Same as 2006 plan and unchanged since 1994.
Military Service	Same as 2006 (no allowance for military service).	Same as 2010 (no allowance for military service).
Forfeiture of Retirement Benefits	Forfeiture of benefits based on conviction or entering a plea of <i>nolo contendere</i> to any crime committed during the member's term of office that is either a felony or certain misdemeanors.	Same as 2010 and unchanged since that time.

GACC: General Assembly Compensation Commission

*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 1987
through 2017 Regular Sessions

<u>Bills</u>	<u>Senate</u>		<u>House</u>		<u>Total</u>	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
1987	1,075	363	1,593	510	2,668	873
1988	883	342	1,490	530	2,373	872
1989	910	353	1,627	576	2,537	929
1990	918	319	1,546	490	2,464	809
1991	848	301	1,331	474	2,179	775
1992	773	260	1,578	481	2,351	741
1993	921	289	1,627	453	2,548	742
1994	857	305	1,694	596	2,551	901
1995	868	301	1,393	477	2,261	778
1996	806	283	1,463	513	2,269	796
1997	915	354	1,470	537	2,385	891
1998	799	358	1,428	531	2,227	889
1999	795	333	1,219	497	2,014	830
2000	907	366	1,440	518	2,347	884
2001	901	352	1,464	575	2,365	927
2002	903	307	1,462	485	2,365	792
2003	774	252	1,185	377	1,959	629
2004	934	285	1,548	421	2,482	706
2005	1,018	350	1,614	476	2,632	826
2006	1,107	334	1,749	489	2,856	823
2007	1,037	346	1,443	452	2,480	798
2008	1,014	295	1,627	452	2,641	747
2009	1,073	343	1,581	456	2,654	799
2010	1,129	372	1,571	438	2,700	810
2011	998	319	1,355	388	2,353	707
2012	1,101	345	1,479	447	2,580	792
2013	1,075	322	1,535	443	2,610	765
2014	1,117	368	1,555	443	2,672	811
2015	942	297	1,292	385	2,234	682
2016	1,173	381	1,644	453	2,817	834
2017	1,200	408	1,661	527	2,861	935

<u>Joint Resolutions</u>	<u>Senate</u>		<u>House</u>		<u>Total</u>	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
1987	44	11	69	14	113	25
1988	38	9	58	6	96	15
1989	31	7	32	15	63	22
1990	33	2	56	7	89	9
1991	16	1	28	4	44	5
1992	21	3	28	5	49	8
1993	15	3	35	3	50	6
1994	13	6	28	4	41	10
1995	11	3	22	7	33	10
1996	10	3	20	4	30	7
1997	17	3	28	5	45	8
1998	17	6	22	6	39	12
1999	11	6	24	7	35	13
2000	12	8	28	9	40	17
2001	16	4	27	10	43	14
2002	23	10	39	15	62	25
2003	13	10	20	0	33	0
2004	10	0	11	1	21	1
2005	11	0	13	0	24	0
2006	16	2	10	3	26	5
2007	9	1	6	2	15	2
2008	5	0	5	0	10	0
2009	12	1	9	0	21	1
2010	6	2	14	2	20	4
2011	6	0	11	1	17	1
2012	7	3	16	2	23	5
2013	5	0	3	0	8	0
2014	9	2	12	1	21	3
2015	6	0	8	0	14	0
2016	7	1	8	0	15	1
2017	8	3	10	2	18	5

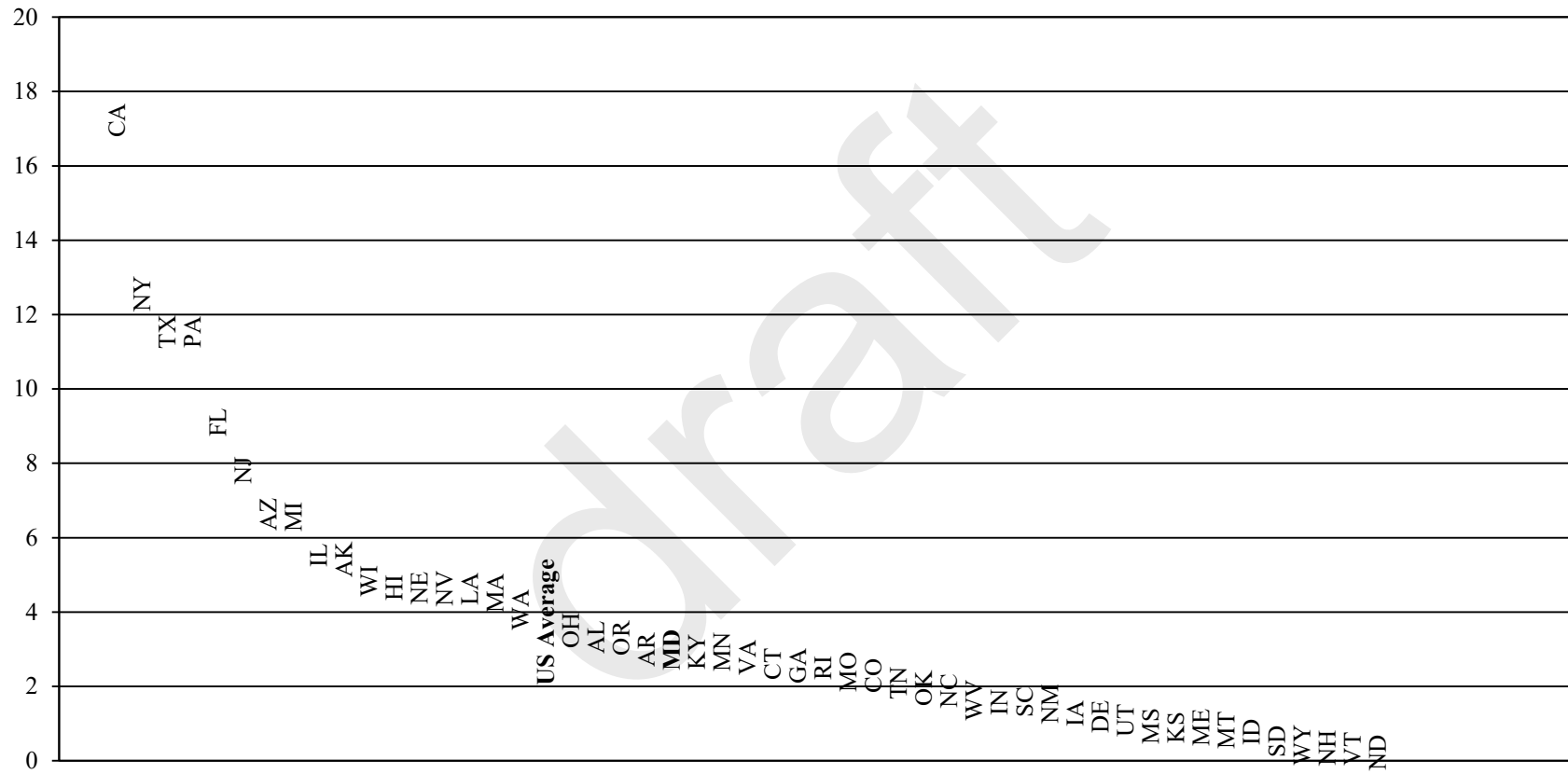
Source: Department of Legislative Services

Full-time: 80% or more of a full-time job doing legislative work; average time on job 82% (2002 data); average annual compensation including salaries, per diem, and other unvouchered expenses of \$80,465 (2014 data); and average 1,340 total legislative staff, including full-time central staff and partisan staff (2009 data).

Part-time: 55% or less of a full-time job doing legislative work; average time on job 54%; average annual compensation of \$19,140; and average 169 total legislative staff.

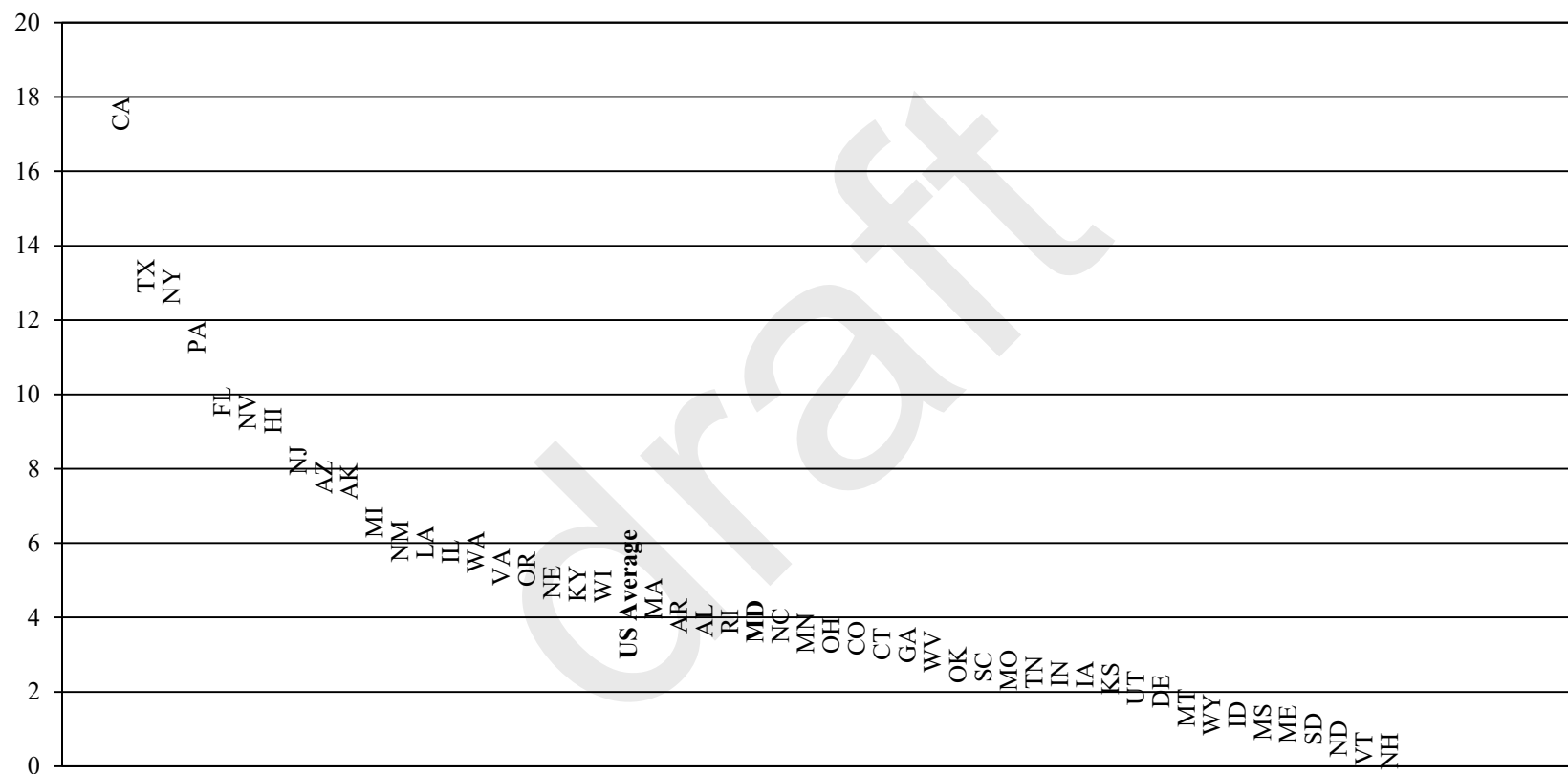
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Exhibit 8 Permanent Staff Per Legislator



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

Exhibit 9
Total Legislative Staff Per Legislator



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

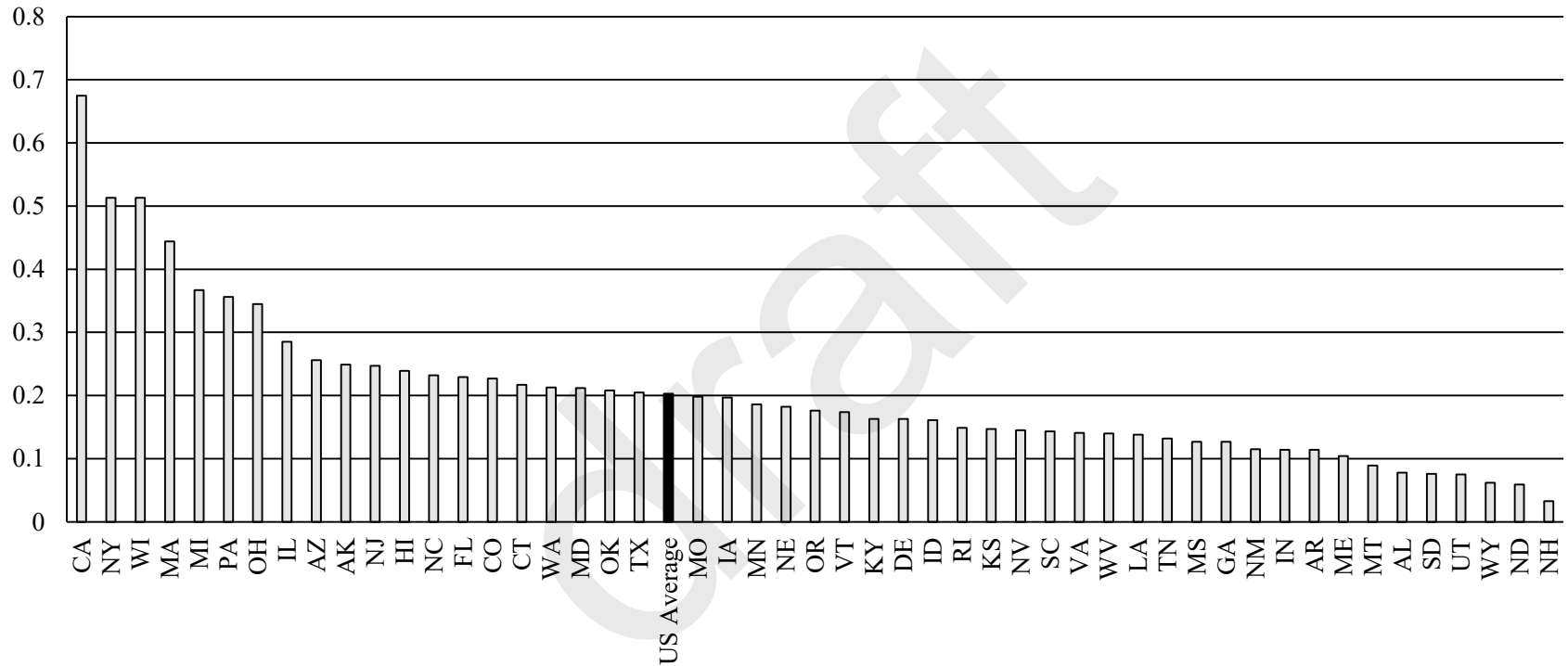
Exhibit 10

Attributes of a Professional and Citizen Legislature

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

Source: Peverill Squire and Gary Moncrief, *State Legislatures Today: Politics Under the Domes*, page 76

Exhibit 11
State Legislative Professionalism
2003



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

Source: Peverill Squire; Measuring State Legislative Professionalism: The Squire Index Revisited; *State Politics and Policy Quarterly*, Summer 2007

Exhibit 12
Legislators – National and Maryland
Professional Backgrounds

<u>Occupation</u>	<u>Maryland</u>	<u>National</u>
Business (Owner, Executive, Nonexecutive)	27%	29%
Law	20%	14%
Full-time Legislator	12%	11%
Consulting	9%	8%
Education	9%	6%
Retired	4%	8%
Other (9 Different Occupational Categories None with More Than 5% Nationally)	21%	22%

NCSL: National Conference of State Legislatures

Source: National Conference of State Legislatures (downloaded from NCSL website May 2017) based on 2015 self-reported data

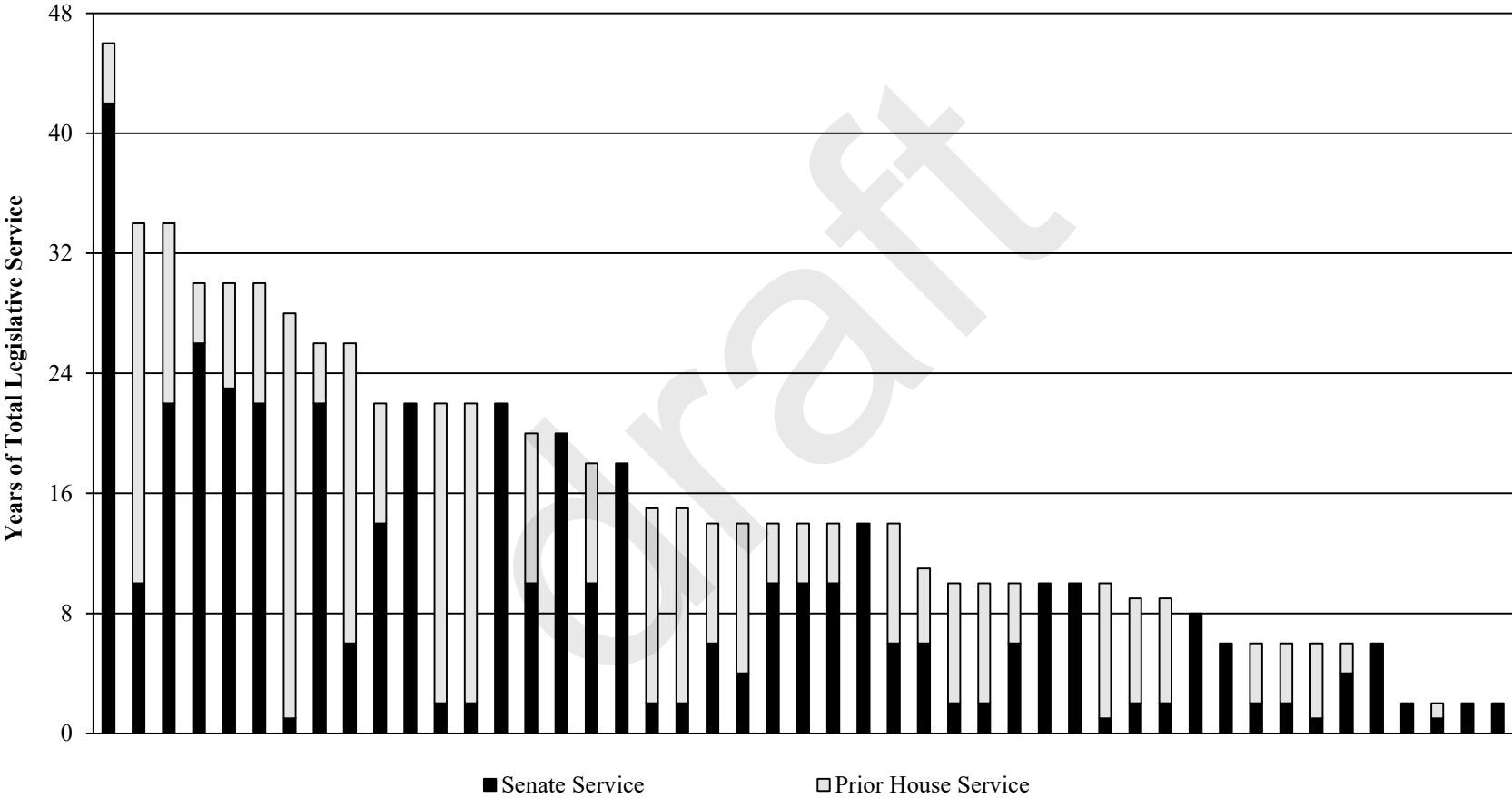
Exhibit 13
Legislators Continued in Office
Election Year Turnover
1974-2014

Election Year	Senate		House		Total		Less House to Senate	Net	% of Total
	No. of Chgs.	% of Total	No of Chgs.	% of Total	No. of Chgs.	% of Total			
1974	19	40.4%	63	44.7%	82	43.6%	9	73	38.8%
1978	11	23.4%	54	38.3%	65	34.6%	7	58	30.9%
1982	17	36.2%	50	35.5%	67	35.6%	9	58	30.9%
1986	8	17.0%	41	29.1%	49	26.1%	7	42	22.3%
1990	10	21.3%	35	24.8%	45	23.9%	5	40	21.2%
1994	20	42.6%	60	42.6%	80	42.6%	10	70	37.2%
1998	7	14.9%	30	21.3%	37	19.7%	3	34	18.1%
2002	11	23.4%	47	33.3%	58	30.9%	6	52	27.7%
2006	11	23.4%	42	29.8%	53	28.2%	4	49	26.1%
2010	10	21.3%	29	20.6%	39	20.7%	7	32	17.0%
2014	10	21.3%	58	41.1%	68	36.2%	7	61	32.4%

Note: Of the 58 House changes in 2014, 12 involved legislators who ran for the Senate of whom 7 were elected.

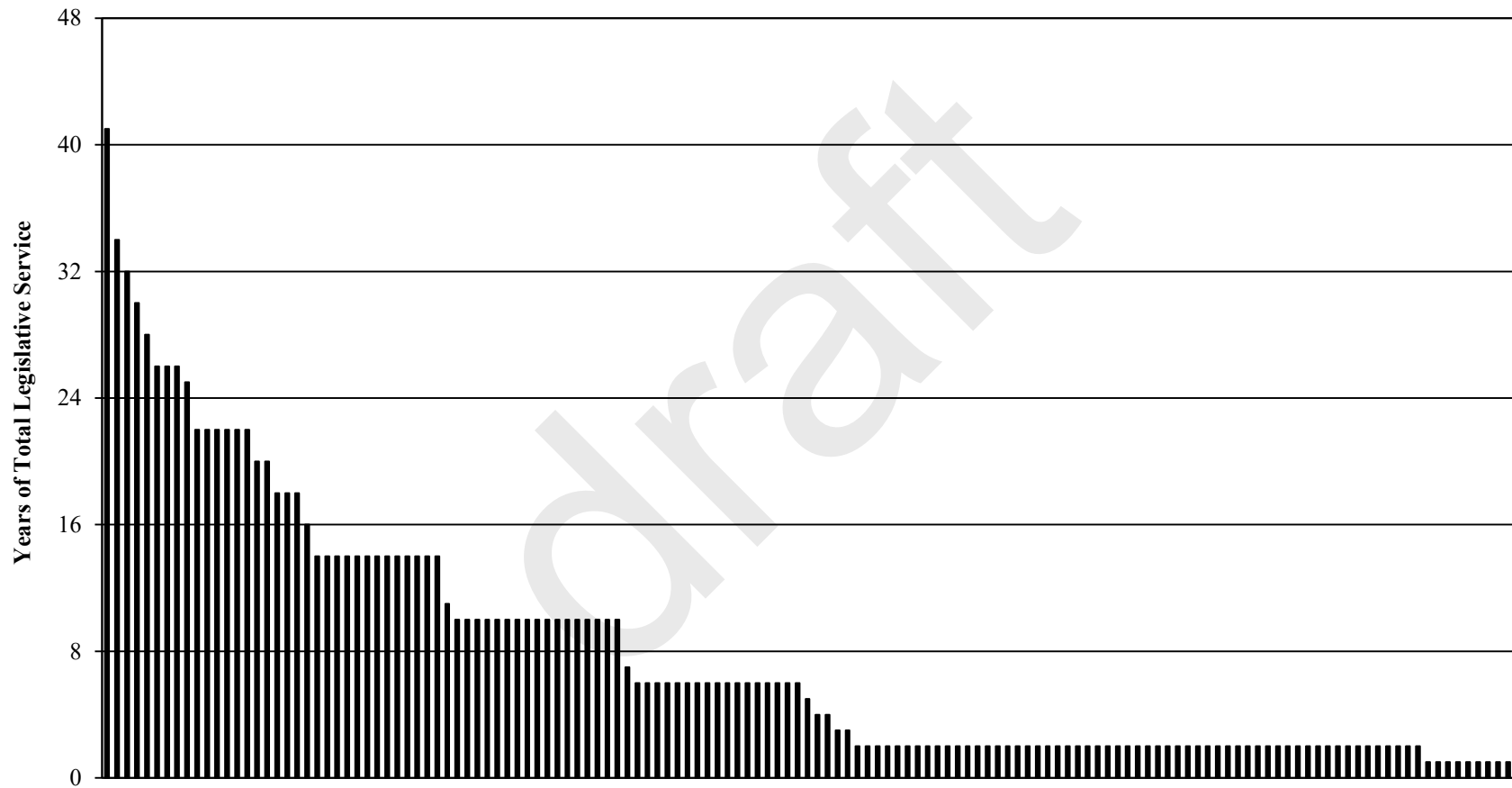
Source: Department of Legislative Services

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
2017 Legislative Salary and Session Characteristics

State	Salary	Length of Terms (in Years)		Session Legal Limit	Notes
		Senate	House		
California	\$104,118	4	2	Varies by year	Increase in salary since 2013
Pennsylvania	86,479	4	2	None	Increase in salary since 2013
New York	79,500	2	2	None	
Michigan	71,685	4	2	None	
Illinois	67,836	4	2	None	
Massachusetts	62,548	2	2	None	Increase in salary since 2013
Hawaii	61,380	4	2	60L	Increase in salary since 2013
Ohio	60,584	4	2	None	
Wisconsin	50,950	4	2	None	Increase in salary since 2013
Alaska	50,400	4	2	90C	
New Jersey	49,000	4	2	None	
Maryland	48,622	4	4	90C	Increase in salary since 2013
Washington	47,776	4	2	Varies by year	Increase in salary since 2013
Delaware	45,291	4	2	End by June 30	Increase in salary since 2013
Minnesota	45,000	4	2	120L per biennium	Increase in salary since 2013
Alabama	44,765	4	4	30L	Change from daily rate to salary (pegged to median annual household income) since 2013
Arkansas	39,400	4	2	Varies by year	Increase in salary since 2013
Oklahoma	38,400	4	2	Last Friday in May	
Missouri	35,915	4	2	End by May 30	
Colorado	30,000	4	2	120C	
Florida	29,697	4	2	60C	
Connecticut	28,000	2	2	Varies by year	
Indiana	25,436	4	2	Varies by year	Increase in salary since 2013
Iowa	25,000	4	2	Varies by year	
Oregon	24,216	4	2	Varies by year	Increase in salary since 2013
Arizona	24,000	2	2	Saturday of week after 100C	
Tennessee	22,667	4	2	90L	Increase in salary since 2013
West Virginia	20,000	4	2	60C	
Virginia Senate House	18,000 17,640	4	2	Varies by year	

State	Salary	Length of Terms (in Years)		Session Legal Limit	Notes
		Senate	House		
Georgia	17,342	2	2	40L	
Idaho	17,017	2	2	None	Increase in salary since 2013
Louisiana	16,800	4	4	Varies by year	
Rhode Island	15,430	2	2	None	Increase in salary since 2013
Maine		2	2	Varies by year	Increase in salary since 2013
First Session	14,271				
Second Session	10,158				
North Carolina	13,951	2	2	None	
Nebraska	12,000	4		Varies by year	
South Carolina	10,400	4	2	First Thursday in June	
Mississippi	10,000	4	4	Varies by year	
Texas	7,200	4	2	140C biennial	
South Dakota	6,000	2	2	40L	
New Hampshire	100	2	2	45L or July 1	
New Mexico	0	4	2	Varies by year	
Utah	273/day	4	2	45C	
Kentucky	188/day	4	2	Varies by year	
North Dakota	177/day	4	4	80L biennial	Increase in daily rate since 2013
Nevada	151/day	4	2	120C biennial	Increase in daily rate since 2013 (for members elected in 2017; \$146 for others)
Wyoming	150/day	4	2	Varies by year	
Vermont	707/week	2	2	None	Increase in daily rate since 2013
Montana	91/day	4	2	90L biennial	Increase in daily rate since 2013
Kansas	89/day	4	2	Varies by year	

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.

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

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

Exhibit 17
Relative Standing of Legislative Salaries

State	2017		2013		2009		2006		2002		2013-2017
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary Change
California	\$104,118	1	\$90,526	1	\$116,208	1	\$110,800	1	\$99,000	1	15.0%
Pennsylvania	86,479	2	83,801	2	78,315	4	69,647	4	61,890	4	3.2%
New York	79,500	3	79,500	3	79,500	3	79,500	3	79,500	2	0.0%
Michigan	71,685	4	71,865	4	79,650	2	79,650	2	77,400	3	0.0%
Illinois	67,836	5	67,836	5	67,836	5	55,788	6	55,788	5	0.0%
Massachusetts	62,548	6	60,033	7	61,440	6	53,380	7	50,123	7	4.2%
Hawaii	61,380	7	46,273	11	48,708	10	35,000	13	32,000	13	32.7%
Ohio	60,584	8	60,584	6	60,584	7	56,261	5	51,674	6	0.0%
Wisconsin	50,950	9	49,943	9	49,943	8	45,569	9	44,333	8	2.0%
Alaska	50,400	10	50,400	8	24,012	21	24,012	20	24,012	20	0.0%
New Jersey	49,000	11	49,000	10	49,900	9	49,000	8	35,000	10	0.0%
Maryland	48,622	12	43,500	13	43,500	11	43,500	10	31,509	15	11.8%
Washington	47,776	13	42,106	14	42,106	13	34,227	14	32,064	12	13.5%
Delaware	45,291	14	44,041	12	42,750	12	39,785	11	33,400	11	2.8%
Minnesota	45,000	15	31,141	17	31,141	16	31,141	16	31,141	16	44.5%
Alabama	44,765	16									n/a
Arkansas	39,400	17	15,869	31	15,362	31	13,751	34	12,679	34	148.3%
Oklahoma	38,400	18	38,400	15	38,400	14	38,400	12	38,400	9	0.0%
Missouri	35,915	19	35,915	16	35,915	15	31,351	15	31,351	14	0.0%
Colorado	30,000	20	30,000	18	30,000	18	30,000	17	30,000	17	0.0%
Florida	29,697	21	29,697	19	30,336	17	29,916	18	27,900	19	0.0%
Connecticut	28,000	22	28,000	20	28,000	19	28,000	19	28,000	18	0.0%
Indiana	25,436	23	22,616	23	22,616	23	11,600	34	11,600	33	12.5%
Iowa	25,000	24	25,000	21	25,000	20	21,381	22	20,758	22	0.0%
Oregon	24,216	25	22,260	24	21,612	24	16,284	27	15,396	28	8.8%

State	2017		2013		2009		2006		2002		2013-2017
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary Change
Arizona	24,000	26	24,000	22	24,000	22	24,000	21	24,000	21	0.0%
Tennessee	22,667	27	19,009	26	19,009	26	16,500	26	16,500	25	0.0%
West Virginia	20,000	28	20,000	25	20,000	25	15,000	29	15,000	29	0.0%
Virginia											
Senate	18,000		18,000		18,000		18,000		18,000		0.0%
House	17,640	29	17,640	27	17,640	27	17,640	23	17,640	23	0.0%
Georgia	17,342	30	17,342	28	17,342	28	16,524	25	16,200	26	0.0%
Idaho	17,017	31	16,438	30	16,116	30	15,646	28	15,646	27	3.5%
Louisiana	16,800	32	16,800	29	16,800	29	16,800	24	16,800	24	0.0%
Rhode Island	15,430	33	14,640	32	13,089	34	12,646	32	11,236	34	5.4%
Maine	14,271	34	13,852	34	13,526	33	11,384	35	10,815	35	3.0%
North Carolina	13,951	35	13,951	33	13,951	32	13,951	31	13,951	31	0.0%
Nebraska	12,000	36	12,000	35	12,000	35	12,000	33	12,000	32	0.0%
South Carolina	10,400	37	10,400	36	10,400	36	10,400	36	10,400	36	0.0%
Mississippi	10,000	38	10,000	37	10,000	37	10,000	37	10,000	37	0.0%
Texas	7,200	39	7,200	38	7,200	38	7,200	38	7,200	38	0.0%
South Dakota	6,000	40	6,000	39	6,000	39	6,000	39	6,000	39	0.0%
New Hampshire	100	41	100	40	100	40	100	40	100	40	0.0%
New Mexico	0	42	0	41	0	41	0	41	0	41	0.0%

n/a: not applicable

Note: Data is for those states with annual salaries only as opposed to daily or weekly 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
Legislative Salaries in States with
Combined Operating and Capital Budgets within \$6 Billion of Maryland's
Combined Budget

<u>State</u>	<u>Budget⁽¹⁾</u> <u>(\$ in Billions)</u>	<u>Legislative Salary⁽²⁾</u>
Georgia	\$45.0	\$17,342
North Carolina	43.8	13,951
Washington	40.1	47,776
Maryland	39.9	48,622
Arizona	38.8	24,000
Oregon	37.2	24,216
Minnesota	35.8	31,141
Colorado	34.4	30,000

⁽¹⁾ Based on actual fiscal 2015 data.

⁽²⁾ 2017 session.

Note: Of those states with legislative salaries higher than Maryland, only two have smaller combined operating and capital budgets (Alaska and Hawaii).

Source: National Association of State Budget Officers, *Fiscal 2014-2016 State Expenditure Report*; National Conference of State Legislatures; Department of Legislative Services

Exhibit 19
Summary of Recent State Employee and
General Assembly Member Salary Changes
Fiscal 2003-2018

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

⁽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, June 2017

Exhibit 20
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2018

State Employees

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

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 are \$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 DPSCS; and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police. Parole and probation agents at DPSCS that are an agent 1, receive a one-grade increase, agent II and senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management (DBM) are moved into four-level class series.

⁽¹³⁾ The fiscal 2015 ASR provided one grade for the following classifications: psychologist positions statewide, DBM operating and capital analysts; park technicians at the Department of Natural Resources; direct care workers and geriatric assistants at MDH; psychiatrists, alcohol and drug counselors, and criminal justice social workers at DPSCS; and loan writers at the Department of Housing and Community Development. The ASR also included funds to provide equity for the planning series at the Department of Planning and MDH and a \$3,000 hire bonus and a \$3,000 retention bonus for registered nurses at MDH.

⁽¹⁴⁾ The fiscal 2016 ASR provided a one grade increase to wage and hour investigators and administrators at the Employment Standards and Prevailing Wage Programs at the Department of Labor, Licensing, and Regulation.

⁽¹⁵⁾ The fiscal 2017 ASR provided for step increases for building security officers; a one grade increase for Department of General Services procurement officers; salary parity with detective for the warrant apprehension job series at DPSCS; step increases for Department of Housing and Urban Development fiscal staff; and polygraph operators at the Department of State Police and DPSCS.

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

Exhibit 21
Salaries of Selected Maryland State Officials
Fiscal 2011-2018

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2011-2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2015-2018</u>
Constitutional Officers										
Governor	\$150,000	\$150,000	\$150,000	\$150,000	0.00%	\$150,000	\$156,000	\$175,000	\$180,000	20.00%
Lieutenant Governor	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,000	149,500	19.60%
Attorney General	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,500	149,500	19.60%
Comptroller	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,500	149,500	19.60%
Treasurer	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,500	149,500	19.60%
Secretary of State	87,500	87,500	87,500	87,500	0.00%	87,500	96,500	102,500	105,500	20.57%
Deputy Constitutional Officers										
Attorney General	\$143,270	\$143,270	\$143,270	\$146,136	2.00%	\$150,521	\$153,532	\$153,532	\$153,532	2.00%
Comptroller	154,235	154,235	154,235	157,320	2.00%	139,407	142,196	154,152	154,152	10.58%
Treasurer	127,762	127,762	136,706	139,441	9.14%	143,625	153,532	153,532	153,532	6.90%
Judiciary										
Judge, Court of Appeals	\$162,352	\$162,352	\$162,352	\$166,908	2.81%	\$171,600	\$176,433	\$176,433	\$176,433	2.82%
Chief Judge Court of Appeals	181,353	181,353	181,353	185,908	2.51%	190,600	195,433	195,433	195,433	2.54%
Judge, Special Appeals	149,552	149,552	149,552	154,108	3.05%	158,800	163,633	163,633	163,633	3.04%
Chief Judge Ct. Spec. Appeals	152,552	152,552	152,552	157,108	2.99%	161,900	166,633	166,633	166,633	2.92%
Judge, Circuit Court	140,352	140,352	140,352	144,908	3.25%	149,600	154,433	154,433	154,433	3.23%
Judge, District Court	127,252	127,252	127,252	131,108	3.03%	136,500	141,333	141,333	141,333	3.54%
Chief Judge, District Court	149,552	149,552	149,552	154,108	3.05%	158,800	163,633	163,633	163,633	3.04%

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2011-2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2015-2018</u>
Cabinet Secretaries										
Superintendent of Schools	\$195,000	\$195,000	\$195,000	\$210,000	7.69%	\$210,000	\$210,000	\$210,000	\$236,000	12.38%
Aging	124,848	124,848	124,848	127,345	2.00%	131,166	140,506	137,749	137,749	5.02%
Planning	124,848	124,848	124,848	127,345	2.00%	131,166	140,506	137,749	137,749	5.02%
Veterans	101,490	101,490	101,490	106,174	4.62%	109,360	114,600	114,555	114,555	4.75%
Budget and Management	166,082	166,082	166,082	169,404	2.00%	174,487	177,977	177,906	177,906	1.96%
General Services	138,374	138,374	138,374	141,142	2.00%	145,377	153,532	146,743	149,678	2.96%
Transportation	166,082	166,082	166,082	169,404	2.00%	174,487	177,977	177,908	177,908	1.96%
Natural Resources	148,778	148,778	148,778	151,754	2.00%	154,733	162,563	162,499	162,499	5.02%
Agriculture	130,050	130,050	130,050	132,651	2.00%	136,631	146,360	143,488	143,488	5.02%
Health	166,082	166,082	166,082	169,404	2.00%	174,487	177,977	174,417	174,417	-0.04%
Human Services	159,000	142,800	154,820	157,917	-0.68%	162,655	174,237	170,818	170,818	5.02%
Labor, Licensing, and Reg.	143,270	155,941	158,974	153,000	6.79%	157,590	165,281	165,215	165,215	4.84%
Public Safety	166,082	166,082	166,082	169,404	2.00%	174,487	162,318	162,254	162,254	-7.01%
Higher Education Commission	154,194	154,194	110,356	145,350	-5.74%	149,711	159,433	160,710	160,710	7.35%
Housing	148,778	148,778	148,778	151,754	2.00%	156,307	159,433	156,245	156,245	-0.04%
Commerce	155,000	155,000	155,000	158,100	2.00%	167,078	177,977	175,462	175,462	5.02%
Environment	135,252	115,356	141,026	143,847	6.35%	148,163	158,713	155,599	155,599	5.02%
Juvenile Services	156,060	156,060	150,162	153,166	-1.85%	157,761	168,994	169,059	169,059	7.16%
State Police	166,082	166,082	155,000	158,100	-4.81%	162,843	171,083	171,015	171,015	5.02%

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

Exhibit 22
Local Legislative Salaries
Fiscal 2018

<u>County</u>	<u>County Council or Commissioners</u>	<u>President, County Board/Council, or Commissioner</u>
Allegany	\$32,639	\$33,765
Anne Arundel	36,000	40,500
Baltimore City	67,756	116,490
Baltimore	62,500	70,000
Calvert	42,000	44,500
Caroline	15,000	16,000
Carroll	45,000	45,000
Cecil	25,000	25,000
Charles	48,000	58,000
Dorchester	16,000	17,000
Frederick	22,500	22,500
Garrett	32,500	32,500
Harford	36,513	41,146
Howard	62,985	66,485
Kent	20,000	20,000
Montgomery	128,519	141,371
Prince George's	117,347	123,214
Queen Anne's	25,000	25,000
St. Mary's	39,152	44,303
Somerset	15,000	17,000
Talbot	14,400	15,400
Washington	30,000	33,000
Wicomico	16,000	18,000
Worcester	26,000	26,000
Median	\$32,570	\$33,383

Source: Maryland Association of Counties

Exhibit 23
City and County Council Salaries
Fiscal 2006-2018

	<u>2006</u>	<u>2010</u>	<u>2014</u>	<u>2018</u>	<u>% Change</u> <u>2014-2018</u>
Anne Arundel County					
Member	\$36,000	\$36,000	\$36,000	\$36,000	0.0%
Chairman	40,500	40,500	40,500	40,500	0.0%
Baltimore City					
Member	48,000	58,425	61,383	67,756	10.4%
President	88,000	100,450	105,535	116,490	10.4%
Baltimore County					
Member	45,000	54,000	54,000	62,500	15.7%
Chairman	50,000	60,000	60,000	70,000	16.7%
Harford County					
Member	31,000	34,205	36,210	37,513	3.6%
Chairman	34,000	37,205	39,718	41,146	3.6%
Howard County					
Member	33,800	52,892	54,600	62,985	15.4%
Chairman	34,800	53,892	55,600	66,485	19.6%
Montgomery County					
Member	76,654	94,353	104,022	128,519	23.5%
Chairman	84,320	103,786	114,425	141,371	23.5%
Prince George's County					
Member	73,000	97,087	102,486	117,347	14.5%
Chairman	78,000	102,087	107,486	123,214	14.6%

Source: Maryland Association of Counties

Exhibit 24
Mayor and County Executive Salaries
Fiscal 2006-2018 Period

	<u>2006</u>	<u>2010</u>	<u>2014</u>	<u>2018</u>	<u>% Change 2014-2018</u>
Anne Arundel County	\$105,612	\$130,000	\$130,000	\$139,000	6.9%
Baltimore City	125,000	151,700	159,380	175,926	10.4%
Baltimore County	125,000	150,000	150,000	175,000	16.7%
Cecil ⁽¹⁾			98,000	98,000	0.0%
Frederick ⁽²⁾				95,000	n/a
Harford County	90,000	99,317	105,136	134,677	28.1%
Howard County	136,717	158,675	163,482	180,492	10.4%
Montgomery County	158,285	175,000	180,250	192,769	6.9%
Prince George's County	135,000	174,539	180,474	209,998	16.4%
Wicomico ⁽³⁾		85,000	85,000	85,000	0.0%

⁽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 25
Income Levels for Maryland's Jurisdictions
Calendar 2016 Median Household Income and
Per Capita Personal Income

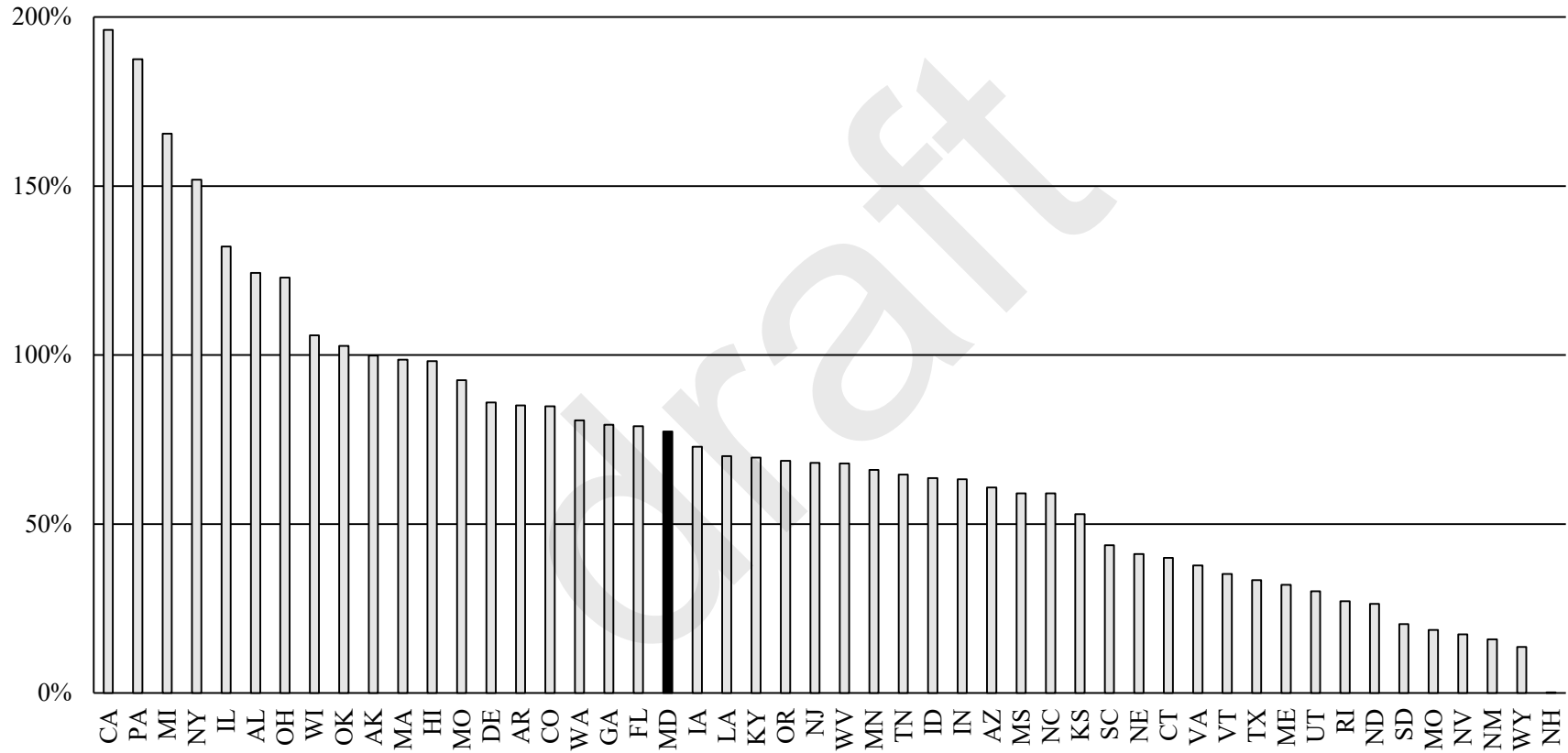
<u>County</u>	<u>Median Household</u>	<u>Percent of State</u>	<u>Rank</u>	<u>Per Capita Personal</u>	<u>Percent of State</u>	<u>Rank</u>
Allegany	\$45,606	57.8%	22	\$38,372	66.1%	23
Anne Arundel	96,483	122.2%	4	62,404	107.5%	4
Baltimore City	47,350	60.0%	21	47,040	81.0%	15
Baltimore	72,764	92.2%	13	56,273	96.9%	9
Calvert	98,732	125.1%	3	57,688	99.4%	6
Caroline	48,960	62.0%	19	43,187	74.4%	19
Carroll	90,343	114.4%	6	57,687	99.4%	7
Cecil	74,221	94.0%	12	44,165	76.1%	17
Charles	95,735	121.3%	5	53,593	92.3%	13
Dorchester	44,949	56.9%	23	42,404	73.0%	21
Frederick	90,043	114.1%	7	56,072	96.6%	10
Garrett	47,478	60.1%	20	41,539	71.6%	20
Harford	84,175	106.6%	8	54,232	93.4%	12
Howard	120,941	153.2%	1	71,869	123.8%	2
Kent ¹	55,028	69.7%	15	54,641	94.1%	11
Montgomery	99,763	126.4%	2	80,967	139.5%	1
Prince George's	79,184	100.3%	9	46,168	79.5%	16
Queen Anne's	79,100	100.2%	10	57,948	99.8%	5
St. Mary's	78,195	99.0%	11	53,166	91.6%	14
Somerset	43,240	54.8%	24	29,551	50.9%	24
Talbot	63,647	80.6%	14	66,971	115.4%	3
Washington	54,250	68.7%	16	43,470	74.9%	18
Wicomico	50,844	64.4%	18	39,722	68.4%	22
Worcester	52,374	66.3%	17	56,747	97.8%	8
Maryland	\$78,945	100.0%		\$58,052	100.0%	

¹ Kent County Median Household data comes from the 2012-2016 American Community Survey 5-year Estimate because the 2016 1-year Estimate was not available.

Source: U.S. Census Bureau 2016 American Community Survey 1-year Estimate; U.S. Census Bureau 2012-2016 American Community Survey 5-year Estimate; U.S. Department of Commerce Bureau of Economic Analysis

Exhibit 26
Legislator Salary and Per Diem as a Percent of State Median Household Income
2014

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Source: *How Much Should State Legislators Get Paid?* 538.com. April 7, 2016

Exhibit 27
In-state Expense Reimbursements
Fiscal 2014-2017

	2014		2015		2016		2017	
	<u><i>Session</i></u>	<u><i>Interim</i></u>	<u><i>Session</i></u>	<u><i>Interim</i></u>	<u><i>Session</i></u>	<u><i>Interim</i></u>	<u><i>Session</i></u>	<u><i>Interim</i></u>
Lodging	\$1,346,339	\$114	\$1,396,535	\$4,073	\$1,385,487	\$0	\$1,439,915	\$2,088
% Change Over Prior Year	-0.80%		3.73%		-0.79%		3.93%	
Meals	427,299	6,756	457,851	5,382	459,486	9,940	450,505	8,544
% Change Over Prior Year	-1.59%		7.15%		0.36%		-1.95%	
Mileage	180,688	30,757	163,106	1,634	157,014	37,799	151,239	33,294
% Change Over Prior Year	-2.04%		-9.73%		-3.73%		-3.68%	
Total	\$1,954,326	\$37,627	\$2,017,492	\$11,089	\$2,001,987	\$47,739	\$2,041,659	\$43,836
% Change	-1.09%		3.23%		-0.77%		1.98%	

Source: Department of Legislative Services, August

Exhibit 28
Per Diem Lodging Rates
90-day Rentals

2013 and 2017 General Assembly Sessions

<u>Lodging</u>	2013		2017	
	<u>Rates</u>	<u># of Legislators</u>	<u>Rates</u>	<u># of Legislators</u>
Historic Inns	\$101	22	\$101	23
Loews Annapolis	101	27	101	24
Annapolis Marriott Waterfront	101	20	101	26
Marriott Residence ⁽¹⁾	101	8	101	7
Sheraton Barcelo	101	7	101	6
Hampton Inn & Suites	83-101	1		
Double Tree	101	1	101	1
O'Callahan	101	4	101	4
Westin	101	28	101	28
Apt./House/Condo	101	28	101	24
Occasional Lodging	101	20	101	24
No Submission for Lodging		22		21
Total		188		188

⁽¹⁾ Changed name to Residence Inn by Marriott.

Source: Department of Legislative Services, August 2017

Exhibit 29
Meal Claims of Legislators for the 2014 through 2017 Sessions of
the General Assembly of Maryland

	2014		2015		2016		2017	
<u>Meal Limit</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
Claimed 100% of daily limit	148	79%	152	81%	154	82%	155	82%
Claimed 76% to 99% of daily limit	15	8%	9	5%	8	4%	8	4%
Claimed 51% to 75% of daily limit	6	3%	9	5%	8	4%	8	4%
Claimed 26% to 50% of daily limit	3	2%	1	1%	2	1%	2	1%
Claimed 1% to 25% of daily limit	0	0%	0	0%	0	0%	0	0%
Claimed 0% of daily limit	16	9%	17	9%	16	9%	15	8%
Total	188	100%	188	100%	188	100%	188	100%

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

Source: Department of Legislative Services, August 2017

Exhibit 30
Out-of-state Travel Costs
Fiscal 2014-2017

	<u>2014</u>	<u>Trip Average</u>	<u>2015</u>	<u>Trip Average</u>	<u>2016</u>	<u>Trip Average</u>	<u>2017</u>	<u>Trip Average</u>
Meals and Lodging	\$12,199	\$359	\$10,947	\$476	\$26,832	\$506	\$32,748	\$528
Transportation	11,599	341	12,469	542	24,103	453	25,347	409
Registrations	14,650	431	11,285	491	24,648	465	26,915	434
Total	\$38,448	\$1,131	\$34,701	\$1,509	\$75,493	\$1,424	\$85,010	\$1,371
Members (Cumulative)	34		23		53		62	

Source: Department of Legislative Services, August 2017

Exhibit 31
Summary of Legislative Out-of-state Travel Costs

<u>Fiscal Year</u>	<u>Out-of state Travel Costs</u>
1991	\$97,475
1992	60,677
1993	20,070
1994	27,963
1995	48,969
1996	94,058
1997	82,687
1998	94,704
1999	93,565
2000	167,115
2001	175,484
2002	221,340
2003	150,334
2004	191,254
2005	154,532
2006	171,929
2007	96,507
2008	170,080
2009	150,428
2010	24,277
2011	22,549
2012	41,662
2013	49,653
2014	38,448
2015	34,701
2016	75,493
2017	85,010

Source: Department of Legislative Services, August 2017

Exhibit 32
Medical Insurance for Legislators
(Payroll Ending July 31, 2017)

	Health		Prescription		Dental	
	<u>Members</u>	<u>% of Total Chamber</u>	<u>Members</u>	<u>% of Total Chamber</u>	<u>Members</u>	<u>% of Total Chamber</u>
Participation						
Senate	36	77%	35	75%	32	68%
House	101	72%	96	68%	92	65%
Total	137	73%	131	70%	124	66%
Coverage Levels						
Senate						
Individual	8	17%	9	19%	8	17%
2 or more	28	60%	26	55%	24	51%
Total	36	77%	35	75%	32	68%
House						
Individual	29	21%	24	17%	25	18%
2 or more	72	51%	72	51%	67	48%
Total	101	72%	96	68%	92	65%
Combined						
Individual	37	20%	33	18%	33	18%
2 or more	100	53%	98	52%	91	48%
Total	137	73%	131	70%	124	66%

Health Subsidy

\$203.99 to \$407.97 per month for single coverage.

\$509.98 to \$1,019.96 per month for two or more.

Prescription Subsidy

\$100.16 to \$200.32 per month for single coverage.

\$200.32 to \$400.65 per month for two or more.

Dental Subsidy

\$5.82 to \$11.64 per month for single coverage.

\$11.89 to \$43.60 per month for two or more.

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

Source: Department of Legislative Service, September 2017

Exhibit 33
Comparison of Maryland State Retirement and Pension Plans

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

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

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Post Retirement Adjustments⁴							
Service Credit Earned on or Before 6/30/11	Based on salary of active legislators	Based on salary of current Governor	Based on salary of active judges	Limited to 3.0% of initial benefit	Unlimited annual cost-of-living adjustment (COLA)	Limited to 3.0% of initial benefit	Unlimited annual COLA
<i>Service Credit Earned on or After 7/1/11</i>	<i>No change</i>	<i>No change</i>	<i>No change</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>
Ordinary Disability Retirement							
Conditions	Active legislator must have 8 years of service and be certified disabled by the BOT medical board	General Assembly adopts resolution by a 3/5 vote that Governor is unable to perform duties of office due to physical or mental disability	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service
Allowance	3.0% of current legislative salary per year of service	If in first term, 1/3 of current annual salary; if in second term, 1/2 of current salary	Service retirement with minimum of 33.3% of salary	Service retirement projected to age 62	Service retirement with minimum of 35.0% of salary	Service retirement projected to age 50	Service retirement with minimum of 25.0% of salary

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Accidental Disability Retirement							
Conditions	Not applicable	Not applicable	Not applicable	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty
Allowance	Not applicable	Not applicable	Not applicable	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions

BOT: Board of Trustees for the State Retirement and Pension System

LEOPS: Law Enforcement Officers' Pension System

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

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

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

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

Source: Department of Legislative Services

Exhibit 34
Accrued Retirement Service Credits of Active Maryland Legislators

	<u>0-4</u>	<u>4-8</u>	<u>8-12</u>	<u>12-16</u>	<u>16-20</u>	<u>20-22.25</u>	<u>22.25+</u>
Years of Creditable Service							
Number of Members	75	25	25	25	8	2	29
Average Age	49.0	51.1	54.8	58.2	65.7	66.1	71.1
Maximum Retirement Benefit	n/a	n/a	24%-36%	36%-48%	48%-60%	60%-66.67%	66.67%
Full Service Retirement ⁽¹⁾	0	0	8	9	6	2	26
Reduced Services Retirement ⁽²⁾	0	0	10	12	1	0	2
Vested Allowance	0	0	7	4	1	0	0
No Vested	75	25	n/a	n/a	n/a	n/a	n/a

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

⁽²⁾ Reduced Service Retirement payable (a) age 50 with a minimum of eight years of service, if joined the Legislative Pension Plan (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 2017

Exhibit 35
Retirement Status of Retired Maryland Legislators by Plan

	<u>Number</u>	<u>Average Age</u>	<u>Average Monthly Benefit</u>	<u>Average Years of Service</u>
2002 Plan				
Retiree	217	73.7	\$1,605.71	14.0
Beneficiary	62	85.7	858.32	n/a
Bifurcated Plan				
Retiree	0	n/a	n/a	n/a
Beneficiary	2	102.4	\$340.59	n/a
1966 Plan				
Retiree	5	84.1	\$299.47	10.4
Beneficiary	12	81.1	472.12	n/a

Source: State Retirement Agency; Department of Legislative Services, November 2017

Exhibit 36
State-by-State Comparison of Retirement Benefits
Ranked by Annual 20-year Benefit

<u>Ranking</u>	<u>State</u>	<u>Contribution</u>		<u>12-year Benefit</u>			<u>20-year Benefit</u>			<u>Annual Benefit Formula</u>
		<u>Salary</u>	<u>Rate</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	
1	Illinois*	\$67,836	11.50%	\$30,526	\$2,544	45.00%	\$57,661	\$4,805	85.00%	3.00 - 5.00% capped at 85% of FAS
2	Texas ⁽³⁾	7,200	8.00%	34,501	2,875	479.18%	57,502	4,792	798.64%	2.30%
3	Pennsylvania*	86,479	6.25%	31,132	2,594	36.00%	51,887	4,324	60.00%	3.00%
4	PA* Reform	86,479	9.30%	25,944	2,162	30.00%	43,240	3,603	50.00%	2.50%
5	Hawaii	61,380	0.00%	25,780	2,148	42.00%	42,966	3,581	70.00%	3.50%
6	IL* Reform	67,836	11.50%	30,526	2,544	45.00%	40,702	3,392	60.00%	3.00 - 5.00% capped at 60% of FAS
7	HI Reform	61,380	0.00%	22,097	1,841	36.00%	36,828	3,069	60.00%	3.00%
8	New York*	79,500	3.00%	15,932	1,328	20.04%	31,800	2,650	40.00%	1.50 - 2.00%
9	Massachusetts*	62,548	9.00%	18,764	1,564	30.00%	31,274	2,606	50.00%	2.50%
10	Oklahoma	38,400	10.00%	18,432	1,536	48.00%	30,720	2,560	80.00%	4.00%
11	New Jersey	49,000	5.00%	17,640	1,470	36.00%	29,400	2,450	60.00%	3.00% capped at 66.67% of FAS
12	Maryland	48,622	7.00%	17,504	1,459	36.00%	29,173	2,431	60.00%	3.00% capped at 66.67% of salary of active legislators
13	Ohio*	60,584	10.00%	15,994	1,333	26.40%	26,657	2,221	44.00%	2.20 - 2.50%
14	Indiana ⁽¹⁾	25,436	0.00%	25,436	2,120	100.00%	25,436	2,120	100.00%	1/12 of FAS
15	New Mexico	-	\$600/year	13,548	1,129	0.00%	22,580	1,882	0.00%	\$1,129 x yrs. of service
16	Alaska ⁽¹⁾ *	50,400	6.75%	12,348	1,029	24.50%	21,420	1,785	42.50%	2.00 - 2.50%
17	Wisconsin*	50,950	6.60%	12,228	1,019	24.00%	20,716	1,726	40.66%	2.00% - 2.165%
18	TN Reform	22,667	5.00%	12,270	1,023	54.00%	20,400	1,700	90.00%	\$85.21/month x yrs. of service, capped at 90% FAS
19	Arizona	24,000	7.00%	11,520	960	48.00%	19,200	1,600	80.00%	4.00% capped at 80% of FAS
20	Washington	47,776	3.33%	11,466	956	24.00%	19,110	1,593	40.00%	1.00 - 2.00%
21	Florida*	29,697	3.00%	10,691	891	36.00%	17,818	1,485	60.00%	3.00%
22	Delaware	45,291	5.00%	10,055	838	22.20%	17,233	1,436	38.05%	1.85 - 2.00%
23	Minnesota ⁽¹⁾	31,141	9.00%	10,090	841	32.40%	16,816	1,401	54.00%	2.70%
24	Arkansas	39,400	5.00%	9,456	788	24.00%	15,760	1,313	40.00%	2.00%

<u>Ranking</u>	<u>State</u>	<u>Contribution</u>		<u>12-year Benefit</u>			<u>20-year Benefit</u>			<u>Annual Benefit Formula</u>
		<u>Salary</u>	<u>Rate</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	<u>Annual</u>	<u>Monthly</u>	<u>% of Salary</u>	
25	OK Reform	38,400	3.50%	9,216	768	24.00%	15,360	1,280	40.00%	2.00%
26	Colorado	30,000	8.00%	9,000	750	30.00%	15,000	1,250	50.00%	2.50%
27	AZ Reform	24,000	13.00%	8,640	720	36.00%	14,400	1,200	60.00%	3.00% capped at 75% of FAS
28	Rhode Island ⁽²⁾	15,430	-	7,200	600	49.18%	12,000	1,000	81.97%	\$600/month x yrs. of service, capped at \$12,000 annual benefit
29	North Carolina	13,951	7.00%	6,730	561	48.24%	11,217	935	80.40%	4.02%
30	South Carolina	10,400	11.00%	6,015	501	57.84%	10,026	835	96.40%	4.82%
31	Iowa	25,000	5.95%	6,000	500	24.00%	10,000	833	40.00%	2.00%
32	Maine	24,429	7.65%	5,863	489	24.00%	9,772	814	40.00%	2.00%
33	Georgia	17,342	3.75%	5,184	432	29.89%	8,640	720	49.82%	\$36/month x yrs. of service
34	West Virginia	20,000	5.00%	4,800	400	24.00%	8,000	667	40.00%	2.00%
35	Connecticut	28,000	2.00%	4,469	372	15.96%	7,448	621	26.60%	0.05 - 1.33%
36	Oregon	24,216	0.00%	4,359	363	18.00%	7,265	605	30.00%	1.50%
37	Idaho	17,017	6.79%	4,084	340	24.00%	6,807	567	40.00%	2.00%
38	Utah ⁽¹⁾	273 per day	0.00%	3,571	298	n/a	5,952	496	n/a	\$24.80/month x yrs. of service
39	Virginia	18,000	5.00%	3,564	297	19.80%	5,940	495	33.00%	1.65%
40	Mississippi	10,000	9.00%	2,400	200	24.00%	4,000	333	40.00%	2.00%
41	Missouri Reform	35,915	4.00%	1,496	125	4.17%	2,494	208	6.94%	(monthly pay/24) x yrs. of service
42	Nevada	151 per day	15.00%	300	25	n/a	500	42	n/a	\$25 x yrs. of service

FAS: final average salary

* Denotes state with full-time legislature.

⁽¹⁾ The following 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: Alaska*, Indiana, Michigan*, Minnesota, and Utah.

⁽²⁾ Rhode Island offers a defined benefit plan to legislators elected before January 1995 but does not offer any type of retirement benefits for legislators elected after that date.

⁽³⁾ Texas legislative retirement benefits are based on a percentage of the salary of a sitting District Court judge.

The following states offer a defined benefit plan to all legislators or to legislators elected before a certain date, but sufficient information was not available to determine a benefit: California*, Kansas, Kentucky, Louisiana, Michigan*, and Montana.

The following states do not provide any type of retirement plan to legislators: Alabama, Nebraska, New Hampshire, North Dakota, South Dakota, and Wyoming.

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

Exhibit 37
State-by-state Comparison of Legislator Contribution Rate

<u>Ranking</u>	<u>State</u>	<u>Rate</u>	<u>Ranking</u>	<u>State</u>	<u>Rate</u>
1	Nevada	15.00%	17	Iowa	5.95%
2	<i>AZ Reform</i>	13.00%	18	Arkansas	5.00%
3	Illinois*	11.50%	18	Delaware	5.00%
4	South Carolina	11.00%	18	New Jersey	5.00%
5	Ohio*	10.00%	18	<i>Tennessee Reform</i>	5.00%
5	Oklahoma	10.00%	18	Virginia	5.00%
6	<i>PA* Reform</i> ⁽²⁾	9.30%	18	West Virginia	5.00%
7	Massachusetts*	9.00%	19	<i>MO Reform</i>	4.00%
7	Minnesota ⁽¹⁾	9.00%	20	Georgia	3.75%
7	Mississippi	9.00%	21	<i>OK Reform</i>	3.50%
8	Colorado	8.00%	22	Washington	3.33%
8	Texas	8.00%	23	Florida*	3.00%
9	Montana	7.90%	23	New York*	3.00%
10	Maine	7.65%	24	Connecticut	2.00%
11	Arizona	7.00%	25	Hawaii	0.00%
11	Maryland	7.00%	25	Indiana ⁽¹⁾	0.00%
11	North Carolina	7.00%	25	Missouri	0.00%
12	Idaho	6.79%	25	Oregon	0.00%
13	Alaska ⁽¹⁾ *	6.75%	25	Utah ⁽¹⁾	0.00%
14	<i>Wisconsin*</i>	6.60%	25	Tennessee	0.00%
15	Pennsylvania* ⁽³⁾	6.25%			
16	Kansas	6.00%			
16	Kentucky	6.00%			

* Denotes state with full-time legislature.

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

⁽²⁾ Legislators in Pennsylvania with no service credit before 2010 have a choice to contribute 9.30% for a benefit multiplier of 2.50% or contribute 6.25% for a benefit multiplier of 2.00%.

⁽³⁾ Legislators in Pennsylvania with service credit before 2010, contribute 6.25% for a benefit multiplier of 3.00%.

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

Exhibit 38
State-by-state Comparison of Benefit Multiplier

<u>Ranking</u>	<u>State</u>	<u>Benefit Multiplier</u>
1	South Carolina	4.82%
2	North Carolina	4.02%
3	Oklahoma	4.00%
4	Arizona	4.00% Capped at 80.00% of Final Average Salary (FAS)
5	Hawaii	3.50%
6	Illinois*	3.00% - 5.00% Capped at 85.00% of FAS
7	<i>IL* Reform</i>	<i>3.00% - 5.00% Capped at 60.00% of FAS</i>
8	Florida*	3.00%
8	<i>HI Reform</i>	3.00%
8	Pennsylvania*	3.00%
9	<i>AZ Reform</i>	<i>3.00% Capped at 75.00% of FAS</i>
10	Maryland	3.00% Capped at 66.67% of Salary of Active Legislators
11	New Jersey	3.00% Capped at 66.67% of FAS
12	Kentucky	2.75%
13	Minnesota ⁽¹⁾	2.70%
14	Colorado	2.50%
14	Massachusetts*	2.50%
15	Texas	2.30%
16	Ohio*	2.20%-2.50%
17	Alaska ⁽¹⁾ *	2.00%-2.50%
<i>17</i>	<i>PA* Reform</i>	<i>2.00%-2.50%</i>
18	Wisconsin*	2.20%-2.165%
19	Arkansas	2.00%
19	Idaho	2.00%
19	Iowa	2.00%
19	Maine	2.00%
19	Mississippi	2.00%
<i>19</i>	<i>OK Reform</i>	<i>2.00%</i>
19	West Virginia	2.00%
20	Delaware	1.85%-2.00%

<u>Ranking</u>	<u>State</u>	<u>Benefit Multiplier</u>
21	New York*	1.50%-2.00%
22	Washington	1.00%-2.00%
23	Kansas	1.75%
24	Virginia	1.65%
25	Oregon	1.50%
26	Connecticut	0.05%-1.33%

* 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.

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

Exhibit 39
Comparison of Maryland's Retirement Eligibility Criteria with Other States

Age 60 with 8 Years of Service – Maryland Legislators with Service before 1/14/15
Age 62 with 8 Years of Service – Maryland Legislators with No Service before 1/14/15

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

Age 60 with 8 Years of Service

New Jersey
South Carolina
Texas

Age 62 with 8 Years of Service

Georgia

States That Require a Lower Retirement Age and Years of Service

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

States That Require a Higher Retirement Age and Years of Service

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

Other Comparisons of Retirement Age and Years of Service Requirements

Retirement Age – Minimum

Age 65 – 17 states
Age 62 – 9 states (including Maryland)
Age 60 – 8 states (including Maryland)
Age 55 – 7 states

Years of Service – Minimum

10 years of service – 9 states
8 years of service – 7 states (including Maryland)
6 years of service – 3 states
5 years of service – 11 states

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

Exhibit 40
Legislator Salary and Fringe Benefits by Year of Service
Fiscal 2018 Active Legislator

<u>Years of Service</u>	<u>Legislative Service</u>	
	<u>Up to 22 Years and 3 Months</u>	<u>Greater Than 22 Years and 3 Months</u>
Benefits While Serving⁽¹⁾		
Salary effective January 1, 2018	\$50,330	\$50,330
Less Fringes		
Retirement Contribution (7.0%)	-\$3,523	\$0
BC/BS PPO	-2,203	-2,203
Prescription Drug	-1,081	-1,081
Dental PPO	-303	-303
Subtotal	-\$7,109	-\$3,586
Total Adjusted Salary	\$43,221	\$46,744
Fringe Benefits		
Employer Retirement Subsidy (19.22%)	\$9,673	\$9,673
Employer Health Insurance Subsidy	8,812	8,812
Employer Prescription Drug Subsidy	4,322	4,322
Employer Dental PPO	303	303
Total Fringe Benefits	\$23,111	\$23,111
Total Fringes and Salary	\$66,331	\$69,854

BC/BS: BlueCross/BlueShield

PPO: Preferred Provider Organization

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

⁽¹⁾ Assumes that a legislator opts for certain fringe benefits and coverage for an active legislator, non-Medicare eligible member, and spouse for calendar 2017.

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

Exhibit 41
Legislator Benefits Upon Retirement
Fiscal 2018 Active Legislator

<u>Years of Service</u>	Legislator Serving Under 2010 Resolution						Legislator Serving Under 2014 Resolution					
	<u>4</u>	<u>8</u>	<u>12</u>	<u>16</u>	<u>20</u>	<u>24+</u>	<u>4</u>	<u>8</u>	<u>12</u>	<u>16</u>	<u>20</u>	<u>24+</u>
Retirement Income⁽¹⁾	\$0	\$12,079	\$18,119	\$24,158	\$30,198	\$33,570	\$0	\$12,079	\$18,119	\$24,158	\$30,198	\$33,570
Less												
Retiree Health Insurance Premium with Medicare (BC/BS PPO for Member and Spouse)		-\$5,507	-\$3,671	-\$1,836	-\$1,836	-\$1,836		-\$6,241	-\$4,773	-\$3,304	-\$1,836	-\$1,836
Retiree Prescription Drug Premium with Medicare		-2,541	-1,779	-1,017	-1,017	-1,017		-2,846	-2,236	-1,626	-1,017	-1,017
Retiree Premium Dental PPO		-335	-223	-112	-112	-112		-380	-290	-201	-112	-112
Total	-\$8,384	-\$5,674	-\$2,964	-\$2,964	-\$2,964	-\$2,964	-\$9,468	-\$7,300	-\$5,132	-\$2,964	-\$2,964	-\$2,964
Adjusted Income	\$3,696	\$12,445	\$21,194	\$27,234	\$30,606		\$2,612	\$10,819	\$19,027	\$27,234	\$30,606	
Retiree Health Benefit Subsidy												
Retiree Health Insurance Premium with Medicare (BC/BS PPO for Member and Spouse)		\$3,671	\$5,507	\$7,343	\$7,343	\$7,343		\$2,937	\$4,406	\$5,874	\$7,343	\$7,343
Retiree Prescription Drug Premium with Medicare		1,525	2,287	3,050	3,050	3,050		1,220	1,830	2,440	3,050	3,050
Retiree Premium Dental PPO		223	335	447	447	447		179	268	357	447	447
Subtotal	\$5,420	\$8,129	\$10,839	\$10,839	\$10,839		\$4,336	\$6,504	\$8,671	\$10,839	\$10,839	
Total Retirement Benefit	\$9,115	\$20,574	\$32,034	\$38,073	\$41,445		\$6,947	\$17,323	\$27,698	\$38,073	\$41,445	

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

⁽¹⁾ Assumes basic retirement income allowance by years of service for salary effective January 1, 2018. Assumes that a legislator opts for certain fringe benefits and coverage for a Medicare eligible member and non-Medicare eligible spouse for calendar 2017.

Note: Legislators are not vested until 8 years of service and can earn no more than 22 years and three months of creditable service for retirement.

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

Exhibit 42
Comparison of Benefits Between a Legislator and State Employee
Fiscal 2018

<u>Years of Service</u>	<u>Legislator (2010 Resolution)</u>		<u>Legislator (2014 Resolution)</u>		<u>State Employee (Pre-2011 Reform)</u>		<u>State Employee (Post-2011 Reform)</u>	
	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>
Benefits While Serving⁽¹⁾								
Salary	\$50,330	\$50,330	\$50,330	\$50,330	\$50,330	\$50,330	\$50,330	\$50,330
Less Fringe Benefit Contributions	-\$7,109	-\$7,109	-\$7,109	-\$7,109	-\$7,109	-\$7,109	-\$7,109	-\$7,109
Adjusted Salary	\$43,221	\$43,221	\$43,221	\$43,221	\$43,221	\$43,221	\$43,221	\$43,221
Fringe Benefits	\$23,111	\$23,111	\$23,111	\$23,111	\$23,111	\$23,111	\$23,111	\$23,111
Total Salary and Fringes	\$66,331	\$66,331	\$66,331	\$66,331	\$66,331	\$66,331	\$66,331	\$66,331
Benefits Upon Retirement⁽²⁾								
Retirement Income ⁽³⁾	\$12,079	\$18,119	\$12,079	\$18,119	\$7,248	\$10,871	\$0	\$9,059
Less								
Retiree Health Insurance Premium (BC/BS PPO)	-\$5,507	-\$3,671	-\$6,241	-\$4,773	-\$5,507	-\$3,671	\$0	-\$5,654
Retiree Prescription Drug Premium	-2,541	-1,779	-2,846	-2,236	-2,541	-1,779	0	-2,602
Retiree Premium Dental PPO	-335	-223	-380	-290	-335	-223	0	-344
Total	-\$8,384	-\$5,674	-\$9,467	-\$7,300	-\$8,384	-\$5,674	\$0	-\$8,600
Adjusted Income	\$3,696	\$12,445	\$2,612	\$10,819	-\$1,136	\$5,198	\$0	\$459

<u>Years of Service</u>	<u>Legislator (2010 Resolution)</u>		<u>Legislator (2014 Resolution)</u>		<u>State Employee (Pre-2011 Reform)</u>		<u>State Employee (Post-2011 Reform)</u>	
	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>	<u>8</u>	<u>12</u>
Retiree Health Benefit Subsidy								
Retiree Health Insurance Premium (BC/BS PPO)	\$3,671	\$5,507	\$2,937	\$4,406	\$3,671	\$5,507	\$0	\$3,525
Retiree Prescription Drug Premium	1,525	2,287	1,220	1,830	1,525	2,287	0	1,464
Retiree Premium Dental PPO	223	335	179	268	223	335	0	214
<i>Subtotal</i>	<i>\$5,420</i>	<i>\$8,129</i>	<i>\$4,336</i>	<i>\$6,504</i>	<i>\$5,420</i>	<i>\$8,129</i>	<i>\$0</i>	<i>\$5,203</i>
Total Retirement Benefit	\$9,115	\$20,574	\$6,947	\$17,323	\$4,284	\$13,327	\$0	\$5,662

BC/BS: BlueCross/BlueShield

PPO: Preferred Provider Organization

⁽¹⁾ Assumes fringe benefits of active legislator/employee, non-Medicare eligible member, and spouse for calendar 2017.

⁽²⁾ Assumes fringe benefits for Medicare eligible member and non-Medicare eligible spouse for calendar 2017.

⁽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.

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

Exhibit 43
District Office Accounts

Amount – Fiscal 2017

	<u>Total</u>	<u>Staff Minimum</u>
Senate		
Leadership (8)	\$20,436	\$6,500
Senators (39)	18,965	5,800
House		
Leadership (10)	\$20,436	\$6,500
Delegation (5)	19,810	5,800
Delegates (126)	18,965	5,800

Use of Funds

1. Office space in district
2. Staff services
3. Communications

Telephone – limit \$2,000 unless approved by Presiding Officer

Postage – limit \$1,000 for legislator and \$2,600 for *Annapolis Report* per district, unless more is approved by Presiding Officer

No newsletters except *Annapolis Report*

Newspapers – limit \$300

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, August 2017

Exhibit 44
History of District Office Account Allowances

Fiscal Year	Senator		Delegate	
	<u>Total</u>	<u>Clerical Minimum</u>	<u>Total</u>	<u>Clerical Minimum</u>
1971	\$4,700		\$2,000	
1975	5,000		6,000	
1979	5,500		8,488	\$2,850
1983	6,615		10,143	3,550
1987	7,770		11,970	4,400
1990	17,395	\$6,395	16,197	8,000
1994	16,765	5,800	15,507	7,300
1998	18,265	5,800	17,007	7,300
1999	18,265	5,800	18,265	5,800
2005	18,265	5,800	18,265	5,800
2009	18,265	5,800	18,265	5,800
2013	18,265	5,800	18,265	5,800
2017	18,965	5,800	18,965	5,800

Source: Department of Legislative Services, August 2017

Exhibit 45
Staff Assistance for Members of the General Assembly of Maryland

Funding is included in the fiscal 2017 budget for the General Assembly of Maryland 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 \$39,000 to \$71,190.

Funds are included to permit each senator to hire a secretary for the legislative session. This is generally a benefited employee. For fiscal 2017, each position is budgeted at \$8,118.

Each senator is provided with a District Office Allowance of \$18,965. Of this amount, \$5,800 is restricted to staff assistance. Nine leadership positions are each provided with \$20,436, 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 that 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 \$2,755 for fiscal 2017, 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 \$18,965. Of this amount, \$5,800 is restricted to staff assistance. Twelve senior leadership positions are each provided with \$20,436, of which \$6,500 is restricted to staff assistance. Five delegation chair positions are each provided with \$19,810, of which \$5,800 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, August 2017
