



Presentation to the Judicial Compensation Commission

**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

December 2021

Exhibit 1
Statutory Provisions Regarding
Judicial Compensation Commission

Article – Courts and Judicial Proceedings

§1–702.

(a) Subject to the provisions of § 1–701 of this subtitle, a judge shall have the salary provided in the State budget.

(b) The Chief Judge of the District Court, during the period he serves as Chief Judge, shall have a salary equivalent to the annual salary then payable to an associate judge of the Court of Special Appeals.

§1–703.

(a) Title 8, Subtitle 1 of the State Personnel and Pensions Article applies to judicial salaries, except for the provisions of § 8–108(c) of the State Personnel and Pensions Article.

(b) (1) Except as provided in paragraph (2) of this subsection, whenever a general salary increase is awarded to State employees, each judge shall receive the same percentage increase in salary as awarded to the lowest step of the highest salary grade for employees in the Standard Pay Plan.

(2) In any year that a judge’s salary is increased in accordance with a resolution under § 1–708 of this subtitle, the judge may not receive a salary increase under paragraph (1) of this subsection.

§1–708.

(a) The salaries and pensions of the judges of the Court of Appeals, the Court of Special Appeals, the circuit courts of the counties, and the District Court shall be established as provided by this section, §§ 1–701 through 1–707 of this subtitle, and Title 27 of the State Personnel and Pensions Article.

(b) (1) There is a Judicial Compensation Commission. The Commission shall study and make recommendations with respect to all aspects of judicial compensation, to the end that the judicial compensation structure shall be adequate to assure that highly qualified persons will be attracted to the bench and will continue to serve there without unreasonable economic hardship.

(2) The Commission consists of seven members appointed by the Governor. No more than three members of the Commission may be individuals admitted to practice law in this State. In nominating and appointing members, special consideration shall be given to individuals who have knowledge of compensation practices and financial matters. The Governor shall appoint:

(i) Two members from a list of the names of at least five nominees submitted by the President of the Senate;

(ii) Two from a list of the names of at least five nominees submitted by the Speaker of the House of Delegates;

(iii) One from a list of the names of at least three nominees submitted by the Maryland State Bar Association, Inc.; and

(iv) Two at large.

(3) A member of the General Assembly, officer or employee of the State or a political subdivision of the State, or judge or former judge is not eligible for appointment to the Commission.

(4) The term of a member is 6 years, commencing July 1, 1980, and until the member's successor is appointed. However, of the members first appointed to the Commission, the Governor shall designate one of the members nominated by the President of the Senate to serve for 3 years and one for 6 years; one of the members nominated by the Speaker to serve for 4 years and one for 5 years; the member nominated by the Maryland State Bar Association, Inc., to serve for 3 years; and one of the members at large to serve for 2 years, and one for 6 years. A member is eligible for reappointment.

(5) Members of the Commission serve without compensation, but shall be reimbursed for reasonable expenses incurred in carrying out their responsibilities under this section.

(6) The members of the Commission shall elect a member as chairman of the Commission.

(7) The concurrence of at least five members is required for any formal Commission action.

(8) The Commission may request and receive assistance and information from any unit of State government.

(c) On or after September 1, 2011, September 1, 2013, and every 4 years thereafter, the Commission shall review the salaries and pensions of the judges of the courts listed in subsection (a) of this section and make written recommendations to the Governor and General Assembly on or before the next ensuing regular session of the General Assembly. The Governor shall include in the budget for the next ensuing fiscal year the funding necessary to implement those recommendations, contingent on action by the General Assembly under subsections (d) and (e) of this section.

(d) (1) The salary recommendations made by the Commission shall be introduced as a joint resolution in each House of the General Assembly not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease any of the Commission salary recommendations, but no reduction may diminish the salary of a judge during his continuance in office. The General Assembly may not amend the joint resolution to increase the recommended salaries. If the General Assembly fails to adopt or amend the joint resolution within 50 days after its introduction, the salaries recommended by the Commission shall apply. If the joint resolution is adopted or amended in accordance with this section within 50 days after its introduction, the salaries so provided shall apply. If the General Assembly rejects any or all of the Commission's salary recommendations, the salaries of the judges affected remain unchanged, unless modified under other provisions of law.

(2) The Governor or the General Assembly may not increase the recommended salaries, except as provided under § 1-703(b) of this subtitle.

(e) The recommendation of the Commission as to pensions shall be introduced by the presiding officers of the Senate and the House of Delegates in the form of legislation, and shall become effective only if passed by both Houses.

(f) Any change in salaries or pensions adopted by the General Assembly under this section takes effect as of the July 1 of the year next following the year in which the Commission makes its recommendations.

(g) This section does not affect § 1-702(b), § 1-703(b), or §§ 1-705 through 1-707 of this subtitle, or Title 27 of the State Personnel and Pensions Article.

Exhibit 2
Judicial Compensation Commission
Overview of Statutory Provisions

- Commission meets every four years to review the salaries and pensions of judges.
- Commission makes recommendations “to the end that the judicial compensation structure shall be adequate to assure that highly qualified persons will be attracted to the bench and will continue to serve there without unreasonable economic hardship.”
- Members of the Commission elect a member to serve as Chair. Concurrence of at least five members is required for any formal Commission action.
- Salary recommendations must be introduced as a joint resolution in each house of the General Assembly no later than the fifteenth day of session. The General Assembly must act within 50 days of its introduction.
- The General Assembly may amend the joint resolution to decrease any of the salary recommendations but may not decrease the salaries below current levels, and the General Assembly may not increase the salaries recommended by the Commission.
- If the General Assembly fails to adopt or amend the joint resolution within 50 days after its introduction, the salaries recommended by the Commission apply.
- The recommendations (if any) regarding pensions are introduced by the presiding officers and become effective only if passed by both houses.
- In any year in which a judge’s salary is increased in accordance with the joint resolution, the judge may not receive any general salary increase (e.g., COLA) that is awarded to State employees.

Exhibit 3
2017 Judicial Compensation Commission Salary Recommendations
(NOT ENACTED)
Fiscal 2019-2022

	<u>FY 2018</u>	<u>Proposed FY 2019</u>	<u>Proposed FY 2020</u>	<u>Proposed FY 2021</u>	<u>Proposed FY 2022</u>	<u>Phase-in</u>
Court of Appeals						
Chief Judge	\$195,433	\$205,433	\$215,433	\$222,933	\$230,433	\$35,000
Judge	176,433	\$186,433	196,433	203,933	211,433	35,000
Court of Special Appeals						
Chief Judge	166,633	176,633	186,633	194,133	201,633	35,000
Judge	163,633	173,633	183,633	191,133	198,633	35,000
Circuit Court	154,433	\$164,433	174,433	181,933	189,433	35,000
District Court						
Chief Judge	163,633	\$173,633	183,633	191,133	198,633	35,000
Judge	141,333	\$151,333	161,333	168,833	176,333	35,000

Note: The Commission did not make any recommendations regarding judicial pensions.

Source: Department of Legislative Services

Exhibit 4
Joint Resolution 3 of 2018 Judicial Salaries (Implemented)
Fiscal 2019-2022

	<u>FY 2018</u>	<u>Implemented FY 2019</u>	<u>Implemented FY 2020</u>	<u>Implemented FY 2021</u>	<u>Implemented FY 2022</u>	<u>Phase-in</u>	<u>Percent Change</u>
Court of Appeals							
Chief Judge	\$195,433	\$200,433	\$205,433	\$210,433	\$215,433	\$20,000	10.23%
Judge	176,433	181,433	186,433	191,433	196,433	20,000	11.34%
Court of Special Appeals							
Chief Judge	166,633	171,633	176,633	181,633	186,633	20,000	12.00%
Judge	163,633	168,633	173,633	178,633	183,633	20,000	12.22%
Circuit Court	154,433	159,433	164,433	169,433	174,433	20,000	12.95%
District Court							
Chief Judge	163,633	168,633	173,633	178,633	183,633	20,000	12.22%
Judge	141,333	146,333	151,333	156,333	161,333	20,000	14.15%

Source: Department of Legislative Services

Exhibit 5.1A
National Judicial Salary Rankings
Highest Appellate Court – Chief Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	California	\$274,695
2	Illinois	250,442
3	New York	240,800
4	Hawaii	238,104
5	Florida	227,218
6	Virginia	225,517
7	Washington	223,499
8	Pennsylvania	221,295
9	New Jersey	220,684
10	South Carolina	217,464
11	Connecticut	215,915
12	Maryland	215,433
13	Texas	214,830
14	Delaware	214,394
15	Minnesota	210,496
16	Rhode Island	208,368
17	Massachusetts	206,239
18	Alaska	205,776
19	Tennessee	204,336
20	Arkansas	199,344
21	Colorado	198,036
22	Utah	195,100
23	Missouri	193,545
24	Nebraska	192,647
25	Indiana	192,644
26	Iowa	192,261
27	Louisiana	191,268
28	Ohio	189,927
29	Vermont	184,557
30	New Hampshire	181,290
31	Georgia	179,112
32	Wyoming	175,000
33	Maine	174,437
34	Oklahoma	172,049
35	North Dakota	170,535
36	Oregon	170,412
37	Nevada	170,000

38	Alabama	167,072
39	Wisconsin	165,772
40	Arizona	164,836
41	Michigan	164,610
42	Idaho	163,400
43	North Carolina	160,838
44	Mississippi	159,000
45	Montana	157,784
46	South Dakota	157,350
47	Kansas	156,755
48	New Mexico	155,394
49	Kentucky	147,362
50	West Virginia	136,000
	Average	\$192,277
	District of Columbia	\$232,300

Source: National Center for State Courts

Exhibit 5.1B
Regional Judicial Salary Rankings
Highest Appellate Court – Chief Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	New York	\$240,800
2	District of Columbia	232,300
3	Virginia	225,517
4	Pennsylvania	221,295
5	New Jersey	220,684
6	Connecticut	215,915
7	Maryland	215,433
8	Delaware	214,394
9	Rhode Island	208,368
10	North Carolina	160,838
11	West Virginia	136,000

Source: National Center for State Courts

Exhibit 5.2A
National Judicial Salary Rankings
Highest Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	California	\$261,949
2	Illinois	250,442
3	New York	233,400
4	Hawaii	229,668
5	Florida	227,218
6	Washington	220,320
7	Pennsylvania	215,037
8	New Jersey	213,240
9	Virginia	212,365
10	South Carolina	207,108
11	Alaska	205,176
12	Delaware	205,135
13	Massachusetts	200,984
14	Connecticut	199,781
15	Tennessee	199,332
16	Maryland	196,433
17	Colorado	193,812
18	Utah	193,100
19	Nebraska	192,647
20	Indiana	192,644
21	Minnesota	191,359
22	Rhode Island	189,424
23	Missouri	185,127
24	Texas	184,800
25	Arkansas	184,588
26	Iowa	183,653
27	Louisiana	182,160
28	Georgia	179,112
29	Ohio	178,280
30	Vermont	176,140
31	New Hampshire	175,837
32	Wyoming	175,000
33	Nevada	170,000
34	Oregon	167,232
35	Alabama	166,072
36	North Dakota	165,845
37	Wisconsin	165,772

38	Michigan	164,610
39	Oklahoma	161,112
40	Idaho	160,400
41	Arizona	159,685
42	North Carolina	156,664
43	Montana	155,920
44	South Dakota	155,350
45	New Mexico	153,394
46	Kansas	152,923
47	Mississippi	152,250
48	Maine	150,870
49	Kentucky	142,362
50	West Virginia	136,000
	Average	\$185,435
	District of Columbia	\$231,800

Source: National Center for State Courts

Exhibit 5.2B
Regional Judicial Salary Rankings
Highest Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	New York	\$233,400
2	District of Columbia	231,800
3	Pennsylvania	215,037
4	New Jersey	213,240
5	Virginia	212,365
6	Delaware	205,135
7	Connecticut	199,781
8	Maryland	196,433
9	Rhode Island	189,424
10	North Carolina	156,664
11	West Virginia	136,000

Source: National Center for State Courts

Exhibit 5.3A
National Judicial Salary Rankings
Intermediate Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	California	\$245,578
2	Illinois	235,713
3	New York	222,200
4	Hawaii	212,784
5	Washington	209,730
6	New Jersey	203,114
7	Pennsylvania	202,898
8	South Carolina	201,930
9	Virginia	195,422
10	Alaska	193,836
11	Tennessee	192,708
12	Florida	192,105
13	Massachusetts	190,087
14	Connecticut	187,663
15	Indiana	187,265
16	Colorado	186,132
17	Utah	184,300
18	Maryland	183,633
19	Nebraska	183,015
20	Minnesota	180,313
21	Arkansas	179,123
22	Texas	178,400
23	Georgia	177,990
24	Louisiana	170,339
25	Missouri	169,214
26	Michigan	168,436
27	Iowa	166,436
28	Ohio	166,167
29	Alabama	165,072
30	Nevada	165,000
31	Oregon	164,004
32	Wisconsin	156,388
33	Arizona	154,534

34	Oklahoma	152,632
35	Idaho	150,400
36	North Carolina	150,184
37	Kansas	147,987
38	New Mexico	145,725
39	Mississippi	144,827
40	Kentucky	136,632

Average \$179,998

Source: National Center for State Courts

Exhibit 5.3B
Regional Judicial Salary Rankings
Intermediate Appellate Court – Associate Judge

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	New York	\$222,200
2	New Jersey	203,114
3	Pennsylvania	202,898
4	Massachusetts	190,087
5	Connecticut	187,663
6	Maryland	183,633
7	North Carolina	150,184

Source: National Center for State Courts

Exhibit 5.4A
National Judicial Salary Rankings
General Jurisdiction Court – Associate Judges

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	Illinois	\$216,297
2	California	214,601
3	New York	210,900
4	Hawaii	207,084
5	Washington	199,165
6	South Carolina	196,753
7	Delaware	192,862
8	New Jersey	192,391
9	Alaska	189,720
10	Pennsylvania	186,665
11	Tennessee	186,060
12	Massachusetts	184,694
13	Virginia	184,617
14	Rhode Island	182,367
15	Connecticut	180,460
16	Colorado	178,452
17	Nebraska	178,199
18	Utah	175,550
19	Arkansas	174,883
20	Maryland	174,433
21	Georgia	173,714
22	Minnesota	169,264
23	Vermont	167,449
24	Florida	165,509
25	New Hampshire	164,911
26	Louisiana	163,658
27	Nevada	160,000
28	Wyoming	160,000
29	Indiana	159,950
30	Missouri	159,578
31	Michigan	155,621
32	Iowa	154,957
33	Oregon	154,692
34	Texas	154,000
35	Ohio	152,811
36	North Dakota	152,175
37	Arizona	149,383
38	Wisconsin	147,535
39	Oklahoma	145,567
40	South Dakota	145,101

41	Idaho	144,400
42	Montana	142,683
43	North Carolina	142,082
44	Maine	141,404
45	New Mexico	138,438
46	Mississippi	136,000
47	Kansas	135,068
48	Kentucky	130,926
49	Alabama	126,018
50	West Virginia	126,000
	Average	\$166,501
	District of Columbia	\$218,600

Note: The National Center for State Courts also publishes rankings for associate judges of general jurisdiction courts that have been adjusted using a cost-of-living index. After salaries are adjusted for cost-of-living, Maryland's rank is 43.

Source: National Center for State Courts

Exhibit 5.4B
Regional Judicial Salary Rankings
General Jurisdiction Court – Associate Judges

<u>Rank</u>	<u>State</u>	<u>Salaries</u>
1	District of Columbia	\$218,600
2	New York	210,900
3	Delaware	192,862
4	Pennsylvania	186,665
5	Connecticut	180,460
6	Virginia	184,617
7	New Jersey	192,391
8	Rhode Island	182,367
9	Maryland	174,433
10	North Carolina	142,082
11	West Virginia	126,000

Source: National Center for State Courts

Exhibit 6
Maryland's Comparison with Average National Salaries
January 1, 2017 and July 1, 2021

<u>Position</u>	<u>Average Salaries as of January 1, 2017</u>	<u>Average Salaries as of July 1, 2021</u>	<u>Percent Increase</u>	<u>Maryland Salaries as of January 1, 2017¹</u>	<u>Maryland Salaries as of July 1, 2021</u>	<u>Percent Increase</u>
Highest Court-Chief Judge	\$174,379	\$192,277	10.26%	\$195,433	\$215,433	10.23%
Highest Court-Associate Judge	168,360	185,435	10.14%	176,433	196,433	11.34%
Intermediate Appellate Court Judge	163,319	179,998	10.21%	163,633	183,633	12.22%
General Jurisdiction Court Judge	151,474	166,501	9.92%	154,433	174,433	12.95%

1 Although January 1, 2017 salaries are shown to align with available national data from the National Center for State Courts, the amounts also reflect Maryland salaries as of July 1, 2017 since there was no increase in fiscal 2018.

Source: Department of Legislative Services and the National Center for State Courts

Exhibit 7
Federal Court Salaries

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
<u>Supreme Court</u>					
Chief Justice	\$263,300	\$267,000	\$270,700	\$277,700	\$280,500
Associate Justice	251,800	255,300	258,900	265,600	268,300
<u>Court of Appeals</u>					
Judges	217,600	220,600	223,700	229,500	231,800
<u>Trial Courts</u>					
District Court Judges, International Trade Court Judges, and Claims Court Judges	205,100	208,000	210,900	216,400	218,600

Note: Pursuant to federal law, salaries for bankruptcy judges and magistrate judges are set at 92 percent and up to 92 percent, respectively, of a district judge's pay.

Source: United States Courts

Exhibit 8
Salaries of Selected Maryland State Officials¹
Calendar 2018 and 2022

<u>Constitutional Officers</u>	Annual Salary <u>2018</u>	Annual Salary <u>2022</u>
Governor	\$180,000	\$180,000
Lieutenant Governor	149,500	149,500
Attorney General	149,500	149,500
Comptroller	149,500	149,500
Treasurer	149,500	149,500
Secretary of State	105,500	105,500
<u>General Assembly</u>		
Members	50,330	50,330
President of the Senate	65,371	65,371
Speaker of the House	65,371	65,371

¹ Both the Governor's Salary Commission and the General Assembly Compensation Commission meet in 2021 to discuss salary recommendations for the calendar 2023 - 2026 term. Neither commission recommended salary increases when it last met in 2017, therefore salaries considered by these commissions remained unchanged between calendar 2018 and 2022.

Source: Maryland Budget Bills; Department of Legislative Services

Exhibit 9
Salaries of Maryland Cabinet Secretaries
Fiscal 2018 and 2022

<u>Cabinet Secretaries</u>	<u>2018</u>	<u>2022</u>	<u>Increase</u>
Superintendent of Schools	\$236,000	\$275,000	16.5%
State Police	171,015	220,601	29.0%
Health	174,417	189,798	8.8%
Budget and Management	177,906	189,731	6.6%
Transportation	174,419	189,726	8.8%
Commerce	175,462	187,124	6.6%
Information Technology	170,782	182,571	6.9%
Human Services	170,818	182,171	6.6%
Juvenile Services	169,059	180,295	6.6%
Environment	155,599	176,606	13.5%
Labor	165,215	176,196	6.6%
Natural Resources	162,499	173,299	6.6%
Public Safety and Correction Services	162,254	173,038	6.6%
Higher Education	160,710	171,391	6.6%
Housing and Community Development	156,245	166,630	6.6%
General Services	149,678	156,496	4.6%
Agriculture	143,488	153,019	6.6%
Disabilities	140,526	149,866	6.6%
Aging	137,749	146,904	6.6%
Planning	137,749	139,753	1.5%
Veterans Affairs	114,555	122,165	6.6%

Source: Maryland Budget Books

Exhibit 10
State Employee Compensation History
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2022

State Employees

Fiscal Year	Date of Increase	General Salary Increase	Increments	Police, Natural Resources Police, and Park Ranger Salary Increases	Maximum Deferred Compensation Match by State	Pay-for-Performance Bonuses	Annual Salary Review Reclassifications	Other
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% ³	On time	2% extra, 9% extra for State police (primarily DGS and MDH 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	3-10-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	

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>
2017		None	On time	Negotiated increments	0	None	Yes ¹⁵	
2018		None	None	Negotiated increments	0	None	None	
2019	1/1/2019; 4/1/2019	2% 0.5% ¹⁶	None	2% and negotiated increments	0	\$500 ¹⁶	Yes ¹⁷	
2020	7/1/2019; 1/1/2020	3% 1% ¹⁸	None	5% and negotiated increments	0	None	Yes ¹⁹	
2021	1/1/2021	2%	None	5%	0	None	Yes ²⁰	
2022		None ²¹	None	4% and negotiated increments	0	None	Yes ²²	

DGS: Department of General Services MDH: Maryland Department of Health

¹The fiscal 2005 annual salary review 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.

²The fiscal 2006 annual salary review provided a one-grade salary adjustment for the Deputy State Fire Marshal classification series.

³Fiscal 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 2.0% for those remaining.

⁴The fiscal 2007 annual salary review 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.

⁵A 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.

⁶The fiscal 2009 annual salary review provided reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialists, veteran service, cemetery workers, call center specialists, complex tax auditors, tax consultants, retirement benefits counselors, medical care specialists, dental workers, financial regulation, deputy fire marshals, lead aviation maintenance technicians, police communications operators, and civilian helicopter pilots.

⁷State 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 and positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.

⁸State 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 are furloughed for extra four days; and those earning over \$100,000 are furloughed for additional five days. The result was an average salary reduction of approximately 2.6%.

⁹State 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.

¹⁰The fiscal 2012 budget provided employees with a one-time \$750 bonus.

¹¹The fiscal 2013 annual salary review provided upgrades to the following classifications: contribution tax auditors; Maryland correctional enterprise industries representative I, II; and regional managers. Two new classes were also created: nutrient management specialist III; and forensic behavioral specialists.

¹²The fiscal 2014 annual salary review provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessments and Taxation assessors; personnel classifications at 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 (DSP). Parole and Probation agents at DPSCS that are Agent I, 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 4-level class series.

¹³The fiscal 2015 annual salary review provided one grade for the following classifications: psychologist positions; DBM operating and capital analysts; park technicians at the Department of Natural Resources; direct care workers and geriatric assistants at MDH; physician program manager III (psychiatrists); alcohol and drug counselors, and social worker, criminal justice at DPSCS; loan underwriter at the Department of Housing and Community Development (DHCD); pay equity for the planner series at the Department of Planning and MDH; registered nurses at MDH receive a \$3,000 hire bonus and a \$3,000 retention bonus at 24/7 facilities.

¹⁴The fiscal 2016 annual salary review provided a one-grade increase to wage and hour investigators and administrators at the Employment Standards and Prevailing Wage Programs at the Maryland Department of Labor.

¹⁵The fiscal 2017 annual salary review provided for step increases for building security officers; a one-grade increase for DGS procurement officers; salary parity with detective for the warrant apprehension job series at DPSCS; step increases for DHCD fiscal staff; and polygraph operators at DSP and DPSCS.

¹⁶Employees 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.

¹⁷The fiscal 2019 annual salary review 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.

¹⁸Employees 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.

¹⁹The fiscal 2020 annual salary review 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.

²⁰The fiscal 2021 annual salary review provided for a one-step increase for approximately 200 classifications, primarily in those with high vacancy rates.

²¹Most 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.

²²The fiscal 2022 annual salary review 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 Legislative Services; Department of Budget and Management

Exhibit 11
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 After 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							
<i>Hired on or Before 6/30/11</i>	<i>3.0% of current legislative salary per year of service</i>	<i>1/3 of current annual salary for one term; or 1/2 of current annual salary for two terms</i>	<i>2/3 of active judge salary at 16 years</i>	<i>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)</i>	<i>2.55% per year of service (calculated on highest 3 years of salary)</i>	<i>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)</i>	<i>1.8% per year of service (calculated on highest 3 years of salary)</i>
<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 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 the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year 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 3/5 vote that Governor is unable to perform duties of office due to physical or mental disability	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service

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

BOT: Board of Trustees for the State Retirement and Pension System COLA: cost-of-living adjustment
LEOPS: Law Enforcement Officers' Pension System

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

²Employee 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.

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

⁴Other 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 12
Sample Salary Increase Scenarios - Percentage Increases

	<u>Current Salary</u>	<u>\$10,000</u>	<u>\$20,000</u>	<u>\$30,000</u>	<u>\$40,000</u>	<u>\$50,000</u>
<u>Court of Appeals</u>						
Chief Judge	\$215,433	4.64%	9.28%	13.93%	18.57%	23.21%
Judge	196,433	5.09%	10.18%	15.27%	20.36%	25.45%
<u>Court of Special Appeals</u>						
Chief Judge	186,633	5.36%	10.72%	16.07%	21.43%	26.79%
Judge	183,633	5.45%	10.89%	16.34%	21.78%	27.23%
<u>Circuit Court</u>						
<u>Judge</u>	174,433	5.73%	11.47%	17.20%	22.93%	28.66%
<u>District Court</u>						
Chief Judge	183,633	5.45%	10.89%	16.34%	21.78%	27.23%
Judge	161,333	6.20%	12.40%	18.60%	24.79%	30.99%

Source: Department of Legislative Services
