

Exhibits

Exhibit 1 Constitutional Provisions Regarding General Assembly Compensation Commission

Art III, §15

Section 15.

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

<u>Compensation Setting Method</u>	<u>Total</u>
Compensation Commission Recommendations	21
Tied to External Factors	11
Set by Legislation	18

Note: Maryland utilizes a Compensation Commission method. The General Assembly may only accept or reduce the commission's recommendations. Compensation commission recommendations in other states may or may not be binding on their legislature. States that adjust compensation to external factors include adjustments relative to employee salary increases, changes in median household income, and changes in cost of living. States that adjust compensation by legislation may require voter referendum approval.

Source: National Conference of State Legislatures

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 28, 2026)	Resolution of Commission, not legislature	Compensation and allowances (<i>i.e.</i> , salary as well as expenses and pension)	End of session	Joint Resolution (if no Joint Resolution introduced, Commission's Resolution takes effect)	(1) May take no action on Joint Resolutions (2) May pass Joint Resolution approving Commission's Resolution (3) May pass Joint Resolution reducing or rejecting particular items* but may not increase item (4) May pass Joint Resolution rejecting Commission's Resolution (5) May pass Joint Resolution embodying prior Resolution (2018) (6) May defeat Joint Resolutions	(1) Commission's Resolution takes effect (2) Commission's Resolution takes effect (3) Commission's Resolution, as modified by Joint Resolution, takes effect (4) Prior Resolution (2018) remains in effect (5) Prior Resolution (2018) remains in effect (6) Commission's Resolution takes effect

* May not reduce below 1970 levels.

Source: Department of Legislative Services

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

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

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Mileage Allowance	\$0.10 per mile; one round trip per week if taking meals and lodging in Annapolis; in lieu of meals and lodging, \$0.10 per mile for daily trips	Rate to align with State travel regulations; current rate \$0.12 per mile	Same conditions; current rate \$0.18 per mile	Same conditions; current rate \$0.19 per mile	Same conditions; current rate \$0.23 per mile
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: 1983 \$85 1984 \$90 1985 \$95 1986 \$100	In each calendar year, the following daily limits: 1987 \$105 1988 \$110 1989 \$116 1990 \$122
Retirement Plan					
Participation	Optional	Optional	Optional	Optional (1 year to decide)	Optional (16 months initial enrollment period)
Member Contribution	5% of salary	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of highest annual salary times years of service; pre-1971 and post-1971 benefits calculated separately and added together	Same formula as 1971; may include pre-1971 service in calculating benefits under current plan	Same as 1971	Same as 1971 with addition of COLA not to exceed 3%	Same as 1971 with COLA not to exceed 3%
Maximum Allowance	60% after 24 years	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Eligible for Allowance	Age 60 with at least 8 years of service	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Transfer Credit to Other State Plans	Yes	No	No	No	Yes, if less than 8 years of service
Early Retirement	Age 50 if 8 or more years of service; benefit actuarially reduced	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Survivor Benefit	Spouse receives one-half allowance at age 60; reduced benefit to ages 50 through 59	Same as 1971 plan	Same as 1971 plan	“Survivor” modified to include beneficiaries other than spouse if member is single or widowed	Same as 1971, with 1982 modifications
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

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

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

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
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 (5% of salary)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of salary of active legislator for each year of service up to 24 years; benefit recalculated based on salary increases for active legislators	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan
Maximum Allowance	60% of salary payable to an active legislator	66.67% of salary payable to an active legislator	Same and 1994 plan	Same as 1994 plan	Same as 1994 plan
Eligible for Allowance	Same as 1971 plan (age 60 with at least 8 years of service)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Transfer Credit to Other State Plans	Same as 1986 plan (yes, if less than 8 years of service)	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Early Retirement	Age 50 with at least 8 years of service, actuarially reduced 6% for each year under age 60	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan
Survivor Benefit	<p><u>Nonvested Active:</u></p> <p>Surviving spouse or designated beneficiary receives lump sum payment of 1 year's salary plus return of member's contribution</p> <p><u>Vested Active/Vested Former/Retired:</u></p> <p>Surviving spouse or designated beneficiary may elect either lump sum payment OR a monthly benefit of 50% of benefit accrued at member's death. Payment to spouse begins at member's death. Payment to designated beneficiary begins at age 60, or actuarially reduced at age 50</p>	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan, except a member may elect multiple beneficiaries; if no surviving spouse, to receive lump sum payment divided equally	Same as 1990 plan, with 2002 change regarding multiple beneficiaries
Contribute to 8 Years	Same as 1971 plan (if terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Disability Benefit	Incapacitated legislator may resign and continue to receive salary through remainder of term	If totally disabled, vested member receives annual retirement allowance regardless of age	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan

COLA: cost-of-living adjustment

IRS: Internal Revenue Service

Source: Department of Legislative Services

Exhibit 5
Summary of Final Adopted Joint Resolution 4 of 2010 Regular Session and 2014, 2018, and 2022 GACC Resolutions

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>			<u>2014 GACC Resolution</u>			<u>2018 GACC Resolution</u>			<u>2022 GACC Resolution</u>		
Salaries												
Member	In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):			In each calendar year, the following (each in monthly payments):			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>
	2011	\$43,500	\$56,500	2015	\$45,207	\$58,718	2019	\$50,330	\$65,371	2023	\$52,343	\$67,986
	2012	\$43,500	\$56,500	2016	\$46,915	\$60,935	2020	\$50,330	\$65,371	2024	\$54,437	\$70,705
	2013	\$43,500	\$56,500	2017	\$48,622	\$63,153	2021	\$50,330	\$65,371	2025	\$55,526	\$72,119
	2014	\$43,500	\$56,500	2018	\$50,330	\$65,371	2022	\$50,330	\$65,371	2026	\$56,636	\$73,562
Expenses												
Meals and Lodging*	<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$42 per diem			<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$47 per diem			<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$56 per diem			<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$63 per diem		
	<u>Lodging</u> – limit specified by IRS for Annapolis			<u>Lodging</u> – limit set by GSA for Annapolis; currently \$103/126; in-state out-of-Annapolis lodging approved by presiding officers reimbursed at GSA rate			<u>Lodging</u> – limit set by GSA for Annapolis; currently \$106/133; in-state out-of-Annapolis lodging approved by presiding officers reimbursed at GSA rate			<u>Lodging</u> – limit set by GSA for Annapolis; currently \$125/\$161; in-state out-of-Annapolis lodging approved by presiding officers reimbursed at GSA rate		
	2011	\$100/114										
	2012	\$101/116										
	2013	\$101/116										
	2014	\$101/116										
Mileage Allowance	Same conditions; current rate \$0.565 per mile			Same conditions; current rate \$0.535 per mile			Same conditions; current rate \$0.56 per mile			Same conditions; current rate \$0.70 per mile		
In-district Travel	\$500 annual payment			\$750 annual payment			\$750 annual payment			\$750 annual payment		

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>	<u>2018 GACC Resolution</u>	<u>2022 GACC Resolution</u>
Out-of-state Travel	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location	Subject to most current GSA daily per diem rates for meals and lodging	Subject to most current GSA daily per diem rates for meals and lodging except that if the published conference rate is higher, the higher rate may be approved by the presiding officers	Subject to most current GSA daily per diem rates for meals and lodging except that if the published conference rate is higher, the higher rate may be approved by the presiding officers
Retirement Plan				
Participation	Optional enrollment allowed at any time	Mandatory enrollment	Mandatory enrollment	Mandatory enrollment
Member Contribution	5.0% of salary	7.0% of salary	7.0% of salary	7.0% of salary
Allowance	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators; unchanged since 1994	Same as 2010 plan	Same as 2010 plan	Same as 2010 plan
Maximum Allowance	66.67% of salary payable to an active legislator; unchanged since 1994	Same as 2010 plan	Same as 2010 plan	Same as 2010 plan
Eligible for Allowance	Age 60 with at least 8 years of service; unchanged since 1991	Unchanged for members with creditable service prior to January 14, 2015; for members with no creditable service prior to January 14, 2015, normal retirement age was increased to 62 (same minimum length of service)	Same as 2014 plan	Same as 2014 plan
Transfer Credit to Other State Plans	Yes, if less than 8 years of service; unchanged since 1986	Same as 2010 plan	Same as 2010 plan	Same as 2010 plan

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>	<u>2018 GACC Resolution</u>	<u>2022 GACC Resolution</u>
Early Retirement	Age 50 with at least 8 years of service, actuarially reduced 6% for each year under age 60; unchanged since 1990	Unchanged for members with creditable service prior to January 14, 2015; for members with no creditable service prior to January 14, 2015, early retirement age increased to 55 (with same minimum length of service and actuarial reduction per year under normal retirement age)	Same as 2014 plan	Same as 2014 plan
Retiree Health Benefit	Eligible to those with a retirement allowance; full retiree health subsidy is reached after 16 years of creditable service	For members with creditable service prior to January 14, 2015, full retiree health subsidy is reached after 16 years; for members with no creditable service prior to January 14, 2015, full retirement subsidy is reached after 20 years	Same as 2014 plan	Same as 2014 plan

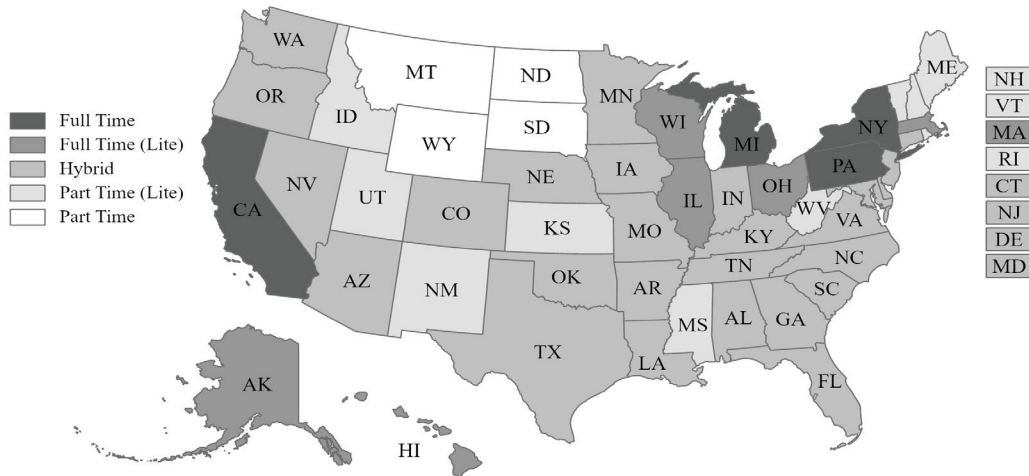
<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>	<u>2018 GACC Resolution</u>	<u>2022 GACC Resolution</u>
Survivor Benefit	<p><u>Nonvested Active:</u></p> <p>Surviving spouse or designated beneficiary receives lump sum payment of 1 year's salary plus return of member's contribution</p> <p><u>Vested Active/Vested Former/Retired:</u></p> <p>Surviving spouse or designated beneficiary/beneficiaries may elect either lump sum payment OR a monthly benefit of 50% of benefit accrued at member's death; payment to spouse begins at member's death; payment to designated beneficiaries begins at age 60, or actuarially reduced at age 50</p> <p>Unchanged since 2002 plan</p>	Options changed to conform to IRS regulations	Same as 2014 plan	Same as 2014 plan
Contribute to 8 Years	If terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible; unchanged since 1971 plan	Same as 2010 plan	Members with creditable service prior to January 9, 2019, may contribute as before to reach 8 years; members with no creditable service before January 9, 2019, may not buy service credit	Same as 2018 plan
Disability Benefit	If totally disabled, vested member receives annual retirement allowance regardless of age; unchanged since 1994	Same as 2010 plan	Same as 2010 plan	Same as 2010 plan

<u>Subject</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>	<u>2014 GACC Resolution</u>	<u>2018 GACC Resolution</u>	<u>2022 GACC Resolution</u>
Military Service	No allowance for military service.	Same as 2010 plan	Members who have at least 8 years of service are entitled to receive credit for military service of up to 3 years	Members who have at least 8 years of service are entitled to receive credit for military service of up to 3 years
Forfeiture of Retirement Benefits	Forfeiture of benefits based on conviction or entering a plea of <i>nolo contendere</i> to any crime committed during the member's term of office that is either a felony or certain misdemeanors	Same as 2010 plan	Same as 2010 plan	Same as 2010 plan

GACC: General Assembly Compensation Commission
GSA: General Services Administration
IRS: Internal Revenue Service

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

Source: Department of Legislative Services



Note: Classification is based on estimated time on the job, compensation, professional staffing levels, and session lengths. Full-time and full-time lite legislatures are classified as spending at least 80% of work life on legislative work, having higher levels of compensation, and having large staff support. The full-time-classified states generally have longer legislative sessions and larger districts than full-time lite states. Hybrid legislatures are classified as spending at least two-thirds of work life on legislative work and have intermediate levels of staff support. Compensation is usually not enough to make a living without other sources of income. Part-time lite and part-time legislatures are classified as spending at least a half-time equivalent of work life on legislative work and have relatively low levels of staff support. Compensation is considered low and requires other sources of income to make a living.

Source: National Conference of State Legislatures

Exhibit 7

Attributes of a Professional and Citizen Legislature

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

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

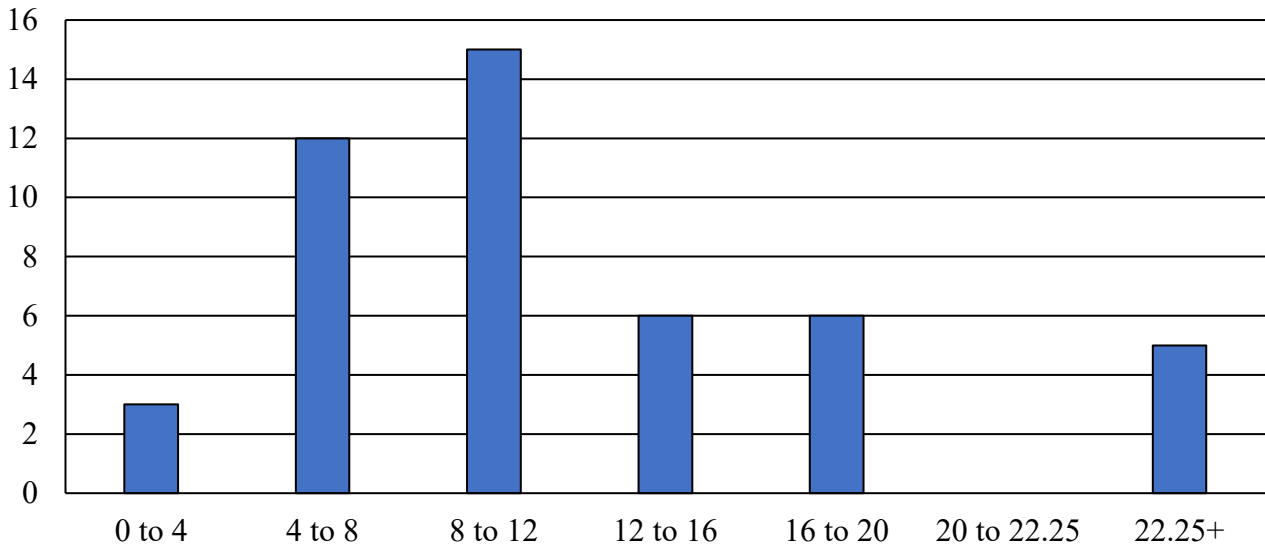
Exhibit 8
Legislators Continued in Office
Election Year Turnover
1974-2022

Election Year	Senate Changes	% of Total	House Changes	% of Total	Total Changes	% of Total	Less House to Senate	Net	% of Total
1974	19	40.4%	63	44.7%	82	43.6%	9	73	38.8%
1978	11	23.4%	54	38.3%	65	34.6%	7	58	30.9%
1982	17	36.2%	50	35.5%	67	35.6%	9	58	30.9%
1986	8	17.0%	41	29.1%	49	26.1%	7	42	22.3%
1990	10	21.3%	35	24.8%	45	23.9%	5	40	21.2%
1994	20	42.6%	60	42.6%	80	42.6%	10	70	37.2%
1998	7	14.9%	30	21.3%	37	19.7%	3	34	18.1%
2002	11	23.4%	47	33.3%	58	30.9%	6	52	27.7%
2006	11	23.4%	42	29.8%	53	28.2%	4	49	26.1%
2010	10	21.3%	29	20.6%	39	20.7%	7	32	17.0%
2014	10	21.3%	58	41.1%	68	36.2%	7	61	32.4%
2018	19	40.4%	47	33.3%	66	35.1%	9	57	30.3%
2022	8	17.0%	34	24.1%	42	22.3%	5	37	19.7%

Note: Of the 34 House changes in 2022, 5 involved legislators who ran for the Senate, of whom all were elected.

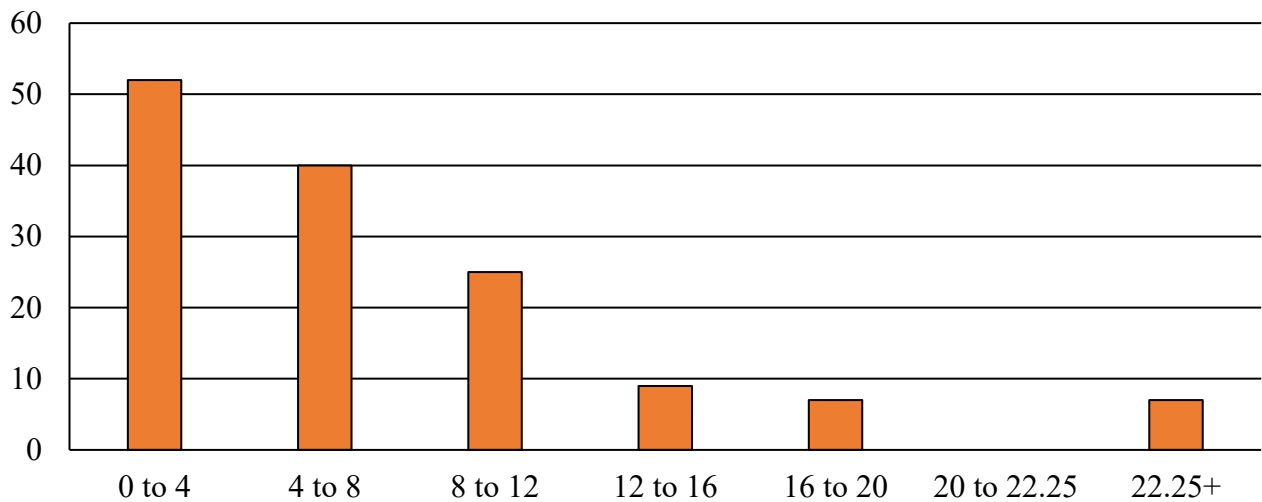
Source: Ballotpedia; Department of Legislative Services

Exhibit 9
Current Senate Members Total Legislative Service



Source: Department of Legislative Services

Exhibit 10
Current House Members Total Legislative Service



Source: Department of Legislative Services

Exhibit 11
General Assembly of Maryland
Bills and Joint Resolutions
1991 through 2025 Regular Sessions

<u>Bills</u>	Senate		House		Total	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
1991	848	301	1,331	474	2,179	775
1992	773	260	1,578	481	2,351	741
1993	921	289	1,627	453	2,548	742
1994	857	305	1,694	596	2,551	901
1995	868	301	1,393	477	2,261	778
1996	806	283	1,463	513	2,269	796
1997	915	354	1,470	537	2,385	891
1998	799	358	1,428	531	2,227	889
1999	795	333	1,219	497	2,014	830
2000	907	366	1,440	518	2,347	884
2001	901	352	1,464	575	2,365	927
2002	903	307	1,462	485	2,365	792
2003	774	252	1,185	377	1,959	629
2004	934	285	1,548	421	2,482	706
2005	1,018	350	1,614	476	2,632	826
2006	1,107	334	1,749	489	2,856	823
2007	1,037	346	1,443	452	2,480	798
2008	1,014	295	1,627	452	2,641	747
2009	1,073	343	1,581	456	2,654	799
2010	1,129	372	1,571	438	2,700	810
2011	998	319	1,355	388	2,353	707
2012	1,101	345	1,479	447	2,580	792
2013	1,075	322	1,535	443	2,610	765
2014	1,117	368	1,555	443	2,672	811
2015	942	297	1,292	385	2,234	682
2016	1,173	381	1,644	453	2,817	834
2017	1,200	408	1,661	527	2,861	935
2018	1,269	403	1,832	486	3,101	889
2019	1,051	403	1,430	461	2,481	864
2020	1,081	323	1,663	357	2,744	680
2021	964	392	1,380	424	2,344	816
2022	1,011	375	1,487	454	2,498	829
2023	974	388	1,301	420	2,275	808
2024	1,188	495	1,526	557	2,714	1,052
2025	1,047	381	1,558	497	2,605	878

<u>Joint Resolutions</u>	Senate		House		Total	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
1991	16	1	28	4	44	5
1992	21	3	28	5	49	8
1993	15	3	35	3	50	6
1994	13	6	28	4	41	10
1995	11	3	22	7	33	10
1996	10	3	20	4	30	7
1997	17	3	28	5	45	8
1998	17	6	22	6	39	12
1999	11	6	24	7	35	13
2000	12	8	28	9	40	17
2001	16	4	27	10	43	14
2002	23	10	39	15	62	25
2003	13	10	20	0	33	0
2004	10	0	11	1	21	1
2005	11	0	13	0	24	0
2006	16	2	10	3	26	5
2007	9	1	6	2	15	2
2008	5	0	5	0	10	0
2009	12	1	9	0	21	1
2010	6	2	14	2	20	4
2011	6	0	11	1	17	1
2012	7	3	16	2	23	5
2013	5	0	3	0	8	0
2014	9	2	12	1	21	3
2015	6	0	8	0	14	0
2016	7	1	8	0	15	1
2017	8	3	10	2	18	5
2018	12	1	14	2	26	3
2019	5	1	11	1	16	2
2020	6	1	12	0	18	1
2021	7	1	6	0	13	1
2022	11	2	8	1	19	3
2023	5	1	4	1	9	2
2024	5	1	9	0	14	1
2025	5	0	7	0	12	0

Note: The Senate adopted bill introduction limits during the 2021 session. Beginning with the 2019 session, both chambers ceased introduction of individual legislative bond bills (prior to 2019, there were typically 400 bond bills per year). Beginning with the 2014 session, both chambers began crossfiling departmental bills.

Source: Department of Legislative Services

Exhibit 12
Interim Legislative Meetings
Calendar 2023-2025

<u>Legislative Unit</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
Standing/Joint Committee	53	53	25
Subcommittee	6	5	1
Workgroup/Other	57	52	33
Total	116	110	59

Note: Meeting counts are by legislative unit and may include meetings held jointly by a standing/joint committee. Meeting counts for the 2025 interim are meetings scheduled as of September 17, 2025.

Source: Department of Legislative Services

Exhibit 13

2024 Legislative Salary and Session Characteristics

<u>State</u>	<u>Salary</u>	<u>Length of Terms (in Years)</u>		<u>Session Legal Limit</u>	<u>Notes</u>
		<u>Senate</u>	<u>House</u>		
New York*	\$142,000	2	2	None	Increase in salary since 2021
California	128,215	4	2	Varies by year	Increase in salary since 2021
Pennsylvania	106,422	4	2	None	Increase in salary since 2021
Illinois	89,250	4	2	None	Increase in salary since 2021
Alaska	84,000	4	2	90C	Increase in salary since 2021
Hawaii	74,160	4	2	60L	Increase in salary since 2021
Massachusetts	73,655	2	2	None	Increase in salary since 2021
Michigan	71,685	4	2	None	
Ohio	71,099	4	2	None	Increase in salary since 2021
Washington	61,997	4	2	Varies by year	Increase in salary since 2021; \$60,191 (Senate)
Alabama	59,674	4	4	30L	Increase in salary since 2021
Wisconsin	57,408	4	2	None	Increase in salary since 2021
Maryland	54,437	4	4	90C	Increase in salary since 2021
Minnesota*	51,750	4	2	120L per biennium	Increase in salary since 2021
Delaware	50,678	4	2	End by June 30	Increase in salary since 2021
New Jersey	49,000	4	2	None	
Oklahoma	47,500	4	2	Last Friday in May	
Arkansas	44,356	4	2	Varies by year	Increase in salary since 2021
Colorado*	43,977	4	2	120C	Increase in salary since 2021
Missouri	41,070	4	2	End by May 30	Increase in salary since 2021
Connecticut*	40,000	2	2	Varies by year	Increase in salary since 2021
Oregon*	35,052	4	2	Varies by year	Increase in salary since 2021
Indiana	32,070	4	2	Varies by year	Increase in salary since 2021
Florida	29,697	4	2	60C	
Tennessee	28,406	4	2	90L	Increase in salary since 2021
Iowa	25,000	4	2	Varies by year	
Maine	25,000	2	2	Varies by year	Increase in salary since 2021
Georgia	24,342	2	2	40L	Increase in salary since 2021
Arizona	24,000	2	2	Saturday of week after 100C	
Mississippi	23,500	4	4	Varies by year	
West Virginia*	20,000	4	2	60C	
Idaho	19,913	2	2	None	Increase in salary since 2021
Rhode Island	19,037	2	2	None	Increase in salary since 2021
Virginia	18,000	4	2	Varies by year	
Louisiana	16,800	4	4	Varies by year	

<u>State</u>	<u>Salary</u>	<u>Length of Terms (in Years)</u>		<u>Session Legal Limit</u>	<u>Notes</u>
		<u>Senate</u>	<u>House</u>		
North Carolina	13,951	2	2	None	
South Dakota	13,436	2	2	40L	Increase in salary since 2021
Nebraska	12,000	4		Varies by year	
South Carolina	10,400	4	2	First Thursday in June	
Texas*	7,200	4	2	140C biennial	
Utah	294 per day	4	2	45C	Increase in daily rate since 2021
Kentucky	203 per day	4	2	Varies by year	\$189 per day for legislators who started before 2023
Wyoming	150 per day	4	2	Varies by year	
Nevada*	130 per day	4	2	120C biennial	Decrease in daily rate since 2021
Vermont	843 per week	2	2	None	Increase in weekly rate since 2021
Montana	104 per day	4	2	90L biennial	Increase in daily rate since 2021
Kansas	89 per day	4	2	Varies by year	
North Dakota	592 per month	4	4	80L biennial	Increase in monthly rate since 2021
New Hampshire	100 per year	2	2	45L or July 1	
New Mexico	0	4	2	Varies by year	

*Data available as of 2023.

Note: Maryland legislative salaries did increase since 2021 as the 2022 Resolution included annual increases in calendar 2023 to 2026. States with legislatures that are generally considered full time are shaded; Nebraska's legislature is unicameral.

Key: L – Legislative Day

C – Calendar Day

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

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

Exhibit 14
Relative Standing of Legislative Salaries
Calendar 2009-2024

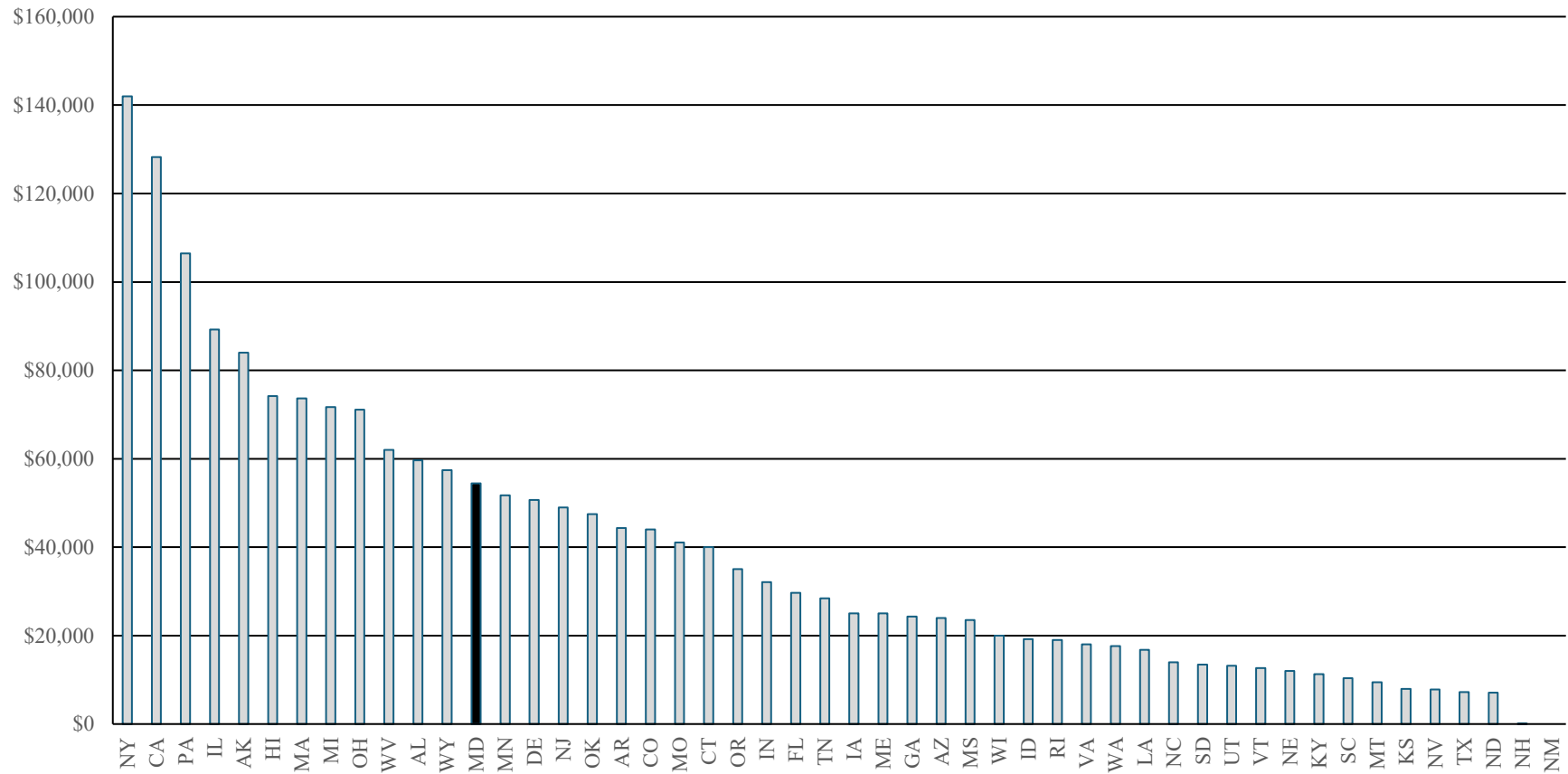
<u>State</u>	2024		2021		2017		2013		2009		2021-2024 Salary Change
	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	
New York	\$142,000	1	\$110,000	2	\$79,500	3	\$79,500	3	\$79,500	3	29.09%
California	128,215	2	114,877	1	104,118	1	90,526	1	116,208	1	11.61%
Pennsylvania	106,422	3	90,335	3	86,479	2	83,801	2	78,315	4	17.81%
Illinois	89,250	4	69,464	6	67,836	5	67,836	5	67,836	5	28.48%
Alaska	84,000	5	50,400	12	50,400	10	50,400	8	24,012	21	66.67%
Hawaii	74,160	6	62,604	8	61,380	7	46,273	11	48,708	10	18.46%
Massachusetts	73,655	7	70,536	5	62,548	6	60,033	7	61,440	6	4.42%
Michigan	71,685	8	71,685	4	71,685	4	71,865	4	79,650	2	0.00%
Ohio	71,099	9	67,492	7	60,584	8	60,584	6	60,584	7	5.34%
Washington	61,997	10	56,881	9	47,776	13	42,106	14	42,106	13	8.99%
Alabama	59,674	11	51,734	11	44,765	15		42		42	15.35%
Wisconsin	57,408	12	55,151	10	50,950	9	49,943	9	49,943	8	4.09%
Maryland	54,437	13	50,330	13	48,622	12	43,500	13	43,500	11	8.16%
Minnesota	51,750	14	46,500	17	31,141	19	31,141	17	31,141	16	11.29%
Delaware	50,678	15	47,291	16	45,291	14	44,041	12	42,750	12	7.16%
New Jersey	49,000	16	49,000	14	49,000	11	49,000	10	49,900	9	0.00%
Oklahoma	47,500	17	47,500	15	38,400	17	38,400	15	38,400	14	0.00%
Arkansas	44,356	18	42,428	18	39,400	16	15,869	32	15,362	32	4.54%
Colorado	43,977	19	40,242	19	30,000	20	30,000	18	30,000	18	9.28%
Missouri	41,070	20	35,915	20	35,915	18	35,915	16	35,915	15	14.35%
Connecticut	40,000	21	28,000	24	28,000	22	28,000	20	28,000	19	42.86%
Oregon	35,052	22	32,839	21	24,216	25	22,260	24	21,612	24	6.74%
Indiana	32,070	23	28,103	23	25,436	23	22,616	23	22,616	23	14.12%
Florida	29,697	24	29,697	22	29,697	21	29,697	19	30,336	17	0.00%
Tennessee	28,406	25	24,316	26	22,667	27	19,009	26	\$19,009	26	16.82%

<u>State</u>	<u>2024</u>		<u>2021</u>		<u>2017</u>		<u>2013</u>		<u>2009</u>		<u>2021-2024 Salary Change</u>
	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	<u>Salary</u>	<u>Rank</u>	
Iowa	25,000	26	25,000	25	25,000	24	25,000	21	25,000	20	0.00%
Maine	25,000	26	15,417	35	14,271	35	13,852	35	13,526	34	55.96%
Georgia	24,342	28	15,608	34	17,342	31	17,342	29	17,342	29	0.00%
Arizona	24,000	29	24,000	27	24,000	26	24,000	22	24,000	22	0.00%
Mississippi	23,500	30	23,500	28	10,000	39	10,000	38	10,000	38	0.00%
West Virginia	20,000	31	20,000	29	20,000	28	20,000	25	20,000	25	2.69%
Idaho	19,193	32	18,691	30	17,017	32	16,438	31	16,116	31	14.43%
Rhode Island	19,037	33	16,636	33	15,430	34	14,640	33	13,089	35	0.00%
Virginia	18,000	34	18,000	31	18,000	29	18,000	27	18,000	27	0.00%
Virginia House	17,640	35	17,640		17,640	30	17,640	28	17,640	28	0.00%
Louisiana	16,800	36	16,800	32	16,800	33	16,800	30	16,800	30	5.37%
North Carolina	13,951	37	13,951	36	13,951	36	13,951	34	13,951	33	0.00%
South Dakota	13,436	38	12,851	37	6,000	41	6,000	40	6,000	40	4.55%
Nebraska	12,000	39	12,000	38	12,000	37	12,000	36	12,000	36	0.00%
South Carolina	10,400	40	10,400	39	10,400	38	10,400	37	10,400	37	0.00%
Texas	7,200	41	7,200	40	7,200	40	7,200	39	7,200	39	0.00%
New Hampshire	100	42	100	41	100	42	100	41	100	41	0.00%
New Mexico	0	43	0	42	0	43	0	42	0	42	0.00%

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

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

Exhibit 15
Legislative Salaries
Calendar 2024



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

Exhibit 16
Changes to Legislative Salaries

<u>State</u>	<u>2021 Salary</u>	<u>2024 Salary</u>	<u>\$ Difference</u>	<u>% Difference</u>
Alaska*	\$50,400	\$84,000	\$33,600	66.7%
Georgia	15,608	24,342	8,734	56.0%
Connecticut	28,000	40,000	12,000	42.9%
New York*	110,000	142,000	32,000	29.1%
Illinois*	69,464	89,250	19,786	28.5%
Hawaii*	62,604	74,160	11,556	18.5%
Pennsylvania*	90,335	106,422	16,087	17.8%
Tennessee	24,316	28,406	4,090	16.8%
Alabama	51,734	59,674	7,940	15.3%
Rhode Island	16,636	19,037	2,401	14.4%
Missouri	35,915	41,070	5,155	14.4%
Indiana	28,103	32,070	3,967	14.1%
California	114,877	128,215	13,338	11.6%
Minnesota	46,500	51,750	5,250	11.3%
Colorado	40,242	43,977	3,735	9.3%
Washington	56,881	61,997	5,116	9.0%
Maryland	50,330	54,437	4,107	8.2%
Delaware	47,291	50,678	3,387	7.2%
Oregon	32,839	35,052	2,213	6.7%
Idaho	18,691	19,913	1,222	6.5%
Maine	15,417	16,245	828	5.4%
Ohio*	67,492	71,099	3,607	5.3%
South Dakota	12,851	13,436	585	4.6%
Arkansas	42,428	44,356	1,928	4.5%
Massachusetts*	70,536	73,655	3,119	4.4%
Wisconsin*	55,151	57,408	2,257	4.1%
Arizona	24,000	24,000	0	0.0%
Florida	29,697	29,697	0	0.0%
Iowa	25,000	25,000	0	0.0%
Louisiana	16,800	16,800	0	0.0%
Michigan*	71,685	71,685	0	0.0%
Mississippi	23,500	23,500	0	0.0%
Nebraska	12,000	12,000	0	0.0%
New Hampshire	100	100	0	0.0%
New Jersey	49,000	49,000	0	0.0%
New Mexico	0	0	0	0.0%
North Carolina	13,951	13,951	0	0.0%
Oklahoma	47,500	47,500	0	0.0%

<u>State</u>	<u>2021 Salary</u>	<u>2024 Salary</u>	<u>\$ Difference</u>	<u>% Difference</u>
South Carolina	10,400	10,400	0	0.0%
Texas	7,200	7,200	0	0.0%
Virginia	18,000	18,000	0	0.0%
West Virginia	20,000	20,000	0	0.0%

Note: Salaries are for 2024. Maryland salaries increase to \$56,636 for 2026, for an increase of 12.5%. New Jersey salaries are scheduled to increase to \$82,000 for 2026, for an increase of 67.3%.

Data is for states with annual salaries only as opposed to daily, weekly, or monthly allowances.

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

Exhibit 17
Legislative Salaries in States with
Combined Operating Budgets within \$15 Billion of
Maryland's Combined Budget

<u>State</u>	<u>Budget¹ (\$ in Billions)</u>	<u>Legislative Salary²</u>
Michigan	\$80.5	\$71,685
Virginia	78.8	18,000
Massachusetts	77.9	73,655
Georgia	73.5	24,342
Washington	69.7	61,997
Maryland	65.7	54,437
North Carolina	62.5	13,951
Wisconsin	62.5	57,408
Indiana	53.5	32,070
Oregon	53.4	35,052
Minnesota	53.4	51,750

¹ Based on actual fiscal 2023 operating budget data.

² Calendar 2024.

Note: State budgets range from \$5.3 billion in Wyoming to \$409.8 billion in California. Of those states with legislative salaries higher than Maryland, only three have smaller combined operating budgets (Alabama, Alaska, and Hawaii). Of those states with legislative salaries lower than Maryland, four have larger combined operating and capital budgets (Florida, Georgia, Texas, and Virginia).

Source: National Association of State Budget Officers, *Fiscal 2022-2024 State Expenditure Report*; National Conference of State Legislatures; Department of Legislative Services

Exhibit 18
Summary of Recent State Employee and General Assembly Member
Salary Changes
Fiscal 2003-2026

<u>Fiscal Year</u>	State Employees		General Assembly Members	
	Cost-of-living	Increments	Salary⁴	Salary Increase Over Previous Year
	<u>Increase</u>			
2003	None	No	\$34,500	9.5%
2004	None	No	37,500	8.7%
2005	\$752	Yes	40,500	8.0%
2006	1.5%	Yes	43,500	7.4%
2007	2.0% with \$900 floor and \$1,400 ceiling	Yes	43,500	None
2008	2.0%	Yes	43,500	None
2009	0.5% ¹	Yes	43,500	None
2010	None ²	No	43,500	None
2011	None ³	No	43,500	None
2012	None	No	43,500	None
2013	2.0% on 1/1/13	No	43,500	None
2014	3.0% on 1/1/14	On 4/1/14	43,500	None
2015	2.0% on 1/1/15	Yes	45,207	3.9%
2016	2.0%	No	46,915	3.8%
2017	None	Yes	48,622	3.6%
2018	None	No	50,330	3.5%
2019	2.0% on 1/1/19, 0.5% on 4/1/19	No	50,330	None
2020	3% on 7/1/19, 1% on 1/1/20	No	50,330	None
2021	2% on 1/1/21	No	50,330	None
2022	1% on 1/1/22	On 1/1/22	50,330	None
2023	3% on 7/1/22; 4.5% on 11/1/22	Yes	52,343	4.0%
2024	2% on 7/1/23	Yes	54,437	4.0%

<u>Fiscal Year</u>	State Employees		General Assembly Members	
	<u>Cost-of-living</u> <u>Increase</u>	<u>Increments</u>	<u>Salary</u> ⁴	<u>Salary Increase Over</u> <u>Previous Year</u>
2025	3% on 7/1/24	Yes	55,526	2.0%
2026	1% on 7/1/25	Yes	56,636	2.0%

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

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

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

⁴ Calendar years.

Source: Department of Legislative Services

Exhibit 19
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2026

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- to 5-day furlough enacted ⁽⁷⁾
2010		None	None		\$0	None	None	3- to 10- day furlough enacted ⁽⁸⁾
2011		None	None		\$0	None	None	3- to 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⁾	

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>
2018		None	None	Negotiated increments	\$0	None	None	
2019	1/1/19; 4/1/19	2%; 0.5% ⁽¹⁶⁾	None	2% and negotiated increments	\$0	\$500 ⁽¹⁶⁾	Yes ⁽¹⁷⁾	
2020	7/1/19; 1/1/20	3%; 1% ⁽¹⁸⁾	None	5% and negotiated increments	\$0	None	Yes ⁽¹⁹⁾	
2021	1/1/2021	2%	None	0.05	0	None	Yes ⁽²⁰⁾	
2022	1/1/2022	1% ⁽²¹⁾	1/1/2022	4% and negotiated increments	0	\$1,000/ \$1,500 ⁽²²⁾	Yes ⁽²³⁾	
2023	7/1/22; 11/1/22	3%; 4.5%	On time	7% and negotiated increments ⁽²⁴⁾	0	None	Yes ⁽²⁵⁾	
2024	7/1/2023	2%	On time ⁽²⁶⁾	5% and negotiated increments	600	None	Yes ⁽²⁷⁾	
2025	7/1/2024	3%	On time ⁽²⁸⁾	5% and negotiated increments	600	None	Yes ⁽²⁹⁾	
2026	7/1/2025	1%	On time		600	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 were \$900 for employees making less than \$45,000 at the end of fiscal 2006, \$1,400 for employees making \$70,000 or more, and 2% for those remaining.

⁽⁴⁾ The fiscal 2007 ASR provided reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, administrative law judges, and teachers' aides.

- (5) A 2.0% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.
- (6) The fiscal 2009 ASR provided reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialists, veteran services, cemetery workers, call center specialists, complex tax auditors, tax consultants, retirement benefits counselors, medical care specialists, dental workers, financial regulators, deputy fire marshals, lead aviation maintenance technicians, police communications operators, and civilian helicopter pilots.
- (7) State employee salaries were reduced through furlough in fiscal 2009 by Executive Order 01.01.2008.20 in December 2008. The salaries for employees earning \$40,000 were reduced by the value of two days' salary; those earning between \$40,000 and \$59,999 were reduced by the value of four days' salary; and those earning \$60,000 or above were reduced by five days' salary. Public safety positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.
- (8) State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 are furloughed for an additional three days, those between \$50,000 and \$99,999 for an extra four days; and those earning over \$100,000 are furloughed for an additional five days. The result was an average salary reduction of approximately 2.6%.
- (9) State employee salaries were reduced through furloughs and salary reductions in fiscal 2011 by Executive Order 01.01.2010.11 in May 2010. The structure mirrors the fiscal 2010 program.
- (10) The fiscal 2012 budget provided employees with a one-time \$750 bonus.
- (11) The fiscal 2013 ASR provided upgrades to the following classifications: contribution tax auditors; Maryland correctional enterprise industries representative I and II; and regional managers. Two new classes were also created – nutrient management specialist III and forensic behavioral specialist.
- (12) The fiscal 2014 ASR provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessment and Taxation assessors; personnel classifications at the Maryland Department of Health (MDH), the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police. Parole and probation agents at DPSCS that are an agent 1 receive a one-grade increase, agent II and senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management (DBM) are moved into four-level class series.
- (13) The fiscal 2015 ASR provided one grade for the following classifications: psychologist positions statewide and 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 Community Development fiscal staff; and polygraph operators at the Department of State Police and DPSCS.
- (16) Employees received a 2% increase on January 1, 2019, and a 0.5% increase on April 1, 2019. The April salary increase, as well as a \$500 bonus effective at the same time, were contingent on fiscal 2018 general fund revenues exceeding the December 2017 estimate by at least \$75 million, which they did.

- ⁽¹⁷⁾ The fiscal 2019 ASR provided for step increases for airport firefighters, security attendants and licensed practical nurses at Clifton T. Perkins Hospital, fire safety inspectors, and police communication operators.
- ⁽¹⁸⁾ Employees received a 3% increase on July 1, 2019. With the exception of employees represented by the American Federation of State, County and Municipal Employees (AFSCME), employees received a 1% increase on January 1, 2020.
- ⁽¹⁹⁾ The fiscal 2020 ASR provided for a one step increase for alcohol and drug counselors, mental health professional counselors, park services associates, registered nurses, epidemiologists, and environmental compliance specialists; and salary restructures for procurement employees and correctional officers.
- ⁽²⁰⁾ The fiscal 2021 ASR provided for a one step increase for approximately 200 classifications, primarily in those with high vacancy rates.
- ⁽²¹⁾ Members of AFSCME received an additional 1% cost-of-living adjustment on January 1, 2022.
- ⁽²²⁾ AFSCME employees that were part of a grievance against the State related to pandemic response and premium pay also received a \$2,500 bonus.
- ⁽²³⁾ The fiscal 2022 ASR provides for targeted salary increases for fiscal specialists, fire protection engineers, and principals; it also increases all State employees' hourly wage to at least \$15 per hour.
- ⁽²⁴⁾ Members of the State Law Enforcement Officers Labor Alliance also received the November 1, 2022 4.5% salary increase.
- ⁽²⁵⁾ The fiscal 2023 ASR provided funding for a 6% salary increase for registered nurses who were members of AFT-Healthcare, as well as funding for salary increases for police communications operators, aircraft maintainers, and other positions.
- ⁽²⁶⁾ An additional increment was provided for AFSCME-represented employees.
- ⁽²⁷⁾ The fiscal 2024 ASR provided funding for nearly 6,000 positions across a wide range of high-vacancy positions.
- ⁽²⁸⁾ An additional increment would be provided to employees continuously employed since June 30, 2019.
- ⁽²⁹⁾ The fiscal 2025 ASR provides funding for salary increases for nearly 4,000 positions across State agencies.

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

Exhibit 20
Medical Insurance for Legislators
July 2025

	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	33	70.2%	31	66.0%	32	68.1%
House	94	66.7%	93	66.0%	89	63.1%
Total	127	67.6%	124	66.0%	121	64.4%
Coverage Levels						
Senate						
Individual	9	19.1%	8	17.0%	9	19.1%
Two or more	24	51.1%	23	48.9%	23	48.9%
Total	33	70.2%	31	66.0%	32	68.1%
House						
Individual	26	18.4%	26	18.4%	24	17.0%
Two or more	68	48.2%	67	47.5%	65	46.1%
Total	94	66.7%	93	66.0%	89	63.1%
Combined						
Individual	35	18.6%	34	18.1%	33	17.6%
Two or more	92	48.9%	90	47.9%	88	46.8%
Total	127	67.6%	124	66.0%	121	64.4%

Health Subsidy
 \$315.82 to \$380.93 Per Month for Single Coverage
 \$598.47 to \$952.35 Per Month for Two or More

Prescription Subsidy
 \$162.52 Per Month for Single Coverage
 \$266.42 to \$321.05 Per Month for Two or More

Dental Subsidy
 \$7.65 to \$11.63 Per Month for Single Coverage
 \$15.33 to \$43.60 Per Month for Two or More

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

Source: Department of Legislative Services, Human Resources

Exhibit 21
Comparison of Benefits Between a Legislator and State Employee
Calendar 2026

	<u>Legislator</u> <u>2022 Resolution</u>		<u>State Employee</u> <u>(Pre-2011 Reform)</u>		<u>State Employee</u> <u>(Post-2011 Reform)</u>	
Years of Service	8	12	8	12	8	12
Benefits While Serving¹						
Salary	\$56,636	\$56,636	\$56,636	\$56,636	\$56,636	\$56,636
<i>Less Fringe Benefit Contributions</i>	<i>-\$8,474</i>	<i>-\$8,474</i>	<i>-\$8,474</i>	<i>-\$8,474</i>	<i>-\$8,474</i>	<i>-\$8,474</i>
Adjusted Salary	\$48,162	\$48,162	\$48,162	\$48,162	\$48,162	\$48,162
Fringe Benefits	\$28,470	\$28,470	\$28,470	\$28,470	\$28,470	\$28,470
Total Salary and Fringes	\$76,632	\$76,632	\$76,632	\$76,632	\$76,632	\$76,632
Benefits Upon Retirement²						
Retirement Income³	\$13,593	\$20,389	\$8,156	\$12,233	\$0	\$10,194
<i>Less</i>						
<i>Retiree Health Insurance Premium (BC/BS PPO)</i>	<i>-\$8,324</i>	<i>-\$6,365</i>	<i>-\$7,345</i>	<i>-\$4,896</i>	<i>\$0</i>	<i>-\$7,541</i>
<i>Retiree Prescription Drug Premium</i>	<i>-2,875</i>	<i>-2,259</i>	<i>-2,567</i>	<i>-1,797</i>	<i>0</i>	<i>-2,628</i>
<i>Retiree Premium Dental DHMO</i>	<i>-260</i>	<i>-199</i>	<i>-229</i>	<i>-153</i>	<i>0</i>	<i>-235</i>
Total	-\$11,459	-\$8,823	-\$10,141	-\$6,846	\$0	-\$10,404
Adjusted Income	\$2,134	\$11,566	-\$1,985	\$5,387	\$0	-\$210

	Legislator <u>2022 Resolution</u>		State Employee <u>(Pre-2011 Reform)</u>		State Employee <u>(Post-2011 Reform)</u>	
Retiree Health Benefit Subsidy ⁴						
Retiree Health Insurance Premium (BC/BS PPO)	\$3,917	\$5,876	\$4,896	\$7,345	\$0	\$4,701
Retiree Prescription Drug Premium	1,232	1,848	1,540	2,310	0	1,478
Retiree Premium Dental DHMO	122	183	153	229	0	147
Subtotal	\$5,272	\$7,907	\$6,589	\$9,884	\$0	\$6,326
Total Retirement Benefit	\$7,406	\$19,473	\$4,604	\$15,271	\$0	\$6,116

BC/BS: BlueCross/BlueShield

DHMO: dental health maintenance organization

PPO: preferred provider organization

¹ Assumes fringe benefits of active legislator/employee, non-Medicare-eligible member, and spouse for calendar 2026.

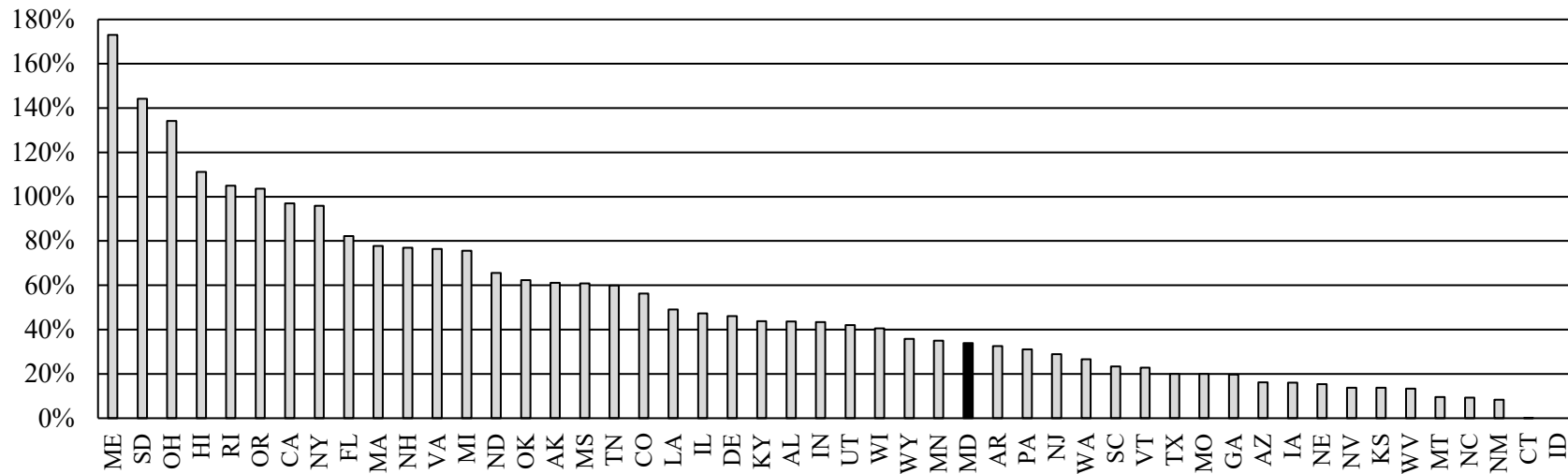
² Assumes fringe benefits for Medicare-eligible member and non-Medicare-eligible spouse for calendar 2026.

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

⁴ For legislators with years of service prior to January 2015, State subsidy is calculated at one-sixteenth per year; for service after, it is calculated at one-twentieth per year.

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

Exhibit 22
Legislator Salary as a Percent of State Median Household Income
2025

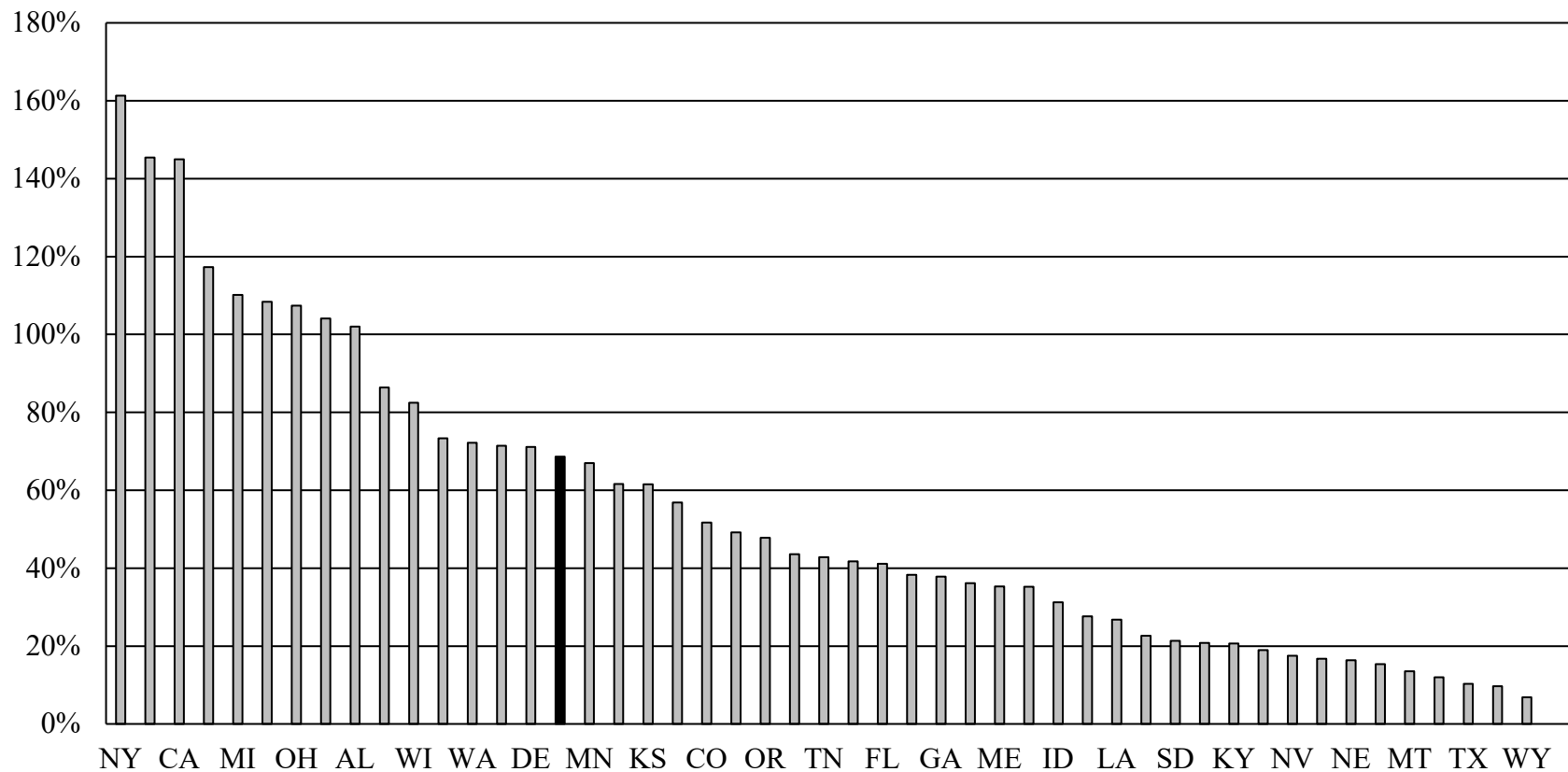


Note:

- Salaries for Kansas, Kentucky, Montana, Nevada, Utah, and Wyoming are based on a daily rate.
- Salaries for Kentucky, Maine, Montana, Nevada, and Wyoming are based on the longest of variable sessions or where the legislature meets every other year. Daily rates made be paid on a session day or legislative day basis. This analysis assumes payment for the length of the session.
- Salaries for Vermont are weekly for the legislative session which has no time-limit. Average session lengths are estimated at 15 weeks based on information on the Vermont legislature website.
- Salaries for New Mexico are set at \$0. Legislators are entitled to a per diem. In other states, legislators may also be entitled to a per diem, but those are excluded from this analysis.
- Salaries in Virginia are \$18,000 for Senators and \$17,640 for Delegates. Salaries in Washington are \$60,191 for Senators and \$61,997 for Representatives. For each state, the higher figure is used in this analysis.
- Salaries in New Jersey will increase to \$82,000 in 2026 (P.L. 2023, c.349).
- State median household income is derived from American Community Survey data for 2021.

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

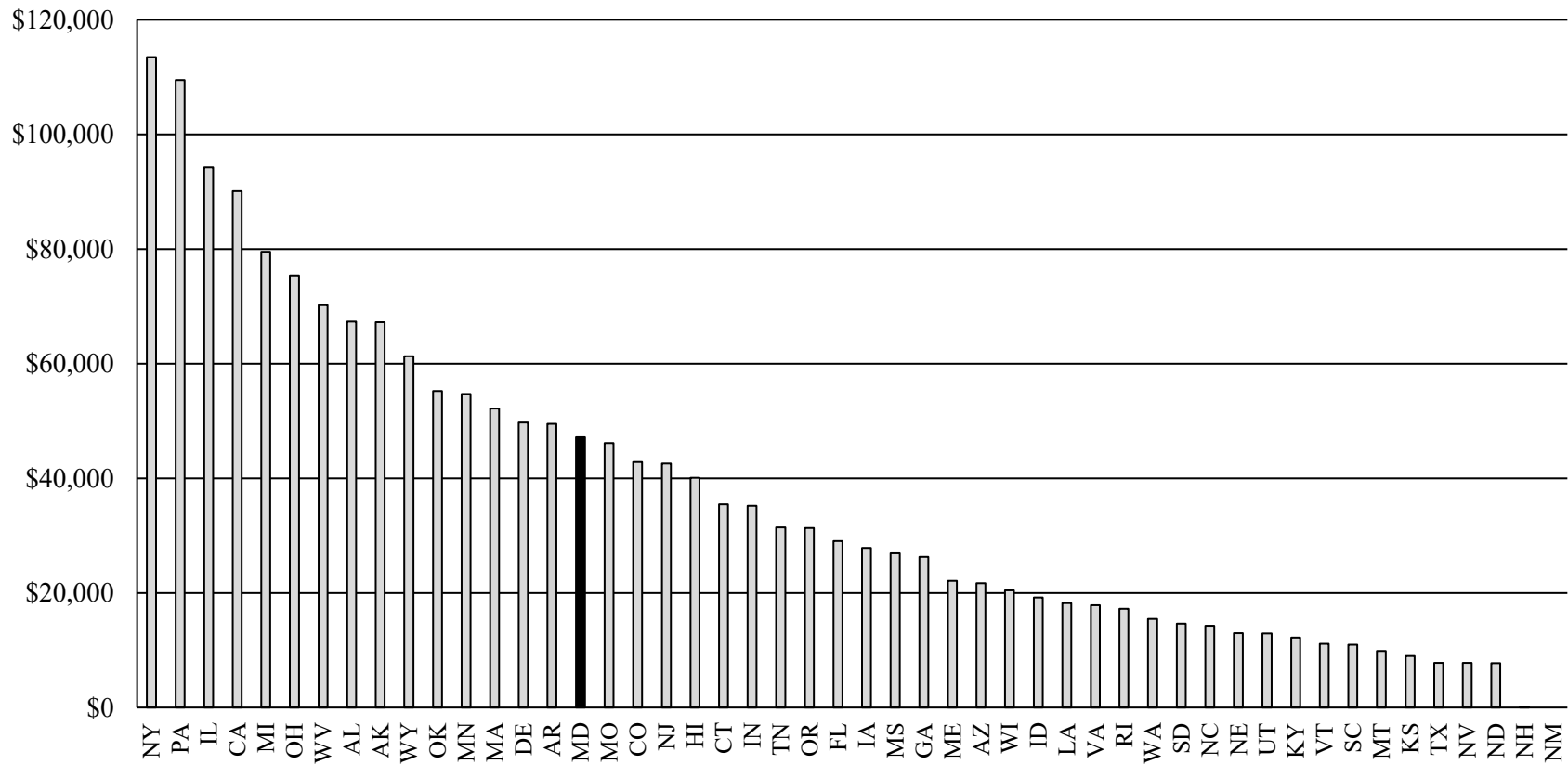
Exhibit 23
Legislator Salaries as a Percentage of Average Per Capita Income
Calendar 2021



Note: Per capita personal income is total personal income divided by total midyear population from the U.S. Census Bureau. All other notes on legislative salaries in Exhibit 27 apply to this exhibit. The Bureau of Economic Analysis (BEA) states that per capita personal income statistics are calculated by dividing personal income by population. BEA used Census population figures to calculate annual per capita personal income statistics for 2020 through 2024, and quarterly per capita personal income estimates for the second quarter of 2020 through the fourth quarter of 2024.

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

Exhibit 24
Legislative Salaries Adjusted for Cost of Living
Calendar 2024



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

Exhibit 25
In-state Expense Reimbursements
Fiscal 2022-2025

	2022		2023		2024		2025	
	<u>Session</u>	<u>Interim</u>	<u>Session</u>	<u>Interim</u>	<u>Session</u>	<u>Interim</u>	<u>Session</u>	<u>Interim</u>
Lodging	\$1,385,484	\$130	\$1,459,490	\$7,386	\$1,523,658	\$7,502	\$1,656,824	\$13,335
% Change Over Prior Year	-0.38%	-78.08%	5.34%	5581.54%	4.40%	1.57%	8.74%	77.75%
Meals	\$459,414	\$623	\$593,822	\$3,523	\$595,419	\$5,005	\$592,076	\$7,447
% Change Over Prior Year	2.68%	4053.33%	29.26%	465.49%	0.27%	42.07%	-0.56%	48.79%
Mileage	\$155,200	\$6,763	\$184,734	\$2,912	\$199,030	\$16,357	\$200,626	\$15,699
% Change Over Prior Year	11.85%	1955.62%	19.03%	-56.94%	7.74%	461.71%	0.80%	-4.02%
Total	\$2,000,217	\$7,516	\$2,238,294	\$14,267	\$2,318,579	\$29,654	\$2,450,522	\$42,039
% Change	1.18%	702.13%	11.90%	89.82%	3.59%	107.85%	5.69%	41.77%

Source: Department of Legislative Services

Exhibit 26
Per Diem Lodging Rates
90-day Rentals
2021 and 2025 General Assembly Sessions

<u>Lodging</u>	2021		2025	
	<u>Rates</u>	<u>Legislators</u>	<u>Rates</u>	<u>Legislators</u>
Historic Inns	\$106	16	\$125	17
Hotel Annapolis – Graduate	106	14	125	5
Annapolis Waterfront Hotel	106	48	125	58
Residence Inn by Marriott	106	6	125	14
Annapolis Crowne Plaza	106	1	125	1
Hilton Garden Inn	106	3	125	3
Westin	106	30	125	13
Apartment/House/Condo	93-106	35	125	30
Occasional Lodging	106	10	125	27
No Submission for Lodging		25		21
Total		188		188

Source: Department of Legislative Services

Exhibit 27
Meal Claims of Legislators
2022 through 2025 General Assembly Sessions

<u>Meal Limit</u>	2022		2023		2024		2025	
	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
Claimed 100% of Daily Limit	126	67%	134	71%	137	73%	139	74%
Claimed 76 to 99% of Daily Limit	18	10%	20	11%	20	11%	16	9%
Claimed 51-75% of Daily Limit	4	2%	6	3%	8	4%	7	4%
Claimed 26-50% of Daily Limit	2	1%	1	1%	2	1%	5	3%
Claimed 1-25% of Daily Limit	0	0%	1	1%	0	0%	0	0%
Claimed 0% of Daily Limit	37	20%	26	14%	21	11%	21	11%
	188	100%	188	100%	188	100%	188	100%

Source: Department of Legislative Services

Exhibit 28
Out-of-state Travel Costs
Fiscal 2022-2025

	<u>2022</u>	<u>Trip Average</u>	<u>2023</u>	<u>Trip Average</u>	<u>2024</u>	<u>Trip Average</u>	<u>2025</u>	<u>Trip Average</u>
Meals and Lodging	\$8,735	\$460	\$27,092	\$968	\$36,669	\$873	\$40,708	\$636
Transportation	10,294	542	28,786	1,028	29,217	696	36,068	564
Registrations	13,499	710	18,905	675	30,149	718	62,044	969
Total	\$32,528	\$1,712	\$74,783	\$2,671	\$96,035	\$2,287	\$138,820	\$2,169
Members (Cumulative)	19		28		42		64	

Source: Department of Legislative Services

Exhibit 29
Summary of Legislative Out-of-state Travel Costs

<u>Fiscal Year</u>	<u>Out-of-state Travel Costs</u>
1995	\$48,969
1996	94,058
1997	82,687
1998	94,704
1999	93,565
2000	167,115
2001	175,484
2002	221,340
2003	150,334
2004	191,254
2005	154,532
2006	171,929
2007	96,507
2008	170,080
2009	150,428
2010	24,277
2011	22,549
2012	41,662
2013	49,653
2014	38,448
2015	34,701
2016	75,493
2017	85,010
2018	94,703
2019	50,200
2020	103,283
2021	615
2022	32,528
2023	74,783
2024	96,035
2025	138,820

Source: Department of Legislative Services

Exhibit 30
District Office Accounts

Amount – Fiscal 2025

	<u>Total</u>	<u>Staff Minimum</u>
Senate		
Leadership (8)	\$57,466	\$9,500
Senators (39)	55,995	8,850
House		
Leadership (12)	37,466	19,500
Delegation (5)	36,840	18,850
Delegates (124)	35,995	18,850

Use of Funds

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

Source: Department of Legislative Services

Exhibit 31
History of District Office Account Allowances

<u>Fiscal</u> <u>Year</u>	<u>Total</u>	Senator <u>Clerical Minimum</u>	<u>Total</u>	Delegate <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	30,425	5,800	30,425	15,800
2021	30,425	5,800	30,425	15,800
2025	55,995	8,850	35,995	18,850

Source: Department of Legislative Services

Exhibit 32

Staff Assistance for Members of the Maryland General Assembly

Funding is included in the fiscal 2025 budget for the Maryland General Assembly to provide staff assistance to senators and delegates as follows.

Senate

Funds are included to permit each senator to hire an administrative aide that is a regular full-time, benefitted employee. The current salary range for these positions is \$60,000 to \$107,229.

Funds are included to permit each senator to hire a secretary for the legislative session. This is generally a benefitted employee. For fiscal 2025, each position is budgeted at \$10,500.

Each senator is provided with a District Office Allowance of \$55,995. Of this amount, \$8,850 is restricted to staff assistance. Nine leadership positions are each provided with \$57,466, of which \$9,550 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 benefitted positions, which may work either a full-time or a part-time schedule depending on workload. The applicable salary for each budgeted delegation staff position is established based primarily on qualifications, experience, and anticipated workload.

Funds are included to permit each delegate to hire a secretary for the legislative session. Each delegate's secretary is funded at \$3,500 for fiscal 2025, 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 \$35,995. Of this amount, \$18,850 is restricted to staff assistance. Twelve senior leadership positions are each provided with \$37,466, of which \$19,550 is restricted to staff assistance. Five delegation chair positions are each provided with \$36,840, of which \$18,850 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.

Each delegate is provided with a Regular House Fund in the amount of \$40,000. Twelve senior leadership and 9 leadership positions are each provided \$43,600. The amount is intended to supplement and is restricted to staff assistance.

Exhibit 33
Salaries of Selected Maryland State Officials
Fiscal 2019-2026

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change 2019-2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>% Change 2023-2026</u>
Constitutional Officers										
Governor	\$180,000	\$180,000	\$180,000	\$180,000	0.00%	\$180,000	\$188,000	\$188,000	\$192,000	6.67%
Lieutenant Governor	149,500	149,500	149,500	149,500	0.00%	149,500	170,000	170,000	173,000	15.72%
Attorney General	149,500	149,500	149,500	149,500	0.00%	149,500	170,000	170,000	170,000	13.71%
Comptroller	149,500	149,500	149,500	149,500	0.00%	149,500	170,000	170,000	170,000	13.71%
Treasurer	149,500	149,500	149,500	149,500	0.00%	149,500	170,000	173,000	173,000	15.72%
Secretary of State	105,500	105,500	105,500	105,500	0.00%	105,500	116,000	116,000	116,000	9.95%
Deputy Constitutional Officers										
Attorney General	\$153,532	\$156,603	\$162,109	\$167,006	8.78%	\$167,006	\$207,412	\$214,812	\$233,561	39.85%
Comptroller	177,977	181,537	187,919	193,595	8.78%	193,595	223,345	249,011	362,977	87.49%
Treasurer	153,532	156,603	162,109	167,006	8.78%	167,006	192,671	249,011	251,502	50.59%
Judiciary										
Judge, Supreme Court	\$186,433	\$186,433	\$191,433	\$196,433	5.36%	\$231,433	\$216,433	\$226,433	\$236,433	2.16%
Chief Judge, Supreme Court	205,433	205,433	210,433	215,433	4.87%	250,433	235,433	245,433	255,433	2.00%
Judge, Appellate Court	173,633	173,633	178,633	183,633	5.76%	209,433	203,633	213,633	223,633	6.78%
Chief Judge, Appellate Court	176,633	176,633	181,633	186,633	5.66%	221,633	206,633	216,633	226,633	2.26%
Judge, Circuit Court	164,433	164,433	169,433	174,433	6.08%	209,433	194,433	204,433	214,433	2.39%

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change 2019-2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>% Change 2023-2026</u>
Judge, District Court	151,333	151,333	156,333	161,333	6.61%	196,333	181,333	191,333	201,333	2.55%
Chief Judge, District Court	173,633	173,633	178,633	183,633	5.76%	218,633	203,633	213,633	223,633	2.29%
Cabinet Secretaries										
Superintendent of Schools	\$236,000	\$240,720	\$236,000	\$275,000	16.53%	\$310,000	\$310,000	\$343,747	\$360,500	16.29%
Aging	153,532	156,603	162,109	167,006	8.78%	167,006	207,412	231,248	174,146	4.28%
Planning	153,532	156,603	162,109	167,006	8.78%	167,006	207,412	214,812	233,561	39.85%
Emergency Management						167,006	223,345	249,011	251,502	50.59%
Veterans	114,600	116,892	121,002	124,658	8.78%	124,658	207,412	214,812	233,561	87.36%
Budget and Management	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Information Technology	177,977	177,977	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
General Services	153,532	156,603	187,919	193,595	26.09%	193,595	322,343	359,383	362,977	87.49%
Service and Civic Innovation									233,561	N/A
Transportation	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	354,979	354,979	83.36%
Natural Resources	165,281	168,587	174,513	179,785	8.78%	179,785	322,343	359,383	362,977	101.90%
Agriculture	153,532	156,603	162,109	167,006	8.78%	167,006	223,345	249,011	187,337	12.17%
Health	177,977	181,537	187,919	193,595	8.78%	279,407	322,343	359,383	362,977	29.91%
Human Services	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Labor	165,281	168,587	174,513	179,785	8.78%	179,785	322,343	359,383	362,977	101.90%
Public Safety	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Higher Education Commission	165,281	168,587	174,513	179,785	8.78%	179,785	207,412	249,011	251,502	39.89%
Housing	165,281	168,587	174,513	179,785	8.78%	179,785	322,343	359,383	362,977	101.90%

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change 2019-2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>% Change 2023-2026</u>
Commerce	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Environment	165,281	168,587	187,919	193,595	17.13%	193,595	322,343	359,383	362,977	87.49%
Juvenile Services	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
State Police	177,977	181,537	271,215	279,407	56.99%	279,407	322,343	359,383	362,977	29.91%

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

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

Exhibit 34
Local Legislative Salaries
Fiscal 2025

<u>County</u>	<u>County Council or Commissioners</u>	<u>President, County Council, or Board of Commissioners</u>
Allegany	\$36,037	\$37,209
Anne Arundel	43,214	48,333
Baltimore City	78,577	138,470
Baltimore	69,000	77,000
Calvert	48,000	50,500
Caroline	15,000	16,000
Carroll	49,998	49,998
Cecil	25,000	25,000
Charles	51,957	62,969
Dorchester	16,000	17,000
Frederick	35,000	35,000
Garrett	32,510	32,510
Harford	53,112	57,385
Howard	76,861	80,361
Kent	20,000	20,000
Montgomery	161,957	178,153
Prince George's	138,488	145,412
Queen Anne's	25,000	25,000
St. Mary's	50,750	55,825
Somerset	20,000	22,000
Talbot	14,400	15,400
Washington	38,002	41,018
Wicomico	21,000	25,000
Worcester	28,277	28,277
Median	\$37,020	\$39,114

Source: Maryland Association of Counties

Exhibit 35
City and County Council Salaries
Fiscal 2014-2025

	<u>2014</u>	<u>2018</u>	<u>2021*</u>	<u>2025</u>	<u>% Change 2021-2025</u>
Anne Arundel County					
Member	\$36,000	\$36,000	\$42,161	\$43,214	2.5%
Chairman	40,500	40,500	43,271	48,333	11.7%
Baltimore City					
Member	61,383	67,756	78,577	78,577	0.0%
President	105,535	116,490	122,387	138,470	13.1%
Baltimore County					
Member	54,000	62,500	62,500	69,000	10.4%
Chairman	60,000	70,000	70,000	77,000	10.0%
Harford County					
Member	36,210	37,513	45,100	53,112	17.8%
Chairman	39,718	41,146	48,729	57,385	17.8%
Howard County					
Member	54,600	62,985	66,174	76,861	16.1%
Chairman	55,600	66,485	69,674	80,361	15.3%
Montgomery County					
Member	104,022	128,519	142,056	161,957	14.0%
Chairman	114,425	141,371	156,261	178,153	14.0%
Prince George's County					
Member	102,486	117,347	126,062	138,488	9.9%
Chairman	107,486	123,214	131,468	145,412	10.6%

* Fiscal 2021 data was not available for Anne Arundel County Council members, Anne Arundel County Council Chairman, or for Baltimore City Council members. Fiscal 2024 data is shown.

Source: Maryland Association of Counties

Exhibit 36
Mayor and County Executive Salaries
Fiscal 2014-2025

	<u>2014</u>	<u>2018</u>	<u>2021*</u>	<u>2025</u>	<u>% Change 2021-2025</u>
Anne Arundel County	\$130,000	\$139,000	\$142,000	\$142,000	0.0%
Baltimore City	159,380	175,926	184,832	209,121	13.1%
Baltimore County	150,000	175,000	175,000	192,000	9.7%
Cecil ¹	98,000	98,000	98,000	98,000	0.0%
Frederick ²		95,000	95,000	137,000	44.2%
Harford County	105,136	134,677	145,297	171,107	17.8%
Howard County	163,482	180,492	195,800	227,012	15.9%
Montgomery County	180,250	192,769	203,417	231,915	14.0%
Prince George's County	180,474	209,998	215,998	236,661	9.6%
Wicomico ³	85,000	85,000	85,000	107,000	25.9%

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.

* Fiscal 2021 data was not available for Anne Arundel County. Fiscal 2024 data is shown.

Source: Maryland Association of Counties

Exhibit 37
Income Levels for Maryland's Jurisdictions
Calendar 2023 Median Household Income and Per Capita Personal Income

<u>County</u>	<u>Median Household</u>	<u>% of State</u>	<u>Rank</u>	<u>Per Capita Personal</u>	<u>% of State</u>	<u>Rank</u>
Allegany	\$54,759	55.55%	23	\$49,182	65.62%	22
Anne Arundel	116,956	118.66%	4	84,019	112.11%	4
Baltimore City	58,616	59.47%	22	64,357	85.87%	15
Baltimore	86,807	88.07%	13	74,738	99.72%	10
Calvert	124,486	126.29%	3	76,018	101.43%	8
Caroline	63,491	64.41%	20	56,447	75.32%	20
Carroll	113,885	115.54%	6	74,895	99.93%	9
Cecil	87,592	88.86%	12	59,373	79.22%	16
Charles	105,141	106.67%	8	66,642	88.92%	14
Dorchester	63,087	64.00%	21	57,060	76.14%	19
Frederick	114,089	115.75%	5	76,664	102.29%	7
Garrett	65,991	66.95%	19	57,525	76.76%	17
Harford	104,553	106.07%	9	71,196	95.00%	11
Howard	140,113	142.15%	1	95,529	127.47%	3
Kent	69,781	70.79%	18	77,025	102.78%	6
Montgomery	125,076	126.89%	2	100,044	133.49%	1
Prince George's	97,171	98.58%	11	57,096	76.18%	18
Queen Anne's	112,527	114.16%	7	83,650	111.62%	5
St. Mary's	51,841	52.59%	24	37,345	49.83%	24
Somerset	102,345	103.83%	10	70,353	93.87%	12
Talbot	80,371	81.54%	14	98,166	130.98%	2
Washington	71,685	72.73%	16	56,174	74.95%	21
Wicomico	70,975	72.01%	17	48,596	64.84%	23
Worcester	75,459	76.56%	15	68,163	90.95%	13
Maryland	\$98,568	100.00%		\$74,945	100.00%	

Source: Maryland Department of Planning; Federal Reserve Bank of St. Louis

Exhibit 38
Comparison of Maryland State Retirement and Pension Systems

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Participation	Mandatory	Automatic	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment
Vesting							
Hired on or Before 6/30/11	8 years of service	One full term	Immediate	5 years of service	5 years of service	5 years of service	5 years of service
<i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12</i>	<i>No change</i>	<i>No change</i>	<i>5 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>
Employee Contributions²	7.0% of salary, for 22 years, 3 months	None	8.0% of salary, for 16 years	7.0% of salary	8.0% of salary	7.0% of salary	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							
<i>Hired on or Before 6/30/11</i>	<i>3.0% of current legislative salary per year of service</i>	<i>One-third of current annual salary for one term; or one-half of current annual salary for two terms</i>	<i>Two-thirds of active judge salary at 16 years (reduced benefit for less than 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 that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>
Ordinary Disability Retirement							
Conditions	Active legislator must have 8 years of service and be certified disabled by the BOT medical board	General Assembly adopts resolution by a 3/5 vote that Governor is unable to perform duties of office due to physical or mental disability	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Allowance	3.0% of current legislative salary per year of service	If in first term, one-third of current annual salary; if in second term, one-half of current salary	Service retirement (with minimum of 33.3% of salary after 3 years of service)	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	Two-thirds of salary plus annuity based on member contributions	Two-thirds of salary plus annuity based on member contributions	Two-thirds of salary plus annuity based on member contributions	Two-thirds of salary plus annuity based on member contributions

	<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>
Line-of-duty Death Benefit							
Conditions	Not applicable	Not applicable	Killed with death arising out of or in the course of performance of duties	Killed with death arising out of or in the course of performance of duties	Dies with death arising out of or in the course of performance of duties	Dies with death arising out of or in the course of performance of duties	Killed with death arising out of or in the course of performance of duties
Allowance	Not applicable	Not applicable	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents

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

COLA: cost-of-living adjustment

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. Employee contributions for legislators, judges, State Police, and LEOPS end when maximum benefits are accrued.

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 39
Accrued Retirement Service Credits of Active Maryland Legislators

	<u>0 to 4</u>	<u>4 to 8</u>	<u>8 to 12</u>	<u>12 to 16</u>	<u>16 to 20</u>	<u>20 to 22.25</u>	<u>22.25+</u>
Years of Creditable Service							
Number of Members	55	52	40	15	13	0	12
Average Age	50.1	51.7	57.2	57.9	60.8	0	70.3
Maximum Retirement Benefit	n/a	n/a	24% to 36%	36% to 48%	48% to 60%	60% to 66.67%	66.67%
Full Service Retirement ⁽¹⁾	0	0	13	8	7	0	10
Reduced Services Retirement ⁽²⁾	0	0	7	4	4	0	2
Vested Allowance	0	0	20	3	2	0	0
Not Vested	55	52	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 13, 2021; or (b) age 62 with a minimum of eight years of service, if joining the LPP on or after January 13, 2021.

⁽²⁾ Reduced Service Retirement payable (a) age 50 with a minimum of eight years of service, if joined the LPP before January 13, 2021; or (b) age 55 with a minimum of eight years of service, if joining the LPP on or after January 13, 2021.

Source: State Retirement Agency; Department of Legislative Services, November 2025

Exhibit 40
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	230	75.9	\$1,922.87	14.6
Beneficiary	74	79.2	1,026.76	10.4
1966 Plan				
Retiree	2	88.0	\$501.45	14.0
Beneficiary	6	84.3	432.16	11.9

Source: State Retirement Agency; Department of Legislative Services, November 2025

Exhibit 41
State-by-state Comparison of Retirement Benefits
Ranked by Annual 20-year Benefit

<u>Ranking</u>	<u>State</u>	<u>Salary</u>	<u>Contribution Rate</u>	<u>Annual</u>	<u>12-year Benefit Monthly</u>	<u>% of Salary</u>	<u>Annual</u>	<u>20-year Benefit Monthly</u>	<u>% of Salary</u>	<u>Annual Benefit Formula</u>
1	Illinois	\$89,250	11.50%	\$40,163	\$3,347	45.00%	\$75,863	\$6,322	85.00%	3.00%, 3.50%, 4.00%, 4.50%, 5.00% capped at 85% of FAS
2	<i>Illinois* Reform</i>	89,250	11.50%	32,130	2,678	36.00%	53,550	4,463	60.00%	3.00%, capped at 60% of FAS
3	Pennsylvania	106,422	9.30%	31,927	2,661	30.00%	53,211	4,434	50.00%	2.50%
4	New York*	142,000	6.00%	28,286	2,357	19.92%	49,700	4,142	35.00%	Tier 6: 1.66% (if less than 20 years), 1.75% (if 20 years), 2.00% (for each year above 20)
5	Hawaii	74,160	7.80%	26,698	2,225	36.00%	44,496	3,708	60.00%	3.00%
6	<i>Pennsylvania Reform*</i>	106,422	6.25%	25,541	2,128	24.00%	42,569	3,547	40.00%	2.00%
7	New Mexico	n/a	1,000/year	24,948	2,079	n/a	41,580	3,465	n/a	\$2,079 times years of service
8	Oklahoma	47,500	10.00%	22,800	1,900	48.00%	38,000	3,167	80.00%	1.90 or 4.00%
9	Massachusetts*	73,655	9.00%	22,097	1,841	30.00%	36,828	3,069	50.00%	2.50%
10	Maryland	54,437	7.00%	19,597	1,633	36.00%	32,662	2,722	60.00%	3%, Capped at 66.7%
11	Ohio*	71,099	10.00%	18,770	1,564	26.40%	31,284	2,607	44.00%	2.20% (first 30 years), 2.50% (each year above 30)

<u>Ranking</u>	<u>State</u>	<u>Salary</u>	<u>Contribution Rate</u>	<u>Annual</u>	<u>12-year Benefit</u>		<u>Annual</u>	<u>20-year Benefit</u>		<u>Annual Benefit Formula</u>
					<u>Monthly</u>	<u>% of Salary</u>		<u>Monthly</u>	<u>% of Salary</u>	
12	Tennessee	28,406	0.00%	17,280	1,440	60.83%	28,800	2,400	101.39%	\$120 per month times years of service
13	Washington	61,997	7.90%	14,879	1,240	24.00%	24,799	2,067	40.00%	2.00%
14	Colorado	43,977	8.00%	13,193	1,099	30.00%	21,989	1,832	50.00%	2.50%
15	Delaware	50,678	5.00%	11,251	938	22.20%	19,283	1,607	38.05%	1.85%, 2.00%
16	<i>Oklahoma Reform</i>	47,500	3.50%	11,400	950	24.00%	19,000	1,583	40.00%	2.00%
17	<i>Delaware Reform</i>	50,678	3.00%	11,251	938	22.20%	18,751	1,563	37.00%	1.85%
18	Wisconsin*	57,408	7.20%	11,022	919	19.20%	18,371	1,531	32.00%	1.60%
19	Florida	29,697	3.00%	10,691	891	36.00%	17,818	1,485	60.00%	3%
20	Arkansas	44,356	5.00%	10,645	887	24.00%	17,742	1,479	40.00%	2.00%
21	<i>Tennessee Reform</i>	28,406	5.00%	10,080	840	35.49%	16,800	1,400	59.14%	\$70 per month times years of service (new members after June 30, 2014)
22	<i>Arizona Reform</i>	24,000	13.00%	8,640	720	36.00%	14,400	1,200	60.00%	3% capped at 75% of FAS
23	<i>Washington Reform</i>	61,997	0.00%	7,440	620	12.00%	12,399	1,033	20.0%	1.00%
24	North Carolina	13,951	7.00%	6,730	561	48.24%	11,217	935	80.40%	4.02%
25	Connecticut	40,000	2.00%	6,384	532	15.96%	10,640	887	26.60%	1.33%
26	Oregon	35,052	0.00%	6,309	526	18.00%	10,516	876	30.00%	1.50%
27	South Carolina	10,400	11.00%	20,274	1,690	194.94%	10,026	835	96.40%	4.82% (elected prior to July 1, 2012)
28	Iowa	25,000	6.29%	6,000	500	24.00%	10,000	833	40.00%	2.00% (0 to 30 years), 3.00% (31 to 35 years)

<u>Ranking</u>	<u>State</u>	<u>Salary</u>	<u>Contribution Rate</u>	<u>Annual</u>	<u>12-year Benefit</u>		<u>Annual</u>	<u>20-year Benefit</u>		<u>Annual Benefit Formula</u>
					<u>Monthly</u>	<u>% of Salary</u>		<u>Monthly</u>	<u>% of Salary</u>	
29	Mississippi	23,500	9.00%	5,640	470	24.00%	9,400	783	40.00%	2% (years 1 to 25), 2.5% (years 25+)
30	West Virginia	20,000	6.00%	4,800	400	24.00%	8,000	667	40.00%	2.00%
31	Idaho	19,913	6.97%	4,779	398	24.00%	7,965	664	40.00%	2.00%
32	Maine	16,245	7.65%	3,899	325	24.00%	6,498	542	40.00%	2.00%
33	Virginia	18,000	5.00%	3,564	297	19.80%	5,940	495	33.00%	1.65%
34	<i>South Carolina Reform</i>	<i>10,400</i>	<i>9.00%</i>	<i>2,271</i>	<i>189</i>	<i>21.84%</i>	<i>3,786</i>	<i>315</i>	<i>36.40%</i>	<i>1.82%</i>
35	Missouri	41,070	0.00%	1,711	143	4.17%	2,852	238	6.94%	(Monthly pay divided by 24) times years of service
35	<i>Missouri Reform</i>	41,070	4.00%	1,711	143	4.17%	2,852	238	6.94%	(Monthly pay divided by 24) times years of service
37	<i>Virginia Hybrid</i>	18,000	4.00%	2,160	180	12.00%	2,160	180	12.00%	1.00%
38	Georgia	23,342	3.75%	600	50	2.57%	1,000	83	4.28%	\$50 per year times years of service

FAS: final average salary

* Denotes state with full-time legislature.

Note: The following states do not provide a defined benefit plan, or have closed their defined benefit plan to new members: Alabama; Alaska; Arizona; Indiana; California*; Kentucky; Louisiana; Michigan*; Minnesota; Nebraska; New Hampshire; New Jersey*; North Dakota; Rhode Island; South Carolina; South Dakota; Texas; Utah; Vermont; and Wyoming

Source: National Conference of State Legislatures; Book of the States, National Association of State Retirement Administrators, Department of Legislative Services

Exhibit 42
State-by-state Comparison of Legislator Defined Benefit Contribution Rate

<u>Ranking</u>	<u>State</u>	<u>Rate</u>	<u>Ranking</u>	<u>State</u>	<u>Rate</u>
1	Nevada	15.00%	14	Pennsylvania* ²	6.25%
2	Illinois*	11.50%	14	Kansas	6.00%
3	Colorado	10.00%	15	Arkansas	5.00%
3	Ohio*	10.00%	15	Delaware	5.00%
4	Hawaii*	9.80%	15	Tennessee Reform	5.00%
5	<i>Pennsylvania* Reform</i> ¹	9.30%	15	Virginia	5.00%
6	Massachusetts*	9.00%	15	West Virginia	5.00%
6	Mississippi	9.00%	16	Missouri Reform	4.00%
7	Montana	7.90%	17	Georgia	3.75%
7	Washington	7.90%	18	Oklahoma	3.50%
8	Maine	7.65%	19	Connecticut	3.00%
9	New Jersey	7.50%	19	Florida*	3.00%
10	Idaho	7.16%	19	New York*	3.00%
11	Maryland	7.00%	20	Missouri	0.00%
11	North Carolina	7.00%	20	Oregon	0.00%
12	Wisconsin*	6.75%	20	Tennessee	0.00%
13	Iowa	6.29%			

* Denotes state with full-time legislature.

¹ Legislators in Pennsylvania with no service credit before 2010 have a choice to contribute 9.30% for a benefit multiplier of 2.5% or contribute 6.25% for a benefit multiplier of 2%.

² Legislators in Pennsylvania with service credit before 2010 contribute 6.25% for a benefit multiplier of 2.5%.

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

Exhibit 43
State-by-state Comparison of Benefit Multiplier

<u>Ranking</u>	<u>State</u>	<u>Benefit Multiplier</u>
1	South Carolina ¹	4.82%
2	North Carolina	4.02%
3	Oklahoma	4.00%
3	Arizona ¹	4.00% Capped at 80.00% of Final Average Salary (FAS)
4	Illinois*	3.00 to 5.00% Capped at 85.00% of FAS
4	<i>Illinois* Reform</i>	3.00 to 5.00% Capped at 60.00% of FAS
5	Florida*	3.00%
5	<i>Arizona Reform</i> ¹	3.00% Capped at 75.00% of FAS
5	Hawaii*	3.00%
5	Maryland	3.00% Capped at 66.67% of Salary of Active Legislators
5	New Jersey	3.00% Capped at 66.67% of FAS
6	Iowa	2.00% to 3.00%
7	Kentucky	2.75%
8	Minnesota ¹	2.70%
9	Colorado	2.50%
9	Massachusetts*	2.50%
10	Ohio*	2.20% to 2.50%
11	Alaska ¹	2.00% to 2.50%
12	Pennsylvania*	2.50%
13	Texas ^{1,2}	2.30%
14	<i>Pennsylvania* Reform</i>	2.00%
14	Arkansas	2.00%
14	Idaho	2.00%
14	Maine	2.00%
14	Mississippi	2.00%
14	<i>Oklahoma Reform</i>	2.00%
14	West Virginia	2.00%
15	Delaware	1.85% to 2.00%
16	New York*	1.66% to 2.00%
17	Washington	1.00% to 2.00%
18	<i>SC Reform</i>	1.82%
19	Virginia	1.65% to 1.70%
20	Wisconsin*	1.60%
21	Oregon	1.50%
22	Connecticut	1.33%

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

² Texas benefit calculated based on District Judge salary.

* Denotes state with full-time legislature.

Source: National Association of State Retirement Administrators; National Conference of State Legislatures; Department of Legislative Services
