Report of the General Assembly Compensation Commission

Annapolis, Maryland
January 2022

General Assembly Compensation Commission

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Lyn A. Dippel	Governor
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Wendell G. Rakosky	Governor
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THE MARYLAND GENERAL ASSEMBLY
Annapolis, Maryland 21401-1991

GENERAL ASSEMBLY COMPENSATION COMMISSION

January 20, 2022

The Honorable Bill Ferguson
President of the Senate

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

Mr. President and Madam Speaker:

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

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

The commission recognized that no increase for another four-year term would further diminish the effective salary received by legislators. As a result, the commission recommended that salaries for members and the presiding officers increase by 4% in each of calendar 2023 and 2024, and 2% in each of calendar 2025 and 2026. By calendar 2026, these increases would bring member salaries to $56,636 and the presiding officers' salaries to $73,562.

Other changes being recommended by the commission are primarily to the Legislative Pension Plan and are considered technical and clarifying in nature, specifically:

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

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

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

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

Respectfully,

Marcus T.A. Priolo

Marco T. A. Priolo
Chair

MTAP/PSA/bao

General Assembly Compensation Commission
2021 Interim Membership Roster

Marco T. A. Priolo, Chair

Laurence C. Daniels
Lester Davis
Lyn A. Dippel
Latosha Frink-Harrison
Matthew D. Gallagher
Kimberly N. Prescott
Wendell G. Rakosky
Michael Whitson

Committee Staff
Phillip S. Anthony
Jason A. Kramer
Simon G. Powell
Dana K. Tagalicod

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Executive Summary

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

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

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Chapter 1. Introduction

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

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

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

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

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

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

- rates of compensation and pensions shall be uniform for all members of the General Assembly, except that the officers of the Senate and the House of Delegates (traditionally, the President of the Senate and the Speaker of the House) may receive higher compensation;

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

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

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

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

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

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

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

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

Activities in 2021 and 2022

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

- ***November 16, 2021:*** At its organizational meeting, the commission was briefed by staff on applicable constitutional requirements and other legal issues, the legislative process pertaining to the commission's resolution, elements of the current resolution, and the composition and workload of the Maryland legislature.

  The commission heard from staff on all aspects of legislative compensation: information on legislative salaries nationally and in Maryland; expense allowances for Maryland legislators; other benefits available to Maryland legislators, including district office accounts; and introductory information on the Legislative Pension Plan.

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

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

  The commission affirmed that the current provisions relating to expenses and fringe benefits would remain as provided for in the 2018 Resolution with technical changes relating to the effective date of certain provisions. The commission also retained the basic structure of the current Legislative Pension Plan, while again agreeing to technical changes relating to the effective date of certain provisions as well as to several clarifying amendments. The commission also agreed to retain the pension forfeiture provision as provided for in the 2018 Resolution.

- ***January 7, 2022:*** At the final meeting of the commission, the focus returned to the salary question. After agreement that some increase was warranted, there was significant discussion as to the level and implementation of any increase. Ultimately the commission chose to increase salaries for both members and presiding officers by 4% in each of calendar 2023 and 2024 and 2% in each of calendar 2025 and 2026.

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

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

Chapter 2. Compensation Principles, Background Materials, and Decisions

The Commission's Framework for Decision Making

The Part-time Status of Legislators

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

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

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

In terms of the amount of legislation considered during session, the most recent term had generally followed a typical pattern in that the amount of legislation introduced, considered, and subsequently passed is generally lowest in the first year of a term and then subsequently increases (**Exhibit 6**). Indeed, the number of bills introduced in 2019, the first year of the term, just surpassed the highest introduced in the first year of a term. Bill counts dropped sharply in the 2021 session, most likely impacted by new Senate rules intended to limit individual bill introductions. While bill numbers themselves are a little misleading in that there are numerous cross-files (the same legislation introduced in both chambers) and bill reintroductions (failed legislation from prior years), the higher volume certainly plays into longer hearing days during the session. However, as noted previously, a legislator's responsibilities go beyond just those of session.

During the interim, it is more difficult to document the extent of legislative activities. Certainly, formal meetings (which are quite often daily during session) are more sporadic as indicated in **Exhibit 49**. However, formal meetings constitute only part of a legislator's activities and should not be considered the totality of interim legislative activities.

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

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

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

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

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

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

Another distinction of legislative type has been between "professional" and "citizen" legislatures. In many ways, these measures are often simply another way of describing "full-time" and "part-time" legislatures as noted above, but the distinction is worth noting. Of interest here is the work of a political scientist, Peverill Squire, at the University of Missouri who is well known for his studies on state legislatures. **Exhibit 10** outlines the attributes that Squire and others associate with a professional and citizen legislature. The exhibit also offers the arguments that can be made to describe the benefits of each type of legislature.

Squire also assesses the relative professionalism of state legislatures using the U.S. Congress as a benchmark of a "professionalized" legislature. The criteria used included the length of the legislative session, salaries, and available legislative staff – criteria like those used in a less sophisticated way by NCSL in its delineation of state legislatures. Unsurprisingly, the result, as shown in **Exhibit 11**, looks very similar to that shown in Exhibit 7. Of the 10 states identified by NCSL as full-time or full-time lite, 9 are ranked by Squire in the top 10 in terms of professionalism, with Maryland ranked tenth. Indeed, Maryland leads the way in terms of the relative professionalization of its legislature for a State not considered full-time.

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

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

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

Tenure of the current legislators would also indicate that legislative salary and benefits do not play a significant role in members seeking reelection. **Exhibit 14** details the total legislative service for current senators. The exhibit notes that 19 senators have less than two terms of legislative service, with the average length of legislative service totaling just over 13 years, or three terms. The average length of service in the Senate is boosted primarily by the extent of prior service in the House of Delegates (35 senators having some prior House of Delegates service). Interestingly, turnover in the Senate has been unusually high in recent years. During the commission deliberations in 2017 and 2018, only 4 Senators had less than two terms of legislative service, and average tenure was over 16 years.

Exhibit 15 provides the same data for current members of the House of Delegates. The average length of legislative service is somewhat lower, slightly more than 8 years, or two terms. This drop in average tenure reflects the fact that 52 House of Delegates members have less than one full term of service. These numbers are very similar to those presented to the prior commission.

Legislative Salaries

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

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

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

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

Another point of comparison is to compare State legislative salaries and salary increases with other State and local officials as well as State employees. **Exhibit 20**, for example, shows a summary of State employee and legislator salary changes since fiscal 2003 and indicates that State employees received four general salary increases, or cost-of-living adjustments, and three merit increases in the last eight fiscal years, while legislators have received four increases, all in the 2015-2018 term. Additional detail on State employee compensation is provided in **Exhibit 21.**

The salaries of selected Maryland State officials, including constitutional officers, cabinet secretaries, and judges are set forth in **Exhibit 22** for fiscal 2015 through 2022. It shows that, like the salaries of legislators, the salaries of constitutional officers were similarly frozen between 2019 and 2022 after increases in the 2015-2018 term. Greater salary flexibility is shown for judicial and cabinet level salaries. Various data on compensation at the local level are presented in **Exhibits 23** through **25**.

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

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

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

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

Salary Recommendations

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

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

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

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

Expense Reimbursements

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

In-state Travel

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

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

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

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

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

Out-of-state Travel

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

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

Expense Recommendations

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

It should be noted that there was some discussion about taxation of expenses allowed under the 2018 Resolution. Advice received from its external auditors by the Finance Office of the Department of Legislative Services, the entity responsible for administering expense claims, has resulted in the need to make changes to how expense reimbursements are treated. Specifically, to comply with federal Internal Revenue Service regulations, for legislators who live 50 or less miles from the State House, beginning in calendar 2022, all travel reimbursements and items paid on their behalf (lodging, meals, and mileage) will be treated as taxable wages and reported as such for taxes to be withheld. Although there may be possible waivers which could keep some of the travel amounts from being taxable, this is likely to either change what expenses are claimed or result in higher tax liability for affected legislators.

The commission discussed briefly if there were any actions that could be taken through the resolution that could mitigate the impact of the IRS guidelines. However, staff advised that there were no readily apparent actions that the commission could take as the Constitution requires uniform compensation for members.

Other Benefits Available to Active Legislators

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

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

Other Benefit Recommendations

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

Pension Plan

Current Benefit

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

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

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

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

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

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

Legislative Pensions in Other States

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

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

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

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

Pension Plan Recommendations

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

Other Benefits Available to Retired Legislators

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

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

Other Retiree Benefit Recommendations

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

Forfeiture of Benefits

The 2018 Resolution governing legislative compensation includes a provision on forfeiture of benefits that was added by the General Assembly in the 2010 Resolution and affirmed by the

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

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

Summary of Legislative Benefits

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

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

District Office Accounts

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

Chapter 3. Section-by-section Summary of the 2022 Resolution

Salaries

Item 1A – Members

2023	52,343
2024	54,437
2025	55,526
2026	56,636

Item 1B – President/Speaker

2023	67,986
2024	70,705
2025	72,119
2026	73,562

Expenses

Item 2A

Lodging (In-state)	Vouchered lodging reimbursement in Annapolis is subject to limits specified by the U.S. General Services Administration (GSA) rate for Annapolis (currently $106 per diem). If approved by the Presiding Officers, in-state lodging outside of Annapolis may be reimbursed at the appropriate local GSA rate.
Meals (In-state)	Reimbursed in accordance with standard State travel regulations ($56 total per day in fiscal 2022); no meal receipts required.

Item 2B

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

Item 2C

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

Item 2D

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

Item 2E – Fringe Benefits – Current Legislators

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

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

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

Pension and Retirement Provisions

Item 3A

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

Eligibility
(Members with Creditable Service Before January 14, 2015)

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

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

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

Survivor’s Allowance/Death Benefit

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

Vested Active or Vested Former Legislator	If there is no spouse and the member has designated multiple beneficiaries, then the beneficiaries share equally the lump-sum payment noted above.
	Surviving spouse, or designated beneficiary if no surviving spouse, may elect either the lump-sum payment noted above or a monthly benefit of 50.0% of allowance accrued at member's death. Payment to surviving spouse begins at member's death. Payment to designated beneficiary begins at age 60 or the applicable actuarially reduced age. For members with no creditable service before January 14, 2015, payment to designated beneficiary begins at age 62 or the applicable actuarially reduced age.
	If there is no spouse and the member has designated multiple beneficiaries, then the beneficiaries share equally the lump-sum payment noted above.
Retired Legislator	Surviving spouse, or designated beneficiary if no surviving spouse, receives a monthly benefit of 50.0% of allowance accrued at member's death. Payment to surviving spouse begins at member's death. Payment to designated beneficiary begins at age 60 or applicable actuarially reduced age. For members with no creditable service before January 14, 2015, payment to designated beneficiary begins at age 62 or applicable actuarially reduced age.
	If there is no spouse and the retiree has designated multiple beneficiaries, then the beneficiaries share equally the balance of the actuarial equivalent present value of the retiree's basic allowance computed at the time of retirement.
Children	If a member dies while in office, provides a lump-sum payment or survivor's allowance to children up to age 26 or to a disabled child regardless of age.
Beneficiaries	Broadens the definition of beneficiary to allow the designation of nonprofit organizations to receive a lump-sum death benefit.

Basic Allowance	Provides maximum benefit to retiree based on creditable service. At the retiree's death, the spouse or designated beneficiary receives 50.0% of the retiree's benefit for life.
Optional Allowance	Provides reduced allowance to retiree. One hundred percent of benefit paid to spouse or designated beneficiary for life. Unless the beneficiary is the retiree's spouse or disabled child, a designated beneficiary may not be more than 10 years younger than the retiree.
Disability Benefit	If totally disabled, a vested member receives a normal retirement allowance regardless of age.

(Members with Creditable Service Before January 9, 2019)

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

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

Less Than Eight Years of Service	A legislator who leaves office with less than 8 years of service may (1) withdraw member contributions; or (2) transfer legislative service to another State system in which the member participates. A legislator who resigns to become a State judge is entitled to a retirement allowance regardless of years of legislative service.
Military Service Credit	A member with at least 8 years of service is entitled to receive credit for military service of up to 3 years.

Item 3B – Fringe Benefits – Retired Legislators

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

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

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

Item 4 – Forfeiture of Benefits

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

Chapter 4. 2022 Resolution of the General Assembly Compensation Commission

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

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

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

<u>Item 1A</u>

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

(1) Fifty-two thousand three hundred forty-three dollars ($52,343) during calendar year 2023;

(2) Fifty-four thousand four hundred thirty-seven dollars ($54,437) during calendar year 2024;

(3) Fifty-five thousand five hundred twenty-six dollars ($55,526) during calendar year 2025; and

(4) Fifty-six thousand six hundred thirty-six dollars ($56,636) for the period that includes calendar year 2026 and that portion of January 2027 preceding the commencement of the next term of office.

<u>Item 1B</u>

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

(1) Sixty-seven thousand nine hundred eighty-six dollars ($67,986) during calendar year 2023;

(2) Seventy thousand seven hundred five dollars ($70,705) during calendar year 2024;

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

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

Item 2A

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

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

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

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

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

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

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

Item 2B

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

Item 2C

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

Item 2D

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

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

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

2. In the event that the published conference rate for lodging exceeds the General Services Administration daily per diem rate for lodging, the President of the Senate and the Speaker of the House of Delegates may approve the published conference rate.

(iii) Copies of all requests for approval, all written approvals and disapprovals, and all requests for actual reimbursement shall be maintained in a central file in the Finance and Administrative Services Office of the Department of Legislative Services and kept available for public inspection upon request for a period of at least five (5) years.

Item 2E

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

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

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

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

Item 3A

1. Definitions.

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

(b) Accumulated contributions.

(1) "Accumulated contributions" means the amounts credited to a member's individual account in the annuity savings fund of the Employees' Retirement System for the Legislative Pension Plan.

(2) "Accumulated contributions" includes member contributions plus regular interest.

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

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

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

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

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

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

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

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

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

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

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

(j) Member. "Member" means:

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

(2) A former legislator who:

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

(ii) Has not withdrawn the member's accumulated contributions; and

(iii) Is not currently receiving a retirement allowance.

(k) Member contribution. "Member contribution" means:

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

(2) An employer pickup contribution.

(l) Participant. "Participant" means a member or a retiree.

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

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

(o) Resolution. "Resolution" means the Resolution of the General Assembly Compensation Commission effective January 11, 2023.

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

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

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

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

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

(u) Year of service. "Year of service" means a year or fraction thereof during which a member serves as a legislator in the General Assembly and for which contributions are made at the prescribed rate.

2. Legislative Pension Plan – Established.

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

3. Administration; Funding.

(a) Administration. The Board of Trustees shall:

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

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

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

(b) Funding.

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

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

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

4. Membership.

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

5. Member contributions.

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

(b) Exceptions.

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

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

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

6. Service credit.

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

(1) Membership service credit;

(2) Service credit purchased under this section; and

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

(b) Membership service credit.

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

(2) Years of service need not be consecutive.

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

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

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

(iii) The member has taken a leave of absence from the nonlegislative employment while serving as a legislator; and

(iv) The member is not receiving credit in another retirement system supported wholly or in part by the State for the period of the member's absence from the nonlegislative employment.

(c) One-time purchase of service credit.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(3) (i) Has creditable service before January 14, 2015, and has attained age 60; or

(ii) Has no creditable service before January 14, 2015, and has attained age 62; and

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

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

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

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

8. Service retirement allowance – Service before January 1, 1971.

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

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

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

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

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

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

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

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

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

(e) Same – Alternate elections.

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

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

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

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

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

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

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

9. Reduced service retirement allowance.

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

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

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

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

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

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

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

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

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

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

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

10. Disability retirement allowance.

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

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

(1) The member has at least 8 years of creditable service regardless of age;

(2) The medical board has certified that the member is disabled; and

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

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

11. Survivor allowance payable on death of retiree.

(a) Designated beneficiary.

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

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

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

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

(b) Survivor allowance.

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

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

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

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

(ii) When the designated beneficiary attains age 60, if the designated beneficiary has not attained 60 years of age on the retiree's death; or

(iii) At any time after the designated beneficiary attains age 50 but before the designated beneficiary attains age 60, if the designated beneficiary makes the election set forth in subsection (c)(2) of this section.

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

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

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

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

(c) Election to receive reduced survivor allowance.

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

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

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

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

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

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

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

(d) Lump-sum death benefit.

(1) This subsection does not apply if:

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

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

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

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

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

(e) Change of designated beneficiary.

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

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

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

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

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

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

12. Optional Allowances.

(a) In general. Instead of the retirement allowance and survivor allowance provided under § 11 of this Item 3A, at retirement, a member may elect an optional allowance set forth in subsection (d) of this section.

(b) Designated beneficiary.

(1) (i) Subject to subparagraph (ii) of this paragraph, at the time of retirement a member may name a designated beneficiary to receive the benefits payable on the death of the retiree under this section.

(ii) If, at the time of retirement, a member is married and elects to receive the optional allowance provided for under this section, the member shall designate the member's spouse as the designated beneficiary.

(2) (i) For the optional allowance payable under this section to a designated beneficiary for life, the designated beneficiary must be an individual.

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

(c) Optional requirement.

(1) The optional allowance shall be certified by the actuary for the Board of Trustees to be of equivalent actuarial value to the allowance payable to the retiree and the retiree's beneficiary.

(2) If a member elects the optional allowance under subsection (d) of this section and designates a beneficiary other than the member's spouse or disabled child as defined under § 72(m)(7) of the Internal Revenue Code, a member may not designate a beneficiary who is more than 10 years younger than the member.

(d) Description of the optional allowance.

(1) The optional allowance payable under this section is a level payment plan.

(2) Under the optional allowance payable under this section, when the retiree dies, the Board of Trustees shall pay the retiree's reduced allowance to the retiree's designated beneficiary.

(e) Change of designated beneficiary.

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

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

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

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

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

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

(f) Recomputation of allowance.

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

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

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

13. Designated beneficiary.

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

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

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

(d) Change of designated beneficiary.

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

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

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

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

(i) The designated beneficiary is the member's spouse; and

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

14. Adjustment of allowances.

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

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

(c) Same – Eligible presiding officer.

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

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

15. Effect of employment of retiree.

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

(b) If a retiree who is receiving a retirement allowance becomes a member of the General Assembly:

(1) The retiree's retirement shall be canceled;

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

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

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

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

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

(b) Lump-sum death benefit.

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

(i) The member's accumulated contributions; and

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

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

(c) Election to receive survivor allowance.

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

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

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

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

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

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

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

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

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

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

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

(d) Election to receive reduced survivor allowance.

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

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

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

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

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

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

(e) Death benefit for children.

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

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

(i) Is not survived by a spouse; and

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

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

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

(iii) The survivor allowance shall be payable to each child until that child attains age 26 or is no longer disabled.

17. Benefit – Death of member with less than 8 years of service.

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

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

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

(b) Lump-sum death benefit.

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

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

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

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

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

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

18. Death of member – No beneficiary.

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

19. Termination of rights in Plan.

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

20. Transfer of credit.

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

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

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

21. Miscellaneous Provisions.

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

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

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

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

(2) A former legislator who:

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

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

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

(3) A retiree.

22. Military Credit.

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

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

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

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

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

<u>Item 3B</u>

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

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

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

<u>Item 4</u>

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

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

(2) The crime is:

(i) A felony; or

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

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

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

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

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

IN WITNESS WHEREOF, We have hereunto subscribed our names on this seventh day of January 2022.

Marco T. A. Priolo, Chair

Laurence C. Daniels

Matthew D. Gallagher

Lester Davis

Kimberly N. Prescott

Lyn A. Dippel

Wendell G. Rakosky

Latosha Frink-Harrison

Michael Whitson

Exhibits

Exhibit 1
Constitutional Provisions Regarding General Assembly Compensation Commission

Art III, §15

Section 15.

(1) The General Assembly may continue its session so long as in its judgment the public interest may require, for a period not longer than ninety days in each year. The ninety days shall be consecutive unless otherwise provided by law. The General Assembly may extend its session beyond ninety days, but not exceeding an additional thirty days, by resolution concurred in by a three-fifths vote of the membership in each House. When the General Assembly is convened by Proclamation of the Governor, the session shall not continue longer than thirty days, but no additional compensation other than mileage and other allowances provided by law shall be paid members of the General Assembly for special session.

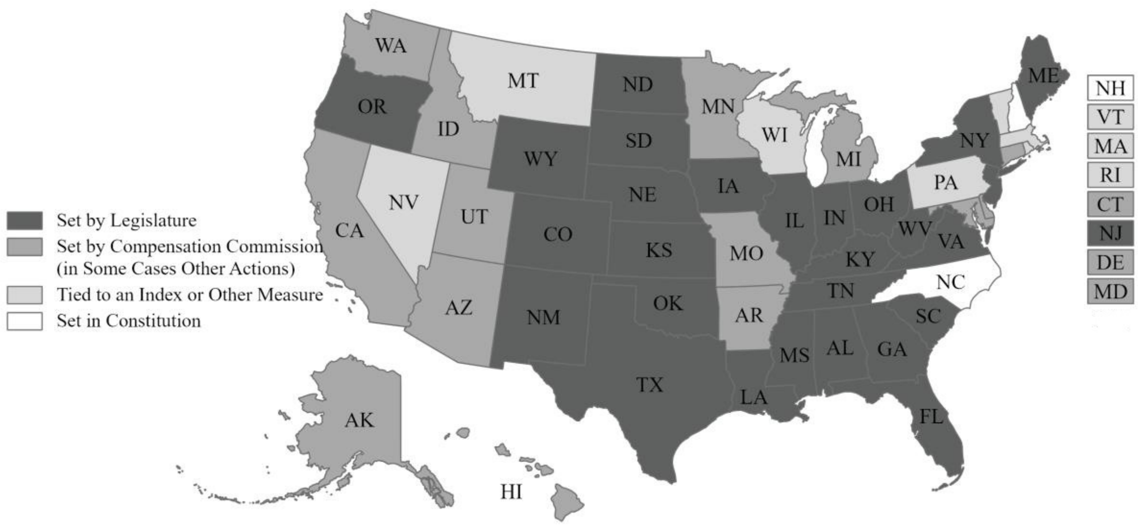
(2) Any compensation and allowances paid to members of the General Assembly shall be as established by a commission known as the General Assembly Compensation Commission. The Commission shall consist of nine members, five of whom shall be appointed by the Governor, two of whom shall be appointed by the President of the Senate, and two of whom shall be appointed by the Speaker of the House of Delegates. Members of the General Assembly and officers and employees of the Government of the State of Maryland or of any county, city, or other governmental unit of the State shall not be eligible for appointment to the Commission. Members of the Commission shall be appointed for terms of four years commencing on June 1 of each gubernatorial election year. Members of the Commission are eligible for re-appointment. Any member of the Commission may be removed by the Governor prior to the expiration of his term for official misconduct, incompetence, or neglect of duty. The members shall serve without compensation but shall be reimbursed for expenses incurred in carrying out their responsibilities under this section. Decisions of the Commission must be concurred in by at least five members.

(3) Within 15 days after the beginning of the regular session of the General Assembly in 1974 and within 15 days after the beginning of the regular session in each fourth year thereafter, the Commission by formal resolution shall submit its determinations for compensation and allowances to the General Assembly. The General Assembly may reduce or reject, but shall not increase any item in the resolution. The resolution, with any reductions that shall have been concurred in by joint resolution of the General Assembly, shall take effect and have the force of law as of the beginning of the term of office of the next General Assembly. Rates of compensation and pensions shall be uniform for all members of the General Assembly, except that the officers of the Senate and the House of Delegates may receive higher compensation as determined by the General Assembly Compensation Commission. The provisions of the Compensation Commission resolution shall continue in force until superseded by any succeeding resolution.

(4) In no event shall the compensation and allowances be less than they were prior to the establishment of the Compensation Commission.

Exhibit 2

Use of Compensation Commissions Other Means to Establish Legislative Compensation



Source: National Conference of State Legislatures

Exhibit 3
General Assembly Compensation Commission

Applicable Law	**Time for Submitting Recommendation**	**Form of Recommendation**	**Subject**	**Time Limit for Legislative Action**	**Forms of Legislative Action**	**Options for Legislative Action**	**Effect of Legislative Action**
MD Const., Art. III, Sec. 15	By fiftheenth day of session, *i.e.*, January 26, 2022	Resolution of Commission, not legislature	Compensation and allowances (*i.e.*, 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	(1) Commission's Resolution takes effect
						(2) May pass Joint Resolution approving Commission's Resolution	(2) Commission's Resolution takes effect
						(3) May pass Joint Resolution reducing or rejecting particular items* but may not increase item	(3) Commission's Resolution, as modified by Joint Resolution, takes effect
						(4) May pass Joint Resolution rejecting Commission's Resolution	(4) Prior Resolution (2018) remains in effect
						(5) May pass Joint Resolution embodying prior Resolution (2018)	(5) Prior Resolution (2018) remains in effect
						(6) May defeat Joint Resolutions	(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)

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

Subject	1971	1974	1978	1982	1986
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
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

Subject	**1971**	**1974**	**1978**	**1982**	**1986**
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)

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

Subject	1990	1994	1998	2002	2006
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
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

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

COLA: cost-of-living adjustment
IRS: Internal Revenue Service

Source: Department of Legislative Services

Exhibit 5

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

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

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

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

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

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

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

Source: Department of Legislative Services

Exhibit 6

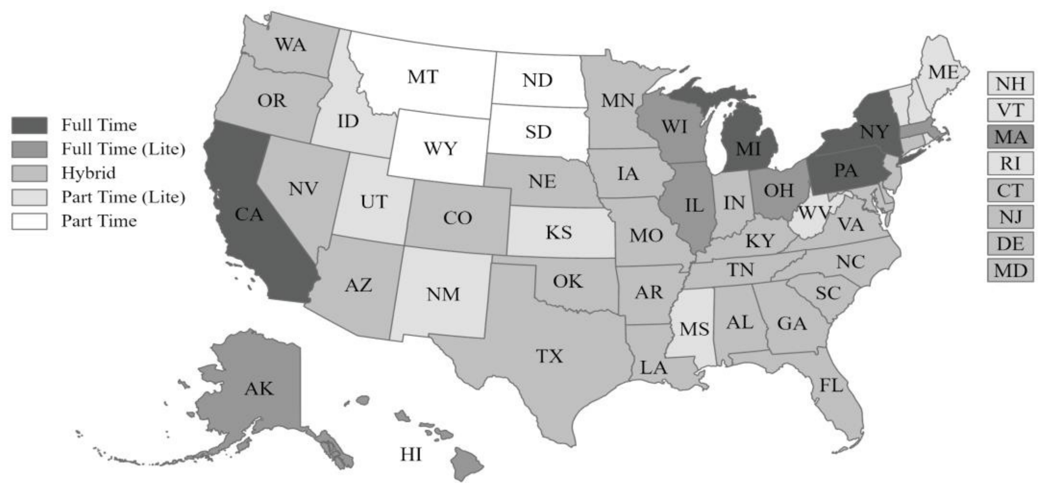
General Assembly of Maryland
Bills and Joint Resolutions
1991 through 2021 Regular Sessions

	Senate		House		Total	
Bills	**Introduced**	**Passed**	**Introduced**	**Passed**	**Introduced**	**Passed**
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

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

Source: Department of Legislative Services

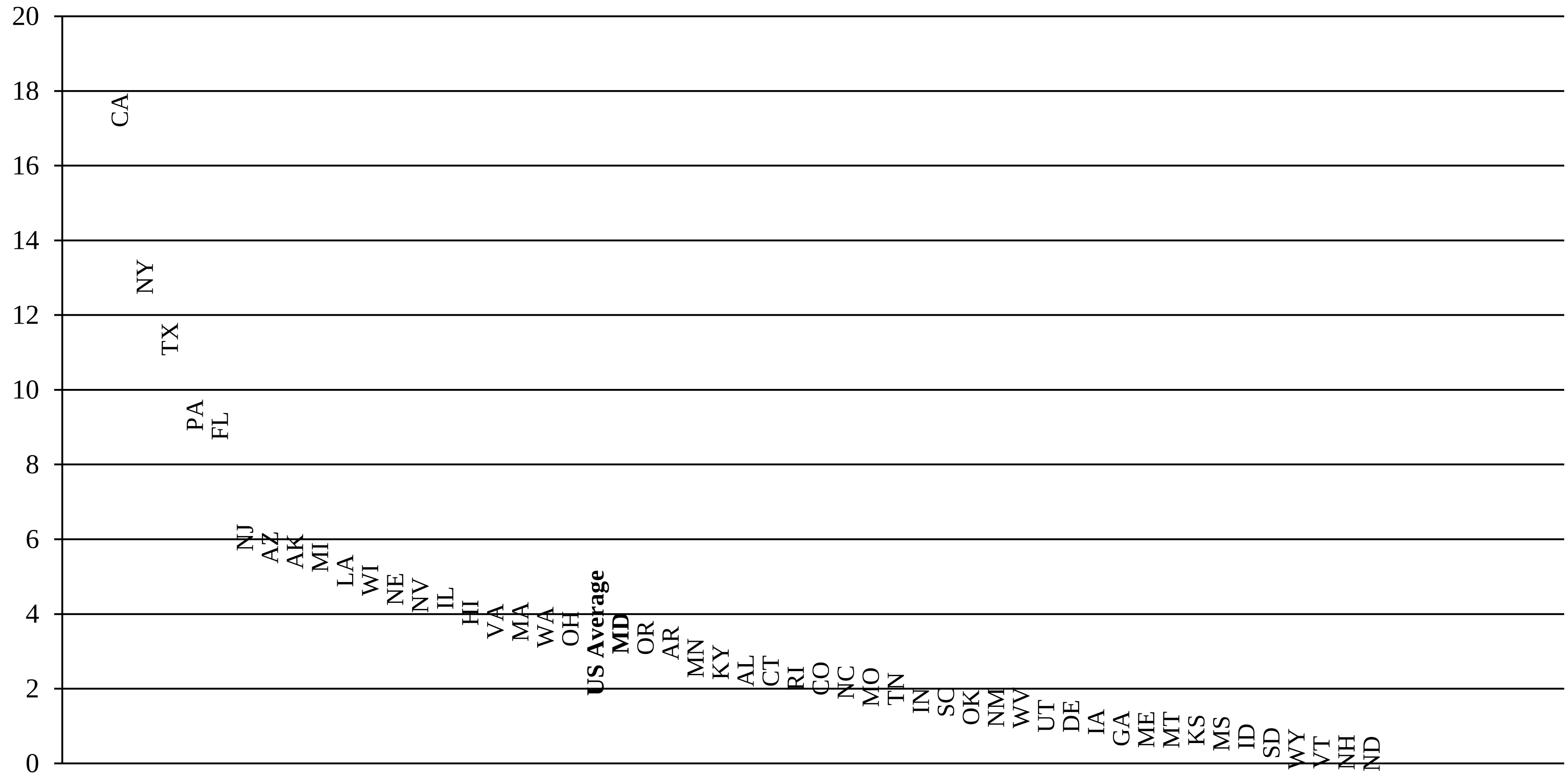
Exhibit 7
How Full- or Part-time Is the State Legislature?



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

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

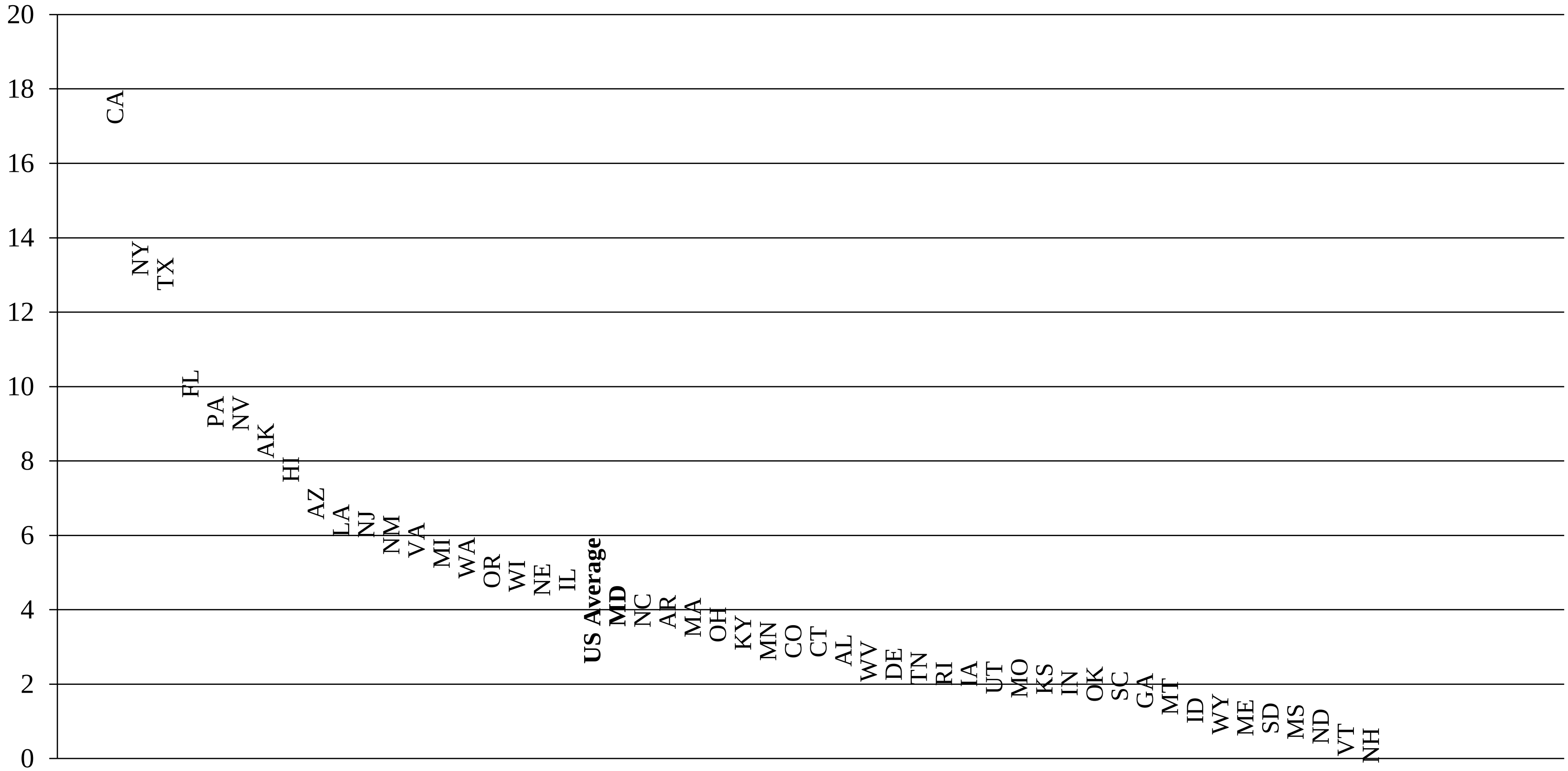
Exhibit 8
Permanent Staff Per Legislator



Note: Data is as of 2015

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

Exhibit 9
Total Legislative Staff Per Legislator



Note: Data is as of 2015.

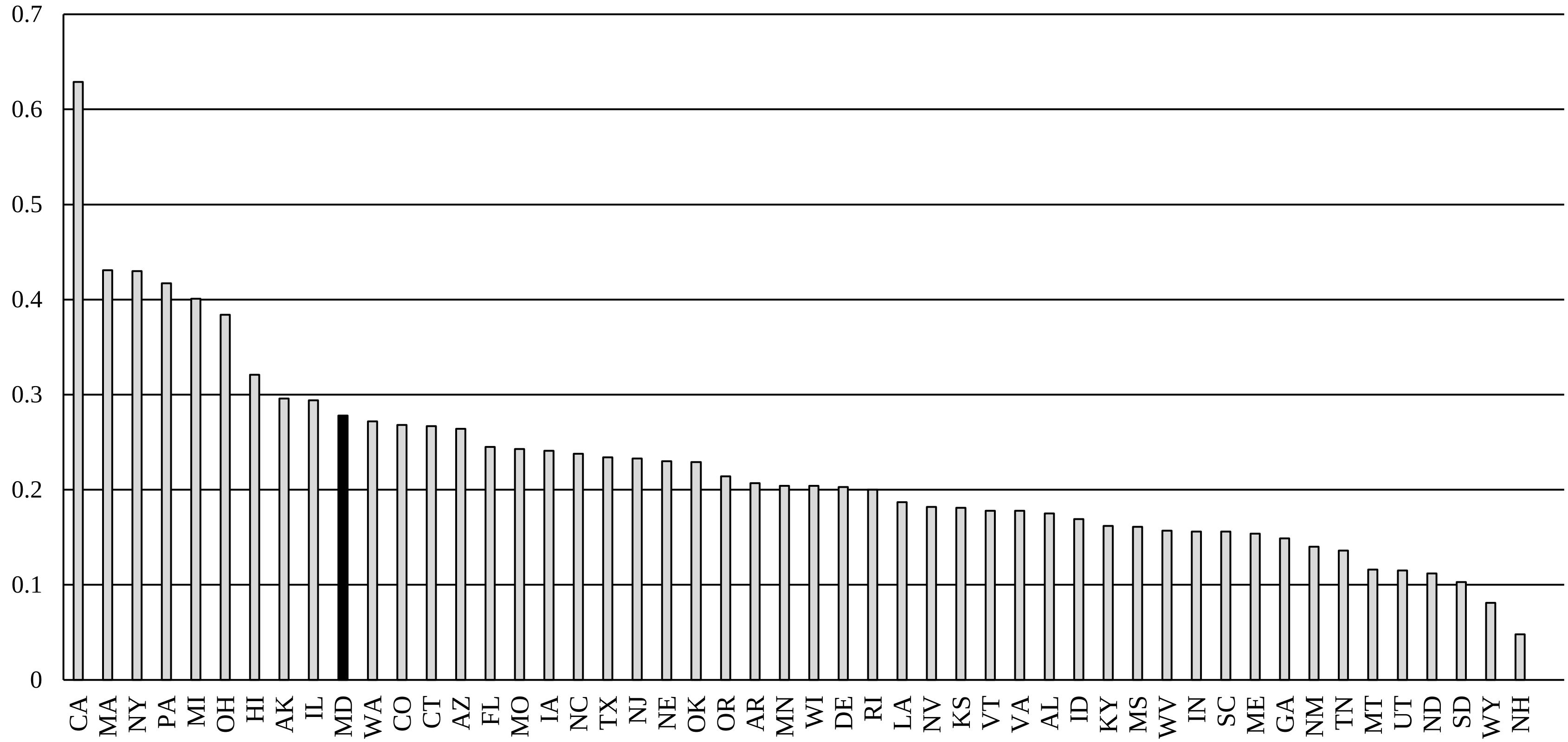
Source: National Conference of State Legislatures

Exhibit 10
Attributes of a Professional and Citizen Legislature

Professionalization Component	**Professionalized Legislature**	**Citizen Legislature**
Compensation and Benefits	• 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	• 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	• Reduced opportunities to pursue other employment and increased need for higher salary to compensate for lost income • Increased opportunity to master legislative skills • More time for policy development and deliberation, especially in budget development • Able to spend more time on constituent service • Fewer demands on time tends to result in better attendance	• 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	• Increased ability of members to influence policymaking process • Increased job satisfaction • Enhanced reelection prospects	• Primary reliance on central, nonpartisan staff • Staffing is more efficient and cost effective • Requires members to conduct own constituent service and correspondence • Reduced incumbency advantage in elections. No need for year-round offices in capital

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

Exhibit 11
Staff Legislative Professionalism



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

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

Exhibit 12
Legislators: National and Maryland Professional Backgrounds

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

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

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

Exhibit 13

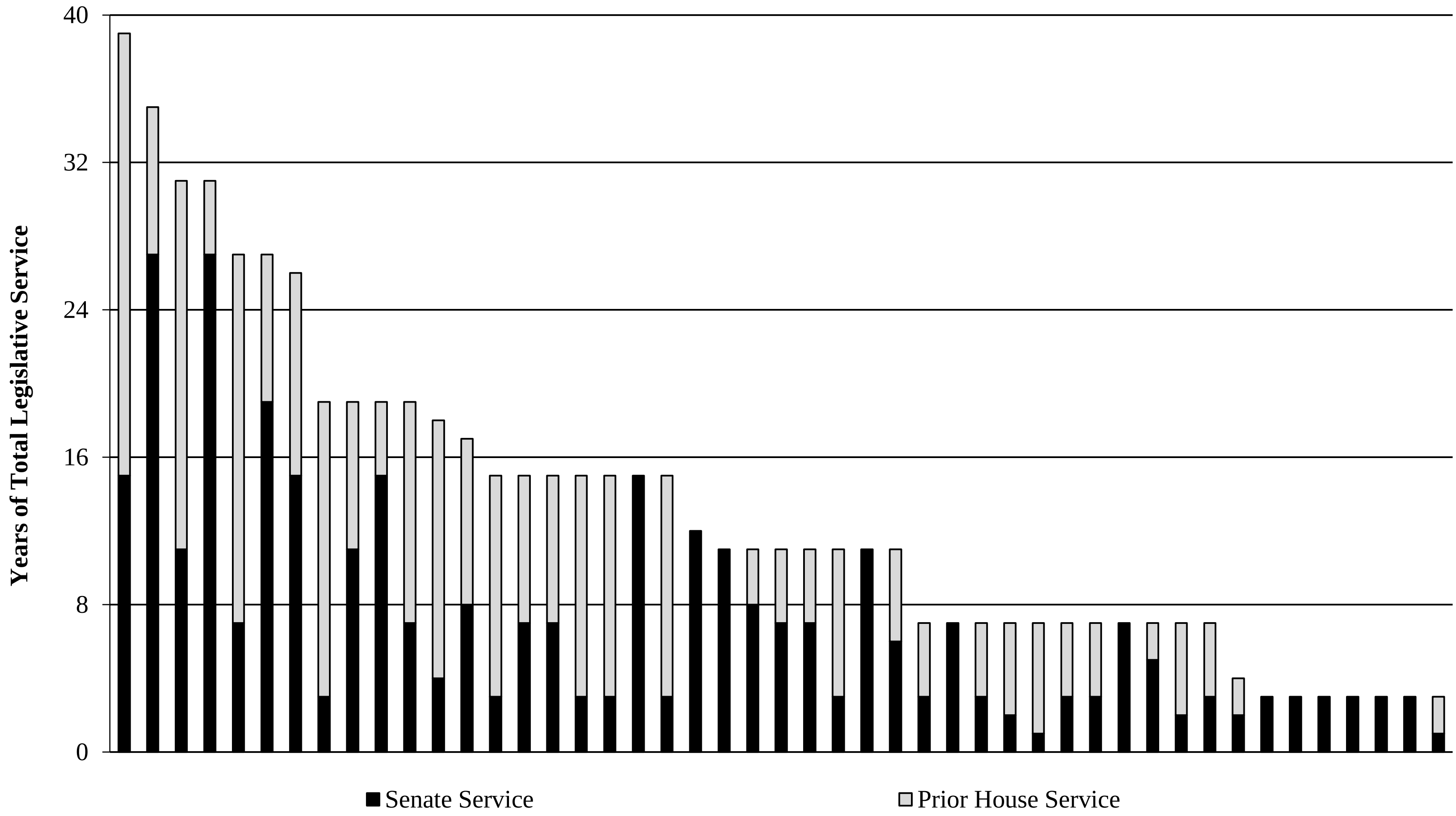
Legislators Continued in Office
Election Year Turnover
1974-2018

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

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

Source: Ballotpedia; Department of Legislative Services

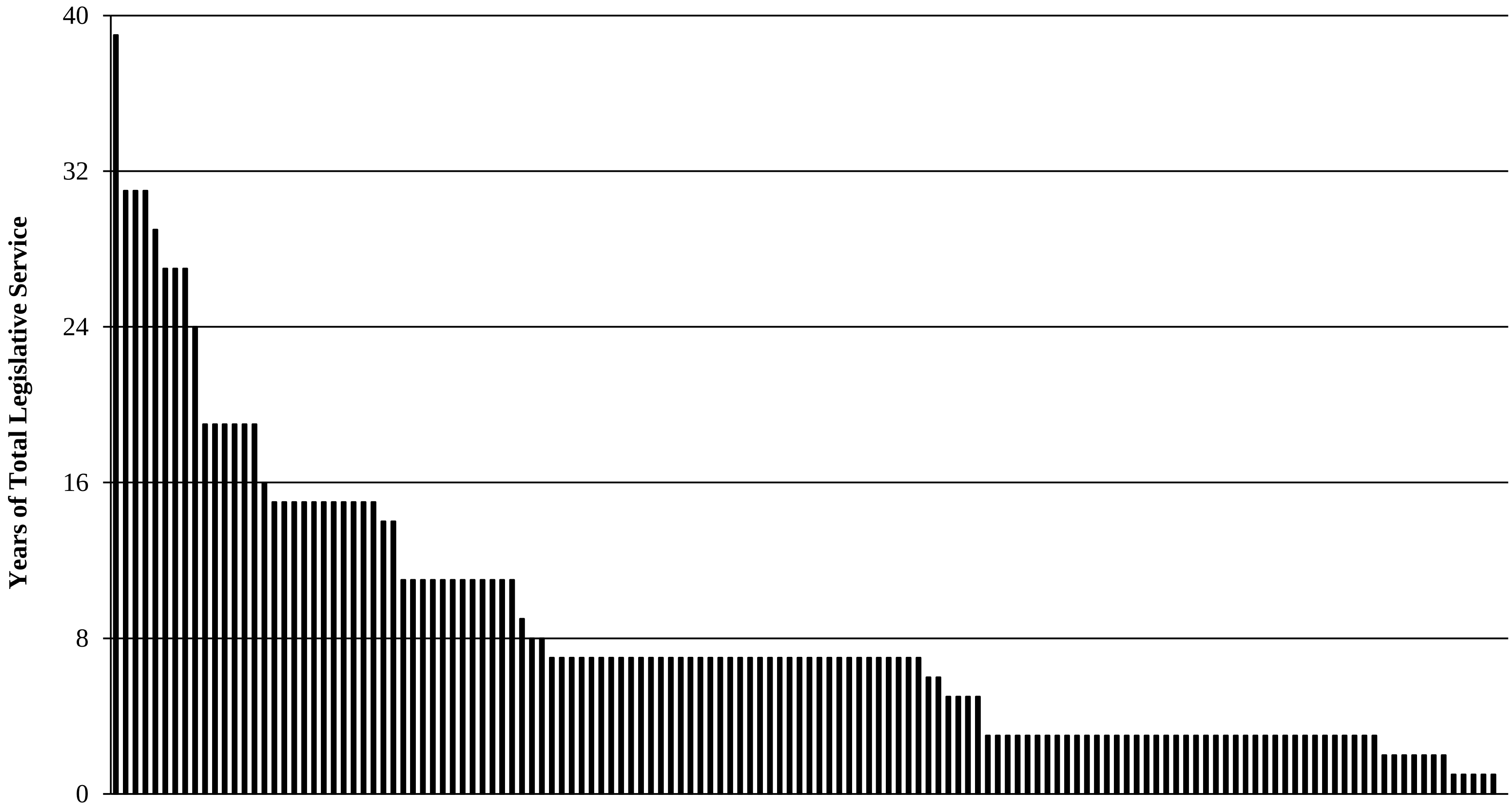
Exhibit 14
Current Senate Members Total Legislative Service



Source: Department of Legislative Services

Exhibit 15

Current House Members Total Legislative Service



Source: Department of Legislative Services

Exhibit 16
2021 Legislative Salary and Session Characteristics

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

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

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

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

Key: L – Legislative Day
C – Calendar Day
Varies by year – Typically these states alternate between one longer and one shorter session or have a longer session following a gubernatorial election year.

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

Exhibit 17
Relative Standing of Legislative Salaries
Calendar 2006-2021

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

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

H: House of Delegates
S: Senate

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

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

Exhibit 18
Changes to Legislative Salaries

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

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

Exhibit 19

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

State	Budget[1] ($ in Billions)	Legislative Salary[2]
Georgia	$53.9	$15,608
Washington	50.6	56,881
Wisconsin	50.2	55,151
North Carolina	49.2	13,951
Maryland	**45.1**	**50,330**
Colorado	42.8	40,242
Oregon	42.6	32,839
Minnesota	40.8	46,500
Arizona	38.7	24,000

[1] Based on actual fiscal 2019 data.
[2] Calendar 2021

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

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

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

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

[1] A 2% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.
[2] No cost-of-living increase was included in the fiscal 2010 budget. A furlough for State employees by Executive Order 01.01.2009 in August 2009 resulted in an average salary reduction of approximately 2.5% of fiscal 2010 levels. General Assembly members are constitutionally exempt from furloughs.
[3] No cost-of-living increase was included in the fiscal 2011 budget. A furlough for State employees by Executive Order 01.01.2010.11 in May 2010 resulted in an average salary reduction of approximately 2.5%. General Assembly members are constitutionally exempt from furloughs.
[4] Calendar years.

Source: Department of Legislative Services

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

State Employees

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

DGS: Department of General Services
DHMH: Department of Health and Mental Hygiene

(1) The fiscal 2005 annual salary review (ASR) provided upgrades for public defenders, social services attorneys, assistant general counsels (human relations), assistant State prosecutors, direct service workers in the Department of Juvenile Services, property assessors, laboratory scientists, administrative law judges, and banking financial examiners.

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

(3) Fiscal 2007 general salary increases were $900 for employees making less than $45,000 at the end of fiscal 2006, $1,400 for employees making $70,000 or more, and 2% for those remaining.

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

(5) A 2.0% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.

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

(7) State employee salaries were reduced through furlough in fiscal 2009 by Executive Order 01.01.2008.20 in December 2008. The salaries for employees earning $40,000 were reduced by the value of two days' salary; those earning between $40,000 and $59,999 were reduced by the value of four days' salary; and those earning $60,000 or above were reduced by five days' salary. Public safety positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.

(8) State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between $40,000 and $49,999 are furloughed for an additional three days, those between $50,000 and $99,999 for an extra four days; and those earning over $100,000 are furloughed for an additional five days. The result was an average salary reduction of approximately 2.6%.

(9) State employee salaries were reduced through furloughs and salary reductions in fiscal 2011 by Executive Order 01.01.2010.11 in May 2010. The structure mirrors the fiscal 2010 program.

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

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

(12) The fiscal 2014 ASR provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessment and Taxation assessors; personnel classifications at the Maryland Department of Health (MDH), the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police. Parole and probation agents at DPSCS that are an agent 1, receive a one-grade increase, agent II and senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management (DBM) are moved into four-level class series.

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

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

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

[16] Employees received a 2% increase on January 1, 2019, and a 0.5% increase on April 1. 2019. The April salary increase, as well as a $500 bonus effective at the same time, were contingent on fiscal 2018 general fund revenues exceeding the December 2017 estimate by at least $75 million, which they did.

[17] The fiscal 2019 ASR provided for step increases for airport firefighters, security attendants and licensed practical nurses at Clifton T. Perkins Hospital, fire safety inspectors, and police communication operators.

[18] Employees received a 3% increase on July 1, 2019. With the exception of employees represented by the American Federation of State, County, and Municipal Employees (AFSCME), employees received a 1% increase on January 1, 2020.

[19] The fiscal 2020 ASR provided for a one step increase for alcohol and drug counselors, mental health professional counselors, park services associates, registered nurses, epidemiologists, and environmental compliance specialists; and salary restructures for procurement employees and correctional officers.

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

[21] Most employees, with the exception of those represented by AFSCME, will receive a $500 bonus on January 1, 2022, if general fund revenues exceed the December 2020 Board of Revenues estimate by $75 million or more, and a 1% increase effective April 1, 2022, if revenues exceed the estimate by $200 million or more.

[22] The fiscal 2022 ASR provides for targeted salary increases for fiscal specialists, fire protection engineers, and principals; it also increases all State employees hourly wage to at least $15 per hour.

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

Exhibit 22

Salaries of Selected Maryland State Officials

Fiscal 2015-2022

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

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

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

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

Exhibit 23
Local Legislative Salaries
Fiscal 2021

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

* Data from fiscal 2019

Source: Maryland Association of Counties

Exhibit 24
City and County Council Salaries
Fiscal 2006-2018

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

Source: Maryland Association of Counties

Exhibit 25
Mayor and County Executive Salaries
Fiscal 2010-2022

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

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

(1) The first County Executive in Cecil County was elected in November 2012 and started in December 2012. The first full year of salary data is available starting in fiscal 2014.
(2) The first County Executive in Frederick County was elected in November 2014 and started in December 2014. The first full year of salary data is available starting in fiscal 2016.
(3) The first County Executive in Wicomico County was elected in November 2006 and started in December 2006. The first full year of salary data is available starting in fiscal 2008.

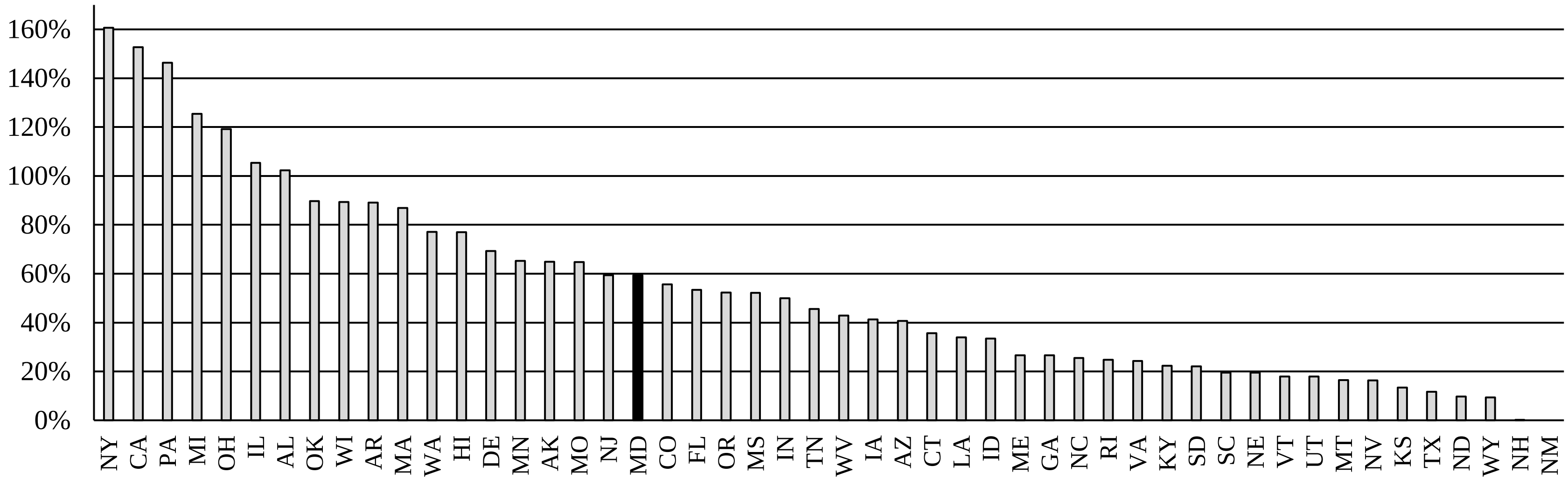
Source: Maryland Association of Counties

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

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

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

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



Note:

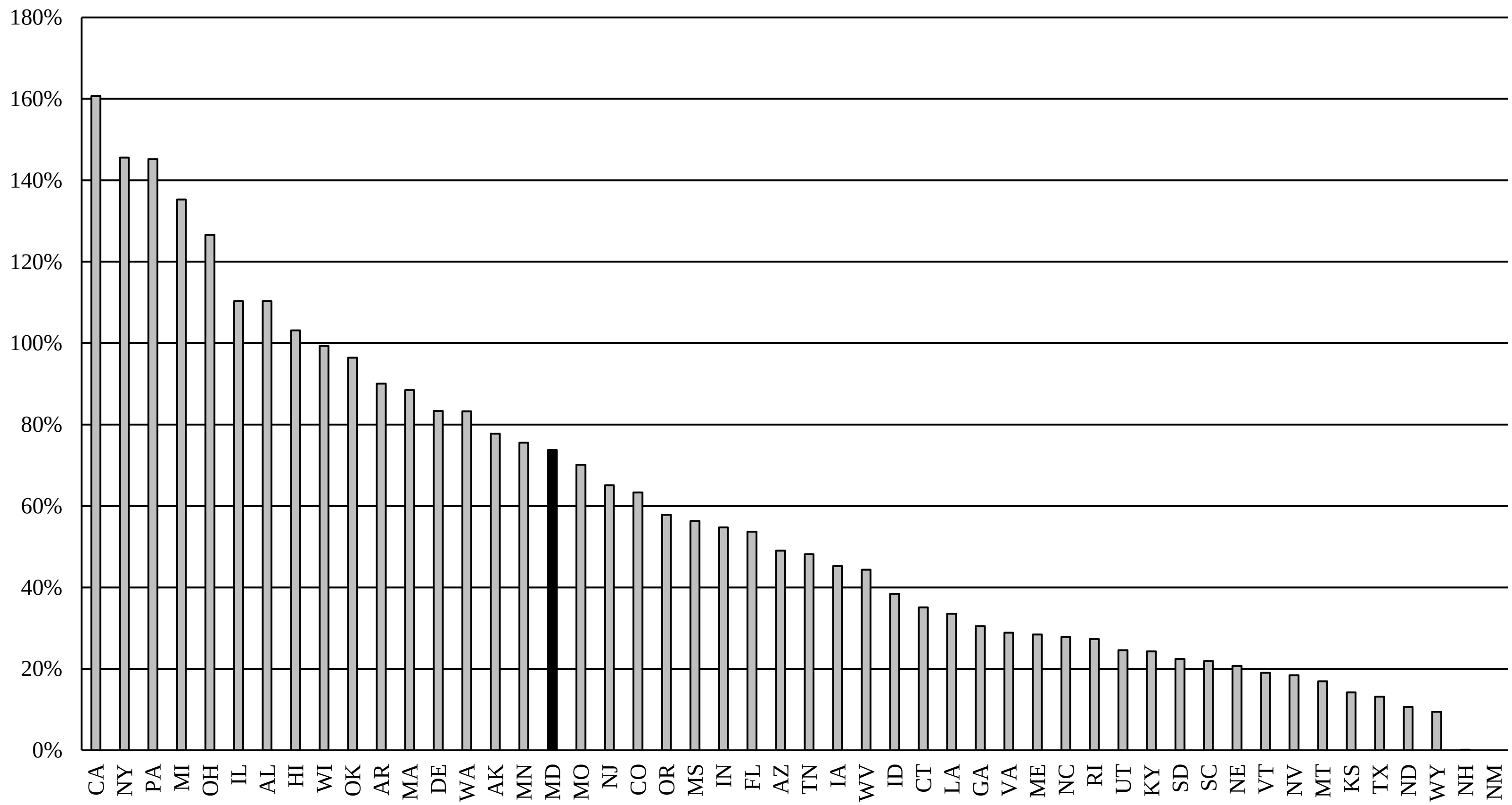
- Salaries for Kansas, Kentucky, Montana, Nevada, Utah, and Wyoming are based on a daily rate.
- Salaries for Kentucky, Maine, Montana, Nevada, and Wyoming are based on the longest of variable sessions or where the legislature meets every other year. Daily rates made be paid on a session day or legislative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

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

Exhibit 28

Legislator Salaries as a Percentage of Average Per Capita Income

Calendar 2021



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

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

Exhibit 29
In-state Expense Reimbursements
Fiscal 2018-2021

	2018		2019		2020		2021	
	Session	***Interim***	***Session***	***Interim***	***Session***	***Interim***	***Session***	***Interim***
Lodging	$1,471,288	$3,148	$1,594,795	$13,117	$1,558,448	$2,997	$1,390,730	$593
% Change over prior year	2.18%	50.77%	8.39%%	316.68%	-2.28%	-77.15%	-10.76%	-80.21%
Meals	$455,811	$6,437	$500,862	$1,834	$422,041	$6,450	$447,419	$15
% Change over prior year	-1.59%	-24.66%	9.88%	-71.51%	-15.74%	251.69%	6.01%	-99.7%
Mileage	$155,573	$30,361	$164,208	$14,272	$113,789	$29,519	$138,757	$329
% Change over prior year	2.87%	-8.56%	5.55%	-52.99%	-30.70%	106.83%	21.94%	-98.89%
Total	**$2,082672**	**$39,946**	**$2,259,865**	**$29,223**	**$2,094,278**	**$38,966**	**$1,976,906**	**$937**
% Change	**2.01%**	**-8.87%**	**8.51%**	**-26.84%**	**-7.33%**	**33.34%**	**-5.60%**	**-97.60%**

Source: Department of Legislative Services

Exhibit 30
Per Diem Lodging Rates
90-day Rentals

2017 and 2021 General Assembly Sessions

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

[1] Previously Lowes Annapolis
[2] Previously Annapolis Marriott Waterfront
[3] Previously Marriott Residence
[4] Previously O'Callahan

Source: Department of Legislative Services

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

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

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

Numbers may not sum to total due to rounding.

Source: Department of Legislative Services

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

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

Source: Department of Legislative Services

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

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

Source: Department of Legislative Services

Exhibit 34

Medical Insurance for Legislators

(As of August 8, 2021)

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

Health Subsidy

$355.46 to $426.34 per month for single coverage.

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

Prescription Subsidy

$180.30 per month for single coverage.

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

Dental Subsidy

$8.17 to $12.32 per month for single coverage.

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

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

Source: Department of Legislative Services, September 2021

Exhibit 35
Accrued Retirement Service Credits of Active Maryland Legislators

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

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

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

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

Exhibit 36
Retirement Status of Retired Maryland Legislators by Plan

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

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

Exhibit 37
Comparison of Maryland State Retirement and Pension Systems

	General Assembly	Governor	Judges	Employees and Teachers Pension Systems[1]	State Police	Law Enforcement Officers' System	Correctional Officers' System
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
Hired on or After 7/1/11; or Judges Hired on or After 7/1/12	*No change*	*No change*	*5 years of service*	*10 years of service*	*10 years of service*	*10 years of service*	*10 years of service*
Employee Contributions[2]	7.0% of salary, for 22 years, 3 months (was 5.0%)	None	8.0% of salary, for 16 years (was 6.0%)	7.0% of salary (was 5.0%)	8.0% of salary	7.0% of salary (was 4.0%)	5.0% of salary
Service Retirement Conditions							
Hired on or Before 6/30/11; or Legislators with Creditable Service Before 1/14/15; or a Governor Serving Before 1/21/15	Age 60; or age 50 with 8 years, reduced benefit	Age 55	Age 60	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 50 or 22 years of service	Age 50 or 25 years of service	20 years of service or age 55 with 5 years of service

	General Assembly	Governor	Judges	Employees and Teachers Pension Systems[1]	State Police	Law Enforcement Officers' System	Correctional Officers' System
Hired on or After 7/1/11; or Judges Hired on or After 7/1/12; or Legislators with No Creditable Service Before 1/14/15; or a Governor Serving on or Before 1/21/15	*Age 62; or age 55 with 8 years, reduced benefit*	*Age 62*	*Age 60 with 5 years of service*	*Age 65 with 10 years of service or Rule of 90[3]; or age 60 with 15 years, reduced benefit*	*Age 50 or 25 years of service*	*No change*	*Age 55 with 10 years of service*
Allowance							
Hired on or Before 6/30/11	3.0% of current legislative salary per year of service	1/3 of current annual salary for one term; or 1/2 of current annual salary for two terms	2/3 of active judge salary at 16 years	1.2% of salary for years of service prior to 7/1/98; plus 1.8% of salary for years of service on or after 7/1/98 (calculated on highest 3 consecutive years of salary)	2.55% per year of service (calculated on highest 3 years of salary)	2.0% per year if subject to the LEOPS modified pension benefit; otherwise 2.3% for first 30 years and 1.0% for each year thereafter (calculated on highest 3 consecutive years of salary)	1.8% per year of service (calculated on highest 3 years of salary)
Hired on or After 7/1/11	*No change*	*No change*	*No change*	*1.5% of salary (calculated on highest 5 consecutive years of salary)*	*Calculated on highest 5 years of salary*	*Calculated on highest 5 consecutive years of salary*	*Calculated on highest 5 years of salary*

	General Assembly	Governor	Judges	Employees and Teachers Pension Systems[1]	State Police	Law Enforcement Officers' System	Correctional Officers' System
Post-retirement Adjustments[4]							
Service Credit Earned on or Before 6/30/11	Based on salary of active legislators	Based on salary of current Governor	Based on salary of active judges	Limited to 3.0% of initial benefit	Unlimited annual cost-of-living adjustment (COLA)	Limited to 3.0% of initial benefit	Unlimited annual COLA
Service Credit Earned on or After 7/1/11	*No change*	*No change*	*No change*	*Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%*	*Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%*	*Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%*	*Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%*
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

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

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

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

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

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

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

Source: Department of Legislative Services

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

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

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

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

FAS: final average salary

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

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

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

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

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

* Denotes state with full-time legislature.

(1) These states offer a defined benefit plan to legislators elected before a certain date, but legislators elected after a certain date are offered only a defined contribution plan.
(2) Legislators in Pennsylvania with no service credit before 2010 have a choice to contribute 9.30% for a benefit multiplier of 2.5% or contribute 6.25% for a benefit multiplier of 2%.
(3) Legislators in Pennsylvania with service credit before 2010 contribute 6.25% for a benefit multiplier of 3%.

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

Exhibit 40
State-by-state Comparison of Benefit Multiplier

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

[(1)] These states offer a defined benefit plan to legislators elected before a certain date, but legislators elected after a certain date are offered only a defined contribution plan.
[(2)] Texas benefit calculated based on District Judge salary.

* Denotes state with full-time legislature.

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

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

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

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

Age 60 with 8 Years of Service
Mississippi
South Carolina
Texas

Age 62 with 8 Years of Service
Georgia

States That Require a Lower Retirement Age and Years of Service

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

States That Require a Higher Retirement Age and Years of Service

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

Other Comparisons of Retirement Age and Years of Service Requirements

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

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

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

Exhibit 42

Legislator Salary and Fringe Benefits by Year of Service

Fiscal 2022 Active Legislator

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

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

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

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

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

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

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

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

BC/BS: BlueCross/BlueShield
DHMO: Dental Health Maintenance Organization
PPO: Preferred Provider Organization

(1) Assumes fringe benefits of active legislator/employee, non-Medicare eligible member, and spouse for calendar 2021.
(2) Assumes fringe benefits for Medicare-eligible member and non-Medicare eligible spouse for calendar 2021.
(3) Assumes basic retirement allowance. Post-2011 State employees do not vest in the State's pension plan and become eligible for retiree health benefits until 10 years of service.
(4) For legislators with years of service prior to January 2015, State subsidy is calculated at 1/16 per year; for service after it is calculated at 1/20 per year.

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

Exhibit 44
District Office Accounts

Amount – Fiscal 2021

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

Use of Funds

1. Office space in district

2. Staff services

3. Communications

    Telephone – limit $2,000 unless approved by presiding officer

    Postage – limit $1,000 for legislator unless more is approved by presiding officer

    No newsletters except *Annapolis Report*

    Newspapers – limit $500

4. Supplies

5. Utilities

6. Furniture and equipment, including computers; items become property of the State and must be returned or purchased at depreciated value if legislator leaves office

Source: Department of Legislative Services

Exhibit 45
History of District Office Account Allowances

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

Source: Department of Legislative Services

Exhibit 46

Staff Assistance for Members of the Maryland General Assembly

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

Senate

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

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

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

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

House

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

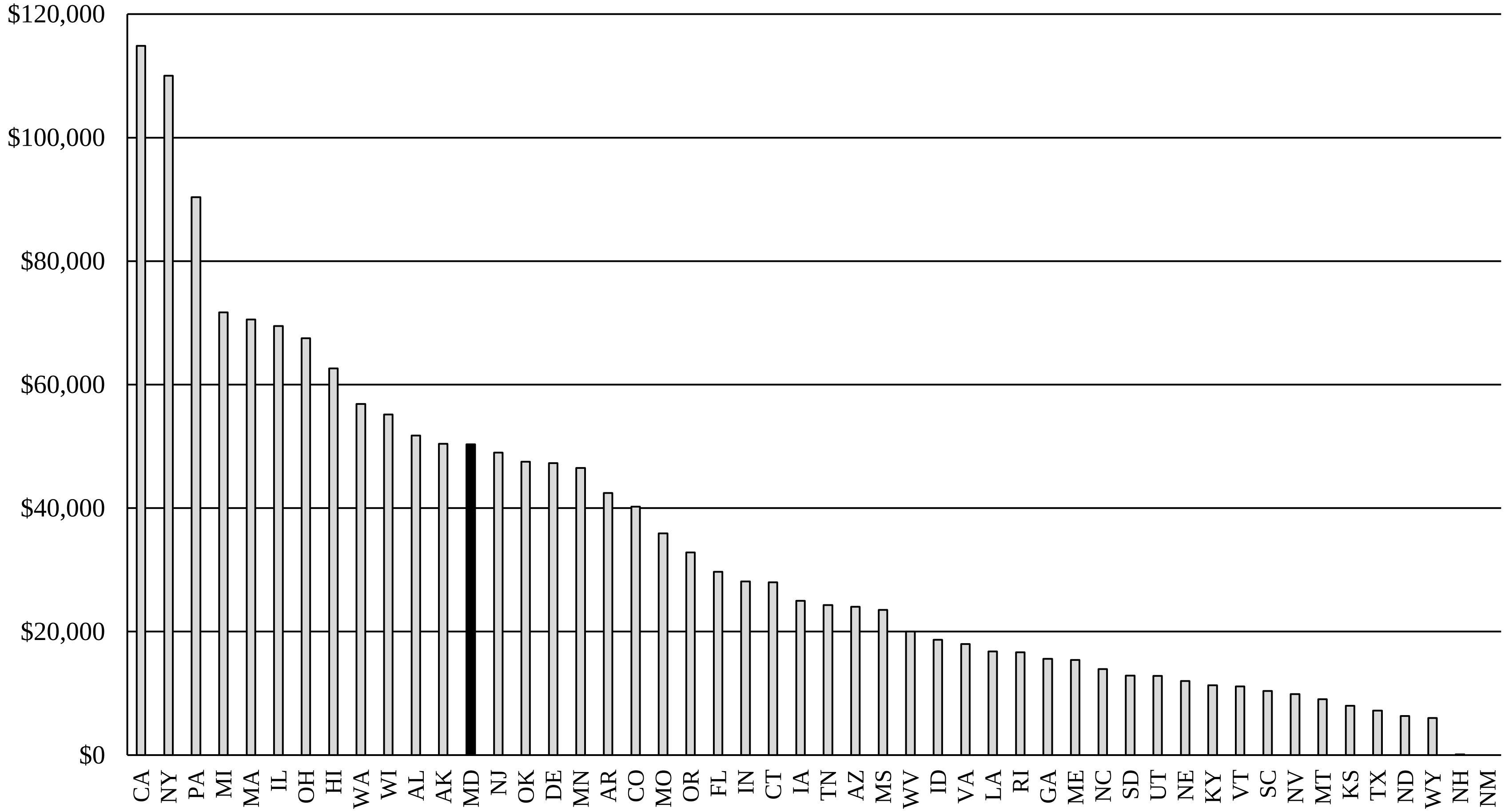
Funds are included to permit each delegate to hire a secretary for the legislative session. Each delegate's secretary is funded at $2,800 for fiscal 2021, which if combined with two other delegates, approximates the amount budgeted for each senator's secretary.

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

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

Source: Department of Legislative Services

Exhibit 47
Legislative Salaries
Calendar 2021

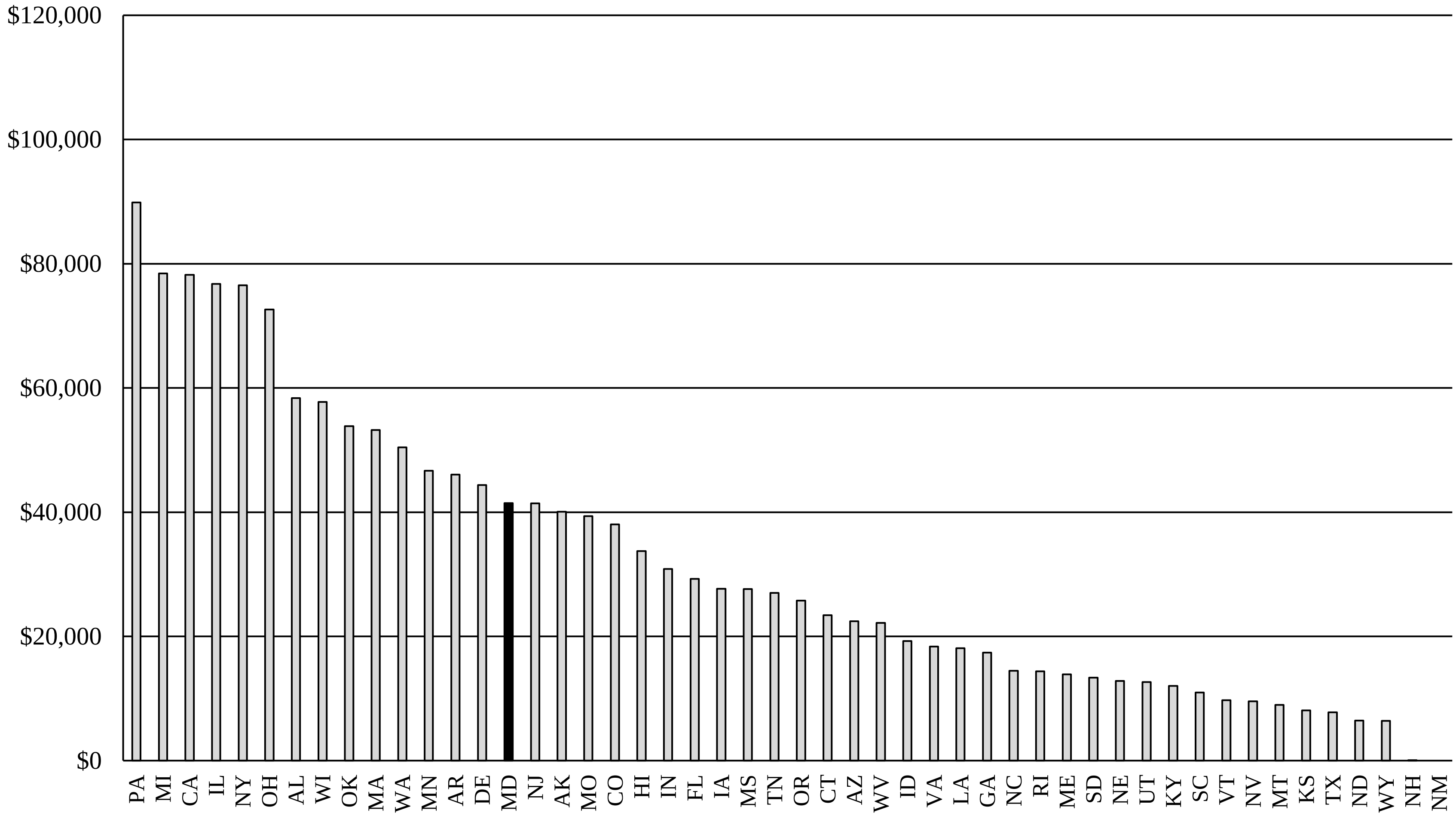


Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 48

Legislative Salaries Adjusted for Relative Cost of Living

Calendar 2021



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

Exhibit 49
Interim Legislative Meetings
Calendar 2019-2021

Legislative Unit	2019	2020	2021
Standing/Joint Committee	39	61	64
Subcommittee	3	39	17
Workgroup/Other	57	65	19
Total	**99**	**165**	**100**

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

Source: Department of Legislative Services

Exhibit 50
Legislative Activity
Weekly Hours by Member

Hours Per Week	Session	Interim
40+	96%	28%
30-39	1%	29%
20-29	1%	36%
Less Than 20	1%	**7%**
Total	**100%**	**100%**

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

Source: Department of Legislative Services

Exhibit 51
Constitutional Officer, Judicial, and State Employee Salary Actions
Calendar 2023-2026

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

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

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

Source: Judicial Compensation Commission; Governor's Salary Commission; Department of Legislative Services

Appendix 1
Public Comment

General Assembly Compensation Commission

From: Michael Lore, MDGA Senate Staffer
Re: Personal Testimony for the General Assembly Compensation Commission
Date: January 3, 2022

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

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

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

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

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

Appendix 2

Decision Document

Current Compensation as Set in the 2018 Resolution

Salaries

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

<u>Current Salaries</u>

Item 1A – Members

2022	$50,330

Item 1B – President/Speaker

2022	$65,371

<u>Salary Options</u>

	No Increase	Maintain Salary at 62% of Median Household Income (2018 Level) – 4.5% Increase Over the Course of the Term	Adjust Salary by Average Consumer Price Index for 2019-2021 – 9.9% Increase Over the Course of the Term
Single Increase for the Length of the Term			
Members	$50,330	$52,579	$55,313
Presiding Officers	65,371	68,292	71,843
Equally Phased-in Over Term			
Members			
2023	$50,330	$50,892	$51,576
2024	50,330	51,455	52,821
2025	50,330	52,017	54,067
2026	50,330	52,579	55,313
Presiding Officers			
2023	$65,371	$66,101	$66,989
2024	65,371	66,832	68,607
2025	65,371	67,562	70,225
2026	65,371	68,292	71,843

Total Cost – Active and Retiree ($)

	No Increase	Maintain Salary at 62% of Median Household Income (2018 Level) – 4.5% Increase Over the Course of the Term	Adjust Salary by Average Consumer Price Index for 2019-2021 – 9.9% Increase Over the Course of the Term
One-time Cost Per Year			
2023	$0	$801,169	$1,629,343
2024	0	801,169	1,629,343
2025	0	801,169	1,629,343
2026	0	801,169	1,629,343
Total Term	**$0**	**$3,204,676**	**$6,517,373**
Graduated Cost Per Year			
2023	$0	$200,292	$407,336
2024	0	400,585	814,672
2025	0	600,877	1,222,088
2026	0	801,169	1,629,423
Total Term	**$0**	**$2,002,923**	**$4,073,518**

Expenses

Item 2A

Lodging (In-state)	Vouchered lodging reimbursement in Annapolis is subject to limits specified by the U.S. General Services Administration (GSA) rate for Annapolis (currently $101 per diem). If approved by the Presiding Officers, in-state lodging outside of Annapolis may be reimbursed at the appropriate local GSA rate.
Meals (In-state)	Reimbursed in accordance with standard State travel regulations ($47 total in fiscal 2018); no meal receipts required.

Item 2B

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

Item 2C

In-district Travel	$750 annual payment.

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

Item 2D

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

Item 2E – Fringe Benefits – Current Legislators

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

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

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

Pension and Retirement Provisions

Item 3A

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

Eligibility
(Members with creditable service before January 14, 2015)

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

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

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

Survivor’s Allowance/Death Benefit

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

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

	or designated beneficiary receives 50.0% of the retiree's benefit for life.
Optional Allowance	Provides reduced allowance to retiree. One hundred percent of benefit paid to spouse or designated beneficiary for life. Unless the beneficiary is the retiree's spouse or disabled child, a designated beneficiary may not be more than 10 years younger than the retiree.

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

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

(Members with Creditable Service Before January 9, 2019)

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

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

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

Less Than Eight Years of Service	A legislator who leaves office with less than 8 years of service may (1) withdraw member contributions; or (2) transfer legislative service to another State system in which the member participates. A legislator who resigns to become a State judge is entitled to a retirement allowance regardless of years of legislative service.
Military Service Credit	A member with at least 8 years of services is entitled to receive credit for military service of up to 3 years.

Proposed Change: Strike reference to particular Code of Maryland Regulations citation to avoid inaccurate references. (Section 22(d)).

Item 3B – Fringe Benefits – Retired Legislators

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

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

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

Item 4 – Forfeiture of Benefits

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