



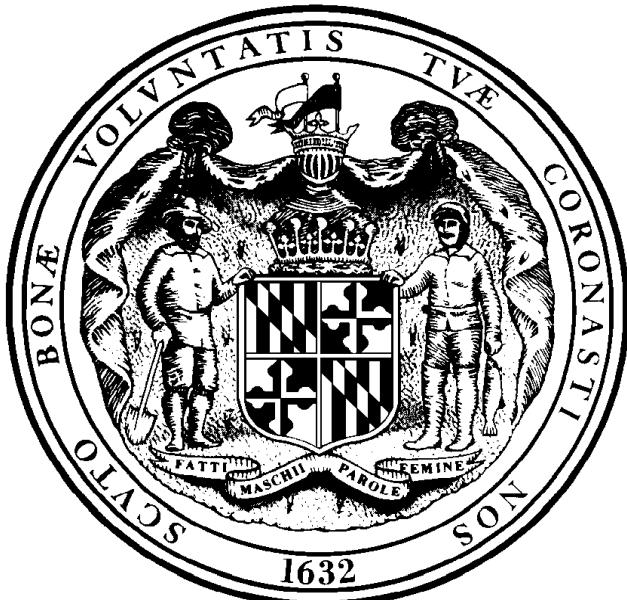
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# Report of the General Assembly Compensation Commission

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Annapolis, Maryland  
January 2026

# REPORT OF THE GENERAL ASSEMBLY COMPENSATION COMMISSION



ANNEAPOLIS, MARYLAND  
JANUARY 2026

# General Assembly Compensation Commission

## Member

David B. Nitkin, **Chair**  
Allora Goode Cyrus  
Matt Gallagher  
James J. King  
Zina Pierre  
Simon G. Powell  
Lindsey Reynolds  
Thomas Slater  
Deborah C. Wilder

## Appointed By

Governor  
Governor  
President  
Governor  
President  
Speaker  
Speaker  
Governor  
Governor

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THE MARYLAND GENERAL  
ASSEMBLY  
ANNAPOULIS, MARYLAND 21401-1991

## GENERAL ASSEMBLY COMPENSATION COMMISSION

January 15, 2026

The Honorable Bill Ferguson  
President of the Senate

The Honorable Joseline A. Peña-Melnyk  
Speaker of the House of Delegates

Dear President Ferguson and Speaker Peña-Melnyk:

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

The recommendations presented in the following report have been guided by the recognition that the work of the General Assembly is important and valuable, and that the State's citizenry is best served by a legislature composed of individuals representing a range of occupations and professions.

With the assistance of capable and professional staff in the Department of Legislative Services, the commission carefully reviewed the responsibilities and time demands of General Assembly members, and we acknowledge the high expectations of community involvement rightly demanded by constituents. While the Maryland General Assembly does not meet year-round and is technically considered part-time, the commissioners recognize that in many respects, the workload involved in serving as a member of the Maryland legislature is akin to holding a full-time position. The commission also recognizes legislators are managing and determining appropriate action on multiple and increasingly complex issues. This commitment may come at a cost to the development of another career and the ability to easily plan for long-term goals.

As data shows, several states consider the work of lawmakers to be full-time, receiving compensation as such. While Maryland is not among them, the commission encourages study and analysis of such enhanced status to be conducted over the next four-year period prior to reconvening this group. Such analysis may take into account challenges, pressures and potentials for conflict posed by ancillary or outside employment on all members, including the Presiding Officers.

January 15, 2026

Page 2

The commission sought to establish a compensation level that would recognize the talent and experience that constituents expect from their elected representatives while also keeping in mind the fiscal constraints facing Maryland at the current moment affecting all State employees. After deliberations and discussion, the commission reached a unanimous consensus recommendation that salaries for members and the Presiding Officers increase by 1.75% in each of calendar 2027 and 2028, and 2.75% in each of calendar 2029 and 2030. By calendar 2030, these increases would bring member salaries to \$61,905 and the presiding officers' salaries to \$80,406.

The commission recommended the addition of a line-of-duty death benefit in the Legislative Pension Plan. The Legislative Pension Plan is the only plan in the State Retirement and Pension System (SRPS) without a line-of duty benefit, and the addition of this benefit treats legislators consistent with all other members of SRPS.

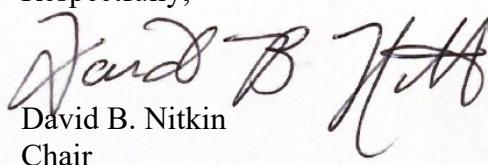
Other changes being recommended by the commission are primarily to the Legislative Pension Plan and are considered technical and clarifying in nature, specifically:

- 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;
- requiring purchases of service by eligible members to be made by December 31, 2027; and
- updating cross references related to the addition of the line-of-duty death benefit.

Outside of these changes, the commission recommends that all other aspects of the 2022 Resolution currently governing legislative compensation be retained.

The members of the compensation commission undertook their work seriously and thoroughly, and would be pleased to meet with you and members of the General Assembly to discuss our findings and proposals. I speak for each of us when I say we have valued the opportunity to serve.

Respectfully,



David B. Nitkin  
Chair

DBN/PSA/bao

# **General Assembly Compensation Commission**

## **2026 Interim Membership Roster**

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### **Appointed by the Governor**

David B. Nitkin, **Chair**  
Allora Goode Cyrus  
James J. King  
Thomas Slater  
Deborah C. Wilder

### **Appointed by the President of the Senate**

Matt Gallagher  
Zina Pierre

### **Appointed by the Speaker of the House**

Simon G. Powell  
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# Contents

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Transmittal Letter.....	iii
Executive Summary .....	ix
Chapter 1. Introduction .....	1
Chapter 2. Compensation Principles, Background Materials, and Decisions.....	5
Chapter 3. Section-by-section Summary of the 2026 Resolution.....	17
Chapter 4. 2026 Resolution of the General Assembly Compensation Commission .....	23
Exhibits .....	51
Appendix 1. Decision Document.....	125



## Executive Summary

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Pursuant to Article III, § 15, of the Constitution of Maryland, the General Assembly Compensation Commission submits its recommendations for legislative compensation and allowances during the 2027-2030 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 (2026 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. While the Maryland General Assembly does not meet year-round and is technically considered part-time, in many respects, the workload involved in serving as a member of the Maryland legislature is akin to holding a full-time position. The commission also recognizes legislators are managing and determining appropriate action on multiple and increasingly complex issues. This 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 the need to maintain adequate salary that continues to compensate General Assembly members for their skills and experience and is not diminished by inflation over the next term. As

a result, the commission recommended that salaries for members and the Presiding Officers increase by 1.75% in each of calendar 2027 and 2028, and 2.75% in each of calendar 2029 and 2030. By calendar 2030, these increases would bring member salaries to \$61,905 and presiding officers' salaries to \$80,406.

The commission recommended the addition of a line-of-duty death benefit in the Legislative Pension Plan. The Legislative Pension Plan is the only plan in the State Retirement and Pension System (SRPS) without a line-of-duty benefit, and the addition of this benefit treats legislators consistent with all other members of SRPS.

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;
- requiring purchases of service by eligible members to be made by December 31, 2027; and
- updating cross references related to the addition of the line-of-duty death benefit.

Outside of these changes, the commission recommends that all other aspects of the 2022 Resolution currently governing legislative compensation be retained.



# Chapter 1. Introduction

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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, § 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 2026, the commission must submit its resolution proposing compensation and allowances for the 2027-2030 General Assembly term by January 28, 2026;

- 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, 2018, and 2022, 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 General Assembly Compensation Commission Resolutions for 2010, 2014, 2018, and 2022. The 2022 Resolution forms the basis for discussions of the current compensation commission.

## Activities in 2025 and 2026

The commission met three times, twice in December 2025 and once in January 2026. The following summarizes the various meetings and activities of the commission:

- **December 12, 2025:** 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.

The commission also received information regarding the Legislative Pension Plan. Staff briefed the commission on the lack of a line-of-duty death benefit for members of the Legislative Pension Plan. The Legislative Pension Plan is the only plan in the State Retirement and Pension System (SRPS) without a line-of-duty benefit, and the addition of this benefit would treat legislators consistent with all other members of SRPS. Additionally, the commission was briefed on a request by SRPS to implement a deadline of December 31, 2027, by which eligible members are required to make a purchase of service. This option was closed to new members beginning service in the General Assembly on or after January 9, 2019, and the State Retirement Agency noted there were only 11 remaining individuals eligible to purchase service.

The commission affirmed the provisions in the 2022 Resolution providing for participation in the State benefit programs as a retiree of the Legislative Pension Plan, consistent with other retirees who were State employees. Other than the calculation of premium subsidies, the resolution provides that retired legislators shall participate in the State benefit programs in the same manner as retired State employees.

- **December 18, 2025:** At its second meeting, the commission reviewed follow-up material from the first meeting related to legislator compensation relative to various economic indices. The commission noted the need to maintain adequate compensation for the level of work conducted by legislators in Maryland.

The commission inquired as to whether any agreements had been reached with State employee union representatives regarding compensation increases. Staff noted that the negotiations were expected to be concluded by the end of the calendar year and an update would be provided at the next meeting with available information.

- **January 15, 2026:** At the final meeting of the commission, the focus was on the question of adjusting the salaries of the members of the General Assembly. The commission discussed 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.

After agreement that some increase was warranted, there was discussion as to the level and implementation of any increase. Ultimately the commission chose to increase salaries for both members and presiding officers by 1.75% in each of calendar 2027 and 2028 and 2.75% in each of calendar 2029 and 2030. The commission affirmed that the current provisions relating to expenses and fringe benefits would remain as provided for in the 2022 Resolution with technical changes relating to the applicable dates of certain provisions.

The commission decided to add a line-of-duty death benefit for members of the Legislative Pension Plan. Additionally, the commission decided to implement a deadline of December 31, 2027, by which remaining eligible members are required to make a purchase of service. Otherwise the commission retained the existing provisions of the current Legislative Pension Plan, with technical changes relating to the effective dates of certain provisions, and references to the new line-of-duty death benefit.

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 2026 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

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### The Commission's Framework for Decision Making

#### The Part-time Status of Legislators

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

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. 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 prior commission, the question of how much time a legislator devotes to legislative activities again arose as it has in recent commission cycles. The prior 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. 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 was 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. The current commission noted they had no reason to believe the time commitments reported to the prior commission had diminished.

In terms of the amount of legislation considered during session, the workload of the legislature appears consistent over the years. **Exhibit 11** shows the number of bills and resolutions introduced and passed from 1991 through 2025. Bill counts dropped 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. Additionally, while the volume appears consistent, there have been process changes masking increases in the volume of legislation introduced. In 2019, a change was made to how the State's capital budget is

compiled. Local capital projects had previously been requested as individual pieces of legislation. Projects that were funded in the budget were amended into the capital budget bill. Beginning in the 2019 session, local bond projects were not proposed as separate pieces of legislation. The Department of Legislative Services (DLS) notes that, historically, local bond bills consisted of about 400 bills introduced each session. As shown in Exhibit 11, the volume of bills introduced has remained steady, but that includes approximately 400 pieces of additional legislation replacing local bond initiatives (which are still submitted and considered in the capital budget process).

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 12**. 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. Full-time legislatures have higher legislative salaries and higher levels of legislative staff support to reflect this commitment;
- “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 at least two-thirds of work life to legislative duties. Compensation is usually not enough to make a living without other sources of income; and
- traditional or citizen legislatures (part-time/part-time lite), where the time commitment to legislative duties is considered spending at least 50% of a full-time job and salaries are likewise relatively modest.

As shown in **Exhibit 6**, Maryland is categorized by NCSL as a hybrid legislature. States designated as full time generally have longer legislative sessions and larger districts than the hybrid category.

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 previously, 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 7** 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.

Historically, Maryland's legislature has proudly worn the mantle of a citizen legislature. Only 13% of Maryland's State legislators describe themselves as full time, as shown in data in the Membership Profile compiled by DLS. 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. 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 commission process has noted 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 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 8**). As shown in the exhibit, an 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 9** details the total legislative service for current senators. The average length of service in the Senate is boosted by prior service in the House of Delegates. **Exhibit 10** provides the same data for current members of the House of Delegates. The average length of legislative service is somewhat lower, slightly more than eight 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.

## 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 previous discussion, the duties, responsibilities, and compensation of legislators in other states are partially a function of institutional characteristics. **Exhibit 13** sets out comparative data as to 2024 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 14**, 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 2024 remained steady among other states.

The data from **Exhibit 16** shows that 26 states saw a legislative salary increase since 2021, including Maryland. The states seeing some form of increase has been significantly higher in recent terms. While the number of states increasing salaries during 2017 and 2021 (24) is consistent with the most recent increases, only 16 states saw increases between 2013 and 2017, and 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 8.2% between 2021 and 2024, which was on the lower end among those states with increasing salaries. For the full 2023-2026 legislative term, Maryland legislative salaries increase cumulatively by 12.5%.

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 17**), Maryland's legislative salaries ranked above average.

A more pertinent point of comparison is to compare State legislative salaries and salary increases with other State and local officials as well as State employees. **Exhibit 18**, for example, shows a summary of State employee and legislator salary changes since fiscal 2003 and indicates that State employees received 11 general salary increases, or cost-of-living adjustments, and four merit increases in the last eight fiscal years, while legislators have received 4 increases, all in the current term. Additional detail on State employee compensation is provided in **Exhibit 19**.

The salaries of selected Maryland State officials, including constitutional officers, cabinet secretaries, and judges are set forth in **Exhibit 33** for fiscal 2019 through 2026. It shows that, like the salaries of legislators, the salaries of constitutional officers were similarly frozen between 2019 and 2022, leading to increases in the 2023-2026 term. Greater salary flexibility is shown for judicial and cabinet level salaries. Various data on compensation at the local level are presented in **Exhibit 34**, **Exhibit 35**, and **Exhibit 36**.

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 December 2025. The Governor's Compensation Commission recommended cumulative salary increases for the Governor and constitutional officers ranging from 5.7% to 7.7% over the next term, with the dollar value compensation increasing by \$8,000 for the Secretary of State, \$10,000 for the constitutional officers, and \$15,000 for the Governor. The Judicial Compensation Commission recommended

increases of \$5,900 in each year during the next term. Salary recommendations for State employees are limited in terms of the length of agreements, but 2% increases are proposed for calendar 2026. 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 identified significant deficits to be addressed during the 2026 legislative session.

The remaining data points presented to the commission regarding salaries involved broader State income levels. **Exhibit 37** details calendar 2023 median household income and per capita personal income levels for each Maryland jurisdiction. The average per capita personal income statewide was \$74,945, significantly more than the legislative salary of \$52,343 during the same period. The legislative salary for 2023 was above the average per capita income in only three jurisdictions. Conversely, it is only 54% of that in the wealthiest jurisdiction (Montgomery County). A legislative salary is also well below the calendar 2023 statewide average median household income of \$98,568 (only higher than the median household income in one jurisdiction), 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.

**Exhibit 22** and **Exhibit 23** 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 because Maryland is a relatively wealthy state with high median household income and average per capita income levels. **Exhibit 24** adjusts the salary data based on cost-of-living data from the third quarter of calendar 2024.

## 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 while 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; historical increases in legislative salaries have lagged behind economic and inflation growth (**Exhibit 44**, **Exhibit 45**, **Exhibit 46**, and **Exhibit 47**); and historical increases in legislative salaries have also lagged behind other salary actions in Maryland providing significant increases to State employees, other constitutional officers, and judges.

Various salary alternatives were discussed in concept before a motion was made to increase salaries by 1.75% in each of calendar 2027 and 2028 and 2.75% in each of calendar 2029 and 2030.

The adopted proposal will raise legislator salaries from the current \$56,636 in 2026 to \$57,627 in calendar 2027, \$58,636 in calendar 2028, \$60,248 in calendar 2029, and \$61,905 in calendar 2030. Salaries for presiding officers increase from \$73,562 in calendar 2026 to \$74,849 in calendar 2027, \$76,159 in calendar 2028, \$78,254 in calendar 2029, and \$80,406 in calendar 2030.

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 State Retirement and Pension System (SRPS) over the term based on the current retirees receiving benefits under the plan. These costs are amortized over 15 years (consistent with the State's liability amortization policy) and will be appropriately considered by SRPS 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 2022 Resolution provides 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 (\$63 per day in fiscal 2026). 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 is \$125 per day for the 2026 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 (72.5 cents per mile effective January 1, 2026).

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 2022 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 25** provides data for fiscal 2022 through 2025 for regular session and interim expenses for lodging, meals, and mileage. As shown, there has been little change in overall expenditures over the period. In general, 81% of legislators regularly utilize lodging in Annapolis during session, 11% do not submit any claims for lodging, and 5% submit occasionally (see **Exhibit 26**).

**Exhibit 27** illustrates patterns of meal allowance submissions by legislators during the 2022 through 2025 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 2022 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 28** provides data on the extent of out-of-state travel from fiscal 2022 to 2025 (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 29** 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 29, 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 and 2022 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 2027-2030 term.

## Other Benefits Available to Active Legislators

The 2022 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 20**, most legislators participate in the various health-related benefit plans, with slightly more (68%) participating in the health insurance plan versus the dental plan (64%) and the 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 2022 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). Unlike the other plans within SRPS, the legislative plan has not included a line-of-duty death benefit, which is payable when a member is killed in the performance of duties. The only other system without such a benefit was the Judges' Retirement System, but legislation passed in 2024 added a line-of-duty death benefit to make the Judges' Retirement System consistent with the other system plans.

**Exhibit 39** 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 43% have served eight years or more in office and, therefore, are vested. This percentage has increased from the 37% noted four years ago. There has been significant turnover of members in recent years, not simply following elections but also during the term.

**Exhibit 40** presents the number, average age, average years of service, and average monthly benefit of retired legislators and surviving beneficiaries. The statistics show that the average monthly benefit for retirees under the 2022 Resolution (shown as the 2022 plan) is just over \$1,922; for beneficiaries, the average monthly benefit is almost \$1,027. On average, these retirees had served as legislators for just under 15 years. Relatively few retirees or beneficiaries are eligible under prior plans.

**Exhibit 38** 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 41** 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 41, in terms of plan ranking, Maryland's Legislative Pension Plan ranks tenth. However, in terms of rankings by state, Maryland ranks eighth as two states with a higher ranking (Pennsylvania and Illinois) 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 (Hawaii, Illinois, Massachusetts, New York, and Pennsylvania). 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 (with legislative pensions based on significantly higher judicial salaries).

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 42** details that Maryland's current legislator contribution rate of 7% ranks eleventh amongst those states in the survey. 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 43**).

## Pension Plan Recommendations

In the past three cycles of the commission, considerable changes have been made to the Legislative Pension Plan to align it with other plans in SRPS. Staff noted that since the 2022 Resolution, the Legislative Pension Plan is the only plan within SRPS that does not provide a line-of-duty death benefit. The Judges' Retirement System was the only other plan in the system that had not included a line-of-duty death benefit, but this was changed under Chapters 485 and 486 of 2024, which added the benefit in that system, leaving the legislative plan the only plan without such a benefit. The commission unanimously approved the addition of a line-of-duty death benefit in the Legislative Pension Plan, making it consistent with the other plans in the system.

Individuals who were members of the General Assembly with service prior to January 9, 2019 may purchase service credit so that the amount of service aggregates to eight years. The State Retirement Agency noted that there are only 11 former members who meet the eligibility requirement to make this purchase and recommended setting a cutoff deadline by which a purchase must be made. The commission unanimously approved this request, requiring a purchase of service by a former member to be made by December 31, 2027.

The only other 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 and (2) making technical and conforming changes relating to the addition of the line-of-duty death benefit.

## 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. Provisions in the resolution provide that retired legislators shall be permitted to participate in State programs in the same manner as retired State employees (with the exception of the health insurance subsidy calculations).

## Other Retiree Benefit Recommendations

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

## Summary of Legislative Benefits

**Exhibit 21** 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, under the 2022 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.

## 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 30**), a history of district office account allowances since 1971 (**Exhibit 31**), and information on staff assistance for members of the legislature (**Exhibit 32**) is provided.

## Chapter 3. Section-by-section Summary of the 2026 Resolution

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### Salaries

#### Item 1A – Members

2027	\$57,627
2028	\$58,636
2029	\$60,248
2030	\$61,905

#### Item 1B – President/Speaker

2027	\$74,849
2028	\$76,159
2029	\$78,254
2030	\$80,406

### 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 \$125 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 (\$63 total per day in fiscal 2026); no meal receipts required.

**Item 2B**

## Mileage (In-state)

Reimbursed in accordance with standard State travel regulations (72.5 cents per mile effective January 1, 2026).

**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 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**

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.

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.

## 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 1 year's salary, if any, plus return of member's contributions (with interest).
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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 8 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 by December 31, 2027; 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.
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*(Members with No Creditable Service Before January 9, 2019)*

Less Than 8 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.
Line-of-duty Death Benefit	A surviving spouse, child under age 26, or a disabled child of a member who is killed while serving as a

legislator in the General Assembly shall receive a retirement allowance of two-thirds of the salary payable to a current legislator in the General Assembly.

#### **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. 2026 Resolution of the General Assembly Compensation Commission**

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## **2026 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 13, 2027, the members of the General Assembly shall be entitled to receive compensation and allowances in accordance with the items contained in this Resolution and no other compensation or allowances of any kind whatsoever.

### **Item 1A**

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

(1) Fifty-seven thousand six hundred twenty-seven dollars (\$57,627) during calendar year 2027;

(2) Fifty-eight thousand six hundred thirty-six dollars (\$58,636) during calendar year 2028;

(3) Sixty thousand two hundred forty-eight dollars (\$60,248) during calendar year 2029; and

(4) Sixty-one thousand nine hundred five dollars (\$61,905) for the period that includes calendar year 2030 and that portion of January 2031 preceding the commencement of the next term of office.

### **Item 1B**

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

(1) Seventy-four thousand eight hundred forty-nine dollars (\$74,849) during calendar year 2027;

(2) Seventy-six thousand one hundred fifty-nine dollars (\$76,159) during calendar year 2028;

(3) Seventy-eight thousand two hundred fifty-four dollars (\$78,254) during calendar year 2029; and

(4) Eighty thousand four hundred six dollars (\$80,406) for the period that includes calendar year 2030 and that portion of January 2031 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 2027, 2028, 2029, and 2030.

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 13, 2027.

(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 2027–2030 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) On or before December 31, 2027, pays 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) (1) Application of section. This section applies only on the death of a member who has at least 8 years of creditable service.

(2) A benefit may not be paid under this section if a benefit is paid under § 23 of this Item 3A.

(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.

(4) A benefit may not be paid under this section if a benefit is paid under § 23 of this Item 3A.

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.

(c) A benefit may not be paid under this section if a benefit is paid under § 23 of this Item 3A.

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, § 17, or § 23 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.

23. Line-of-Duty Death Benefit.

(a) This section applies only to a member who is killed while serving as a legislator in the General Assembly:

(1) without willful negligence by the member; and

(2) with death arising out of or in the course of the actual performance of duty.

(b) When the Board of Trustees receives proof of death of a member and finds that the death has occurred in the manner described in subsection (a) of this section, the Board of Trustees shall pay:

(1) if the member is survived by a spouse, a child under the age of 26 years, or a disabled child:

(i) the member's accumulated contributions to the designated beneficiary, or otherwise to the member's estate; and

(ii) an allowance of two-thirds of the salary payable in that fiscal year to a current legislator in the General Assembly:

1. to the surviving spouse; or

2. if there is no surviving spouse or if the surviving spouse dies, to any children of the deceased member who are under the age of 26 years or disabled, as defined

under § 72(m)(7) of the Internal Revenue Code, in accordance with subsection (c) of this section; or

(2) if the member is not survived by a spouse, a child under the age of 26 years, or a disabled child, a death benefit in accordance with § 16 or § 17 of this Item 3A.

(c) (1) Except as provided in paragraphs (2) and (3) of this subsection, if the Board of Trustees pays an allowance under this section to more than one child, the Board of Trustees shall divide the allowance among the children in a manner that provides for payments to continue until:

- (i) each child has died; or
- (ii) each child becomes 26 years old.

(2) Notwithstanding paragraph (1)(ii) of this subsection, a surviving child who is disabled shall continue to receive an allowance under paragraph (1) of this subsection past the age of 26 years, if the child continues to be disabled.

(3) (i) If a surviving child receiving an allowance under paragraph (1) of this subsection is disabled, as defined under § 72(m)(7) of the Internal Revenue Code, the Board of Trustees shall pay to the disabled surviving child an allowance equal to the total of the allowances paid under paragraph (1) of this subsection after:

1. all other nondisabled surviving children have died; or
2. the youngest nondisabled surviving child becomes 26 years old.

(ii) If more than one surviving child is disabled, as defined under § 72(m)(7) of the Internal Revenue Code, the allowance payable under subparagraph (i) of this paragraph shall be divided equally among the disabled children.

(d) Before the payment of any line-of-duty death benefit is made under this section, if all individuals eligible for a special death benefit under this section elect to waive the payment of the special death benefit, a benefit shall be paid in accordance with § 16(b) or § 17(b) of this Item 3A.

### Item 3B

(a) Former legislators regularly receiving a retirement allowance may participate in benefit programs available to retired State employees, including health programs, deferred compensation programs, and credit union services. Should additional benefit programs be authorized for retired State employees, such benefits may be made available to retired legislators

with the approval of the presiding officers. Except as provided in subsections (b) and (c) of this section, participation in these programs shall be in the same manner as the participation of retired State employees.

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

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

Item 4

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

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

(2) The crime is:

(i) A felony; or

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

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

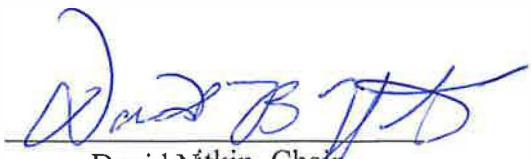
(c) If a member or retiree is subject to a forfeiture of benefits under subsections (a) or (b) of this section, the member, retiree, or beneficiary of a member or retiree is only entitled to a return of the member's or retiree's accumulated contributions, plus interest, less any benefit payments already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

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

FURTHER RESOLVED, That all desk orders, journal entries, regulations, rules, or resolutions, including the Resolutions of this Commission dated January 25, 1971; January 24, 1974; January 19, 1978; January 7, 1982; December 17, 1985; January 10, 1990; January 20, 1994; January 7, 1998; January 11, 2002; January 11, 2006; January 12, 2010; January 7, 2014; January 16, 2018; January 7, 2022; 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 15<sup>th</sup> day of January 2026."



David Nitkin, Chair



Allora Goode Cyrus



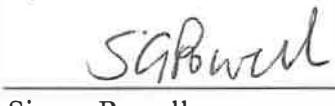
Thomas Slater



James J. King



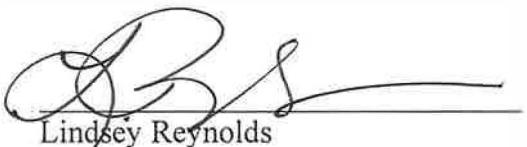
Deborah C. Wilder



Simon Powell



Matt Gallagher



Lindsey Reynolds



Zina Pierre

# Exhibits

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## Exhibit 1

### Constitutional Provisions Regarding General Assembly Compensation Commission

#### **Art III, §15**

##### **Section 15.**

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

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**Exhibit 2**  
**Use of Compensation Commissions or Other Means to Establish  
Compensation in State Legislatures**

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

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

Source: National Conference of State Legislatures

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### Exhibit 3

#### General Assembly Compensation Commission

<u>Applicable Law</u>	<u>Time for Submitting Recommendation</u>	<u>Form of Recommendation</u>	<u>Subject</u>	<u>Time Limit for Legislative Action</u>	<u>Forms of Legislative Action</u>	<u>Options for Legislative Action</u>	<u>Effect of Legislative Action</u>
MD Const., Art. III, Sec. 15	By fifteenth day of session ( <i>i.e.</i> , January 28, 2026)	Resolution of Commission, not legislature	Compensation and allowances ( <i>i.e.</i> , salary as well as expenses and pension)	End of session	Joint Resolution (if no Joint Resolution introduced, Commission's Resolution takes effect)	(1) May take no action on Joint Resolutions (2) May pass Joint Resolution approving Commission's Resolution (3) May pass Joint Resolution reducing or rejecting particular items* but may not increase item (4) May pass Joint Resolution rejecting Commission's Resolution (5) May pass Joint Resolution embodying prior Resolution (2018) (6) May defeat Joint Resolutions	(1) Commission's Resolution takes effect (2) Commission's Resolution takes effect (3) Commission's Resolution, as modified by Joint Resolution, takes effect (4) Prior Resolution remains in effect (5) Prior Resolution remains in effect (6) Commission's Resolution takes effect

\* May not reduce below 1970 levels.

Source: Department of Legislative Services

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

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
<b>Salaries</b>					
Member	\$11,000 annually (biweekly payments)	\$12,500 annually (monthly payments)	In each calendar year, the following (each in monthly payments):	\$21,000 annually (monthly payments)	In each calendar year, the following (each in monthly payments):
President and Speaker	\$13,000 annually (biweekly payments)	\$17,500 annually (monthly payments)	<u>Mem</u> <u>Pres/Spk</u> 1979      \$16,000      \$21,000 1980      \$16,750      \$21,750 1981      \$17,600      \$22,600 1982      \$18,500      \$23,500	\$26,000 annually (monthly payments)	<u>Mem</u> <u>Pres/Spk</u> 1987      \$22,000      \$29,500 1988      \$23,000      \$30,500 1989      \$24,000      \$31,500 1990      \$25,000      \$32,500
<b>54</b>					
<b>Expenses</b>					
Meals and Lodging	Abolish per diems; vouchered reimbursement to max of \$25 for attendance at session, legislative council, committee, or subcommittee meetings	Vouchered reimbursement to max of \$35; attendance expanded "to other official functions"	Limitation of \$50, including \$20 sub-limitation on meals; lodging vouchered; meals not vouchered	In each calendar year, the following daily limits:	In each calendar year, the following daily limits:
				<u>Overall</u> <u>Meals</u> 1983      \$65      \$24      1987      \$78      \$31 1984      \$68      \$26      1988      \$81      \$32 1985      \$72      \$28      1989      \$84      \$33 1986      \$75      \$30      1990      \$87      \$34	<u>Overall</u> <u>Meals</u> 1983      \$65      \$24      1987      \$78      \$31 1984      \$68      \$26      1988      \$81      \$32 1985      \$72      \$28      1989      \$84      \$33 1986      \$75      \$30      1990      \$87      \$34

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Mileage Allowance	\$0.10 per mile; one round trip per week if taking meals and lodging in Annapolis; in lieu of meals and lodging, \$0.10 per mile for daily trips	Rate to align with State travel regulations; current rate \$0.12 per mile	Same conditions; current rate \$0.18 per mile	Same conditions; current rate \$0.19 per mile	Same conditions; current rate \$0.23 per mile
In-district Travel	Not authorized	Not authorized	Not authorized	Not authorized	\$200 annual payment
Out-of-state Travel	Not specifically addressed	Prior joint approval by President and Speaker	Same as 1974	In each calendar year, the following daily limits:	In each calendar year, the following daily limits:
				1983      \$85      1987      \$105 1984      \$90      1988      \$110 1985      \$95      1989      \$116 1986      \$100      1990      \$122	

## 5 Retirement Plan

Participation	Optional	Optional	Optional	Optional (1 year to decide)	Optional (16 months initial enrollment period)
Member Contribution	5% of salary	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of highest annual salary times years of service; pre-1971 and post-1971 benefits calculated separately and added together	Same formula as 1971; may include pre-1971 service in calculating benefits under current plan	Same as 1971	Same as 1971 with addition of COLA not to exceed 3%	Same as 1971 with COLA not to exceed 3%
Maximum Allowance	60% after 24 years	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Eligible for Allowance	Age 60 with at least 8 years of service	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Transfer Credit to Other State Plans	Yes	No	No	No	Yes, if less than 8 years of service
Early Retirement	Age 50 if 8 or more years of service; benefit actuarially reduced	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Survivor Benefit	Spouse receives one-half allowance at age 60; reduced benefit to ages 50 through 59	Same as 1971 plan	Same as 1971 plan	“Survivor” modified to include beneficiaries other than spouse if member is single or widowed	Same as 1971, with 1982 modifications
Contribute to 8 Years	If terminated at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Disability Benefit	Not authorized	Not authorized	Not authorized	Not authorized	Not authorized

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

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

<b>Subject</b>	<b><u>1990</u></b>	<b><u>1994</u></b>	<b><u>1998</u></b>	<b><u>2002</u></b>	<b><u>2006</u></b>
In-district Travel	\$250 annual payment	\$400 annual payment	\$400 annual payment (same as 1994 plan)	\$500 annual payment	\$500 annual payment
Out-of-state Travel	In each calendar year, the following daily limits:  1991      \$128 1992      \$134 1993      \$141 1994      \$148	\$160 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$175 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location
<b>Retirement Plan</b>					
Participation	Optional enrollment allowed at any time	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan
Member Contribution	Same as 1971 plan (5% of salary)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of salary of active legislator for each year of service up to 24 years; benefit recalculated based on salary increases for active legislators	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan
Maximum Allowance	60% of salary payable to an active legislator	66.67% of salary payable to an active legislator	Same and 1994 plan	Same as 1994 plan	Same as 1994 plan
Eligible for Allowance	Same as 1971 plan (age 60 with at least 8 years of service)	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Transfer Credit to Other State Plans	Same as 1986 plan (yes, if less than 8 years of service)	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan

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

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

COLA: cost-of-living adjustment

IRS: Internal Revenue Service

Source: Department of Legislative Services

**Exhibit 5**

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

<u>Subject</u>	<b>Joint Resolution 4 of 2010 Regular Session</b>				<b>2014 GACC Resolution</b>		<b>2018 GACC Resolution</b>		<b>2022 GACC Resolution</b>			
<b>Salaries</b>												
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		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>		<u>Mem.</u>	<u>Pres/Spk</u>			
	2011	\$43,500	\$56,500	2015	\$45,207	\$58,718	2019	\$50,330	\$65,371	2023		
	2012	\$43,500	\$56,500	2016	\$46,915	\$60,935	2020	\$50,330	\$65,371	2024		
	2013	\$43,500	\$56,500	2017	\$48,622	\$63,153	2021	\$50,330	\$65,371	2025		
	2014	\$43,500	\$56,500	2018	\$50,330	\$65,371	2022	\$50,330	\$65,371	2026		
<b>Expenses</b>												
Meals and Lodging*	<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$42 per diem				<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$47 per diem				<u>Meals</u> – Reimbursed in accordance with standard State travel regulations; current limit \$56 per diem			
	<u>Lodging</u> – limit specified by IRS for Annapolis				<u>Lodging</u> – limit set by GSA for Annapolis; currently \$103/126; in-state out-of-Annapolis lodging approved by presiding officers reimbursed at GSA rate				<u>Lodging</u> – limit set by GSA for Annapolis; currently \$106/133; in-state out-of-Annapolis lodging approved by presiding officers reimbursed at GSA rate			
	2011	\$100/114										
	2012	\$101/116										
	2013	\$101/116										
	2014	\$101/116										
Mileage Allowance	Same conditions; current rate \$0.565 per mile				Same conditions; current rate \$0.535 per mile				Same conditions; current rate \$0.56 per mile			
In-district Travel	\$500 annual payment				\$750 annual payment				\$750 annual payment			

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

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

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

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

GACC: General Assembly Compensation Commission

GSA: General Services Administration

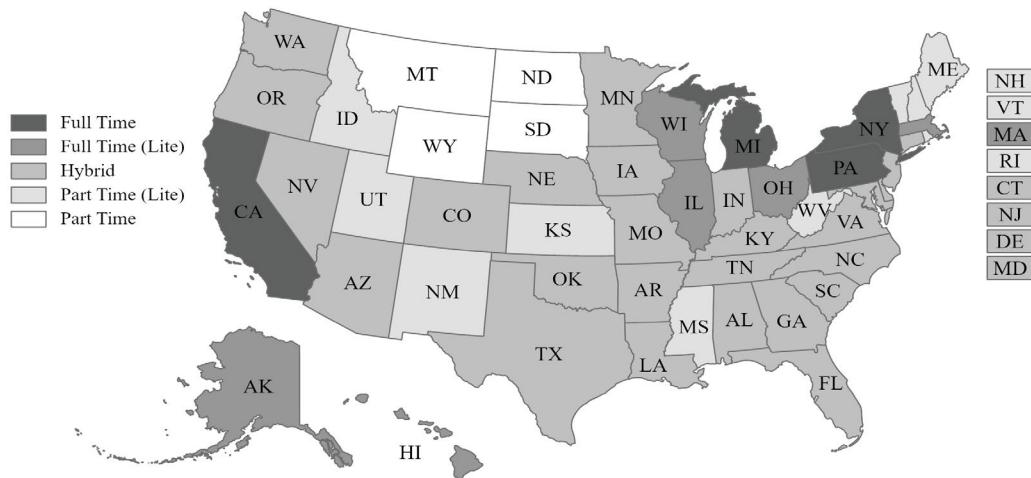
IRS: Internal Revenue Service

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

Source: Department of Legislative Services

## Exhibit 6

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

Source: National Conference of State Legislatures

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## Exhibit 7

### Attributes of a Professional and Citizen Legislature

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

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).

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

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

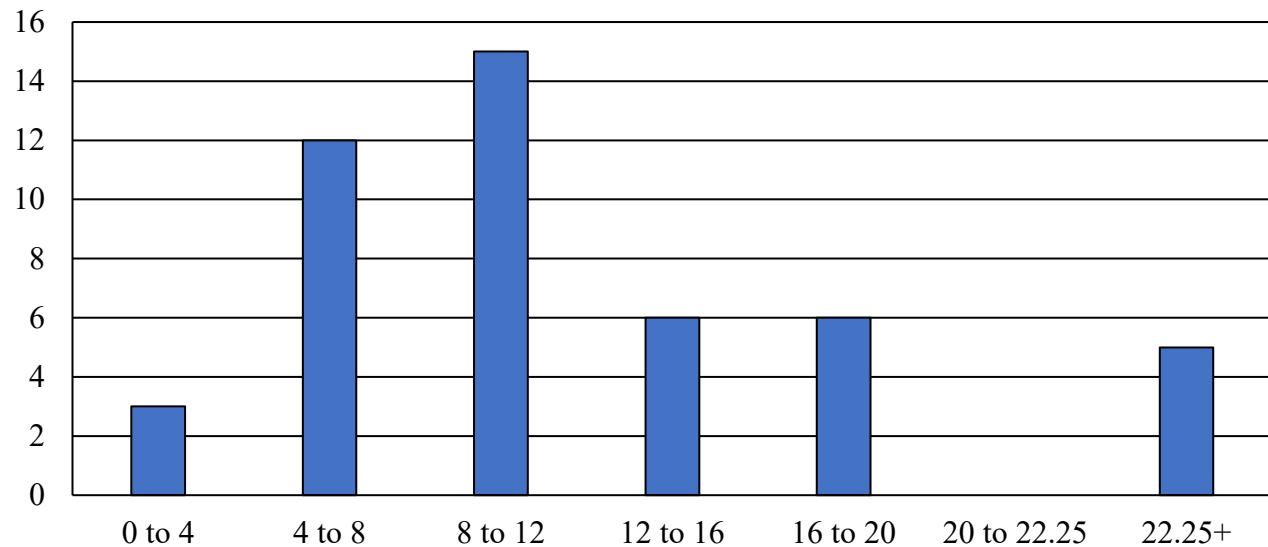
Note: Of the 34 House changes in 2022, 5 involved legislators who ran for the Senate, of whom all were elected.

Source: Ballotpedia; Department of Legislative Services

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**Exhibit 9**  
**Current Senate Members Total Legislative Service**

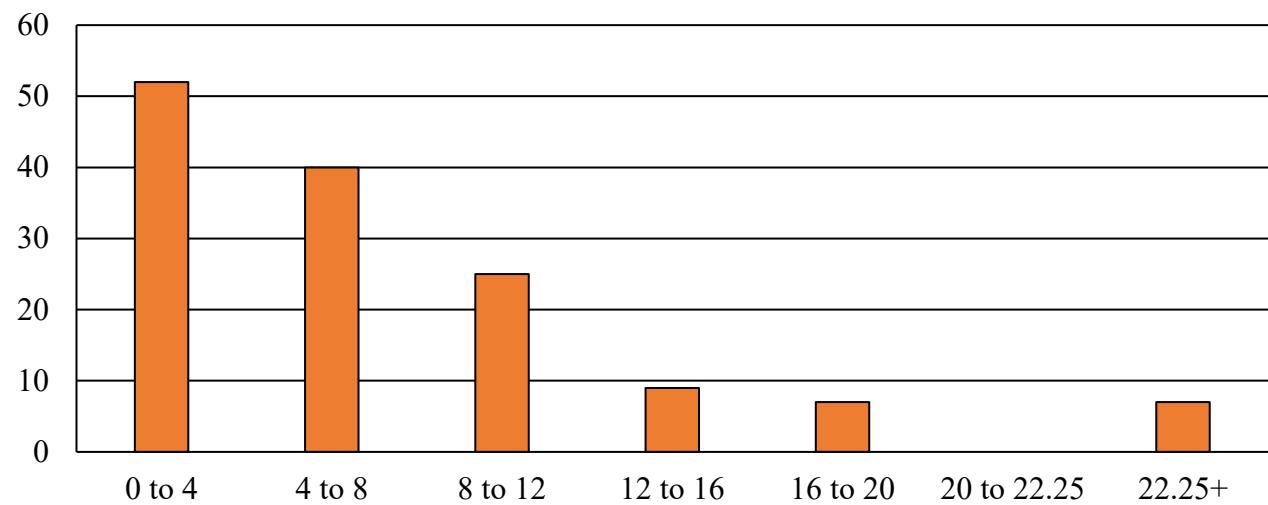


Source: Department of Legislative Services

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**Exhibit 10**  
**Current House Members Total Legislative Service**



Source: Department of Legislative Services

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

<b>Bills</b>	<b>Senate</b>		<b>House</b>		<b>Total</b>	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
1991	848	301	1,331	474	2,179	775
1992	773	260	1,578	481	2,351	741
1993	921	289	1,627	453	2,548	742
<u>1994</u>	<u>857</u>	<u>305</u>	<u>1,694</u>	<u>596</u>	<u>2,551</u>	<u>901</u>
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
<u>1998</u>	<u>799</u>	<u>358</u>	<u>1,428</u>	<u>531</u>	<u>2,227</u>	<u>889</u>
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
<u>2002</u>	<u>903</u>	<u>307</u>	<u>1,462</u>	<u>485</u>	<u>2,365</u>	<u>792</u>
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
<u>2006</u>	<u>1,107</u>	<u>334</u>	<u>1,749</u>	<u>489</u>	<u>2,856</u>	<u>823</u>
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
<u>2010</u>	<u>1,129</u>	<u>372</u>	<u>1,571</u>	<u>438</u>	<u>2,700</u>	<u>810</u>
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
<u>2014</u>	<u>1,117</u>	<u>368</u>	<u>1,555</u>	<u>443</u>	<u>2,672</u>	<u>811</u>
2015	942	297	1,292	385	2,234	682
2016	1,173	381	1,644	453	2,817	834
2017	1,200	408	1,661	527	2,861	935
<u>2018</u>	<u>1,269</u>	<u>403</u>	<u>1,832</u>	<u>486</u>	<u>3,101</u>	<u>889</u>
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
<u>2022</u>	<u>1,011</u>	<u>375</u>	<u>1,487</u>	<u>454</u>	<u>2,498</u>	<u>829</u>
2023	974	388	1,301	420	2,275	808
2024	1,188	495	1,526	557	2,714	1,052
2025	1,047	381	1,558	497	2,605	878

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

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

Source: Department of Legislative Services

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**Exhibit 12**  
**Interim Legislative Meetings**  
**Calendar 2023-2025**

<b><u>Legislative Unit</u></b>	<b><u>2023</u></b>	<b><u>2024</u></b>	<b><u>2025</u></b>
Standing/Joint Committee	53	53	84
Subcommittee	6	5	4
Workgroup/Other	57	52	70
<b>Total</b>	<b>116</b>	<b>110</b>	<b>158</b>

Note: Meeting counts are by legislative unit and may include meetings held jointly by a standing/joint committee. Meeting counts for the 2025 interim are meetings scheduled as of December 31, 2025.

Source: Department of Legislative Services

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**Exhibit 13**  
**2024 Legislative Salary and Session Characteristics**

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

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

\*Data available as of 2023.

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

Key: L – Legislative Day

C – Calendar Day

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

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

**Exhibit 14**  
**Relative Standing of Legislative Salaries**  
**Calendar 2009-2024**

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

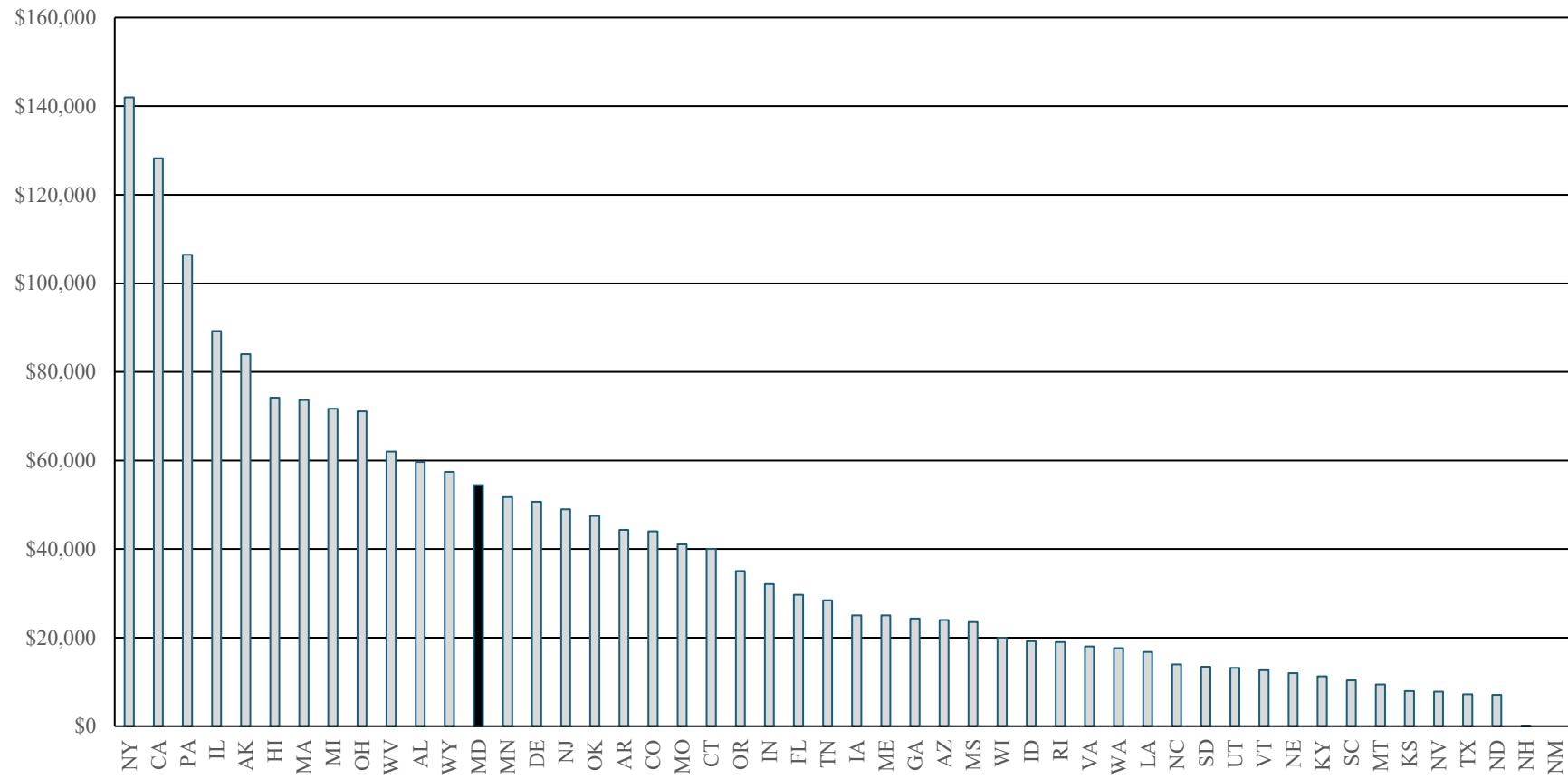
<u>State</u>	<u>2024</u>		<u>2021</u>		<u>2017</u>		<u>2013</u>		<u>2009</u>		<u>2021-2024</u>
	<u>Salary</u>	<u>Rank</u>	<u>Salary Change</u>								
Iowa	25,000	26	25,000	25	25,000	24	25,000	21	25,000	20	0.00%
Maine	25,000	26	15,417	35	14,271	35	13,852	35	13,526	34	55.96%
Georgia	24,342	28	15,608	34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

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

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

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**Exhibit 15**  
**Legislative Salaries**  
**Calendar 2024**



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

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**Exhibit 16**  
**Changes to Legislative Salaries**

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

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

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

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

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

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

<b><u>State</u></b>	<b><u>Budget<sup>1</sup> (\$ in Billions)</u></b>	<b><u>Legislative Salary<sup>2</sup></u></b>
Michigan	\$80.5	\$71,685
Virginia	78.8	18,000
Massachusetts	77.9	73,655
Georgia	73.5	24,342
Washington	69.7	61,997
<b>Maryland</b>	<b>65.7</b>	<b>54,437</b>
North Carolina	62.5	13,951
Wisconsin	62.5	57,408
Indiana	53.5	32,070
Oregon	53.4	35,052
Minnesota	53.4	51,750

<sup>1</sup> Based on actual fiscal 2023 operating budget data.

<sup>2</sup> Calendar 2024.

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

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

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

<b><u>Fiscal Year</u></b>	<b>State Employees</b>		<b>General Assembly Members</b>	
	<b><u>Cost-of-living Increase</u></b>	<b><u>Increments</u></b>	<b><u>Salary<sup>4</sup></u></b>	<b><u>Salary Increase Over Previous Year</u></b>
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% <sup>1</sup>	Yes	43,500	None
2010	None <sup>2</sup>	No	43,500	None
2011	None <sup>3</sup>	No	43,500	None
2012	None	No	43,500	None
2013	2.0% on 1/1/13	No	43,500	None
2014	3.0% on 1/1/14	On 4/1/14	43,500	None
2015	2.0% on 1/1/15	Yes	45,207	3.9%
2016	2.0%	No	46,915	3.8%
2017	None	Yes	48,622	3.6%
2018	None	No	50,330	3.5%
2019	2.0% on 1/1/19, 0.5% on 4/1/19	No	50,330	None
2020	3% on 7/1/19, 1% on 1/1/20	No	50,330	None
2021	2% on 1/1/21	No	50,330	None
2022	1% on 1/1/22	On 1/1/22	50,330	None
2023	3% on 7/1/22; 4.5% on 11/1/22	Yes	52,343	4.0%
2024	2% on 7/1/23	Yes	54,437	4.0%

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

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> Calendar years.

Source: Department of Legislative Services

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

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

### State Employees

<u>Fiscal Year</u>	<u>Date of Increase</u>	<u>General Salary Increase</u>	<u>Increments</u>	<u>Police, Natural Resources Police, and Park Ranger Salary Increases</u>	<u>Maximum Deferred Compensation Match by State</u>	<u>Pay-for-performance Bonuses</u>	<u>Annual Salary Review Reclassifications</u>	<u>Other</u>
2018		None	None	Negotiated increments	\$0	None	None	
2019	1/1/19; 4/1/19	2%; 0.5% <sup>(16)</sup>	None	2% and negotiated increments	\$0	\$500 <sup>(16)</sup>	Yes <sup>(17)</sup>	
2020	7/1/19; 1/1/20	3%; 1% <sup>(18)</sup>	None	5% and negotiated increments	\$0	None	Yes <sup>(19)</sup>	
2021	1/1/2021	2%	None	0.05	0	None	Yes <sup>(20)</sup>	
2022	1/1/2022	1% <sup>(21)</sup>	1/1/2022	4% and negotiated increments	0	\$1,000/ \$1,500 <sup>(22)</sup>	Yes <sup>(23)</sup>	
2023	7/1/22; 11/1/22	3%; 4.5%	On time	7% and negotiated increments <sup>(24)</sup>	0	None	Yes <sup>(25)</sup>	
2024	7/1/2023	2%	On time <sup>(26)</sup>	5% and negotiated increments	600	None	Yes <sup>(27)</sup>	
2025	7/1/2024	3%	On time <sup>(28)</sup>	5% and negotiated increments	600	None	Yes <sup>(29)</sup>	
2026	7/1/2025	1%	On time		600	None	None	

DGS: Department of General Services

DHMH: Department of Health and Mental Hygiene

<sup>(1)</sup> 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.

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

<sup>(3)</sup> 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.

<sup>(4)</sup> 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.

<sup>(5)</sup> 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.

<sup>(6)</sup> 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.

<sup>(7)</sup> 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%.

<sup>(8)</sup> 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%.

<sup>(9)</sup> 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.

<sup>(10)</sup> The fiscal 2012 budget provided employees with a one-time \$750 bonus.

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

<sup>(12)</sup> 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.

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

<sup>(14)</sup> 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.

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

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

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

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

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

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

(21) Members of AFSCME received an additional 1% cost-of-living adjustment on January 1, 2022.

(22) AFSCME employees that were part of a grievance against the State related to pandemic response and premium pay also received a \$2,500 bonus.

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

(24) Members of the State Law Enforcement Officers Labor Alliance also received the November 1, 2022 4.5% salary increase.

(25) The fiscal 2023 ASR provided funding for a 6% salary increase for registered nurses who were members of AFT-Healthcare, as well as funding for salary increases for police communications operators, aircraft maintainers, and other positions.

(26) An additional increment was provided for AFSCME-represented employees.

(27) The fiscal 2024 ASR provided funding for nearly 6,000 positions across a wide range of high-vacancy positions.

(28) An additional increment would be provided to employees continuously employed since June 30, 2019.

(29) The fiscal 2025 ASR provides funding for salary increases for nearly 4,000 positions across State agencies.

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

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**Exhibit 20**  
**Medical Insurance for Legislators**  
**July 2025**

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

**Health Subsidy**

\$315.82 to \$380.93 Per Month for Single Coverage

\$598.47 to \$952.35 Per Month for Two or More

**Prescription Subsidy**

\$162.52 Per Month for Single Coverage

\$266.42 to \$321.05 Per Month for Two or More

**Dental Subsidy**

\$7.65 to \$11.63 Per Month for Single Coverage

\$15.33 to \$43.60 Per Month for Two or More

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

Source: Department of Legislative Services, Human Resources

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

	<b>Legislator 2022 Resolution</b>		<b>State Employee (Pre-2011 Reform)</b>		<b>State Employee (Post-2011 Reform)</b>	
Years of Service	8	12	8	12	8	12
<b>Benefits While Serving<sup>1</sup></b>						
Salary	\$56,636	\$56,636	\$56,636	\$56,636	\$56,636	\$56,636
<i>Less Fringe Benefit Contributions</i>	-\$8,474	-\$8,474	-\$8,474	-\$8,474	-\$8,474	-\$8,474
Adjusted Salary	\$48,162	\$48,162	\$48,162	\$48,162	\$48,162	\$48,162
Fringe Benefits	\$28,470	\$28,470	\$28,470	\$28,470	\$28,470	\$28,470
<b>Total Salary and Fringes</b>	<b>\$76,632</b>	<b>\$76,632</b>	<b>\$76,632</b>	<b>\$76,632</b>	<b>\$76,632</b>	<b>\$76,632</b>
<b>Benefits Upon Retirement<sup>2</sup></b>						
Retirement Income <sup>3</sup>	\$13,593	\$20,389	\$8,156	\$12,233	\$0	\$10,194
<i>Less</i>						
<i>Retiree Health Insurance Premium (BC/BS PPO)</i>	-\$8,324	-\$6,365	-\$7,345	-\$4,896	\$0	-\$7,541
<i>Retiree Prescription Drug Premium</i>	-2,875	-2,259	-2,567	-1,797	0	-2,628
<i>Retiree Premium Dental DHMO</i>	-260	-199	-229	-153	0	-235
<b>Total</b>	<b>-\$11,459</b>	<b>-\$8,823</b>	<b>-\$10,141</b>	<b>-\$6,846</b>	<b>\$0</b>	<b>-\$10,404</b>
<b>Adjusted Income</b>	<b>\$2,134</b>	<b>\$11,566</b>	<b>-\$1,985</b>	<b>\$5,387</b>	<b>\$0</b>	<b>-\$210</b>

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

BC/BS: BlueCross/BlueShield

DHMO: dental health maintenance organization

PPO: preferred provider organization

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

<sup>2</sup> Assumes fringe benefits for Medicare-eligible member and non-Medicare-eligible spouse for calendar 2026.

<sup>3</sup> 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.

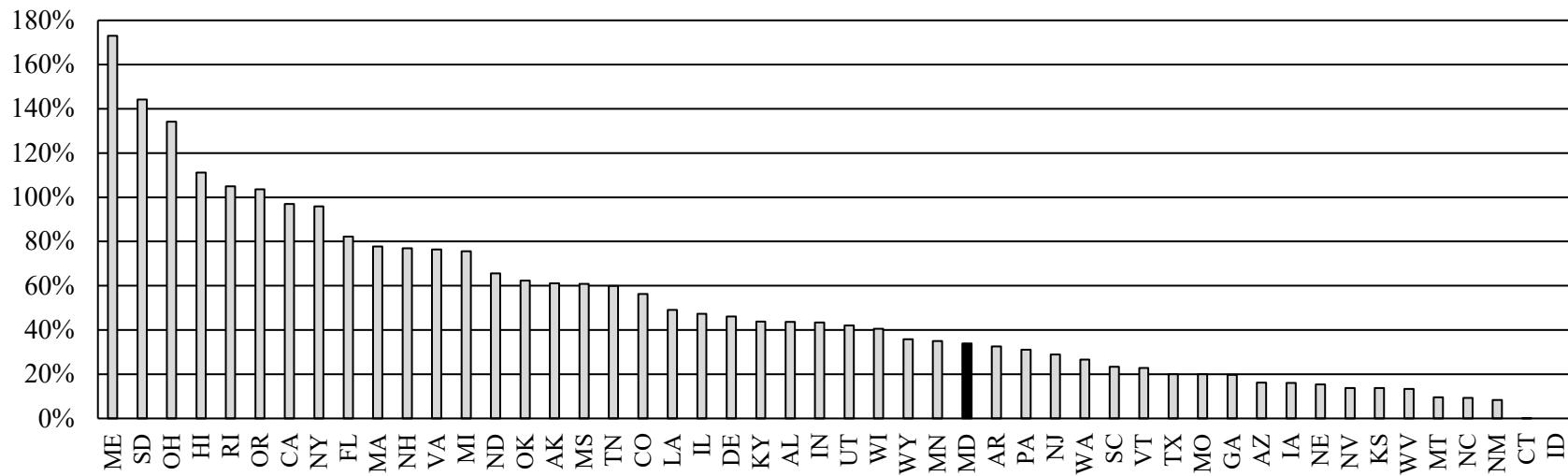
<sup>4</sup> For legislators with years of service prior to January 2015, State subsidy is calculated at one-sixteenth per year; for service after, it is calculated at one-twentieth per year.

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

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



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Note:

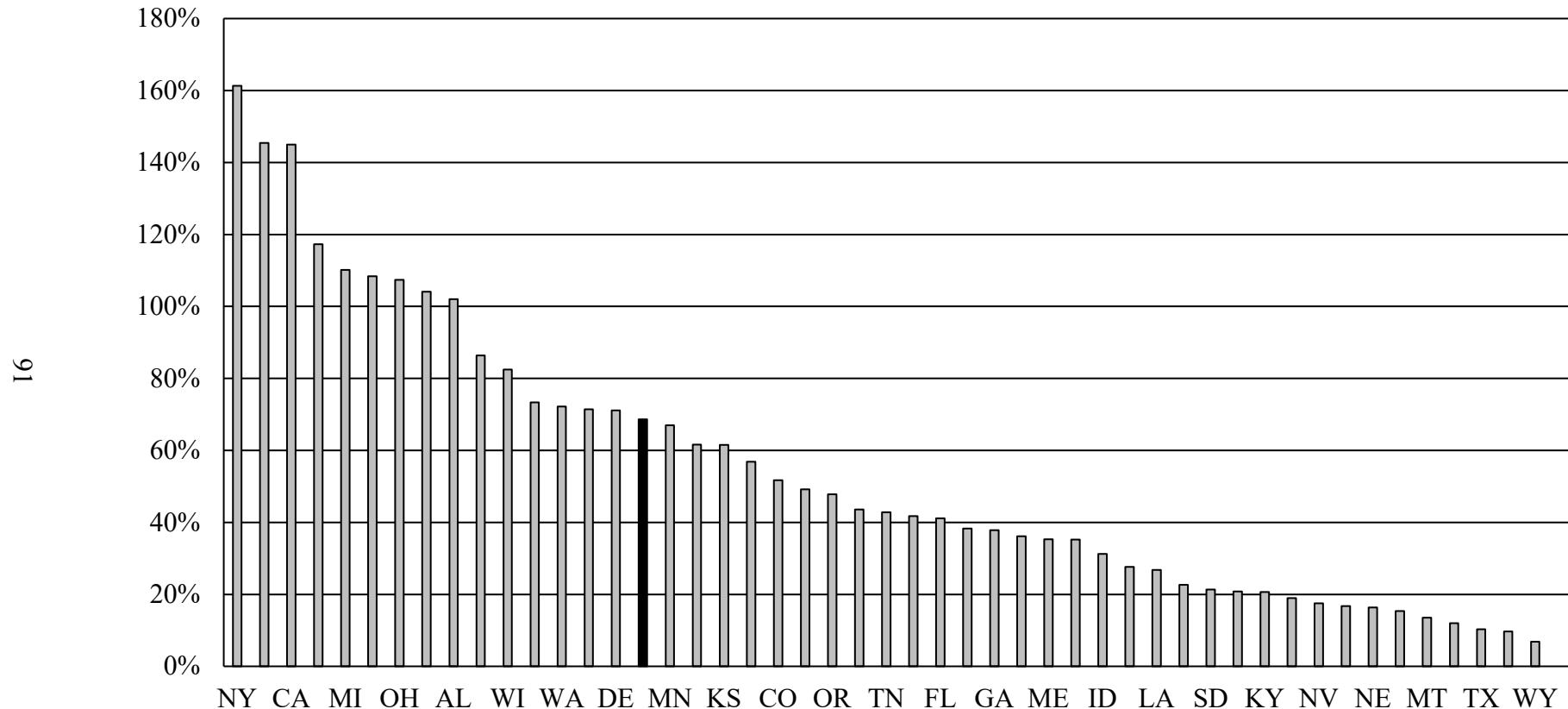
- Salaries for Kansas, Kentucky, Montana, Nevada, Utah, and Wyoming are based on a daily rate.
- Salaries for Kentucky, Maine, Montana, Nevada, and Wyoming are based on the longest of variable sessions or where the legislature meets every other year. Daily rates made be paid on a session day or legislative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

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

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



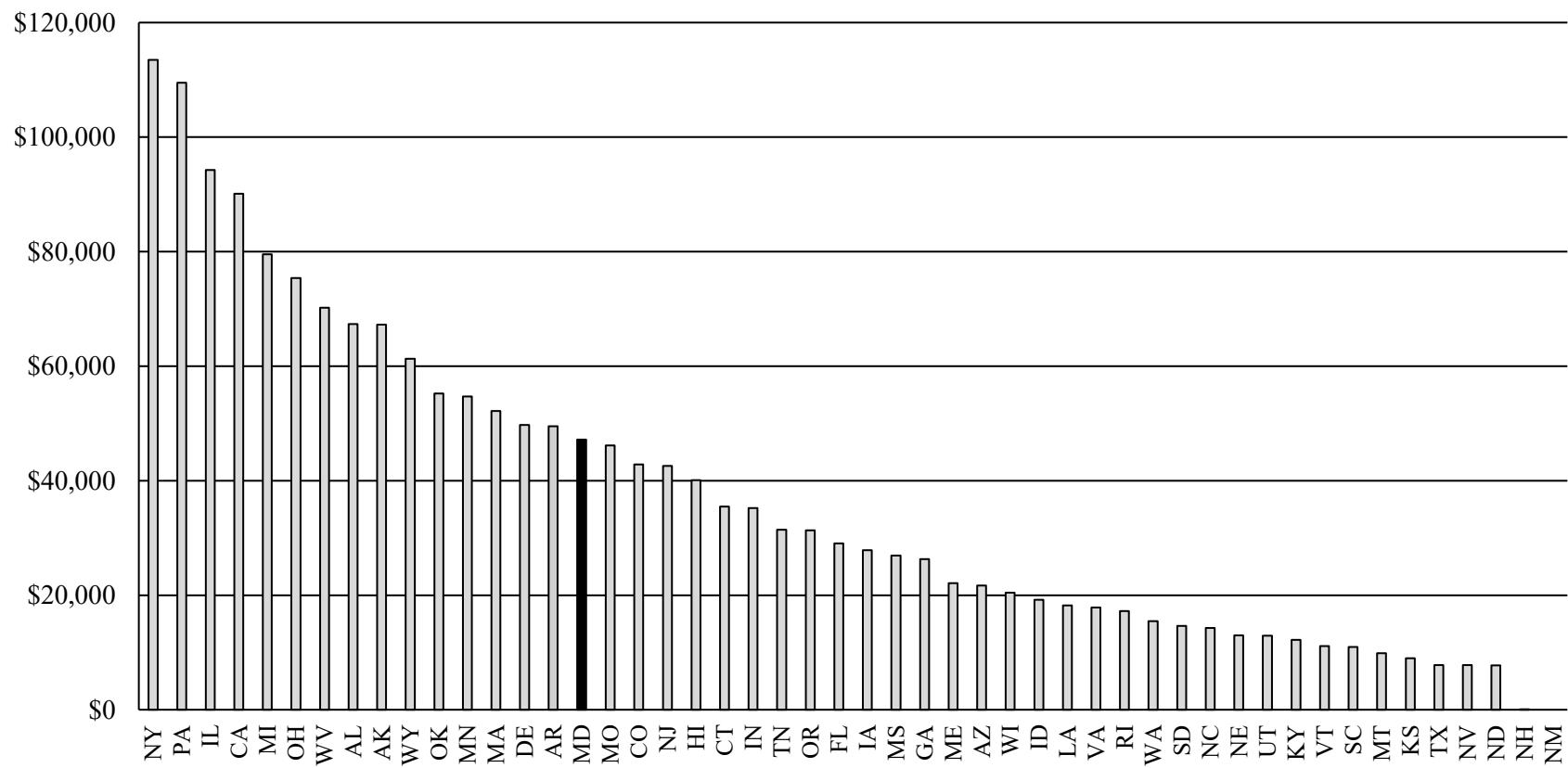
Note: Per capita personal income is total personal income divided by total midyear population from the U.S. Census Bureau. All other notes on legislative salaries in Exhibit 27 apply to this exhibit. The Bureau of Economic Analysis (BEA) states that per capita personal income statistics are calculated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

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

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**Exhibit 24**  
**Legislative Salaries Adjusted for Cost of Living**  
**Calendar 2024**



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

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**Exhibit 25**  
**In-state Expense Reimbursements**  
**Fiscal 2022-2025**

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

Source: Department of Legislative Services

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

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

Source: Department of Legislative Services

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

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

Source: Department of Legislative Services

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

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

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**Exhibit 29**  
**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
2022	32,528
2023	74,783
2024	96,035
2025	138,820

Source: Department of Legislative Services

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**Exhibit 30**  
**District Office Accounts**

**Amount – Fiscal 2025**

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

**Use of Funds**

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

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

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

No newsletters.

Newspapers – limit \$500

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

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Source: Department of Legislative Services

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**Exhibit 31**  
**History of District Office Account Allowances**

<b><u>Fiscal Year</u></b>	<b>Total</b>	<b>Senator <u>Clerical Minimum</u></b>	<b>Total</b>	<b>Delegate <u>Clerical Minimum</u></b>
1971	\$4,700		\$2,000	
1975	5,000		6,000	
1979	5,500		8,488	\$2,850
1983	6,615		10,143	3,550
1987	7,770		11,970	4,400
1990	17,395	\$6,395	16,197	8,000
1994	16,765	5,800	15,507	7,300
1998	18,265	5,800	17,007	7,300
1999	18,265	5,800	18,265	5,800
2005	18,265	5,800	18,265	5,800
2009	18,265	5,800	18,265	5,800
2013	18,265	5,800	18,265	5,800
2017	30,425	5,800	30,425	15,800
2021	30,425	5,800	30,425	15,800
2025	55,995	8,850	35,995	18,850

Source: Department of Legislative Services

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## Exhibit 32

### Staff Assistance for Members of the Maryland General Assembly

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

#### **Senate**

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

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

Each senator is provided with a District Office Allowance of \$55,995. Of this amount, \$8,850 is restricted to staff assistance. Nine leadership positions are each provided with \$57,466, of which \$9,550 is restricted to staff assistance.

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

#### **House**

Funds are included in the House budget to provide for payment of salaries attributable to specifically budgeted delegation staff positions. These are generally 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 \$3,500 for fiscal 2025, which if combined with two other delegates, approximates the amount budgeted for each senator's secretary.

Each delegate is provided with a District Office Allowance of \$35,995. Of this amount, \$18,850 is restricted to staff assistance. Twelve senior leadership positions are each provided with \$37,466, of which \$19,550 is restricted to staff assistance. Five delegation chair positions are each provided with \$36,840, of which \$18,850 is restricted to staff assistance.

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

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

Source: Department of Legislative Services

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

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

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

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

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

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

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**Exhibit 34**  
**Local Legislative Salaries**  
**Fiscal 2025**

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

Source: Maryland Association of Counties

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**Exhibit 35**  
**City and County Council Salaries**  
**Fiscal 2014-2025**

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

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

Source: Maryland Association of Counties

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**Exhibit 36**  
**Mayor and County Executive Salaries**  
**Fiscal 2014-2025**

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

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> The first County Executive in Wicomico County was elected in November 2006 and started in December 2006. The first full year of salary data is available starting in fiscal 2008.

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

Source: Maryland Association of Counties

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

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

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

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**Exhibit 38**  
**Comparison of Maryland State Retirement and Pension Systems**

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems<sup>1</sup></u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<b>Participation</b>	Mandatory	Automatic	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment
<b>Vesting</b>							
Hired on or Before 6/30/11	8 years of service	One full term	Immediate	5 years of service	5 years of service	5 years of service	5 years of service
<i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12</i>	<i>No change</i>	<i>No change</i>	<i>5 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>
<b>Employee Contributions<sup>2</sup></b>	7.0% of salary, for 22 years, 3 months	None	8.0% of salary, for 16 years	7.0% of salary	8.0% of salary	7.0% of salary	5.0% of salary
<b>Service Retirement Conditions</b>							
Hired on or Before 6/30/11; or Legislators with Creditable Service Before 1/14/15; or a Governor Serving Before 1/21/15	Age 60; or age 50 with 8 years, reduced benefit	Age 55	Age 60	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 50 or 22 years of service	Age 50 or 25 years of service	20 years of service or age 55 with 5 years of service

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

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems<sup>1</sup></u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<b>Post-retirement Adjustments<sup>4</sup></b>							
Service Credit Earned on or Before 6/30/11	Based on salary of active legislators	Based on salary of current Governor	Based on salary of active judges	Limited to 3.0% of initial benefit	Unlimited annual COLA	Limited to 3.0% of initial benefit	Unlimited annual COLA
<i>Service Credit Earned on or After 7/1/11</i>	<i>No change</i>	<i>No change</i>	<i>No change</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>
<b>Ordinary Disability Retirement</b>							
110 Conditions	Active legislator must have 8 years of service and be certified disabled by the BOT medical board	General Assembly adopts resolution by a 3/5 vote that Governor is unable to perform duties of office due to physical or mental disability	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service

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

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems<sup>1</sup></u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<b>Line-of-duty Death Benefit</b>							
Conditions	Not applicable	Not applicable	Killed with death arising out of or in the course of performance of duties	Killed with death arising out of or in the course of performance of duties	Dies with death arising out of or in the course of performance of duties	Dies with death arising out of or in the course of performance of duties	Killed with death arising out of or in the course of performance of duties
Allowance	Not applicable	Not applicable	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents

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

COLA: cost-of-living adjustment

LEOPS: Law Enforcement Officers' Pension System

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

<sup>2</sup> Employee contributions for legislators were increased to 7% as of January 14, 2015; contributions for judges were increased to 8% as of July 1, 2012; contributions for employees and teachers were increased to 7% as of July 1, 2011; and contributions for LEOPS members were increased to 6% as of July 1, 2011, and 7% as of July 1, 2012. Employee contributions for legislators, judges, State Police, and LEOPS end when maximum benefits are accrued.

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

<sup>4</sup> 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

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**Exhibit 39**  
**Accrued Retirement Service Credits of Active Maryland Legislators**

	<b><u>0 to 4</u></b>	<b><u>4 to 8</u></b>	<b><u>8 to 12</u></b>	<b><u>12 to 16</u></b>	<b><u>16 to 20</u></b>	<b><u>20 to 22.25</u></b>	<b><u>22.25+</u></b>
<b>Years of Creditable Service</b>							
Number of Members	55	52	40	15	13	0	12
Average Age	50.1	51.7	57.2	57.9	60.8	0	70.3
Maximum Retirement Benefit	n/a	n/a	24% to 36%	36% to 48%	48% to 60%	60% to 66.67%	66.67%
Full Service Retirement <sup>(1)</sup>	0	0	13	8	7	0	10
Reduced Services Retirement <sup>(2)</sup>	0	0	7	4	4	0	2
Vested Allowance	0	0	20	3	2	0	0
Not Vested	55	52	n/a	n/a	n/a	n/a	n/a

<sup>(1)</sup> Full Service Retirement payable at (a) age 60 with a minimum of eight years of service, if joined the Legislative Pension Plan (LPP) before January 13, 2021; or (b) age 62 with a minimum of eight years of service, if joining the LPP on or after January 13, 2021.

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

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

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**Exhibit 40**  
**Retirement Status of Retired Maryland Legislators by Plan**

	<u>Number</u>	<u>Average Age</u>	<u>Average Monthly Benefit</u>	<u>Average Years of Service</u>
<b>2022 Plan</b>				
Retiree	230	75.9	\$1,922.87	14.6
Beneficiary	74	79.2	1,026.76	10.4
<b>1966 Plan</b>				
Retiree	2	88.0	\$501.45	14.0
Beneficiary	6	84.3	432.16	11.9

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

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

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

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

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

FAS: final average salary

\* Denotes state with full-time legislature.

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

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

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

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

\* Denotes state with full-time legislature.

<sup>1</sup> 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%.

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

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

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**Exhibit 43**  
**State-by-state Comparison of Benefit Multiplier**

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

<sup>1</sup> 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.

<sup>2</sup> Texas benefit calculated based on District Judge salary.

\* Denotes state with full-time legislature.

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

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**Exhibit 44**  
**Maryland Personal Income, Gross Domestic Product, and**  
**U.S. Consumer Price Index**  
**Calendar 2018-2024**  
**(\$ in Millions)**

<b>Calendar Year</b>	<b>Maryland Personal Income</b>	<b>Percent Change</b>	<b>Maryland Gross Domestic Product</b>	<b>Percent Change</b>	<b>U.S. Consumer Price Index</b>	<b>Percent Change</b>
2018	\$367,831		\$410,772		251.1	
2019	380,447	3.4%	419,392	2.1%	255.7	1.8%
2020	400,750	5.3%	413,805	-1.3%	258.9	1.3%
2021	427,803	6.8%	447,714	8.2%	271.0	4.7%
2022	438,306	2.5%	481,861	7.6%	292.6	8.0%
2023	469,240	7.1%	515,036	6.9%	304.7	4.1%
2024	496,414	5.8%	546,028	6.0%	313.7	3.0%
2024 versus 2020	23.9%		32.0%		21.2%	
Annual Average Growth	5.5%		7.2%		4.9%	

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

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**Exhibit 45**  
**General Assembly Salaries Historic Adjustments**  
**Calendar 2019-2026**

<b>Calendar Year</b>	<b>GACC Resolution % Change</b>	<b>General Assembly Salary Increase</b>	<b>Maryland Personal Income % Change</b>	<b>Maryland Personal Income General Assembly Increase</b>	<b>Maryland GDP % Change</b>	<b>Maryland GDP General Assembly Increase</b>	<b>U.S. CPI % Change</b>	<b>U.S. CPI Increase</b>
2019		\$50,330						
2020	0.0%	50,330	5.3%	\$52,997	-1.3%	\$49,676	1.3%	\$50,984
2021	0.0%	50,330	6.8%	56,601	8.2%	53,749	4.7%	53,381
2022	0.0%	50,330	2.5%	58,016	7.6%	57,834	8.0%	57,651
2023	4.0%	52,343	7.1%	62,136	6.9%	61,825	4.1%	60,015
2024	4.0%	54,437	5.8%	65,739	6.0%	65,534	3.0%	61,815
2025	2.0%	55,526	n/a	n/a	n/a	n/a	n/a	n/a
2026	2.0%	56,636	n/a	n/a	n/a	n/a	n/a	n/a

CPI: Consumer Price Index

GACC: General Assembly Compensation Commission

GDP: gross domestic product

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

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**Exhibit 46**  
**Presiding Officer Salaries Historic Adjustments**  
**Calendar 2019-2026**

<b>Calendar Year</b>	<b>GACC Resolution % Change</b>	<b>General Assembly Salary</b>	<b>Maryland Personal Income % Change</b>	<b>Maryland Income General Assembly Increase</b>	<b>Maryland GDP % Change</b>	<b>Maryland GDP General Assembly Increase</b>	<b>U.S. CPI % Change</b>	<b>U.S. CPI Increase</b>
2019		\$65,371						
2020	0.0%	65,371	5.3%	\$68,836	-1.3%	\$64,521	1.3%	\$66,221
2021	0.0%	65,371	6.8%	73,516	8.2%	69,812	4.7%	69,333
2022	0.0%	65,371	2.5%	75,354	7.6%	75,118	8.0%	74,880
2023	4.0%	67,986	7.1%	80,705	6.9%	80,301	4.1%	77,950
2024	4.0%	70,705	5.8%	85,385	6.0%	85,119	3.0%	80,288
2025	2.0%	72,119	n/a	n/a	n/a	n/a		n/a
2026	2.0%	73,562	n/a	n/a	n/a	n/a		n/a

CPI: Consumer Price Index

GACC: General Assembly Compensation Commission

GDP: gross domestic product

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

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**Exhibit 47**  
**Salary Options**  
**Adjusted for Average Yearly Increase from Calendar 2020 to 2024**

	<b>Increase by Average Annual Growth in <u>Personal Income</u></b>	<b>Increase by Average Annual Growth in <u>Maryland Domestic Product</u></b>	<b>Increase by Average Annual Growth in <u>CPI</u></b>
Average Annual Growth Rate: 2020 to 2024	5.5%	7.2%	4.9%
Current Legislator Salary	\$56,636	\$56,636	\$56,636
<b>Next Term</b>			
2027	59,751	60,714	59,423
2028	63,037	65,085	62,348
2029	66,504	69,771	65,416
2030	70,162	74,795	68,635

CPI: Consumer Price Index

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

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# Decision Document

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## Current Compensation as Set in the 2022 Resolution

### Salaries

*Proposed Change: Compensation Commission to set annual salary for 2027-2030 term.*

#### Current Salaries

##### Item 1A – Members

2026	\$56,636
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##### Item 1B – President/Speaker

2026	\$73,562
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#### Salary Options: 2027-2030

<u>Year</u>	<u>Increase</u>	<u>General Assembly Salary</u>	<u>Presiding Officer Salary</u>
<b>Option A</b>			
2027	1.0%	\$57,202	\$74,298
2028	1.0%	57,774	75,041
2029	2.0%	58,930	76,541
2030	2.0%	60,108	78,072
<b>Option B</b>			
2027	1.5%	57,486	74,665
2028	1.5%	58,348	75,785
2029	2.5%	59,807	77,680
2030	2.5%	61,302	79,622
<b>Option C</b>			
2027	2.0%	57,769	75,033
2028	2.0%	58,924	76,534
2029	3.0%	60,692	78,830
2030	3.0%	62,513	81,195

## 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 \$125 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 (\$63 total in fiscal 2026); no meal receipts required.

### Item 2B

#### Mileage (In-state)

Reimbursed in accordance with standard State travel regulations (72.5 cents per mile effective January 1, 2026).

### Item 2C

In-district Travel	\$750 annual payment.
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***Proposed Change: Absent any other proposal, a technical change needs to be made to clarify that the annual payment is payable for 2027-2030.***

### Item 2D

#### Out-of-state Travel

Subject to the most current published federal 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 ( <i>Members with creditable service before January 14, 2015</i> )	
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 of 60.0%).
<i>(Members with No Creditable Service Before January 14, 2015)</i>	
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 of 42.0%).
<b>Survivor's Allowance/Death Benefit</b>	
Nonvested, Active Legislator	Surviving spouse, or designated beneficiary if no surviving spouse, receives lump-sum payment of 1 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.
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 8 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.
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***Proposed Change: Require a purchase of service to accumulate 8 years of service to be made by December 31, 2027.***

*(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.
Line-of-duty Death Benefit	A surviving spouse, child under age 26, or a disabled child of a member who is killed while serving as a legislator in the General Assembly shall receive a retirement allowance of two-thirds of the salary payable to a current legislator in the General Assembly.

***Proposed Change: Add a line-of-duty death benefit for survivors of a member who is killed while serving as a legislator in the General Assembly, consistent with the other plans in the State Retirement and Pension System. Make technical and conforming changes to clarify other death benefit may not be paid if a line-of-duty death benefit is paid.***

### **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.