

Decision Document

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>
Option A			
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
Option 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
Option C			
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.

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.

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.

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.