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DEPUTY SPEAKER PRO TEM

Appropriations Committee

*Subcommittees*

Chair, Oversight Committee  
on Personnel

Capital Budget

House Chair, Joint Audit and  
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THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**HB 341 Testimony**  
**Higher Education – Cost-of-Living-Adjustment**  
**Non-State Supported Employees**  
**March 26, 2024**

**Senate Budget and Taxation Committee**

Chair Guzzone, Vice Chair Rosapepe, Colleagues, thank you for the opportunity to present on my bill HB 341. As introduced, the original legislation proposed to allocate Cost of Living Adjustment (COLA) funding for all non-state-supported employees within the University System of Maryland and state supported institutions of higher education. Because of the significant fiscal note, the Appropriations Committee chose to narrow the scope and create a pilot to support the following institutions:

1. Bowie State University
2. Coppin State University
3. Morgan State University
4. University of Maryland Eastern Shore
5. University of Maryland Global Campus

As you know, this is an ongoing issue that the General Assembly Budget Committees have grappled with for years. The State negotiates and announces salary and wage increases for all State employees however, **not** all State employees' increases are paid for from State funds.

Many of these State employees work in university dining halls, housing units and other functions. Their salaries are paid from the proceeds of fees charged to students at our institutions of higher learning.

These employees are rightly included in being eligible for State-announced COLA increases and in fact may be the employees who will benefit the most from increasing their pay to keep up with inflation.

But the State does not pay for these increases. Rather these increases are absorbed by our institutions of higher education or passed along in the form of higher costs to our Maryland students and their families. You will see the impact on each university outlined in the fiscal note in regard to percentage of employees that are not covered by our traditional COLA's and the cost to each institution.

With incredibly diverse staff and faculty, again we believed these institutions were a good place to begin to change this policy. The House of Delegates voted 96-33 in favor of HB 341. Thank you for your consideration and I ask for a favorable report on HB 341.