

HOUSE BILL 1028

P6

5lr2376
CF SB 810

By: **Delegate Forbes (Chair, Joint Committee on Pensions)**

Introduced and read first time: February 3, 2025

Assigned to: Appropriations

Committee Report: Favorable

House action: Adopted

Read second time: March 4, 2025

CHAPTER _____

1 AN ACT concerning

2 **Board of Trustees for the State Retirement and Pension System – Investment**
3 **Division – Compensation and Staffing Committee**

4 FOR the purpose of repealing the Objective Criteria Committee of the Board of Trustees
5 for the State Retirement and Pension System and establishing a Compensation and
6 Staffing Committee of the Board of Trustees; providing for the membership of the
7 Committee; clarifying the Board of Trustees' authority to determine the
8 qualifications and compensation of and the type and number of positions necessary
9 for carrying out the professional investment functions of the Investment Division of
10 the State Retirement Agency; requiring the Committee to make certain
11 recommendations to the Board of Trustees regarding the objective criteria to be used
12 in setting compensation and awarding financial incentives to certain employees in
13 the Investment Division; requiring the Board of Trustees to consider certain
14 recommendations of the Committee; clarifying the requirements for the Board of
15 Trustees to enter into an agreement with a consultant to provide certain services to
16 the Committee; and generally relating to the operations of the Board of Trustees for
17 the State Retirement and Pension System.

18 BY repealing and reenacting, with amendments,
19 Article – State Personnel and Pensions
20 Section 21–108(b), 21–118.1(a), (b), and (d)(1)(i), and 21–122(f) and (g)
21 Annotated Code of Maryland
22 (2024 Replacement Volume and 2024 Supplement)

23 BY repealing and reenacting, without amendments,

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 Article – State Personnel and Pensions
2 Section 21–122(a)(1) through (3)
3 Annotated Code of Maryland
4 (2024 Replacement Volume and 2024 Supplement)

5 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
6 That the Laws of Maryland read as follows:

7 **Article – State Personnel and Pensions**

8 21–108.

9 (b) In addition to the Investment Committee established under § 21–114 of this
10 subtitle **AND THE COMPENSATION AND STAFFING COMMITTEE ESTABLISHED UNDER**
11 **§ 21–122 OF THIS SUBTITLE**, the Board of Trustees may establish other committees.

12 21–118.1.

13 (a) Notwithstanding any other provision of law, on the recommendation of the
14 Executive Director and the **[Investment] COMPENSATION AND STAFFING** Committee,
15 the Board of Trustees shall determine the qualifications and appointment, as well as
16 compensation and leave, for the Chief Investment Officer who shall be the head of the
17 Investment Division.

18 (b) (1) In making determinations and appointments under this section, the
19 Executive Director and the **[Investment] COMPENSATION AND STAFFING** Committee
20 shall consider the comparative qualifications, compensation, and leave of employees
21 serving in similar positions and discharging similar duties at comparable public pension
22 funds.

23 (2) (i) 1. The Board of Trustees shall adopt objective criteria for
24 setting the qualifications and compensation of the Chief Investment Officer.

25 2. The Board shall consider the recommendations of the
26 **[Objective Criteria] COMPENSATION AND STAFFING** Committee under § 21–122(g) of
27 this subtitle before adopting objective criteria for setting compensation.

28 (ii) The criteria adopted under subparagraph (i) of this paragraph
29 shall include objective benchmarks of investment performance that shall be met or
30 exceeded for the Chief Investment Officer to be eligible for an increase in compensation.

31 (iii) The Board may not grant any increases in compensation to the
32 Chief Investment Officer in a fiscal year in which State employees are subject to a furlough.

33 (iv) The Chief Investment Officer's compensation may not be
34 adjusted in accordance with cost-of-living adjustments and merit increases available to
35 State employees.

1 (d) (1) (i) 1. On the recommendation of the [Investment]
2 **COMPENSATION AND STAFFING** Committee, the Board of Trustees shall establish
3 objective criteria for awarding financial incentives to the Chief Investment Officer.

4 2. The Board shall consider the recommendations of the
5 [Objective Criteria] **COMPENSATION AND STAFFING** Committee under § 21-122(g) of
6 this subtitle before adopting objective criteria for awarding financial incentives.

7 21-122.

8 (a) (1) There is an Investment Division in the State Retirement Agency.

9 (2) Subject to subsection (f) of this section, the Board of Trustees shall
10 determine the qualifications and compensation for positions within the Investment
11 Division.

12 (3) The Board of Trustees:

13 (i) may determine and create the type and number of positions
14 necessary for carrying out the professional investment functions of the Investment
15 Division; and

16 (ii) shall adopt objective criteria to be followed when exercising its
17 authority under item (i) of this paragraph and paragraph (2) of this subsection.

18 (f) (1) (i) 1. The Board of Trustees shall adopt objective criteria for
19 setting the qualifications and compensation of positions under subsection (a) of this section.

20 2. The Board shall consider the recommendations of the
21 [Objective Criteria] **COMPENSATION AND STAFFING** Committee under subsection (g) of
22 this section before adopting objective criteria for setting compensation.

23 (ii) The criteria adopted under subparagraph (i) of this paragraph
24 shall include:

25 1. consideration of the comparative qualifications and
26 compensation of employees serving in similar positions and discharging similar duties at
27 comparable public pension funds;

28 2. limitations on the amount by which the compensation for
29 a position may be increased each fiscal year, not to exceed 10%; and

30 3. objective benchmarks of investment performance that
31 shall be met or exceeded by an individual to be eligible for an increase in compensation.

1 (iii) The Board of Trustees may not grant any increases in
2 compensation in a fiscal year in which State employees are subject to a furlough.

3 (iv) For positions that do not involve discretion over
4 investment-related decisions, the Board of Trustees may not set compensation that exceeds
5 compensation for providing comparable services in other State employment.

6 (v) Except for positions under subparagraph (iv) of this paragraph,
7 the compensation of an employee may not be adjusted in accordance with cost-of-living
8 adjustments and merit increases available to State employees.

9 (VI) **BASED ON THE RECOMMENDATIONS OF THE**
10 **COMPENSATION AND STAFFING COMMITTEE UNDER SUBSECTION (G) OF THIS**
11 **SECTION, THE BOARD OF TRUSTEES SHALL APPROVE:**

12 1. **THE TYPE AND NUMBER OF POSITIONS IN THE**
13 **INVESTMENT DIVISION;**

14 2. **THE QUALIFICATIONS FOR EACH POSITION IN THE**
15 **INVESTMENT DIVISION, AS APPROVED UNDER ITEM 1 OF THIS SUBPARAGRAPH; AND**

16 3. **ANY COMPENSATION AND FINANCIAL INCENTIVES**
17 **FOR THE CHIEF INVESTMENT OFFICER AND INVESTMENT DIVISION STAFF,**
18 **INCLUDING SALARY INCREASES OR DECREASES RECOMMENDED FOR THE CHIEF**
19 **INVESTMENT OFFICER AND EMPLOYEES OF THE INVESTMENT DIVISION.**

20 (2) (i) 1. The Board of Trustees shall adopt objective criteria for
21 awarding financial incentives under subsection (a) of this section.

22 2. The Board shall consider the recommendations of the
23 **[Objective Criteria] COMPENSATION AND STAFFING** Committee under subsection (g) of
24 this section before adopting objective criteria for awarding financial incentives.

25 (ii) Financial incentives may only be awarded based on the objective
26 criteria adopted in accordance with subparagraph (i) of this paragraph.

27 (iii) The criteria adopted under subparagraph (i) of this paragraph
28 shall include:

29 1. limitations on the amount of financial incentives for a
30 position in a fiscal year, not to exceed 33% of a position's compensation, exclusive of
31 financial incentives; and

32 2. objective benchmarks of investment performance that
33 shall be met or exceeded by an individual to be eligible for financial incentives, including

1 benchmarks for the asset class in which investments are under the direction of the
2 individual.

3 (iv) 1. Any financial incentives paid shall be paid over multiple
4 fiscal years in equal installments.

5 2. The dates on which financial incentives awarded under
6 this section shall be paid shall be set by the Board of Trustees at the time the financial
7 incentives are determined.

8 3. The dates set under subparagraph 2 of this
9 subparagraph may not be changed after being set.

10 (v) Except as provided in subparagraph (vi) of this paragraph, if an
11 individual who has earned financial incentives separates from employment in the
12 Investment Division, the Board of Trustees may not pay out any remaining financial
13 incentives due to be paid after the date of separation from employment.

14 (vi) The Board of Trustees may pay any remaining earned financial
15 incentives after the date of separation from employment if the individual retires directly
16 from the Investment Division on or 30 days after the date of separation.

17 (vii) The Board of Trustees may not award financial incentives for
18 positions that do not involve discretion over investment-related decisions.

19 (viii) 1. The Board of Trustees may not pay out financial
20 incentives in a fiscal year in which State employees are subject to a furlough.

21 2. The Board of Trustees shall pay out any financial
22 incentives not paid to an individual in accordance with subparagraph 1 of this
23 subparagraph only:

24 A. after the furlough period has ended; and

25 B. if the individual is currently employed in the Investment
26 Division.

27 (3) (i) On or before October 1 each year, the Board of Trustees shall
28 submit to the Senate Budget and Taxation Committee, the House Appropriations
29 Committee, and the Joint Committee on Pensions, in accordance with § 2-1257 of the State
30 Government Article, a copy of the most recent criteria adopted under this subsection,
31 **INCLUDING ANY CHANGES TO COMPENSATION AND INCENTIVES FOR THE CHIEF
32 INVESTMENT OFFICER AND INVESTMENT DIVISION STAFF.**

33 (ii) In addition to the report required under subparagraph (i) of this
34 paragraph, the Board of Trustees shall submit, within 30 days of adoption by the Board of
35 Trustees, a copy of any changes adopted to the criteria established under this subsection to

1 the Senate Budget and Taxation Committee, the House Appropriations Committee, and the
2 Joint Committee on Pensions, in accordance with § 2–1257 of the State Government Article.

3 (4) On or before October 1, January 1, March 1, and July 1 each year, the
4 Board of Trustees shall submit to the Senate Budget and Taxation Committee, the House
5 Appropriations Committee, and the Joint Committee on Pensions, in accordance with §
6 2–1257 of the State Government Article, a report on system investment returns for the
7 preceding fiscal quarter, including:

8 (i) investment performance by asset class, including performance
9 relative to asset class benchmarks; and

10 (ii) investment performance of assets under the direction of each
11 Investment Division employee.

12 (g) (1) There is [an Objective Criteria] **A COMPENSATION AND STAFFING**
13 **Committee of the Board of Trustees.**

14 (2) **(I) The [Committee consists of the] following members SHALL BE**
15 **INCLUDED ON THE COMMITTEE:**

16 [(i) one member of the Senate of Maryland serving on the Joint
17 Committee on Pensions, appointed by the President of the Senate;

18 (ii) one member of the House of Delegates serving on the Joint
19 Committee on Pensions, appointed by the Speaker of the House;

20 (iii) the State Treasurer or the State Treasurer's designee;

21 (iv)] **1.** the Secretary of Budget and Management or the
22 Secretary's designee;

23 [(v)] **2.** one [member] **OR MORE MEMBERS** of the Board of
24 Trustees under § 21–104(a)(4)(i), (ii), (iii), (iv), or (v) of this subtitle, appointed by the
25 Chairman of the Board of Trustees; **AND**

26 [(vi)] **3.** one [member] **OR MORE MEMBERS** of the Board of
27 Trustees under § 21–104(a)(4)(viii) of this subtitle, appointed by the Chairman of the Board
28 of Trustees[; and

29 (vii) a member of the public with financial industry experience,
30 appointed jointly by the presiding officers of the General Assembly].

31 **(II) THE FOLLOWING MEMBERS MAY BE APPOINTED TO THE**
32 **COMMITTEE BY THE CHAIRMAN OF THE BOARD OF TRUSTEES:**

1 **1. THE STATE TREASURER, OR THE STATE**
2 **TREASURER'S DESIGNEE; AND**

3 **2. THE COMPTROLLER, OR THE COMPTROLLER'S**
4 **DESIGNEE.**

5 (3) (i) The Chairman of the Board of Trustees shall appoint the Chair
6 of the Committee.

7 (ii) The Chairman of the Board of Trustees may not serve as the
8 Chair of the Committee.

9 (4) [On or before December 31, 2018, and at least once every 5 years
10 thereafter, the] **THE** Committee shall make recommendations to the Board of Trustees
11 regarding:

12 (i) objective criteria under § 21-118.1(b)(2) and (d) of this subtitle
13 for the compensation and financial incentives for the Chief Investment Officer; and

14 (ii) objective criteria under subsections (a) and (f) of this section for
15 the compensation and financial incentives for the positions in the Investment Division.

16 (5) (i) The Board of Trustees shall enter into an agreement with a
17 consultant to assist the Committee **AND THE BOARD** regarding objective criteria under
18 this subsection **AND THE BOARD'S RESPONSIBILITIES FOR COMPENSATION AND**
19 **STAFFING.**

20 (ii) The Board of Trustees may not enter into an agreement with a
21 consultant under subparagraph (i) of this paragraph if that consultant is actively providing
22 consulting services for the Board of Trustees [and] **OR** the staff of the Investment Division.

23 **(III) THE CHIEF INVESTMENT OFFICER MAY NOT SEPARATELY**
24 **RETAIN THE CONSULTANT HIRED UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH**
25 **FOR ANY SERVICES.**

26 (6) (i) The [Chief Investment Officer] **EXECUTIVE DIRECTOR** shall
27 serve in an advisory capacity to the Committee **REGARDING COMPENSATION AND**
28 **INCENTIVE COMPENSATION FOR THE CHIEF INVESTMENT OFFICER AND**
29 **INVESTMENT DIVISION STAFF.**

30 (ii) The Chief Investment Officer may not participate in any
31 deliberations regarding the criteria for compensation and financial incentives for the Chief
32 Investment Officer **OR INVESTMENT DIVISION STAFF.**

1 **(III) THE CHIEF INVESTMENT OFFICER SHALL SERVE IN AN**
 2 **ADVISORY CAPACITY REGARDING THE TYPE OF, NUMBER OF, AND QUALIFICATIONS**
 3 **FOR POSITIONS IN THE INVESTMENT DIVISION.**

4 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
 5 1, 2025.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.