

Chapter 871

(House Bill 1335)

AN ACT concerning

**Department of Information Technology – ~~Recruitment, Retention, and Compensation of Information Technology and Cybersecurity Professionals~~
Information Technology Staffing and Capability Assessment – Independent Study**

FOR the purpose of requiring the Department of Information Technology to procure the services of a third-party entity to conduct a certain independent study; and generally relating to the ~~recruitment, retention, and compensation~~ staffing, capability assessment, and workforce alignment of information technology and cybersecurity professionals in the State.

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That:

(a) The Department of Information Technology shall procure the services of a third-party entity to conduct an independent study that includes:

(1) an assessment of information technology and cybersecurity staffing needs across the principal departments of the Executive Branch as identified in § 8–201 of the State Government Article, including:

(i) an inventory of existing information technology and cybersecurity positions by classification, role, and function;

(ii) an evaluation of each principal department's information technology environment, including:

1. the size and information technology needs of the principal department;

2. the size and scope of systems and applications used by information technology;

3. cybersecurity risk profile and regulatory or compliance obligations; and

4. legacy system dependencies and modernization requirements;

(iii) an analysis of capability gaps between current staffing levels and the skills required to support principal department missions;

(iv) identification of the types of information technology and cybersecurity roles necessary to support operations based on the principal department's specific technology environment; and

(v) recommendations for aligning State information technology staffing models with the operational, security, and project delivery needs of principal departments and the strategic priorities of the Department of Information Technology's statewide information technology master plan; and

(2) recommendations for updated information technology classifications and pay scales for information technology and cybersecurity professionals, informed by comparable compensation data from other agencies across State and local government.

~~(1) a comparison of compensation of information technology and cybersecurity professionals at State agencies with other comparable positions;~~

~~(i) at federal and local levels; and~~

~~(ii) in the private sector;~~

~~(2) an evaluation of the impact of salary adjustments and any other compensation benefits or incentives offered by the State for information technology and cybersecurity professionals; and~~

~~(3) recommendations for improving recruitment and retention of the State technology and cybersecurity workforce.~~

(b) On or before November 1, 2027, the Department of Information Technology shall submit the study under subsection (a) of this section to the Governor and, in accordance with § 2-1257 of the State Government Article, the General Assembly.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2026. It shall remain effective for a period of 2 years and, at the end of June 30, 2028, this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect.

Enacted under Article II, § 17(c) of the Maryland Constitution, May 31, 2026.