

# HOUSE BILL 1335

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By: **Delegates Kaiser, Kaufman, Palakovich Carr, Rose, Watson, and Wims**

Introduced and read first time: February 12, 2026

Assigned to: Government, Labor, and Elections

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## A BILL ENTITLED

1 AN ACT concerning

2 **Department of Information Technology – Recruitment, Retention, and**  
3 **Compensation of Information Technology and Cybersecurity Professionals –**  
4 **Independent Study**

5 FOR the purpose of requiring the Department of Information Technology to procure the  
6 services of a third–party entity to conduct a certain independent study; and generally  
7 relating to the recruitment, retention, and compensation of information technology  
8 and cybersecurity professionals in the State.

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

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

13 (1) a comparison of compensation of information technology and  
14 cybersecurity professionals at State agencies with other comparable positions:

15 (i) at federal and local levels; and

16 (ii) in the private sector;

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

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

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

4 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
5 1, 2026. It shall remain effective for a period of 2 years and, at the end of June 30, 2028,  
6 this Act, with no further action required by the General Assembly, shall be abrogated and  
7 of no further force and effect.