

# HOUSE BILL 1335

P1

6lr3357

---

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

Introduced and read first time: February 12, 2026

Assigned to: Government, Labor, and Elections

---

Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 9, 2026

---

## CHAPTER \_\_\_\_\_

1 AN ACT concerning

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

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

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

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

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

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

---

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

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

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

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

9                   4. legacy system dependencies and modernization  
10 requirements;

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

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

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

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

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

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

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

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

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

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.

Approved:

---

Governor.

---

Speaker of the House of Delegates.

---

President of the Senate.