
General Assembly Compensation Commission Briefing Material

**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

November 18, 2013

Exhibit 1
Constitutional Provisions Regarding
General Assembly Compensation Commission

Art III, §15

Section 15. Duration of sessions of General Assembly; compensation and allowances.

- (1) The General Assembly may continue its session so long as in its judgment the public interest may require, for a period not longer than ninety days in each year. The ninety days shall be consecutive unless otherwise provided by law. The General Assembly may extend its session beyond ninety days, but not exceeding an additional thirty days, by resolution concurred in by a three-fifths vote of the membership in each House. When the General Assembly is convened by Proclamation of the Governor, the session shall not continue longer than thirty days, but no additional compensation other than mileage and other allowances provided by law shall be paid members of the General Assembly for special session.
- (2) Any compensation and allowances paid to members of the General Assembly shall be as established by a commission known as the General Assembly Compensation Commission. The Commission shall consist of nine members, five of whom shall be appointed by the Governor, two of whom shall be appointed by the President of the Senate, and two of whom shall be appointed by the Speaker of the House of Delegates. Members of the General Assembly and officers and employees of the Government of the State of Maryland or of any county, city, or other governmental unit of the State shall not be eligible for appointment to the Commission. Members of the Commission shall be appointed for terms of four years commencing on June 1 of each gubernatorial election year. Members of the Commission are eligible for re-appointment. Any member of the Commission may be removed by the Governor prior to the expiration of his term for official misconduct, incompetence, or neglect of duty. The members shall serve without compensation but shall be reimbursed for expenses incurred in carrying out their responsibilities under this section. Decisions of the Commission must be concurred in by at least five members.
- (3) Within 15 days after the beginning of the regular session of the General Assembly in 1974 and within 15 days after the beginning of the regular session in each fourth year thereafter, the Commission by formal resolution shall submit its determinations for compensation and allowances to the General Assembly. The General Assembly may reduce or reject, but shall not increase any item in the resolution. The resolution, with any reductions that shall have been concurred in by joint resolution of the General Assembly, shall take effect and have the force of law as of the beginning of the term of office of the next General Assembly. Rates of compensation and pensions shall be uniform for all members of the General Assembly, except that the officers of the Senate and the House of Delegates may receive higher compensation as determined by the General Assembly Compensation Commission. The provisions of the Compensation Commission resolution shall continue in force until superseded by any succeeding resolution.
- (4) In no event shall the compensation and allowances be less than they were prior to the establishment of the Compensation Commission (*amended by Chapter 695, Acts of 1941, ratified Nov. 3, 1942; Chapter 497, Acts of 1947, ratified Nov. 2, 1948; Chapter 161, Acts of 1964, ratified Nov. 3, 1964; Chapter 576, Acts of 1970, ratified Nov. 3, 1970; Chapter 541, Acts of 1976, ratified Nov. 2, 1976; Chapter 681, Acts of 1977, ratified Nov. 7, 1978*).

Exhibit 2
General Assembly Compensation Commission – Possible Legislative Actions

<u>Applicable Law</u>	<u>Time for Submitting Recommendation</u>	<u>Form of Recommendation</u>	<u>Subject</u>	<u>Time Limit for Legislative Action</u>	<u>Forms of Legislative Action</u>	<u>Options for Legislative Action</u>	<u>Effect of Legislative Action</u>
MD Const., Art. III, Sec. 15	By fifteenth day of session, <i>i.e.</i> , January 22, 2014	Resolution of <u>commission</u> , not legislature	Compensation and Allowances, <i>i.e.</i> , salary as well as expenses and pension.	End of session	Joint resolution (if no joint resolution introduced, commission's resolution takes effect)	<ol style="list-style-type: none"> 1. May take no action on joint resolutions. 2. May pass joint resolution approving commission's resolution. 3. May pass joint resolution reducing or rejecting particular items* but may not increase item. 4. May pass joint resolution rejecting commission's resolution. 5. May pass joint resolution embodying prior resolution (2006 as amended by 2010). 6. May defeat joint resolutions. 	<ol style="list-style-type: none"> 1. Commission's resolution takes effect. 2. Commission's resolution takes effect. 3. Commission's resolution, as modified by joint resolution, takes effect. 4. Prior resolution (2006 as amended by 2010) remains in effect. 5. Prior resolution (2006 as amended by 2010) remains in effect. 6. Commission's resolution takes effect.

* May not reduce below 1970 levels.

Exhibit 3
General Assembly Compensation Commission Recommendations Which Were Adopted
Implementation of Constitution Article III, Section 15 (as Amended November 3, 1970)

Summary of 1971, 1974, 1978, 1982, and 1986 Recommendations

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Salaries					
Member	\$11,000 annually (bi-weekly payments)	\$12,500 annually (monthly payments)	In each calendar year, the following (each in monthly payments):	\$21,000 annually (monthly payments)	In each calendar year, the following (each in monthly payments):
President and Speaker	\$13,000 annually (bi-weekly payments)	\$17,500 annually (monthly payments)	<u>Mem.</u> <u>Pres/Spk</u>	\$26,000 annually (monthly payments)	<u>Mem.</u> <u>Pres/Spk</u>
			1979 \$16,000 \$21,000		1987 \$22,000 \$29,500
			1980 \$16,750 \$21,750		1988 \$23,000 \$30,500
			1981 \$17,600 \$22,600		1989 \$24,000 \$31,500
			1982 \$18,500 \$23,500		1990 \$25,000 \$32,500
Expenses					
Meals and Lodging	Abolish per diems; vouchered reimbursement to max of \$25 for attendance at session, legislative council, committee, or subcommittee meetings	Vouchered reimbursement to max of \$35; attendance expanded "to other official functions"	Limitation of \$50, including \$20 sub limitation on meals; lodging vouchered; meals not vouchered	In each calendar year the following:	In each calendar year the following:
				<u>Daily Limits</u>	<u>Daily Limits</u>
				<u>Overall</u> <u>Meals</u>	<u>Overall</u> <u>Meals</u>
				1983 \$65 \$24	1987 \$78 \$31
				1984 \$68 \$26	1988 \$81 \$32
				1985 \$72 \$28	1989 \$84 \$33
				1986 \$75 \$30	1990 \$87 \$34
Mileage Allowance	10 cents per mile; one round trip per week if taking meals and lodging in Annapolis; in lieu of meals and lodging, 10 cents per mile for daily trips	Rate to align with State travel regulations; current 12 cents per mile	Same conditions; current rate 18 cents per mile	Same conditions; current rate 19 cents per mile	Same conditions; current rate 23 cents per mile

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
In-district Travel	Not authorized	Not authorized	Not authorized	Not authorized	\$200 annual payment
Out-of-State Travel	Not specifically addressed	Prior joint approval by President and Speaker	Same as 1974	In each calendar year the following daily limits:	In each calendar year the following daily limits:
				1983 \$ 85	1987 \$105
				1984 \$ 90	1988 \$110
				1985 \$ 95	1989 \$116
				1986 \$100	1990 \$122

Retirement Plan

Participation	Optional	Optional	Optional	Optional (1 year to decide)	Optional (16 months initial enrollment period)
Member Contribution	5.0% of salary	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Allowance	2.5% of highest annual salary times years of service; pre-1971 and post-1971 benefits calculated separately and added together	Same formula as 1971; may include pre-1971 service in calculating benefits under current plan	Same as 1971	Same as 1971 with addition of cost-of-living adjustment (COLA) not to exceed 3%	Same as 1971 with COLA not to exceed 3.0%
Maximum Allowance	60.0% after 24 years	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Eligible for Allowance	Age 60 with at least 8 years of service	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Transfer Credit to Other State Plans	Yes	No	No	No	Yes, if less than 8 years of service
Early Retirement	Age 50 if 8 or more years of service; benefit actuarially reduced	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Survivor Benefit	Spouse receives half allowance at age 60; reduced benefit age 50-60	Same as 1971 plan	Same as 1971 plan	“Survivor” modified to include beneficiaries other than spouse if member is single or widowed	Same as 1971, with 1982 modifications

<u>Subject</u>	<u>1971</u>	<u>1974</u>	<u>1978</u>	<u>1982</u>	<u>1986</u>
Contribute to Eight Years	If terminate at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan
Disability Benefit	Not authorized	Not authorized	Not authorized	Not authorized	Not authorized

Summary of 1990, 1994, 1998, 2002, and 2006 Recommendations

<u>Subject</u>	<u>1990</u>		<u>1994</u>		<u>1998</u>		<u>2002</u>		<u>2006</u>						
Salaries															
Member	In each calendar year, the following (each in monthly payments):		In each calendar year, the following (each in monthly payments):		In each calendar year, the following (each in monthly payments):		In each calendar year, the following (each in monthly payments):		In each calendar year, the following (each in monthly payments):						
President and Speaker	<u>Mem.</u>	<u>Pres/Spk</u>	<u>Mem.</u>	<u>Pres/Spk</u>	<u>Mem.</u>	<u>Pres/Spk</u>	<u>Mem.</u>	<u>Pres/Spk</u>	<u>Mem.</u>	<u>Pres/Spk</u>					
	1991	\$27,000	\$37,000	1995	\$28,840	\$38,840	1999	\$30,591	\$40,591	2003	\$34,500	\$47,500	2007	\$43,500	\$56,500
	1992	\$27,000	\$37,000	1996	\$29,700	\$39,700	2000	\$30,591	\$40,591	2004	\$37,500	\$50,500	2008	\$43,500	\$56,500
	1993	\$28,000	\$38,000	1997	\$29,700	\$39,700	2001	\$31,509	\$41,509	2005	\$40,500	\$53,500	2009	\$43,500	\$56,500
	1994	\$28,000	\$38,000	1998	\$29,700	\$39,700	2002	\$31,509	\$41,509	2006	\$43,500	\$56,500	2010	\$43,500	\$56,500
Expenses															
Meals and Lodging	In each calendar year, the following:		<i>Meals</i> – \$30 allowance per diem		<i>Meals</i> – \$30 allowance per diem (same as 1994 plan)		<i>Meals</i> – Reimbursed in accordance with standard State travel regulations; current limit \$39 per diem		<i>Meals</i> – Reimbursed in accordance with standard State travel regulations; current limit \$42 per diem						
	<u>Daily Limits</u>		<i>Lodging</i> – limit specified by IRS for Annapolis		<i>Lodging</i> – limit specified by IRS for Annapolis		<i>Lodging</i> – limit specified by IRS for Annapolis		<i>Lodging</i> – limit specified by IRS for Annapolis						
		<u>Overall</u>	<u>Meals</u>												
	1991	\$90	\$35	1995	\$76	1999	\$96	2003	\$ 90	2007	\$116				
	1992	\$94	\$36	1996	\$86	2000	\$90	2004	\$ 95	2008	\$123				
	1993	\$98	\$38	1997	\$86	2001	\$90	2005	\$114	2009	\$126				
	1994	\$102	\$40	1998	\$96	2002	\$90	2006	\$104	2010	\$126				

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Mileage Allowance	Same conditions; current rate 27 cents per mile	Same conditions; current rate 29 cents per mile	Same conditions; current rate 32 cents per mile	Same conditions; current rate 48 cents per mile	Same conditions; current rate 50 cents per mile
In-District Travel	\$250 annual payment	\$400 annual payment	\$400 annual payment (same as 1994 plan)	\$500 annual payment	\$500 annual payment
Out-of-State Travel	In each calendar year, the following daily limits: 1991 \$128 1992 \$134 1993 \$141 1994 \$148	\$160 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$175 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high costs of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location

Retirement Plan

Participation	Optional enrollment allowed at any time	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan
Member Contribution	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan (5.0% of salary)	Same as 1971 plan (5.0% of salary)
Allowance	2.5% of salary of active legislator for each year of service up to 24 years; benefit recalculated based on salary increases for active legislators	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan
Maximum Allowance	60.0% of salary payable to an active legislator	66.67% of salary payable to an active legislator	Same and 1994 plan	Same as 1994 plan	Same as 1994 plan
Eligible for Allowance	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan (age 60 with at least 8 years of service)	Same as 1971 plan (age 60 with at least 8 years of service)
Transfer Credit to Other State Plans	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan	Same as 1986 plan (yes, if less than 8 years of service)	Same as 1986 plan (yes, if less than 8 years of service)
Early Retirement	Age 50 with at least 8 years of service, actuarially reduced 6.0% for each year under age 60	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan

<u>Subject</u>	<u>1990</u>	<u>1994</u>	<u>1998</u>	<u>2002</u>	<u>2006</u>
Survivor Benefit	<p><i>Nonvested Active</i> – Surviving spouse or designated beneficiary receives lump sum payment of 1 year’s salary plus return of member’s contribution</p> <p><i>Vested Active/Vested Former/Retired</i> – Surviving spouse or designated beneficiary may elect either lump sum payment OR a monthly benefit of 50.0% of benefit accrued at member’s death. Payment to spouse begins at member’s death. Payment to designated beneficiary begins at age 60, or actuarially reduced at age 50</p>	Same as 1990 plan	Same as 1990 plan	Same as 1990 plan, except a member may elect multiple beneficiaries, if no surviving spouse, to receive lump sum payment divided equally	Same as 1990 plan, except a member may elect multiple beneficiaries, if no surviving spouse, to receive lump sum payment divided equally
Contribute to 8 Years	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan	Same as 1971 plan (if terminate at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible)	Same as 1971 plan (if terminate at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible)
Disability Benefit	Incapacitated legislator may resign and continue to receive salary through remainder of term	If totally disabled, vested member receives annual retirement allowance regardless of age	Same as 1994 plan	Same as 1994 plan	Same as 1994 plan

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Source: Department of Legislative Services

Exhibit 4
Summary of 2010 General Assembly Compensation Commission Recommendations and Final Adopted
Joint Resolution 4 of 2010 Regular Session

<u>Subject</u>	<u>2010 GACC Resolution</u>		<u>Joint Resolution 4 of 2010 Regular Session</u>			
Salaries						
Member	In each calendar year, the following (each in monthly payments):		In each calendar year, the following (each in monthly payments):			
President and Speaker	<u>Mem.</u>	<u>President/Speaker</u>	<u>Mem.</u>	<u>President/Speaker</u>		
	2011	\$43,500	\$56,500	2011	\$43,500	\$56,500
	2012	\$43,500	\$56,500	2012	\$43,500	\$56,500
	2013	\$43,500/\$45,500 *	\$56,500/\$58,500*	2013	\$43,500	\$56,500
	2014	\$43,500/\$45,500*	\$56,500/\$58,500*	2014	\$43,500	\$56,500
						Same as 2006 plan and unchanged since calendar 2006
Expenses						
Meals and Lodging	<i>Meals</i> – Reimbursed in accordance with standard State travel regulations; current limit \$42 per diem		<i>Meals</i> – Reimbursed in accordance with standard State travel regulations; current limit \$42 per diem			
	<i>Lodging</i> – limit specified by the Internal Revenue Service (IRS) for Annapolis**		<i>Lodging</i> – limit specified by IRS for Annapolis			
	2011	\$100/\$114	2011	\$100/\$114		
	2012	\$101/\$116	2012	\$101/\$116		
	2013	\$101/\$116	2013	\$101/\$116		
	2014	to be decided	2014	to be decided		
					Same as 2006 plan	
Mileage Allowance	Rate to align with State travel regulations; current rate \$.565 per mile		Same conditions; current rate \$.565 per mile			
					Same as 2006 plan	

<u>Subject</u>	<u>2010 GACC Resolution</u>	<u>Joint Resolution 4 of 2010 Regular Session</u>
In-district Travel	\$650 annual payment	\$500 annual payment Same as 2006 plan and unchanged since calendar 2002
Out-of-State Travel	Per diem rates as established by the federal General Services Administration (GSA) and removal of presiding officer approval to exceed the maximum daily rate as GSA rates already reflect local variation	\$225 daily limit for lodging and meals; more if costs exceed limit due to nature of travel or high cost of location Same as 2006 plan and unchanged since 2002
Retirement Plan		
Participation	Optional enrollment allowed at any time	Same as 2006 plan and unchanged since 1990
Member Contribution	5.0% of salary	Same as 2006 plan and unchanged since 1971
Allowance	3.0% of salary of active legislator for each year of service up to 22 years and 3 months; benefit recalculated based on salary increases for active legislators	Same as 2006 plan and unchanged since 1994
Maximum Allowance	66.67% of salary payable to an active legislator	Same as 2006 plan and unchanged since 1994
Eligible for Allowance	Age 60 with at least 8 years of service	Same as 2006 plan and unchanged since 1971
Transfer Credit to Other State Plans	Yes, if less than 8 years of service	Same as 2006 plan and unchanged since 1986
Early Retirement	Age 50 with at least 8 years of service; benefit reduced actuarially by 6.0% for each year under age 60 up to a maximum of 60.0%	Same as 2006 plan and unchanged since 1990
Survivor Benefit	Nonvested Active – Surviving spouse or designated beneficiary receives lump sum payment of 1 year’s salary plus return of member’s contribution; member may elect multiple beneficiaries, if no surviving spouse, to receive lump sum payment divided equally	Same as 2006 plan and unchanged since 2002

Subject

2010 GACC Resolution

Joint Resolution 4 of 2010 Regular Session

Vested Active/Vested Former/Retired – Surviving spouse or designated beneficiary may elect either lump sum payment OR a monthly benefit of 50.0% of benefit accrued at member’s death. Payment to spouse begins at member’s death. Payment to designated beneficiary begins at age 60, or actuarially reduced at age 50. Member may elect multiple beneficiaries, if no surviving spouse, to receive lump sum payment divided equally

The Maryland General Assembly Compensation Commission recommended altering 100.0% joint and survivor option (Option A) per IRS guidelines (limiting a non-spouse as beneficiary who is more than 10 years younger than the member) and repealing the personalized option (Option C) that the IRS has also ruled as no longer acceptable options

Contribute to 8 Years

If terminate at less than 8 years, may contribute member and State shares to 8-year level and qualify for allowance when eligible

Same as 2006 plan and unchanged since 1971 plan

Disability Benefit

If totally disabled, vested member receives annual retirement allowance regardless of age

Same as 2006 plan and unchanged since 1994

Military Service

For members who have accrued 8 years of creditable service (none of which may be purchased), the member may claim 1 year of additional service credit for each year of active military service up to a maximum of 3 years

Same as 2006 (no allowance for military service)

Forfeiture of Retirement Benefits

Not included

Forfeiture of benefits based on conviction or entering a plea of *nolo contendere* to any crime committed during the member’s term of office that is either a felony or certain misdemeanors

*The General Assembly Compensation Commission (GACC) recommendation was for a one-time \$2,000 increase in calendar 2013 and 2014 if the average Maryland unemployment rate in the prior calendar year was 5.0% or below.

**Lodging rate varies according to time of year. Low rate is in effect for the duration of the regular legislative session.

Exhibit 5
Legislators – National and Maryland
Professional Backgrounds

<u>Occupation</u>	<u>Maryland</u>	<u>National</u>
Business (owner, executive, non-executive)	21%	21%
Law	20%	15%
Full-time legislator	12%	16%
State/local employee	9%	2%
Consulting	9%	8%
Education	7%	6%
Retired	5%	12%
Medical	5%	4%
Other (6 different occupational categories in Maryland/9 national)	12%	16%

NCSL: National Conference of State Legislatures

Source: National Conference of State Legislatures (downloaded from NCSL website July 2013) based on 2007 data

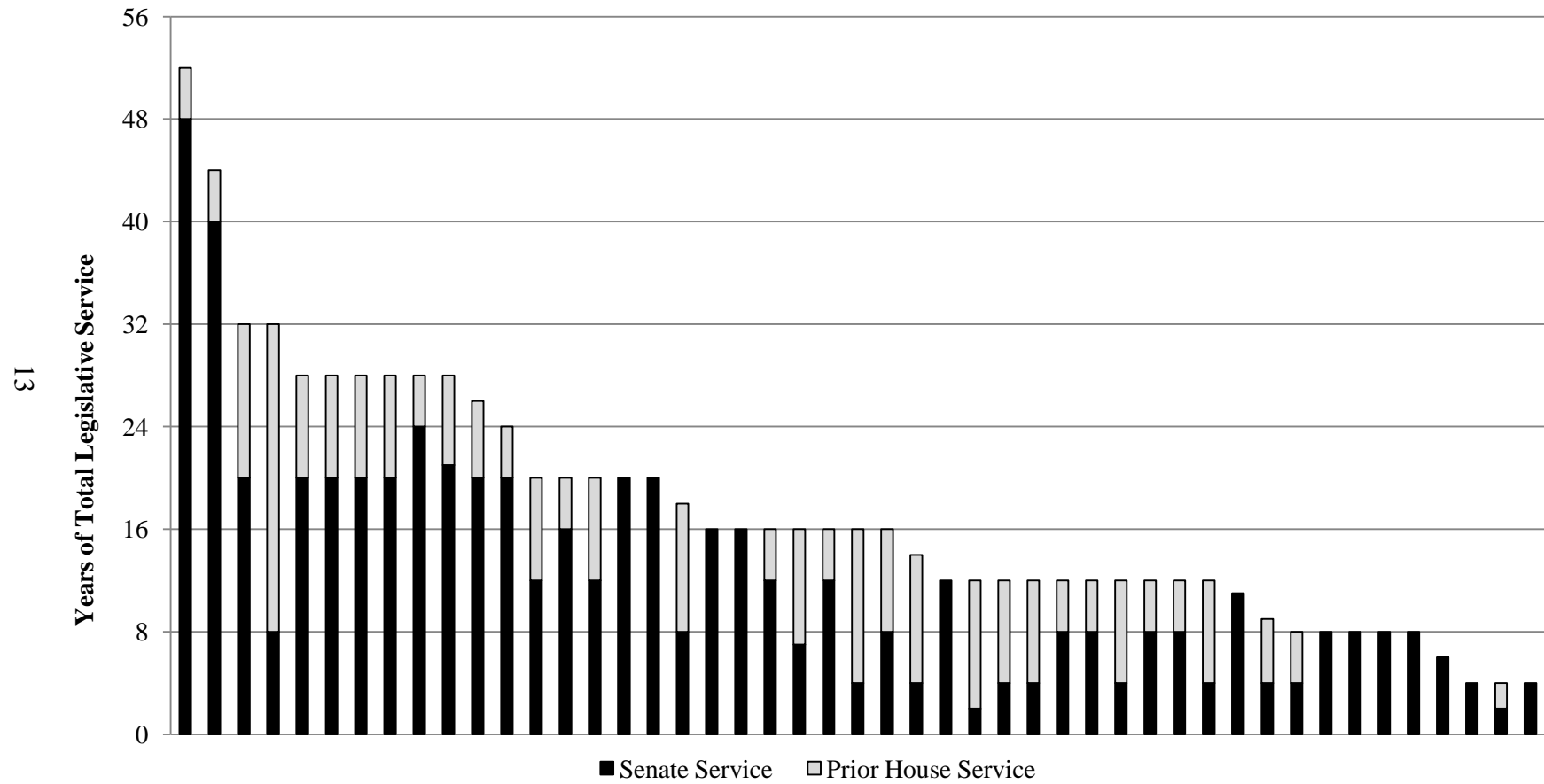
Exhibit 6
Legislators Continued in Office
Election Year Turnover
1974-2010

Election Year	Senate		House		Total		Less House to Senate		% of Total
	No. of Chgs.	% of Total	No of Chgs.	% of Total	No. of Chgs.	% of Total	Net		
1974	19	40.4%	63	44.7%	82	43.6%	9	73	38.8%
1978	11	23.4%	54	38.3%	65	34.6%	7	58	30.9%
1982	17	36.2%	50	35.5%	67	35.6%	9	58	30.9%
1986	8	17.0%	41	29.1%	49	26.1%	7	42	22.3%
1990	10	21.3%	35	24.8%	45	23.9%	5	40	21.2%
1994	20	42.6%	60	42.6%	80	42.6%	10	70	37.2%
1998	7	14.9%	30	21.3%	37	19.7%	3	34	18.1%
2002	11	23.4%	47	33.3%	58	30.9%	6	52	27.7%
2006	11	23.4%	42	29.8%	53	28.2%	4	49	26.1%
2010	10	21.3%	29	20.6%	39	20.7%	7	32	17.0%

Note: Of the 29 House changes in 2010, 9 involved legislators who ran for the Senate of whom 7 were elected.

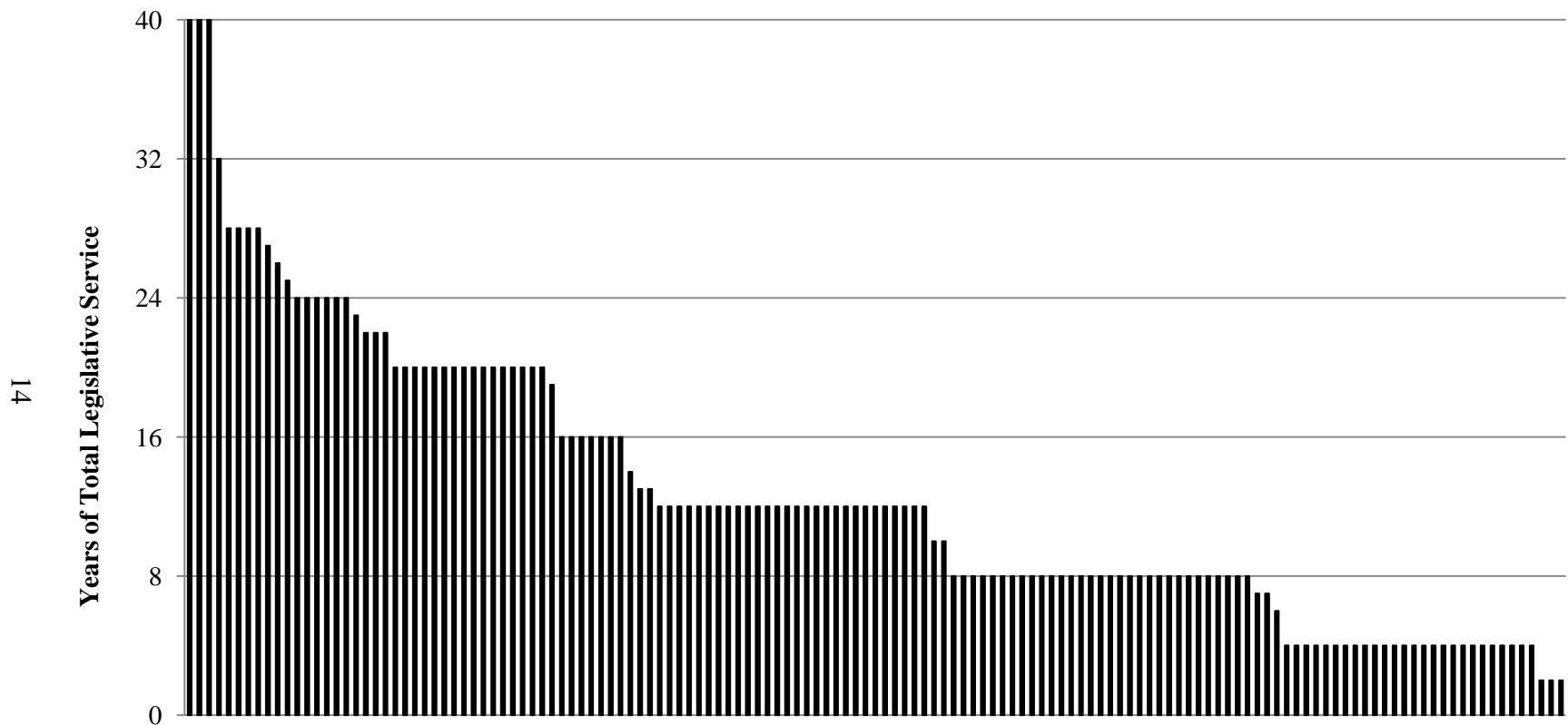
Source: Department of Legislative Services

**Exhibit 7
Current Senate Members Total Legislative Service**



Source: Department of Legislative Services

Exhibit 8
Current House Members Total Legislative Service



Note: At the time of writing there were only 140 House members.

Source: Department of Legislative Services

Exhibit 9
2013 Legislative Salary and Session Characteristics

<u>State</u>	<u>Salary</u>	<u>Length of Terms (in Years)</u>		<u>Session Legal Limit</u>	<u>Notes</u>
		<u>Senate</u>	<u>House</u>		
California	\$90,526	4	2	Varies by year	
Pennsylvania	83,801	4	2	None	
New York	79,500	2	2	None	
Michigan	71,685	4	2	None	
Illinois	67,836	4	2	None	
Ohio	60,584	4	2	None	
Massachusetts	60,033	2	2	None	Legislative rules provide for end-by dates
Alaska	50,400	4	2	90C	
Wisconsin	49,943	4	2	None	
New Jersey	49,000	4	2	None	
Hawaii	46,273	4	2	60L	
Delaware	44,041	4	2	End by June 30	
Maryland	43,500	4	4	90C	
Washington	42,106	4	2	Varies by year	Odd years – 105C; even years – 60C
Oklahoma	38,400	4	2	Last Friday in May	
Missouri	35,915	4	2	End by May 30	
Minnesota	31,141	4	2	120L	120L or first Monday after third Saturday in May
Colorado	30,000	4	2	120C	
Florida	29,697	4	2	60C	
Connecticut	28,000	2	2	Varies by year	Odd years – end in June; even years – end in May
Iowa	25,000	4	2	Varies by year	Odd years – 110C; even years – 100C
Arizona	24,000	2	2	None	Legislative rules require end during week of the 100 th calendar day
Indiana	22,616	4	2	Varies by year	Odd years – April 29; even years – March 14
Oregon	22,260	4	2	Varies by year	Odd years – 160C; even years 35C
West Virginia	20,000	4	2	60C	
Tennessee	19,009	4	2	90L	Indirect limit by restricting compensation
Virginia	18,000 (Senate) 17,640 (House)	4	2	60C	Even years – 60C; odd years – 30C
Georgia	17,342	2	2	40L	

<u>State</u>	<u>Salary</u>	<u>Length of Terms (in Years)</u>		<u>Session Legal Limit</u>	<u>Notes</u>
		<u>Senate</u>	<u>House</u>		
Louisiana	16,800	4	4	Varies by year	Even years – 60L in 85C; odd years – 45L in 60C
Idaho	16,438	2	2	None	
Arkansas	15,869	4	2	Varies by year	Odd years – 60C; even years 30C
Rhode Island	14,640	2	2	None	
North Carolina	13,951	2	2	None	
Maine	1 st Session 13,852 2 nd Session 9,661	2	2	Varies by year	Odd years – third Wednesday in June; even years – third Wednesday in April
Nebraska	12,000	4		Varies by year	Odd years – 90L; even years – 60L
South Carolina	10,400	4	2	First Thursday in June	
Mississippi	10,000	4	4	Varies by year	90C except first year of gubernatorial term – 125C
Texas	7,200	4	2	140C	Biennial – odd years
South Dakota	6,000	2	2	40L	
New Hampshire	100	2	2	45L or July 1	
New Mexico	0	4	2	Varies by year	Odd years – 60C; even years – 30C
Utah	273/day	4	2	45C	
Kentucky	188/day (Senate) 187/day (House)	4	2	Varies by year	Even years – 60L or April 15; odd years – 30L or March 30
North Dakota	157/day	4	4	80L	Biennial – odd years
Wyoming	150/day	4	2	Varies by year	Odd years – 40L; even years – 20L
Nevada	146/day	4	2	120C	Biennial – odd years
Vermont	647/week	2	2	None	\$589 weekly
Kansas	89/day	4	2	Varies by year	Even years – 90C; odd years – none
Montana	83/day	4	2	90L	Biennial – odd years
Alabama	10/day	4	4	30L	30L in 105C

Key: L – legislative day
C – calendar day

Note: States with legislatures that are generally considered full-time are shaded; Illinois legislators are required to forfeit one day of compensation per month in 2013; Nebraska’s legislature is unicameral.

Source: National Conference of State Legislators; Department of Legislative Services

Exhibit 10
How Full- or Part-time Is the State Legislature?

<u>Full-time</u>	<u>Hybrid</u>	<u>Part-time</u>
(A) California	Alabama	(A) Georgia
Michigan	Alaska	Idaho
New York	Arizona	Indiana
Pennsylvania	Arkansas	Kansas
	Colorado	Maine
(B) Illinois	Connecticut	Mississippi
Florida	Delaware	Nevada
Ohio	Hawaii	New Mexico
Massachusetts	Iowa	Rhode Island
New Jersey	Kentucky	Vermont
Wisconsin	Louisiana	West Virginia
	Maryland	
	Minnesota	(B) Montana
	Missouri	New Hampshire
	Nebraska	North Dakota
	North Carolina	South Dakota
	Oklahoma	Utah
	Oregon	Wyoming
	South Carolina	
	Tennessee	
	Texas	
	Virginia	
	Washington	

Note: Full-time legislatures are distinguished by those with longer session and larger districts (listed as A versus B). Part-time legislatures states are distinguished by those that are part-time (listed as A) but considered not the most traditional citizen legislatures (listed as B).

Characteristics of legislature:

Full-time: 80% or more of a full-time job doing legislative work; average annual compensation including salaries, per diem and other unvouchered expenses of \$68,599; and 8.9 legislative staff (including central staff employees) per legislator.

Hybrid: 70% or more of a full-time job doing legislative work; average annual compensation of \$35,326; and 3.1 legislative staff per legislator.

Part-time: 55% or less of a full-time job doing legislative work; average annual compensation of \$15,984; and 1.2 legislative staff per legislator.

Source: National Conference of State Legislatures (2009)

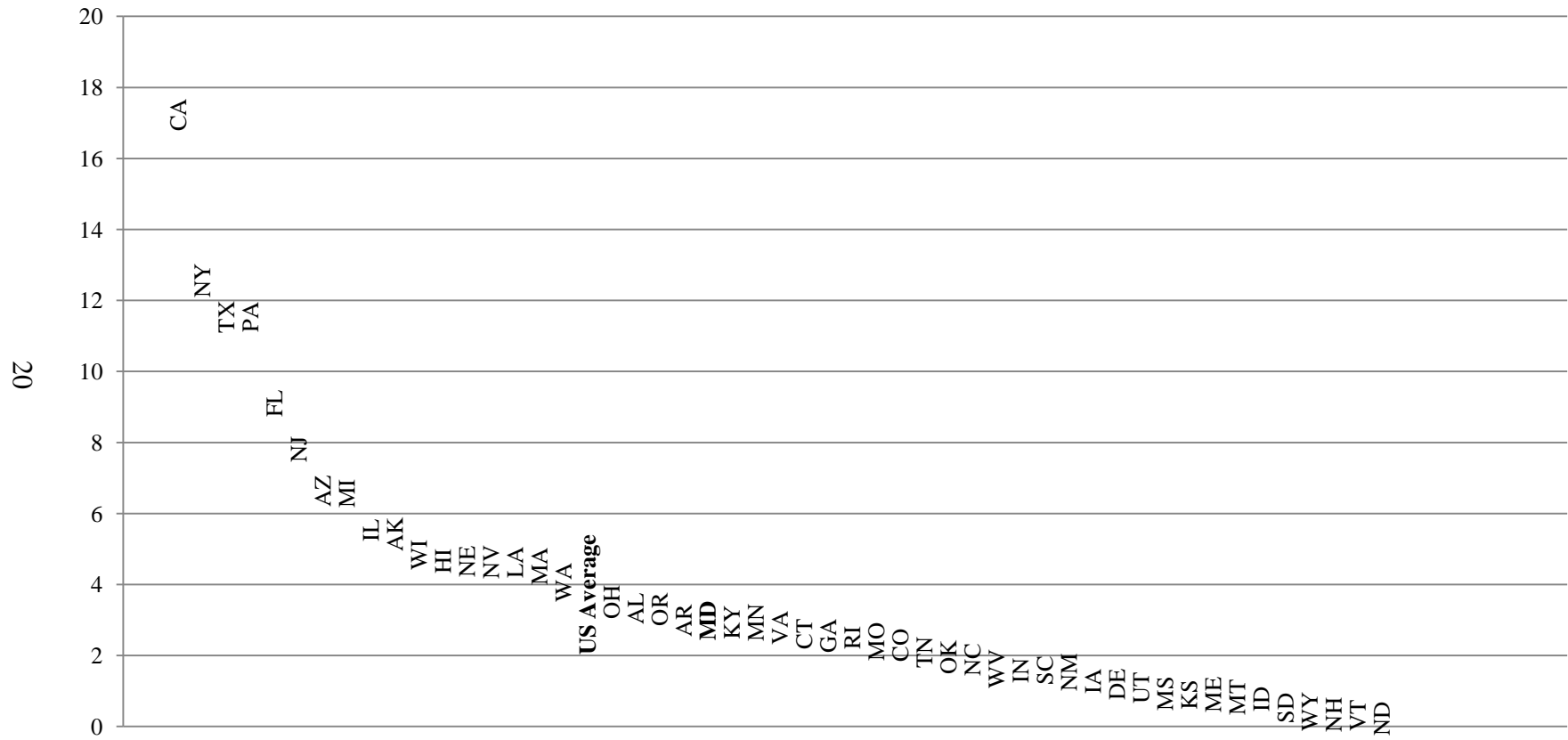
Exhibit 11
Maryland General Assembly
Bills and Joint Resolutions
Regular Sessions 1987-2013

	Senate		House		Total	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
Bills						
1987	1,075	363	1,593	510	2,668	873
1988	883	342	1,490	530	2,373	872
1989	910	353	1,627	576	2,537	929
1990	918	319	1,546	490	2,464	809
1991	848	301	1,331	474	2,179	775
1992	773	260	1,578	481	2,351	741
1993	921	289	1,627	453	2,548	742
1994	857	305	1,694	596	2,551	901
1995	868	301	1,393	477	2,261	778
1996	806	283	1,463	513	2,269	796
1997	915	354	1,470	537	2,385	891
1998	799	358	1,428	531	2,227	889
1999	795	333	1,219	497	2,014	830
2000	907	366	1,440	518	2,347	884
2001	901	352	1,464	575	2,365	927
2002	903	307	1,462	485	2,365	792
2003	774	252	1,185	377	1,959	629
2004	934	285	1,548	421	2,482	706
2005	1,018	350	1,614	476	2,632	826
2006	1,107	334	1,749	489	2,856	823
2007	1,037	346	1,443	452	2,480	798
2008	1,014	295	1,627	452	2,641	747
2009	1,073	343	1,581	456	2,654	799
2010	1,129	372	1,571	438	2,700	810
2011	998	319	1,355	388	2,353	707
2012	1,101	345	1,479	447	2,580	792
2013	1,075	322	1,535	443	2,610	765

	Senate		House		Total	
	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>	<u>Introduced</u>	<u>Passed</u>
Joint Resolutions						
1987	44	11	69	14	113	25
1988	38	9	58	6	96	15
1989	31	7	32	15	63	22
1990	33	2	56	7	89	9
1991	16	1	28	4	44	5
1992	21	3	28	5	49	8
1993	15	3	35	3	50	6
1994	13	6	28	4	41	10
1995	11	3	22	7	33	10
1996	10	3	20	4	30	7
1997	17	3	28	5	45	8
1998	17	6	22	6	39	12
1999	11	6	24	7	35	13
2000	12	8	28	9	40	17
2001	16	4	27	10	43	14
2002	23	10	39	15	62	25
2003	13	10	20	0	33	0
2004	10	0	11	1	21	1
2005	11	0	13	0	24	0
2006	16	2	10	3	26	5
2007	9	1	6	2	15	2
2008	5	0	5	0	10	0
2009	12	1	9	0	21	1
2010	6	2	14	2	20	4
2011	6	0	11	1	17	1
2012	7	3	16	2	23	5
2013	5	0	3	0	8	0

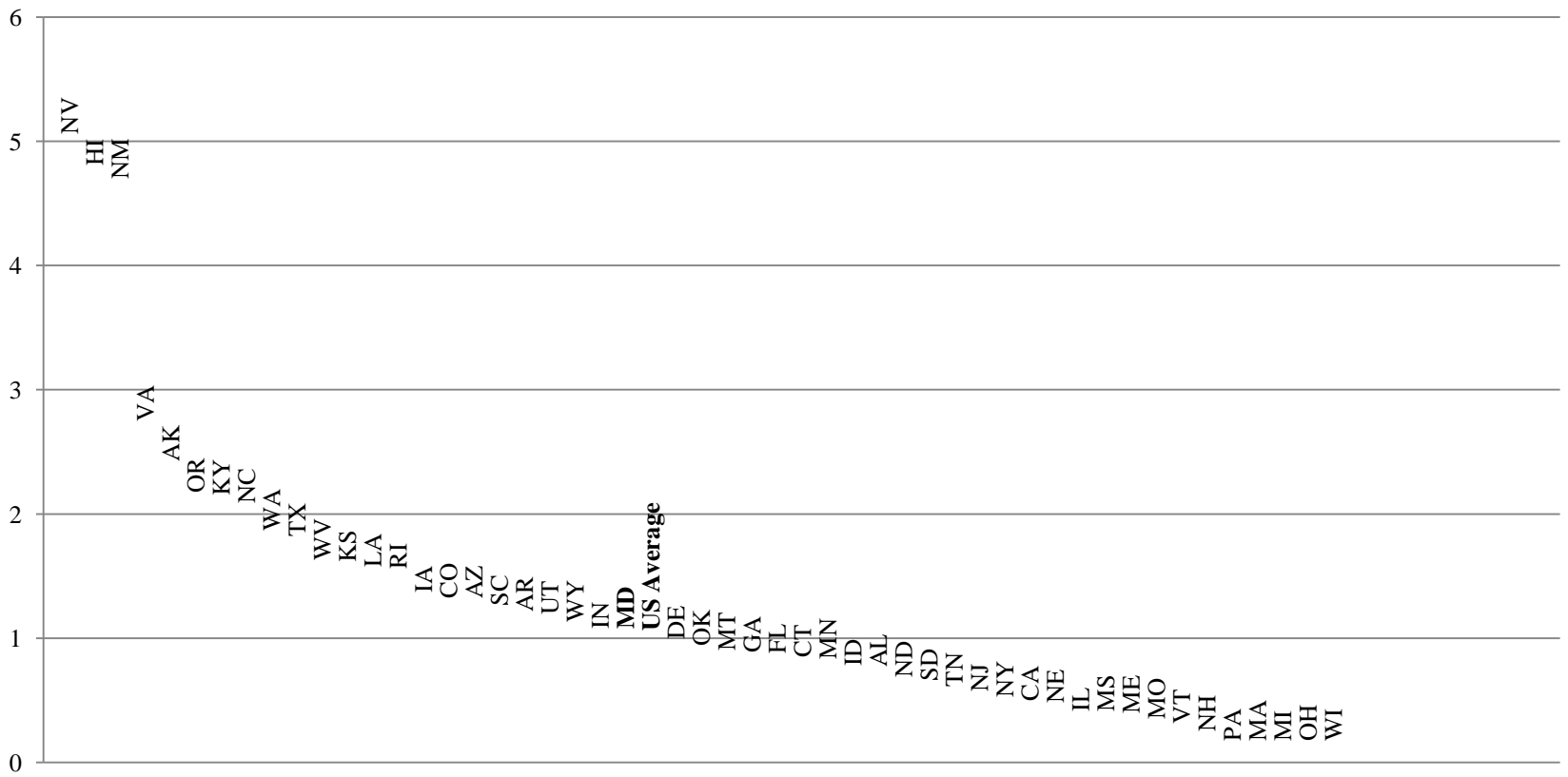
Source: Department of Legislative Services

**Exhibit 12
Permanent Staff Per Legislator**



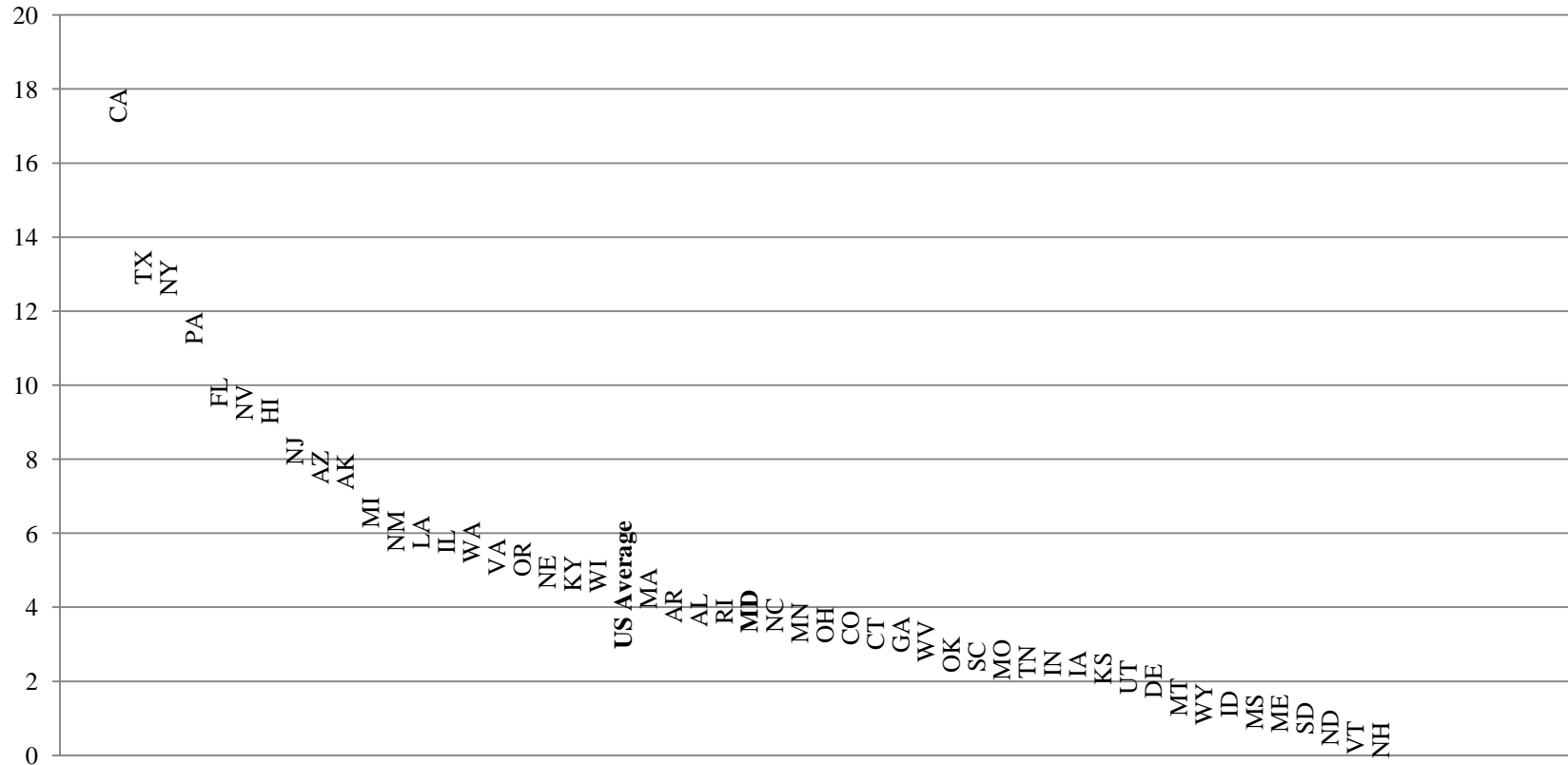
Source: Department of Legislative Services

Exhibit 13
Session-only Staff Per Legislator



Source: Department of Legislative Services

**Exhibit 14
Total Legislative Staff Per Legislator**



Source: Department of Legislative Services

Exhibit 15
Relative Standing of Legislative Salaries

State	2013		2009		2006		2002		1998		2009-2013
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary Change
California	\$90,526	1	\$116,208	1	\$110,800	1	\$99,000	1	\$75,600	1	-22.1%
Pennsylvania	83,801	2	78,315	4	69,647	4	61,890	4	57,367	3	7.0%
New York	79,500	3	79,500	3	79,500	3	79,500	2	57,500	2	0.0%
Michigan	71,865	4	79,650	2	79,650	2	77,400	3	51,895	4	-9.8%
Illinois	67,836	5	67,836	5	55,788	6	55,788	5	47,039	5	0.0%
Ohio	60,584	6	60,584	7	56,261	5	51,674	6	42,427	7	0.0%
Massachusetts	60,033	7	61,440	6	53,380	7	50,123	7	46,410	6	-2.3%
Alaska	50,400	8	24,012	21	24,012	20	24,012	20	24,012	18	109.9%
Wisconsin	49,943	9	49,943	8	45,569	9	44,333	8	39,211	8	0.0%
New Jersey	49,000	10	49,900	9	49,000	8	35,000	10	35,000	9	0.0%
Hawaii	46,273	11	48,708	10	35,000	13	32,000	13	32,000	10	-5.0%
Delaware	44,041	12	42,750	12	39,785	11	33,400	11	27,500	15	3.0%
Maryland	43,500	13	43,500	11	43,500	10	31,509	15	29,700	12	0.0%
Washington	42,106	14	42,106	13	34,227	14	32,064	12	28,800	14	0.0%
Oklahoma	38,400	15	38,400	14	38,400	12	38,400	9	32,000	11	0.0%
Missouri	35,915	16	35,915	15	31,351	15	31,351	14	26,803	16	0.0%
Minnesota	31,141	17	31,141	16	31,141	16	31,141	16	29,657	13	0.0%
Colorado	30,000	18	30,000	18	30,000	17	30,000	17	17,500	21	0.0%
Florida	29,697	19	30,336	17	29,916	18	27,900	19	24,912	17	-2.1%
Connecticut	28,000	20	28,000	19	28,000	19	28,000	18	16,760	23	0.0%
Iowa	25,000	21	25,000	20	21,381	22	20,758	22	20,120	19	0.0%
Arizona	24,000	22	24,000	22	24,000	21	24,000	21	15,000	25	0.0%
Indiana	22,616	23	22,616	23	11,600	34	11,600	33	11,600	32	0.0%
Oregon	22,260	24	21,612	24	16,284	27	15,396	28	13,104	28	3.0%
West Virginia	20,000	25	20,000	25	15,000	29	15,000	29	15,000	26	0.0%

State	2013		2009		2006		2002		1998		2009-2013
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary Change
Tennessee	19,009	26	19,009	26	16,500	26	16,500	25	16,500	24	0.0%
Virginia											
Senate	18,000		18,000		18,000		18,000		18,000		
House	17,640	27	17,640	27	17,640	23	17,640	23	17,640	20	0.0%
Georgia	17,342	28	17,342	28	16,524	25	16,200	26	10,641	33	0.0%
Louisiana	16,800	29	16,800	29	16,800	24	16,800	24	16,800	22	0.0%
Idaho	16,438	30	16,116	30	15,646	28	15,646	27	12,360	30	2.0%
Arkansas	15,869	31	15,362	31	13,751	34	12,679	34	12,500	31	3.3%
Rhode Island	14,640	32	13,089	34	12,646	32	11,236	34	10,250	36	11.9%
North Carolina	13,951	33	13,951	32	13,951	31	13,951	31	13,951	29	0.0%
Maine	13,852	34	13,526	33	11,384	35	10,815	35	10,500	34	2.4%
Nebraska	12,000	35	12,000	35	12,000	33	12,000	32	12,000	31	0.0%
South Carolina	10,400	36	10,400	36	10,400	36	10,400	36	10,400	35	0.0%
Mississippi	10,000	37	10,000	37	10,000	37	10,000	37	10,000	37	0.0%
Texas	7,200	38	7,200	38	7,200	38	7,200	38	7,200	38	0.0%
South Dakota	6,000	39	6,000	39	6,000	39	6,000	39	4,267	39	0.0%
New Hampshire	100	40	100	40	100	40	100	40	100	40	0.0%
New Mexico	0	41	0	41	0	41	0	41	0	41	0.0%

Note: Data is for those states with annual salaries only as opposed to daily or weekly allowances; data for Maine is for the first session of the term (the longest/highest paid term).

Source: National Conference of State Legislatures; Department of Legislative Services

Exhibit 16
Legislative Salaries in States with
Combined Operating and Capital Budgets within \$5 Billion of Maryland's
Combined Budget

<u>State</u>	<u>Budget⁽¹⁾</u> <u>(\$ in Billions)</u>	<u>Legislative Salary⁽²⁾</u>
Maryland	\$33.9	\$43,500
Washington	33.6	42,106
Oregon	33.4	22,260
Minnesota	31.4	31,141
Louisiana	31.2	16,800
Colorado	30.9	30,000
Tennessee	30.1	19,009

⁽¹⁾ Based on actual fiscal 2011 data.

⁽²⁾ 2013 session.

Note: Of those states with legislative salaries higher than Maryland, only three have smaller combined operating and capital budgets (Alaska, Delaware, and Hawaii).

Source: National Association of State Budget Officers, *Fiscal 2010-2012 State Expenditure Report*; National Conference of State Legislatures; Department of Legislative Services

Exhibit 17
Summary of Recent State Employee and
General Assembly Member Salary Changes

<u>Fiscal Year</u>	<u>State Employees</u>		<u>General Assembly Members</u>	
	<u>Cost-of-living Increase</u>	<u>Increments</u>	<u>Salary⁽⁴⁾</u>	<u>Salary Increase Over Previous Year</u>
1999	\$900 on 7/1/98 375 on 1/1/99	Yes	\$30,591	3.0%
2000	\$638 on 7/1/99 637 on 1/1/00	Yes	30,591	None
2001	4% ⁽¹⁾	Yes ⁽³⁾	31,509	3.0%
2002	4% ⁽²⁾	Yes	31,509	None
2003	None	No	34,500	9.5%
2004	None	No	37,500	8.7%
2005	752	Yes	40,500	8.0%
2006	1.5%	Yes	43,500	7.4%
2007	2.0%	Yes	43,500	None
2008	2.0%	Yes	43,500	None
2009	0.5% ⁽⁵⁾	Yes	43,500	None
2010	None ⁽⁶⁾	No	43,500	None
2011	None ⁽⁷⁾	No	43,500	None
2012	None	No	43,500	None
2013	2.0% on 1/1/2013	No	43,500	None
2014	3.0% on 1/1/2014	On 4/1/2014	43,500	None

⁽¹⁾ Effective November 15, 2000.

⁽²⁾ Effective January 1, 2002.

⁽³⁾ Executive Pay Plan structure altered to incorporate salary ranges (grades and steps eliminated).

⁽⁴⁾ Calendar years.

⁽⁵⁾ A 2% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.

⁽⁶⁾ No cost-of-living increase was included in the fiscal 2010 budget. A furlough for State employees by Executive Order 01.01.2009.11 in August 2009 resulted in an average salary reduction of approximately 2.5% of fiscal 2010 levels. General Assembly members are constitutionally exempt from furloughs.

⁽⁷⁾ No cost-of-living increase was included in the fiscal 2011 budget. A furlough for State employees by Executive Order 01.01.2010.11 in May 2010 resulted in an average salary reduction of approximately 2.5%. General Assembly members are constitutionally exempt from furloughs.

Source: Department of Legislative Services, October 2013

Exhibit 18
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2014

State Employees

<u>Fiscal Year</u>	<u>Date of Increase</u>	<u>General Salary Increase</u>	<u>Increments</u>	<u>Police, Natural Resources Police, and Park Ranger Salary Increases</u>	<u>Maximum Deferred Compensation Match by State</u>	<u>Pay-for-Performance Bonuses</u>	<u>Annual Salary Review Reclassifications</u>	<u>Other</u>
2003		None	None		\$500	None	None	
2004		None	None		None	None	None	
2005	7/1/2004	\$752 ³	On time		None	None	Yes ⁽¹⁾	
2006	7/1/2005	1.5%	On time		\$400	None	Yes ⁽²⁾	
2007	7/1/2006	\$900, \$1,400, or 2% ⁽³⁾	On time	2% extra, 9% extra for State police (primarily DGS and DHMH officers)	\$600	None	Yes ⁽⁴⁾	2 steps on standard salary schedule; 1 step on the physician's salary schedule
2008	7/1/2007	2.0%	On time		\$600	None	None	
2009	7/1/2008	2.0%	On time		\$600	None	Yes ⁽⁵⁾	2-5 day furlough enacted ⁽⁶⁾
2010	7/1/2009	None	None		\$0	None	None	3-10 day furlough enacted ⁽⁷⁾
2011	7/1/2010	None	None		\$0	None	None	3-10 day furlough enacted ⁽⁸⁾
2012	7/1/2011	None	None	Negotiated increments	\$0	\$750 bonus ⁽⁹⁾	None	Furloughs ended
2013	1/1/2013	2.0%	None		\$0	None	Yes ⁽¹⁰⁾	
2014	1/1/2014	3.0%	On 4/1/2014	Negotiated increments	\$0	None	Yes ⁽¹¹⁾	

- (1) The following classifications were provided upgrades: public defenders, social services attorneys, assistant general counsels (human relations), assistant State prosecutors, direct service workers in the Department of Juvenile Services, property assessors, laboratory scientists, administrative law judges, and banking financial examiners.
- (2) Provided a one-grade salary adjustment for the Deputy State Fire Marshal classification series.
- (3) Fiscal 2007 general salary increases are \$900 for employees making less than \$45,000 at the end of fiscal 2006, \$1,400 for employees making \$70,000 or more, and 2% for those remaining.
- (4) The fiscal 2007 annual salary review provides reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, administrative law judges, and teachers' aides.
- (5) The fiscal 2009 annual salary review provides reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialist, veteran service, cemetery workers, call center specialists, complex tax auditor, tax consultant, retirement benefits counselor, medical care specialist, dental workers, financial regulation, deputy fire marshal, lead aviation maintenance technician, police communications operators, and civilian helicopter pilots.
- (6) State employee salaries were reduced through furlough in fiscal 2009 by Executive Order 01.01.2008.20 in December 2008. The salaries for employees earning \$40,000 were reduced by the value of two days' salary; those earning between \$40,000 and \$59,999 were reduced by the value of four days' salary; and those earning \$60,000 or above were reduced by five days' salary. Public safety and positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.
- (7) State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees were subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 were furloughed for an additional three days; those between \$50,000 and \$99,999 for an extra four days; and those earning over \$100,000 were furloughed for an additional five days. The result was an average salary reduction of approximately 2.6%.
- (8) State employee salaries were reduced through furloughs and salary reductions in fiscal 2011 by Executive Order 01.01.2010.11 in May 2010. The structure mirrors the fiscal 2010 program.
- (9) The fiscal 2012 budget provided employees with a one-time \$750 bonus.
- (10) The fiscal 2013 allowance provides upgrades to the following classifications: contribution tax auditors, Maryland correctional enterprise industries representative I and II, and regional managers. Two new classes were also created – nutrient management specialist III and forensic behavioral specialists.
- (11) The fiscal 2014 allowance provides one grade for the following classifications: Emergency Medical Services' communication officer staff; State Department of Assessment and Taxation Assessors; personnel classifications at the Department of Health and Mental Hygiene, the Department of Human Resources, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the State Police. Parole and probation agents at DPSCS that are an agent 1, receive a one-grade increase, agent II and senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management are moved into four-level class series.

DGS: Department of General Services

DHMH: Department of Health and Mental Hygiene

Source: Department of Legislative Services; Department of Budget and Management

Exhibit 19
Recent General Assembly Member Salary Increases
Compared to Several Price Indices and
Maryland State Employee General Salary Increases

Four-year Period	Maryland Personal Income	Consumer Price Index – Urban Consumers	State and Local Government Compensation	Maryland State Employee General Salary Increase	General Assembly Member Salary⁽¹⁾
1991-1994	14.3%	8.8%	16.7%	4.0%	12.0%
1995-1998	18.6%	7.0%	12.8%	5.1%	6.1%
1999-2002	19.2%	8.0%	19.2%	16.3%	6.1%
2003-2006	20.4%	9.6%	14.2%	3.1%	38.1%
2007-2010	6.2%	5.2%	8.8%	6.1% ⁽²⁾	0.0%
2011-2014	11.5%	5.0%	5.6%	5.1% ⁽²⁾	0.0%
2015-2018	15.3%	5.5%	12.4%	8.2% ⁽³⁾	

⁽¹⁾ Total salary change of the last year of each four calendar-year period (*e.g.*, 2010) from the last year of the previous four-year period (*e.g.*, 2002).

⁽²⁾ This reflects the annualized ongoing general salary increases provided for in these years. It does not reflect the impact of any one-time salary actions that occurred during these years such as a one-time bonus or salary reductions from furloughs.

⁽³⁾ Projected using an average annual increase of 2.0% from fiscal 2015 to 2018.

Source: Forecast of Maryland Personal Income (2013+) from the Board of Revenue Estimates, December 2012; Forecast of the Consumer Price Index and Government Compensation (2013+) from IHS Global Insight, July 2013

Exhibit 20
Salaries of Selected Maryland State Officials
Fiscal 2007-2014

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>% Change 2007-2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2011-2014</u>
Constitutional Officers										
Governor	\$150,000	\$150,000	\$150,000	\$150,000	0.00%	\$150,000	\$150,000	\$150,000	\$150,000	0.00%
Lieutenant Governor	125,000	125,000	125,000	125,000	0.00%	125,000	125,000	125,000	125,000	0.00%
Attorney General	125,000	125,000	125,000	125,000	0.00%	125,000	125,000	125,000	125,000	0.00%
Comptroller	125,000	125,000	125,000	125,000	0.00%	125,000	125,000	125,000	125,000	0.00%
Treasurer	125,000	125,000	125,000	125,000	0.00%	125,000	125,000	125,000	125,000	0.00%
Secretary of State	87,500	87,500	87,500	87,500	0.00%	87,500	87,500	87,500	87,500	0.00%
Deputy Constitutional Officers										
Attorney General	\$129,713	\$135,046	\$140,460	\$143,270	10.45%	\$143,270	\$143,270	\$143,270	\$146,136	2.00%
Comptroller	124,203	128,603	151,210	154,235	24.18%	154,235	154,235	154,235	157,320	2.00%
Treasurer	110,033	117,260	119,606	127,762	16.11%	127,762	127,762	136,706	139,441	9.14%
Judiciary										
Judge, Court of Appeals	\$144,352	\$153,352	\$162,352	\$162,352	12.47%	\$162,352	\$162,352	\$162,352	\$166,908	2.81%
Ch. Judge Court of Appeals	163,352	172,352	181,352	\$181,352	11.02%	181,352	181,352	181,352	185,908	2.51%
Judge, Special Appeals	134,552	142,052	149,552	\$149,552	11.15%	149,552	149,552	149,552	154,108	3.05%
Ch. Judge Ct. Spec. Appeals	137,552	145,052	152,552	\$152,552	10.90%	152,552	152,552	152,552	157,108	2.99%
Judge, Circuit Court	128,352	134,352	140,352	\$140,352	9.35%	140,352	140,352	140,352	144,908	3.25%
Judge, District Court	118,502	122,752	127,252	\$127,252	7.38%	127,252	127,252	127,252	131,108	3.03%
Ch. Judge, District Court	134,552	142,052	149,552	\$149,552	11.15%	149,552	149,552	149,552	154,108	3.05%

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>% Change 2007-2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2011-2014</u>
Cabinet Secretaries										
Superintendent of Schools	\$185,000	\$195,000	\$195,000	\$195,000	5.41%	\$195,000	\$195,000	\$195,000	\$210,000	7.69%
Aging	123,776	125,176	122,400	124,848	0.87%	124,848	124,848	124,848	127,345	2.00%
Planning	126,214	127,614	122,400	124,848	-1.08%	124,848	124,848	124,848	127,345	2.00%
Veterans	94,718	96,118	101,490	80,160	-15.37%	101,490	104,092	104,092	106,174	4.62%
Budget and Management	153,563	154,963	162,825	166,082	8.15%	166,082	166,082	166,082	169,404	2.00%
General Services	129,628	131,028	135,660	138,374	6.75%	138,374	138,374	138,374	141,142	2.00%
Transportation	149,862	151,262	162,825	166,082	10.82%	166,082	166,082	166,082	169,404	2.00%
Natural Resources	129,442	130,842	145,860	148,778	14.94%	148,778	148,778	148,778	151,754	2.00%
Agriculture	127,440	128,840	127,500	130,050	2.05%	130,050	130,050	130,050	132,651	2.00%
Health and Mental Hygiene	158,232	159,632	162,825	166,082	4.96%	166,082	166,082	166,082	169,404	2.00%
Human Resources	128,160	129,560	151,210	159,000	24.06%	159,000	142,800	154,820	157,917	-0.68%
Labor, Licensing, and Reg.	136,305	137,705	140,460	143,270	5.11%	143,270	155,941	158,974	153,000	6.79%
Public Safety	147,924	149,324	162,825	166,082	12.28%	166,082	166,082	166,082	169,404	2.00%
Higher Education Commission	141,283	142,683	151,170	154,194	9.14%	154,194	154,194	110,356	145,530	-5.62%
Housing	135,965	137,365	145,860	148,778	9.42%	148,778	148,778	148,778	151,754	2.00%
Bus. and Econ. Development	147,897	149,297	162,825	166,082	12.30%	155,000	155,000	155,000	158,000	1.94%
Environment	134,645	136,045	132,600	135,252	0.45%	135,252	115,356	141,026	143,847	6.35%
Juvenile Services	140,854	142,254	153,000	156,060	10.80%	156,060	156,060	150,162	153,166	-1.85%
State Police	128,160	129,560	162,825	166,082	29.59%	166,082	166,082	155,000	158,100	-4.81%

Source: Budget Bill Executive Pay Plan for Cabinet Secretaries, adjusted for Constitutional Officers and Judiciary when compensation commissions have met after session.

Exhibit 21
Local Legislative Salaries
Fiscal 2014

<u>County</u>	<u>County Council or Commissioners</u>	<u>President, County Board/Council, or Commissioner</u>
Talbot	\$14,400	\$15,400
Caroline	15,000	16,000
Kent	15,000	15,000
Somerset	15,000	17,000
Dorchester	16,000	17,000
Wicomico	16,000	18,000
Queen Anne's	19,000	19,000
Cecil	25,000	25,000
Worcester	25,000	25,000
Washington	30,000	33,000
Alleghany	30,799	32,781
Garrett	32,500	32,500
Anne Arundel	36,000	40,500
Harford	36,210	39,718
St. Mary's	38,000	43,000
Calvert	42,000	44,500
Carroll	45,000	45,000
Frederick	45,000	45,000
Charles	48,000	58,000
Baltimore County	54,000	60,000
Howard	54,600	55,600
Baltimore City	61,383	105,535
Prince George's	102,486	107,486
Montgomery	104,022	114,425
Median	34,250	36,359

Source: Maryland Association of Counties

Exhibit 22
City and County Council Salaries
Fiscal 2002-2014

	<u>2002</u>	<u>2006</u>	<u>2010</u>	<u>2014</u>	<u>% Change</u> <u>2010-2014</u>
Anne Arundel County					
Member	\$28,660	\$36,000	\$36,000	\$36,000	0.0%
Chairman	33,000	40,500	40,500	40,500	0.0%
Baltimore City					
Member	48,000	48,000	58,425	61,383	5.1%
President	80,000	88,000	100,450	105,535	5.1%
Baltimore County					
Member	38,500	45,000	54,000	54,000	0.0%
Chairman	43,000	50,000	60,000	60,000	0.0%
Harford County					
Member	18,500	31,000	34,205	36,210	5.9%
Chairman	20,000	34,000	37,205	39,718	6.8%
Howard County					
Member	33,800	33,800	52,892	54,600	3.2%
Chairman	34,800	34,800	53,892	55,600	3.2%
Montgomery County					
Member	65,674	76,654	94,353	104,022	10.2%
Chairman	72,242	84,320	103,786	114,425	10.3%
Prince George's County					
Member	56,858	73,000	97,087	102,486	5.6%
Chairman	59,403	78,000	102,087	107,486	5.3%

Source: Maryland Association of Counties

Exhibit 23
Mayor and County Executive Salaries
Fiscal 2002-2014 Period

	<u>2002</u>	<u>2006</u>	<u>2010</u>	<u>2014</u>	<u>% Change 2006-2010</u>
Anne Arundel County	\$99,000	\$105,612	\$130,000	\$130,000	23.1%
Baltimore City	125,000	125,000	151,700	159,380	21.4%
Baltimore County	105,000	125,000	150,000	150,000	20.0%
Harford County	65,000	90,000	99,317	105,136	10.4%
Howard County	98,500	136,717	158,675	163,482	16.1%
Montgomery County	120,837	158,285	175,000	180,250	10.6%
Prince George's County	105,508	135,000	174,539	180,474	29.3%

Source: Maryland Association of Counties

Exhibit 24
Local Government Salary Actions in Fiscal 2014

<u>County</u>	County Government Generally		Board of Education Teachers	
	<u>COLA/GSI</u>	<u>Step/Merit</u>	<u>COLA/GSI</u>	<u>Step/Merit</u>
Allegany ¹	3.0%	No	0.0%	Yes
Anne Arundel ²	3.0%	Yes	1.0%	Yes
Baltimore City ³	most groups pending	most groups pending	pending	pending
Baltimore ⁴	varies	Yes	0.0%	Yes
Calvert ⁵	1.0%	Yes	3.5%	Yes
Caroline ⁶	1.0%	No	0.0%	Yes
Carroll ⁷	1.5%	Yes	0.0%	No
Cecil	1.5%	No	1.8%	Yes
Charles	2.0%	Yes	0.0%	Yes
Dorchester	1.0%	No	0.0%	Yes
Frederick	1.0%	Yes	0.0%	Yes
Garrett	0.0%	No	0.0%	2 steps
Harford	0.0%	No	0.0%	No
Howard ⁸	2.0%	Yes	0.0%	Yes
Kent	\$2,000	No	0.0%	No
Montgomery ⁹	3.25%	Yes	0.0%	Yes
Prince George's ¹⁰	some groups pending	some groups pending	3.0%	Yes
Queen Anne's ¹¹	3.0%	No	1.0%	Yes
St. Mary's ¹²	0.0%	2 steps	0.0%	Yes
Somerset ¹³	0.0%	No	1.0%	Yes
Talbot ¹⁴	3.0%	Yes	0.0%	Yes
Washington ¹⁵	0.0%	No	0.0%	Yes
Wicomico	1.7%	No	1.0%	Yes
Worcester ¹⁶	2.0%	No	0.0%	Yes
Number Granting	16	10	7	20

COLA: cost-of-living adjustment
GSI: general salary increase

¹ Most Allegany County employees will receive a 3.0% COLA; transit employees will receive an increase of \$0.35 per hour; and sheriff negotiations are pending.

² Anne Arundel County nonrepresented employees, except uniformed police, will receive a 2.0% COLA in January 2014 and a 2.0% COLA in April 2014; detention officers and sergeants will receive a 2.0% COLA in January 2014 and a 1.0% COLA in April 2014; all other employees will receive a 3.0% COLA in January 2014. All employees, except police who are on a new scale, receive a 3.0% merit increase. Anne Arundel County Public Schools teachers receive a 1.0% COLA on July 1, 2013, and a step increase January 22, 2014; administrators and supervisors receive a 1.0% COLA and 2 steps effective July 1, 2013; American Federation of State, County and Municipal Employees (AFSCME) receive 2.0% effective January 1, 2014; Secretaries and Assistants Association of Anne Arundel County receive 1.5% effective July 1, 2013, and 1 step mid-year; and nonunion employees receive 3.0% effective July 1, 2013.

³ Baltimore City fire suppression employees will receive 14% increase for new schedule on January 1, 2014; other fire employees receive a 2.0% COLA; both groups receive a step increase; Baltimore City is still negotiating with other employee groups. Baltimore City Public Schools teachers, administrators, and supervisors are still negotiating. The City Union of Baltimore members receive 1.4% COLA; L44 members receive 2.1%; and paraprofessionals and school-related personnel receive 1.75%; most employees also will receive interval increase.

⁴ Baltimore County is still in negotiations with police officers. AFSCME employees received a 3% COLA on July 1, 2013.

⁵ Calvert County Public Schools teachers are repositioned on compressed salary scales, then receive a 1 step increase and 1.0% COLA, resulting in average GSI of 3.5%. Teachers on top step receive pensionable salary adjustment of 1.0% for fiscal 2014 that will not be incorporated into the base. Similar for support staff and supervisors and administrators, except that supervisors and administrators at top step receive pensionable salary adjustment of 1.5%.

⁶ Caroline County State's Attorney and circuit court employees will not receive the 1.0% GSI.

⁷ Carroll County Public Schools employees receive a 2.5% bonus.

⁸ All Howard County employees will receive a 2.0% COLA January 1, 2014.

⁹ Most Montgomery County employees receive a 3.25% general wage adjustment and, except management and medical doctors, a 3.5% service increment; firefighters receive a 2.75% general wage adjustment, police receive 2.1%, fire and police management also receive catch up increments; and seasonal employees receive a \$0.50/hour increase. While Montgomery County Public Schools employees in general will not receive a COLA, employees that did not receive a merit step or longevity increase will receive a 2.0% GSI.

¹⁰ Increases for Prince George's County correctional officers, police, deputy sheriffs, fire/EMS, police, and sheriff civilian employees not determined at this time; AFSCME employees receive an increase of 2.5% effective July 1, 2013, and 2.5% effective March 1, 2014; firefighters receive a 3.5% merit increase, but no COLA; other employees in general receive 2.5% COLA effective August 25, 2013, and 2.5% COLA effective March 9, 2014. Prince George's County Public Schools teachers will receive a delayed step increase on January 1, 2014; Association of Classified Employees/AFSCME members receive a 3% COLA and a step increase; Service Employees International Union members receive a 2% COLA and a step increase; administrators, supervisors, and other professional positions are still in negotiations.

¹¹ Queen Anne's County Public Schools certificated and support employees that did not receive the step increase will receive an additional 1.0% increase; administrators and supervisors will not receive the step increase.

¹² St. Mary's County employees at top of grade receive a \$800 stipend in lieu of step increases. St. Mary's County Public Schools teachers and classified/noncertificated employees receive a step and step recovery or \$800 stipend if no step increase; administrators are on a new salary scale and receive \$800 if no increase.

¹³ Somerset County Public Schools employees will receive a step increase in January 2014.

¹⁴ Talbot County Public Schools 180-day staff receive a \$100 stipend in lieu of one day reduction in calendar days.

¹⁵ While Washington County Public Schools employees in general will not receive a COLA, teachers in the top 2 steps receive a 0.5% increase; teachers, education support personnel, and administrators and supervisors receive a step increase; teachers in the top step receive a one-time stipend of \$375; and education support personnel, administrators, and supervisors in the top step receive a 1.0% stipend.

¹⁶ Worcester County Public Schools employees will receive a 1.0% increase if beyond step.

Exhibit 25
Income Levels for Maryland's Jurisdictions
Median Household Income and Per Capita Personal Income

<u>County</u>	<u>CY 2011 Median Household</u>	<u>Percent of State</u>	<u>Rank</u>	<u>CY 2011 Per Capita Personal</u>	<u>Percent of State</u>	<u>Rank</u>
Allegany	\$38,504	54.9%	22	\$32,855	64.9%	22
Anne Arundel	82,980	118.4%	5	56,270	111.1%	3
Baltimore City	38,478	54.9%	22	42,036	83.0%	15
Baltimore	62,309	88.9%	12	50,926	100.5%	5
Calvert	88,406	126.2%	4	47,483	93.7%	8
Caroline	50,809	72.5%	16	32,819	64.8%	23
Carroll	82,553	117.8%	6	45,507	89.8%	10
Cecil	61,191	87.3%	13	39,689	78.4%	17
Charles	88,575	126.4%	3	44,778	88.4%	12
Dorchester	41,936	59.8%	20	34,771	68.6%	21
Frederick	77,872	111.1%	8	46,610	92.0%	9
Garrett	41,829	59.7%	21	38,463	75.9%	18
Harford	77,095	110.0%	9	49,329	97.4%	7
Howard	99,040	141.3%	1	66,300	130.9%	2
Kent	49,795	71.1%	17	44,489	87.8%	13
Montgomery	92,288	131.7%	2	69,762	137.7%	1
Prince George's	70,114	100.1%	11	40,215	79.4%	16
Queen Anne's	75,158	107.3%	10	49,605	97.9%	6
St. Mary's	80,943	115.5%	7	44,849	88.5%	11
Somerset	35,426	50.6%	24	28,387	56.0%	24
Talbot	55,145	78.7%	14	55,721	110.0%	4
Washington	52,028	74.2%	15	37,008	73.1%	19
Wicomico	45,788	65.3%	19	34,985	69.1%	20
Worcester	48,472	69.2%	18	43,987	86.8%	14
Maryland	\$70,075	100.0%		\$50,656	100.0%	

CY: calendar year

Source: Department of Legislative Services

Exhibit 26
In-state Expense Reimbursements
Fiscal 2010-2013

	FY 2010		FY 2011		FY 2012			FY 2013		
	<u>Session</u>	<u>Interim</u>	<u>Session</u>	<u>Interim</u>	<u>Session</u>	<u>Special</u>	<u>Interim</u>	<u>Session</u>	<u>Special</u>	<u>Interim</u>
Lodging	\$1,683,054	\$0	\$1,359,657	\$989	\$1,341,569	\$21,799	\$101	\$1,357,245	\$4,640	\$246
% Change from Prior Year			-19.2%	n/a	-1.3%	n/a	-89.8%	1.2%	n/a	5.13%
Meals	420,262	12,080	434,362	4,850	420,248	31,373	8,180	434,201	10,435	7,628
% Change from Prior Year			3.4%	-58.9%	-3.3%	n/a	68.7%	3.3%	n/a	-6.8%
Mileage	152,475	37,995	159,889	16,232	181,886	32,829	30,617	184,442	16,474	26,013
% Change from Prior Year			4.9%	-57.3%	13.8%	n/a	88.6%	1.4%	n/a	-15.0%
Miscellaneous		0		8			0			
Total	\$2,255,791	\$50,075	\$1,953,908	\$22,071	\$1,943,711	\$86,001	\$38,898	\$1,975,888	31,549	\$33,757
% Change from Prior Year			-13.4%	-55.9%	-0.5%	n/a	76.2%	1.7%	n/a	-13.2%

38

FY: fiscal year

Note: There were two special sessions in fiscal 2012.

Source: Department of Legislative Services, September 2013

Exhibit 27
Per Diem Lodging Rates
90-day Rentals

2009 and 2013 General Assembly Sessions

<u>Lodging</u>	2009		2013	
	<u>Rates</u>	<u># of Legislators</u>	<u>Rates</u>	<u># of Legislators</u>
Historic Inns	\$126	30	\$101	22
Loews Annapolis	126	22	101	27
Annapolis Marriott Waterfront	126	30	101	20
Residence Inn by Marriott	126	3	101	8
Sheraton Barcelo	126	11	101	7
Hampton Inn & Suites	89	1	83-101	1
Double Tree			101	1
O'Callahan	126	4	101	4
Westin	126	15	101	28
Apt./House/Condo	100-126	40	101	28
Occasional Lodging	126	7	101	20
No Submission for Lodging		25		22
Total		188		188

Source: Department of Legislative Services, September 2013

Exhibit 28
Meal Claims of Legislators for the 2010 through 2013 Sessions of the
Maryland General Assembly

<u>Meal Limit</u>	2010		2011		2012		2013	
	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
Claimed 100% of daily limit	152	81%	151	80%	147	78%	147	78%
Claimed 76-99% of daily limit	16	9%	14	7%	13	7%	17	9%
Claimed 51-75% of daily limit	4	2%	8	4%	6	3%	6	3%
Claimed 26-50% of daily limit	3	2%	2	1%	1	1%	1	1%
Claimed 1-25% of daily limit	0	0%	1	1%	1	1%	0	0%
Claimed 0% of daily limit	13	7%	12	6%	20	11%	17	9%
	188	100%	188	100%	188	100%	188	100%

Notes: Total may not sum to 100% due to rounding. Meal limit was \$39 per diem in the 2010 session; \$41 per diem in the 2011 and 2012 sessions; and \$42 per diem in the 2013 session.

Source: Department of Legislative Services, September 2013

Exhibit 29
Out-of-state Travel Costs
Fiscal 2010-2013

	<u>2010</u>	<u>Trip Average</u>	<u>2011</u>	<u>Trip Average</u>	<u>2012</u>	<u>Trip Average</u>	<u>2013</u>	<u>Trip Average</u>
Meals and Lodging	\$11,108	\$370	\$8,438	\$216	\$17,358	\$395	\$20,342	\$283
Transportation	5,418	181	4,952	127	13,881	315	12,637	176
Registrations	7,751	258	9,159	235	10,423	237	16,674	232
Total	\$24,277	\$809	\$22,549	\$578	\$41,662	\$947	\$49,653	\$690
Members (Cumulative)	30		39		44		72	

Note: Numbers may sum to total due to rounding.

Source: Department of Legislative Services, September 2013

Exhibit 30
Summary of Legislative Out-of-state Travel Costs

<u>Fiscal Year</u>	<u>Out-of state Travel Costs</u>
1991	\$97,475
1992	60,677
1993	20,070
1994	27,963
1995	48,969
1996	94,058
1997	82,687
1998	94,704
1999	93,565
2000	167,115
2001	175,484
2002	221,340
2003	150,334
2004	191,254
2005	154,532
2006	171,929
2007	96,507
2008	170,080
2009	150,428
2010	24,277
2011	22,549
2012	41,662
2013	49,653
2014 Budget	261,000

Source: Department of Legislative Services, September 2013

Exhibit 31
General Services Administration Out-of-state Travel
Reimbursement Rates for Various Cities
Fiscal 2014

<u>City</u>	GSA/Federal Per Diem 2014		
	<u>Lodging</u>	<u>Meals and Inc. Exp.</u>	<u>Total</u>
Atlanta	\$133	\$56	\$189
Baltimore	147	71	218
Boston	237	71	308
Chicago	209	71	280
Cleveland	111	56	167
Dallas	123	71	194
Denver	156	66	222
Detroit	100	56	156
Houston	133	71	204
Los Angeles	133	71	204
Nashville	122	66	188
New Orleans	151	71	222
New York	303	71	374
Philadelphia	163	66	229
Sacramento	102	61	163
San Francisco	226	71	297
Seattle	152	71	223
Washington, DC	224	71	295
18-city Average	\$163	\$67	\$230

GSA: General Services Administration

Note: For GSA/Federal per diem data, seasonal rates apply for Baltimore, Boston, Chicago, Dallas, New Orleans, New York (Manhattan rates), Philadelphia, San Francisco and Washington DC. In this exhibit, the highest rate is shown.

Source: U.S. General Services Administration (<http://www.gsa.gov/portal/content/104877> accessed October 2013; Department of Legislative Services

Exhibit 32
Medical Insurance for Legislators
(Payroll Ending July 31, 2013)

	Health		Prescription		Dental	
	<u>Members</u>	<u>% of Total Chamber</u>	<u>Members</u>	<u>% of Total Chamber</u>	<u>Members</u>	<u>% of Total Chamber</u>
Participation						
Senate	35	74%	34	72%	29	62%
House	100	71%	99	70%	93	66%
Total	135	72%	133	71%	122	65%
Coverage Levels						
Senate						
Individual	7	15%	7	15%	8	17%
2 or more	28	60%	27	57%	21	45%
Total	35	74%	34	72%	29	62%
House						
Individual	27	19%	27	19%	24	17%
2 or more	73	52%	72	51%	69	49%
Total	100	71%	99	70%	93	66%
Combined						
Individual	34	18%	34	18%	32	17%
2 or more	101	54%	99	53%	90	48%
Total	135	72%	133	71%	122	65%

Health Subsidy

\$315.82 - \$380.93 per month for single coverage.
 \$598.47 - \$952.35 per month for 2 or more.

Prescription Subsidy

\$162.52 per month for single coverage.
 \$266.42 - \$321.05 per month for 2 or more.

Dental Subsidy

\$7.65 - \$11.63 per month for single coverage.
 \$15.33 - \$43.60 per month for 2 or more.

Source: Department of Legislative Service, October 2013

Exhibit 33
2012 State Legislator Compensation – Health, Dental, and Vision Benefits

<u>State</u>	<u>Health</u>	<u>Dental</u>	<u>Vision</u>
AL	Same as state employees; optional at legislators' expense.	Same as state employees; optional at legislators' expense.	Not available.
AK	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.	Optional at legislators' expense, unless included in health insurance.
AZ	State pays portion; legislators pay portion (same as state employee plan).	Optional at legislators' expense; same as state employees' plan.	Optional at legislators' expense; same as state employees' plan.
AR	State pays \$390 monthly; legislators pay balance depending on plan chosen.	Optional at legislators' expense.	Vision screening with co-payment, once every two years with health plan; additional coverage optional at legislators' expense.
CA	State pays a portion; legislators pay a portion – state contribution is 20% less than the contribution provided to state managerial employees.	Legislators pay 18% of the basic dental premium; enhanced coverage is available at an additional cost.	Legislators pay 18% of the basic vision premium; enhanced coverage is available at an additional cost to the member.
CO	State pays portion; legislators pay portion; amount differs according to plan selected.	State pays portion; legislators pay portion; amount differs according to plan selected.	Not available.
CT	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.	Some health insurance plans include discounts on eyewear.
DE	State pays portion; legislators pay portion; after three months, the state pays entire amount for basic plan.	Optional at legislators' expense.	Optional at legislators' expense.
FL	Legislators pay \$834 for individual coverage and \$3,000 for family coverage.	State pays full amount.	Optional at legislators' expense.

<u>State</u>	<u>Health</u>	<u>Dental</u>	<u>Vision</u>
GA	Same as state employee plan; state pays portion; legislators pay portion.	Legislators pay; this is an optional benefit offered once a year during open enrollment.	Legislators pay; this is an optional benefit offered once a year during open enrollment.
HI	State pays portion; legislators pay portion; legislators have the same healthcare options as legislative employees.	State pays portion; legislators pay portion; legislators have the same dental care options as legislative employees.	State pays portion; legislators pay portion; legislators have same eye care options as legislative employees.
ID	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.	State pays portion, legislators pay portion.
IL	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.
IN	State legislators are offered same health coverage as state employees.	State legislators are offered the same dental coverage as state employees.	State legislators are offered the same vision coverage as state employees.
IA	State pays portion; legislators pay portion.	State pays portion;, legislators pay portion.	Not available.
KS	State pays portion; legislators pay portion.	State pays for legislators; legislators pay dependent coverage.	Optional at legislators' expense.
KY	Same as state employee plan.	Optional at legislators' expense.	Optional at legislators' expense.
LA	State pays 50%, legislators pays 50%.	State pays 50%; legislators pay 50%; Senators pay 100%.	Legislators pay 100%.
ME	HMO plan is the same as for state employees. State pays 95 or 100% of legislators' coverage depending upon legislators' completion of Anthem assessment, and 50% of dependent coverage.	Legislators are eligible to participate in dental insurance plan provided for state employees. State pays 100% of legislators' coverage.	Legislators are eligible to participate in vision insurance program but plan is 100% legislator-paid.

<u>State</u>	<u>Health</u>	<u>Dental</u>	<u>Vision</u>
MD	Same as state employee plan; State subsidizes 80 to 85% depending on the plan selected; legislator/employee pays 20% for PPO; 17% for POS; or 15% for HMO.	Optional; same as State employee plan; State subsidizes 50%.	Covered under medical plan.
MA	State pays portion (currently 80%); legislators pay portion.	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.
MI	Health, vision, life, cancer, and prescription offered via cafeteria plan.	Included in cafeteria plan.	Included in cafeteria plan.
MN	State pays 100% for single coverage and 90% of family coverage.	State pays 81% for single coverage and 60% for family coverage.	The same optional coverage as state employees; Sexually Transmitted Diseases, Long-term Disability, optional life (member, spouse, and child), Accidental Death and Dismemberment, and long-term care.
MS	State pays full amount of legislator only premiums.	Optional at legislators' expense.	Not available.
MO	State pays portion; legislators pay portion.	Optional at legislators' expense.	Optional at legislators' expense.
MT	State pays full amount of legislators' benefits. Dependents are not covered.	State pays full amount of legislators' dental. Dependents are legislators' responsibility.	Legislators have option to purchase.
NE	Optional at legislators' expense.	Optional at legislators' expense.	Optional at legislators' expense.
NV	Optional at legislators' expense.	Optional at legislators' expense.	Optional at legislators' expense.
NH	Optional at legislators' expense.	Optional at legislators' expense.	Not available.

<u>State</u>	<u>Health</u>	<u>Dental</u>	<u>Vision</u>
NJ	Same as state employees; members appointed or elected after May 21, 2010, are not eligible for coverage.	Same as state employees; members appointed or elected after May 21, 2010, are not eligible for coverage.	Same as state employees; members appointed or elected after May 21, 2010, are not eligible for coverage.
NM	Not available.	Not available.	Not available.
NY	State pays portion; legislators pay portion.	State pays full cost for enrollment.	State pays full cost for enrollment.
NC	State pays full amount for legislators if they choose PPO 70/30 plan, 80/20 plan for legislator is \$2,162; optional family coverage for both plans at legislators' expense.	Optional at legislators' expense.	Optional at legislators' expense.
ND	State pays health insurance premium for legislators choosing the state health plan.	Optional at legislators' expense.	Optional at legislators' expense.
OH	State pays 85%; legislators pay 15%.	State pays full amount.	State pays full amount.
OK	Health insurance allowance ranging from \$608.57 for legislators only to \$1,596.95 per month for entire family.	Same as state employees benefit plan.	Same as state employees benefit plan.
OR	Consistent with all other state employees; state pays portion; legislators pay portion.	Consistent with state employees; state pays portion; legislators pay portion.	Consistent with state employees; state pays portion; legislators pay portion.
PA	Legislators pay 1% of salary toward benefits.	Legislators pay 1% of salary toward benefits.	Legislators pay 1% of salary toward benefits.
RI	Legislators receive the same health insurance as state employees.	Legislators receive the same dental insurance as state employees.	Legislators receive the same vision insurance as state employees.
SC	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.	Not available.
SD	Not available.	Not available.	Not available.

<u>State</u>	<u>Health</u>	<u>Dental</u>	<u>Vision</u>
TN	State pays 80%; legislators pay 20%.	Optional at legislators' expense.	Not available.
TX	State pays full amount; same as state employees.	Optional at legislators' expense.	Included in health coverage.
UT	State pays portion; legislators pay portion; similar to state employees.	State pays portion; legislators pay portion; similar to state employees.	Optional group discounts; similar to other state employees.
VT	Optional at legislators' expense.	Not available.	Not available.
VA	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.	State pays portion; legislators pay portion.
WA	Same as all state employees; state pays portion; legislators pay portion.	State pays full amount.	Included in medical.
WV	Optional at legislators' expense.	Optional at legislators' expense.	Optional at legislators' expense.
WI	There are 26 different health insurance carriers that offer plans available across the state. Legislators may have single or family coverage. Premiums vary from \$84.00 to \$576.00 per month. State pays portion; legislators pay portion.	Some HMOs offer coverage.	Not available.
WY	Not available.	Not available.	Not available.

HMO: health maintenance organization

POS: point of service

PPO: preferred provider organization

Source: National Conference of State Legislatures (2012)

Exhibit 34
District Office Accounts

Amount – Fiscal 2013

	<u>Total</u>	<u>Staff Minimum</u>
Senate		
Leadership (8)	\$19,736	\$6,500
Senators (39)	18,265	5,800
House		
Leadership (10)	\$19,736	\$6,500
Delegation (5)	19,110	5,800
Delegates (126)	18,265	5,800

Use of Funds

1. Office space in district
2. Staff services
3. Communications

Telephone – limit \$2,000 unless approved by presiding officer

Postage – limit \$1,000 for legislator and \$2,600 for *Annapolis Report* per district, unless more is approved by presiding officer

No newsletters except *Annapolis Report*

Newspapers – limit \$300

4. Supplies
5. Utilities
6. Furniture and equipment, including computers; items become property of the State and must be returned or purchased at depreciated value if legislator leaves office

Source: Department of Legislative Services, September 2013

Exhibit 35
History of District Office Account Allowances

<u>Fiscal Year</u>	<u>Total</u>	<u>Senator Clerical Minimum</u>	<u>Total</u>	<u>Delegate Clerical Minimum</u>
1971	\$4,700		\$2,000	
1975	5,000		6,000	
1979	5,500		8,488	\$2,850
1983	6,615		10,143	3,550
1987	7,770		11,970	4,400
1990	17,395	\$6,395	16,197	8,000
1994	16,765	5,800	15,507	7,300
1998	18,265	5,800	17,007	7,300
1999	18,265	5,800	18,265	5,800
2005	18,265	5,800	18,265	5,800
2009	18,265	5,800	18,265	5,800
2013	18,265	5,800	18,265	5,800

Source: Department of Legislative Services, September 2013

Exhibit 36
Staff Assistance for Members of the Maryland General Assembly

Funding is included in the fiscal 2014 budget for the Maryland General Assembly to provide staff assistance to senators and delegates as follows.

Senate

Funds are included to permit each senator to hire an administrative aide that is a regular full-time, benefited employee. The current salary range for these positions is \$39,000 to \$63,000.

Funds are included to permit each senator to hire a secretary for the legislative session. This is generally a benefited employee. For fiscal 2014, each position is budgeted at \$7,630.

Each senator is provided with a District Office Allowance of \$18,265. Of this amount, \$5,800 is restricted to staff assistance. Nine leadership positions are each provided with \$19,736, of which \$6,500 is restricted to staff assistance.

Each senator is provided with a Supplemental Operating Fund in the amount of \$7,500. This amount is intended to supplement the District Office Allowance and may be spent on operating expenses or for staff assistance at the senator's option.

House

Funds are included in the House budget to provide for payment of salaries attributable to specifically budgeted delegation staff positions. These are generally benefited positions which may work either a full-time or a part-time schedule depending on workload. The applicable salary for each budgeted delegation staff position is established based primarily on qualifications, experience, and anticipated workload.

Funds are included to permit each delegate to hire a secretary for the legislative session. Each delegate's secretary is funded at \$2,543 for fiscal 2014, which if combined with two other delegates, approximates the amount budgeted for each senator's secretary.

Each delegate is provided with a District Office Allowance of \$18,265. Of this amount, \$5,800 is restricted to staff assistance. Twelve senior leadership positions are each provided with \$19,736, of which \$6,500 is restricted to staff assistance. Five delegation chair positions are each provided with \$19,110, of which \$5,800 is restricted to staff assistance.

Each delegate is provided with a Supplemental Operating Fund in the amount of \$3,546. This amount is intended to supplement the District Office Allowance and may be spent on operating expenses or for staff assistance at the delegate's option.

Source: Department of Legislative Services, September 2013
