



Wes Moore | Governor
Aruna Miller | Lt. Governor
Katie Savage | Secretary

TO: House Government, Labor, and Elections Committee
FROM: Department of Information Technology
RE: House Bill 1335 - Department of Information Technology - Recruitment, Retention, and Compensation of Information Technology and Cybersecurity Professionals - Independent Study
DATE: February 27, 2026
POSITION: Letter of Concern

The Honorable Melissa Wells, Chair
House Government, Labor, and Elections Committee
145 Lowe House Office Building
Annapolis, Maryland 21401

Dear Chairwoman Wells,

The Department of Information Technology (DoIT) respectfully submits this letter of concern for House Bill 1335.

As drafted, this bill would require DoIT to procure a third-party entity to conduct an independent study comparing State IT and cybersecurity compensation with federal, local, and private sector benchmarks.

We believe that requiring a third-party study is unnecessary and would create an avoidable cost to the State. This study is estimated to cost the Department of Information Technology between \$750,000 and \$1 million. We believe this is an unnecessary use of funds for the following reasons:

Market Realities: We must candidly admit that the State will never be able to fully compete with the high salaries offered by large private sector companies. An expensive study to confirm this well-known market disparity does not change the fiscal constraints of the State budget.

Proven Recruitment Success: Despite the salary gap with the private sector, our recruitment strategies have proven highly effective over the last three years. We have successfully filled critical roles and maintained high-quality staff by emphasizing the stability and mission of public service.



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High Procurement Costs: The bill requires the procurement of an independent third-party entity. These specialized consulting services represent a significant cost that would be better allocated toward direct technology infrastructure rather than redundant analysis.

Redundant Evaluation: The State already has the capacity to monitor market trends. Mandating an external evaluation of "salary adjustments" and "incentives" adds unnecessary bureaucracy to processes that are already functioning effectively.

While we understand the intent to better support the State's IT workforce, a compensation comparison study may not provide the most useful information for workforce planning. The study would likely confirm what we already know, that the State government cannot fully compete with private-sector salaries, without addressing the more important question of what types of IT staffing and capabilities agencies need to effectively deliver services.

For these reasons, we respectfully request an unfavorable report on HB 1335.

Thank you for your consideration.

Best,

Katie Savage
Secretary
Department of Information Technology