

Department of Legislative Services
 Maryland General Assembly
 2026 Session

FISCAL AND POLICY NOTE
 First Reader

House Bill 1335 (Delegate Kaiser, *et al.*)
 Government, Labor, and Elections

Department of Information Technology - Recruitment, Retention, and
 Compensation of Information Technology and Cybersecurity Professionals -
 Independent Study

This bill requires the Department of Information Technology (DoIT) to procure the services of a third-party entity to conduct an independent study regarding compensation, salaries, recruitment, and retention for State information technology (IT) and cybersecurity professional staff. DoIT must submit the study to the Governor and General Assembly by November 1, 2027. **The bill takes effect July 1, 2026, and terminates June 30, 2028.**

Fiscal Summary

State Effect: General fund expenditures increase by an estimated \$375,000 in each of FY 2027 and 2028 for the mandated study. Revenues are not affected.

(in dollars)	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Revenues	\$0	\$0	\$0	\$0	\$0
GF Expenditure	375,000	375,000	0	0	0
Net Effect	(\$375,000)	(\$375,000)	\$0	\$0	\$0

Note: () = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate increase; (-) = indeterminate decrease

Local Effect: None.

Small Business Effect: None.

Analysis

Bill Summary: The independent study procured by DoIT must include:

- a comparison of compensation of IT and cybersecurity professionals at State agencies with other comparable positions at the federal and local levels and in the private sector;

- an evaluation of the impact of salary adjustments and any other compensation benefits or incentives offered by the State for IT and cybersecurity professionals; and
- recommendations for improving recruitment and retention of the State technology and cybersecurity workforce.

Current Law: DoIT and the Secretary of Information Technology are responsible for, among other things: (1) developing, maintaining, revising, and enforcing IT policies, procedures, and standards; (2) providing technical assistance, advice, and recommendations to the Governor and any unit of State government concerning IT matters; (3) developing, implementing, and maintaining a statewide cybersecurity strategy that meets specified requirements, and (4) upgrading IT and cybersecurity-related State government infrastructure. “IT” means all electronic information processing, including maintenance, telecommunications, hardware, software, and associated services.

State Expenditures: General fund expenditures increase by approximately \$375,000 in each of fiscal 2027 and 2028 (totaling \$750,000 over the two-year period) for DoIT to contract with a third-party entity to conduct the required study. The estimate is based on a similar study undertaken by Department of Budget and Management concerning compensation rates and retention for State employees which, according to DoIT, was estimated to cost between \$750,000 and \$1.2 million. For purposes of this analysis, it is assumed that costs incurred by DoIT are split equally between the two fiscal years that encompass the study period; however, the actual timing of expenditures may vary.

Additional Information

Recent Prior Introductions: Similar legislation has not been introduced within the last three years.

Designated Cross File: None.

Information Source(s): Department of Information Technology; Department of Legislative Services

Fiscal Note History: First Reader - February 25, 2026
caw/mcr

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