

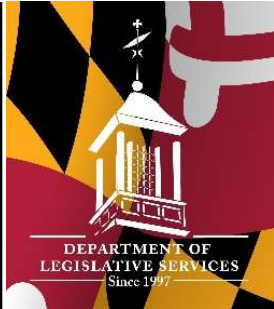


First Meeting 2021

**Presentation to the
Governor's Salary Commission**

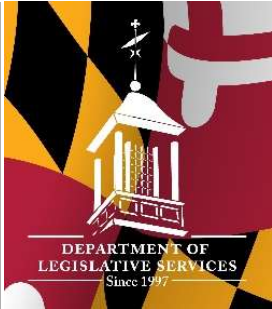
**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

Fall 2021



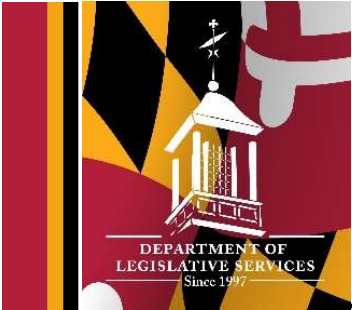
Organizational Items

- Selection of chairman by commission members
- Need for commission members to be sworn in by Clerk of the Court
- Reimbursement for meals and mileage
- Salary level recommendations for the other constitutional officers
- Other items



Constitutional and Legal Issues

- Concurrence of at least five members is required for any formal commission action
- Written recommendation on salaries submitted to Executive and Legislature within 10 days of the start of session (session start: January 12; due date: January 22)
- Commission may not recommend salaries lower than current salaries
- Recommendations in the form of a joint resolution must be introduced no later than the fifteenth day of the session
- If the commission recommends no salary change, a joint resolution shall not be introduced
- The General Assembly may lower any recommended increase but may not decrease the salaries below current levels, and the General Assembly may not increase the salaries recommended by the commission



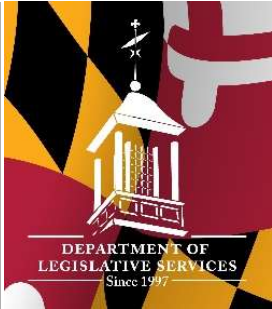
Summary of 2017 Salary Commission Recommendations

Commission Recommendations

No changes were made to salaries or compensation

Action

No Action



Summary of 2013 Salary Commission Recommendations

Commission Recommendations

Action

Governor

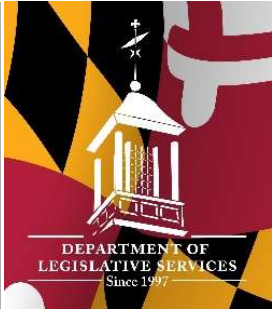
Adopted

| | |
|--------------------|-----------|
| First Year (2015) | \$165,000 |
| Second Year (2016) | 170,000 |
| Third Year (2017) | 175,000 |
| Fourth Year (2018) | 180,000 |

Lieutenant Governor

Adopted

| | |
|--------------------|-----------|
| First Year (2015) | \$137,500 |
| Second Year (2016) | 141,500 |
| Third Year (2017) | 145,500 |
| Fourth Year (2018) | 149,500 |



Summary of 2013 Salary Commission Recommendations (Cont.)

Commission Recommendations Pursuant to Governor's Request

Action

**Attorney General
Comptroller
Treasurer**

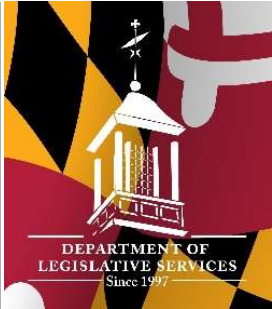
Adopted

| | |
|--------------------|-----------|
| First Year (2015) | \$137,500 |
| Second Year (2016) | 141,500 |
| Third Year (2017) | 145,500 |
| Fourth Year (2018) | 149,500 |

Secretary of State

Adopted

| | |
|--------------------|----------|
| First Year (2015) | \$96,500 |
| Second Year (2016) | 99,500 |
| Third Year (2017) | 102,500 |
| Fourth Year (2018) | 105,500 |



Summary of 2013 Salary Commission Recommendations (Cont.)

Commission Recommendations

Action

Governor – Retiree Health

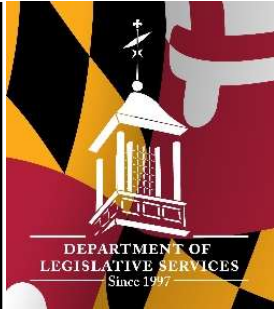
For purposes of the retiree health benefit, future governors vest immediately upon assuming office and accrue 1/16 of the maximum State subsidy for each year served

Adopted

Governor – Pension

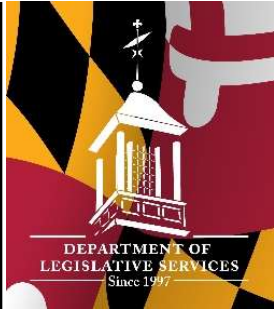
Increase age at which future governors begin receiving pension payments from 55 to 62 years of age

Adopted



Compensation Principles

- Relation to salaries paid to other Maryland officials
- Salary sufficient to attract highly qualified individuals



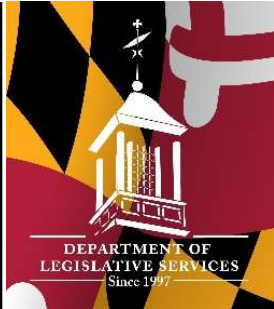
Exhibits

Maryland

- Exhibit 1 – General Salary Increases, Increments, and Other Compensation
- Exhibit 2 – Salaries of Selected Maryland State Officials
- Exhibit 3 – Mayor and County Executive Salaries
- Exhibit 4 – Comparison of Maryland State Retirement and Pension Plans

State Comparisons

- Exhibit 5 – Salaries of Constitutional Officers
- Exhibit 6 – State Ranking of Governors' Salaries
- Exhibit 7 – Governors' Salaries Ranked by State General Revenues
- Exhibit 8 – Governors' Salaries Ranked by Population
- Exhibit 9 – Governors' Salaries Ranked by Per Capita Income
- Exhibit 10 – State Ranking of Lieutenant Governor Salaries
- Exhibit 11 – State Ranking of Comptroller Salaries
- Exhibit 12 – State Ranking of Treasurer Salaries
- Exhibit 13 – State Ranking of Attorney General Salaries
- Exhibit 14 – State Ranking of Secretary of State Salaries



Salary Recommendations

- The Governor can send a letter requesting the commission make salary level recommendations for the other constitutional officers
- No such letter or request has been made during this cycle

Exhibit 1
State Employee Compensation History
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2022

| <u>Fiscal Year</u> | <u>Date of Increase</u> | <u>State Employees General Salary Increase</u> | <u>State Employees 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 | 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 MDH 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 | 0.5% ⁵ | On time | | 600 | None | Yes ⁶ | 2-5-day furlough enacted ⁷ |
| 2010 | | None | None | | 0 | None | None | 3-10-day furlough enacted ⁸ |
| 2011 | | None | None | | 0 | None | None | 3-10-day furlough enacted ⁹ |
| 2012 | | None | None | Negotiated increments | 0 | \$750 bonus ¹⁰ | None | Furloughs ended |
| 2013 | 1/1/2013 | 2.0% | None | | 0 | None | Yes ¹¹ | |
| 2014 | 1/1/2014 | 3.0% | 4/1/2014 | Negotiated increments | 0 | None | Yes ¹² | |
| 2015 | 1/1/2015 | 2.0% | On time | Negotiated increments | 0 | None | Yes ¹³ | |
| 2016 | 7/1/2015 | 2.0% | None | | 0 | None | Yes ¹⁴ | |

| <u>Fiscal Year</u> | <u>Date of Increase</u> | <u>State Employees General Salary Increase</u> | <u>State Employees 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> |
|--------------------|-------------------------|------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------|------------------------------------|-----------------------------------------------|--------------|
| 2017 | | None | On time | Negotiated increments | 0 | None | Yes ¹⁵ | |
| 2018 | | None | None | Negotiated increments | 0 | None | None | |
| 2019 | 1/1/2019; 4/1/2019 | 2% 0.5% ¹⁶ | None | 2% and negotiated increments | 0 | \$500 ¹⁶ | Yes ¹⁷ | |
| 2020 | 7/1/2019; 1/1/2020 | 3% 1% ¹⁸ | None | 5% and negotiated increments | 0 | None | Yes ¹⁹ | |
| 2021 | 1/1/2021 | 2% | None | 5% | 0 | None | Yes ²⁰ | |
| 2022 | | None ²¹ | None | 4% and negotiated increments | 0 | None | Yes ²² | |

DGS: Department of General Services
MDH: Maryland Department of Health

¹The fiscal 2005 annual salary review provided upgrades for 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.

²The fiscal 2006 annual salary review provided a one-grade salary adjustment for the Deputy State Fire Marshal classification series.

³Fiscal 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 2.0% for those remaining.

⁴The fiscal 2007 annual salary review provided 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.

⁵A 2.0% 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.

⁶The fiscal 2009 annual salary review provided reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialists, veteran service, cemetery workers, call center specialists, complex tax auditors, tax consultants, retirement benefits counselors, medical care specialists, dental workers, financial regulation, deputy fire marshals, lead aviation maintenance technicians, police communications operators, and civilian helicopter pilots.

⁷State 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%.

⁸State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 are furloughed for an additional three days; those between \$50,000 and \$99,999 are furloughed for extra four days; and those earning over \$100,000 are furloughed for additional five days. The result was an average salary reduction of approximately 2.6%.

⁹State 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.

¹⁰The fiscal 2012 budget provided employees with a one-time \$750 bonus.

¹¹The fiscal 2013 annual salary review provided upgrades to the following classifications: contribution tax auditors; Maryland correctional enterprise industries representative I, II; and regional managers. Two new classes were also created: nutrient management specialist III; and forensic behavioral specialists.

¹²The fiscal 2014 annual salary review provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessments and Taxation assessors; personnel classifications at MDH, the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police (DSP). Parole and Probation agents at DPSCS that are Agent I, 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 (DBM) are moved into 4-level class series.

¹³The fiscal 2015 annual salary review provided one grade for the following classifications: psychologist positions; DBM operating and capital analysts; park technicians at the Department of Natural Resources; direct care workers and geriatric assistants at MDH; physician program manager III (psychiatrists); alcohol and drug counselors, and social worker, criminal justice at DPSCS; loan underwriter at the Department of Housing and Community Development (DHCD); pay equity for the planner series at the Department of Planning and MDH; registered nurses at MDH receive a \$3,000 hire bonus and a \$3,000 retention bonus at 24/7 facilities.

¹⁴The fiscal 2016 annual salary review provided a one-grade increase to wage and hour investigators and administrators at the Employment Standards and Prevailing Wage Programs at the Maryland Department of Labor.

¹⁵The fiscal 2017 annual salary review provided for step increases for building security officers; a one-grade increase for DGS procurement officers; salary parity with detective for the warrant apprehension job series at DPSCS; step increases for DHCD fiscal staff; and polygraph operators at DSP and DPSCS.

¹⁶Employees received a 2% increase on January 1, 2019, and a 0.5% increase on April 1, 2019. The April salary increase, as well as a \$500 bonus effective at the same time, were contingent on fiscal 2018 general fund revenues exceeding the December 2017 estimate by at least \$75 million, which they did.

¹⁷The fiscal 2019 annual salary review provided for step increases for airport firefighters, security attendants and licensed practical nurses at Clifton T. Perkins Hospital, fire safety inspectors, and police communication operators.

¹⁸Employees received a 3% increase on July 1, 2019. With the exception of employees represented by the American Federation of State, County and Municipal Employees (AFSCME), employees received a 1% increase on January 1, 2020.

¹⁹The fiscal 2020 annual salary review provided for a one-step increase for alcohol and drug counselors, mental health professional counselors, park services associates, registered nurses, epidemiologists, and environmental compliance specialists; and salary restructures for procurement employees and correctional officers.

²⁰The fiscal 2021 annual salary review provided for a one-step increase for approximately 200 classifications, primarily in those with high vacancy rates.

²¹Most employees, with the exception of those represented by AFSCME, will receive a \$500 bonus on January 1, 2022, if general fund revenues exceed the December 2020 Board of Revenues estimate by \$75 million or more, and a 1% increase effective April 1, 2022, if revenues exceed the estimate by \$200 million or more.

²²The fiscal 2022 annual salary review provides for targeted salary increases for fiscal specialists, fire protection engineers, and principals; it also increases all State employees' hourly wage to at least \$15 per hour.

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

Exhibit 2
Salaries of Selected Maryland State Officials
Fiscal 2015-2022

| | <u>2015</u> | <u>2016</u> | <u>2017</u> | <u>2018</u> | <u>% Change 2015-2018</u> | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>% Change 2019-2022</u> |
|---------------------------------------|-------------|-------------|-------------|-------------|-----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| Constitutional Officers | | | | | | | | | | |
| Governor | \$150,000 | \$165,000 | \$175,000 | \$180,000 | 20.00% | \$180,000 | \$180,000 | \$180,000 | \$180,000 | 0.00% |
| Lieutenant Governor | 125,000 | 137,500 | 145,000 | 149,500 | 19.60% | 149,500 | 149,500 | 149,500 | 149,500 | 0.00% |
| Attorney General | 125,000 | 137,500 | 145,500 | 149,500 | 19.60% | 149,500 | 149,500 | 149,500 | 149,500 | 0.00% |
| Comptroller | 125,000 | 137,500 | 145,500 | 149,500 | 19.60% | 149,500 | 149,500 | 149,500 | 149,500 | 0.00% |
| Treasurer | 125,000 | 137,500 | 145,500 | 149,500 | 19.60% | 149,500 | 149,500 | 149,500 | 149,500 | 0.00% |
| Secretary of State | 87,500 | 96,500 | 102,500 | 105,500 | 20.57% | 105,500 | 105,500 | 105,500 | 105,500 | 0.00% |
| Deputy Constitutional Officers | | | | | | | | | | |
| Attorney General | \$150,521 | \$153,532 | \$153,532 | \$153,532 | 2.00% | \$153,532 | \$156,603 | \$162,109 | \$167,006 | 8.78% |
| Comptroller | 139,407 | 142,196 | 154,152 | 154,152 | 10.58% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| Treasurer | 143,625 | 153,532 | 153,532 | 153,532 | 6.90% | 153,532 | 156,603 | 162,109 | 167,006 | 8.78% |
| Judiciary | | | | | | | | | | |
| Judge, Court of Appeals | \$171,600 | \$176,433 | \$176,433 | \$176,433 | 2.82% | \$186,433 | \$186,433 | \$191,433 | \$196,433 | 5.36% |
| Chief Judge, Court of Appeals | 190,600 | 195,433 | 195,433 | 195,433 | 2.54% | 205,433 | 205,433 | 210,433 | 215,433 | 4.87% |
| Judge, Special Appeals | 158,800 | 163,633 | 163,633 | 163,633 | 3.04% | 173,633 | 173,633 | 178,633 | 183,633 | 5.76% |
| Chief Judge, Court Special Appeals | 161,900 | 166,633 | 166,633 | 166,633 | 2.92% | 176,633 | 176,633 | 181,633 | 186,633 | 5.66% |
| Judge, Circuit Court | 149,600 | 154,433 | 154,433 | 154,433 | 3.23% | 164,433 | 164,433 | 169,433 | 174,433 | 6.08% |
| Judge, District Court | 136,500 | 141,333 | 141,333 | 141,333 | 3.54% | 151,333 | 151,333 | 156,333 | 161,333 | 6.61% |
| Chief Judge, District Court | 158,800 | 163,633 | 163,633 | 163,633 | 3.04% | 173,633 | 173,633 | 178,633 | 183,633 | 5.76% |

| | <u>2015</u> | <u>2016</u> | <u>2017</u> | <u>2018</u> | <u>% Change 2015-2018</u> | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>% Change 2019-2022</u> |
|-----------------------------|-------------|-------------|-------------|-------------|-----------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| Cabinet Secretaries | | | | | | | | | | |
| Superintendent of Schools | \$210,000 | \$210,000 | \$210,000 | \$236,000 | 12.38% | \$236,000 | \$240,720 | \$236,000 | \$275,000 | 16.53% |
| Aging | 131,166 | 140,506 | 137,749 | 137,749 | 5.02% | 153,532 | 156,603 | 162,109 | 167,006 | 8.78% |
| Planning | 131,166 | 140,506 | 137,749 | 137,749 | 5.02% | 153,532 | 156,603 | 162,109 | 167,006 | 8.78% |
| Veterans | 109,360 | 114,600 | 114,555 | 114,555 | 4.75% | 114,600 | 116,892 | 121,002 | 124,658 | 8.78% |
| Budget and Management | 174,487 | 177,977 | 177,906 | 177,906 | 1.96% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| General Services | 145,377 | 153,532 | 146,743 | 149,678 | 2.96% | 153,532 | 156,603 | 187,919 | 193,595 | 26.09% |
| Transportation | 174,487 | 177,977 | 177,908 | 177,908 | 1.96% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| Natural Resources | 154,733 | 162,563 | 162,499 | 162,499 | 5.02% | 165,281 | 168,587 | 174,513 | 179,785 | 8.78% |
| Agriculture | 136,631 | 146,360 | 143,488 | 143,488 | 5.02% | 153,532 | 156,603 | 162,109 | 167,006 | 8.78% |
| Health | 174,487 | 177,977 | 174,417 | 174,417 | -0.04% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| Human Services | 162,655 | 174,237 | 170,818 | 170,818 | 5.02% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| Labor | 157,590 | 165,281 | 165,215 | 165,215 | 4.84% | 165,281 | 168,587 | 174,513 | 179,785 | 8.78% |
| Public Safety | 174,487 | 162,318 | 162,254 | 162,254 | -7.01% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| Higher Education Commission | 149,711 | 159,433 | 160,710 | 160,710 | 7.35% | 165,281 | 168,587 | 174,513 | 179,785 | 8.78% |
| Housing | 156,307 | 159,433 | 156,245 | 156,245 | -0.04% | 165,281 | 168,587 | 174,513 | 179,785 | 8.78% |
| Commerce | 167,078 | 177,977 | 175,462 | 175,462 | 5.02% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| Environment | 148,163 | 158,713 | 155,599 | 155,599 | 5.02% | 165,281 | 168,587 | 187,919 | 193,595 | 17.13% |
| Juvenile Services | 157,761 | 168,994 | 169,059 | 169,059 | 7.16% | 177,977 | 181,537 | 187,919 | 193,595 | 8.78% |
| State Police | 162,843 | 171,083 | 171,015 | 171,015 | 5.02% | 177,977 | 181,537 | 271,215 | 279,407 | 56.99% |

Note: Salaries for cabinet secretaries reflect the top end of the range for the respective position.

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

Exhibit 3
Mayor and County Executive Salaries
Fiscal 2014-2022

| | <u>2014</u> | <u>2018</u> | <u>2022</u> | <u>% Change</u> <u>2018-2022</u> | <u>% Change</u> <u>2014-2022</u> |
|------------------------|-------------|-------------|-------------|-------------------------------------|-------------------------------------|
| Anne Arundel County | \$130,000 | \$139,000 | \$142,000 | 2.2% | 9.2% |
| Baltimore City | 159,380 | 175,926 | 194,189 | 10.4% | 21.8% |
| Baltimore County | 150,000 | 175,000 | 175,000 | 0.0% | 16.7% |
| Harford County | 105,136 | 131,939 | 145,297 | 10.1% | 38.2% |
| Howard County | 163,482 | 180,492 | 202,217 | 12.0% | 23.7% |
| Montgomery County | 180,250 | 192,769 | 192,769 | 0.0% | 6.9% |
| Prince George's County | 180,474 | 209,998 | 218,998 | 4.3% | 21.3% |

Source: Local personnel offices

Exhibit 4
Comparison of Maryland State Retirement and Pension Plans

| | <u>General Assembly</u> | <u>Governor</u> | <u>Judges</u> | <u>Employees and Teachers Pension Systems¹</u> | <u>State Police</u> | <u>Law Enforcement Officers' System</u> | <u>Correctional Officers' System</u> |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------|-----------------------------------------|-------------------------------------------------------------------------|-------------------------------|-----------------------------------------|-------------------------------------------------------|
| Participation | Mandatory | Automatic | Condition of employment | Condition of employment | Condition of employment | Condition of employment | Condition of employment |
| Vesting | | | | | | | |
| Hired on or Before 6/30/11 | 8 years of service | One full term | Immediate | 5 years of service | 5 years of service | 5 years of service | 5 years of service |
| <i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12</i> | <i>No change</i> | <i>No change</i> | <i>5 years of service</i> | <i>10 years of service</i> | <i>10 years of service</i> | <i>10 years of service</i> | <i>10 years of service</i> |
| Employee Contributions² | 7.0% of salary, for 22 years, 3 months (was 5.0%) | None | 8.0% of salary, for 16 years (was 6.0%) | 7.0% of salary (was 5.0%) | 8.0% of salary | 7.0% of salary (was 4.0%) | 5.0% of salary |
| Service Retirement Conditions | | | | | | | |
| Hired on or Before 6/30/11; or Legislators with Creditable Service Before 1/14/15; or a Governor Serving Before 1/21/15 | Age 60; or age 50 with 8 years, reduced benefit | Age 55 | Age 60 | Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit | Age 50 or 22 years of service | Age 50 or 25 years of service | 20 years of service or age 55 with 5 years of service |

| | <u>General Assembly</u> | <u>Governor</u> | <u>Judges</u> | <u>Employees and Teachers Pension Systems¹</u> | <u>State Police</u> | <u>Law Enforcement Officers' System</u> | <u>Correctional Officers' System</u> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12; or Legislators with No Creditable Service Before 1/14/15; or a Governor Serving on or After 1/21/15</i> | <i>Age 62; or age 55 with 8 years, reduced benefit</i> | <i>Age 62</i> | <i>Age 60 with 5 years of service</i> | <i>Age 65 with 10 years of service or Rule of 90³; or age 60 with 15 years, reduced benefit</i> | <i>Age 50 or 25 years of service</i> | <i>No change</i> | <i>Age 55 with 10 years of service</i> |
| Allowance | | | | | | | |
| <i>Hired on or Before 6/30/11</i> | <i>3.0% of current legislative salary per year of service</i> | <i>1/3 of current annual salary for one term; or 1/2 of current annual salary for two terms</i> | <i>2/3 of active judge salary at 16 years</i> | <i>1.2% of salary for years of service prior to 7/1/98; plus 1.8% of salary for years of service on or after 7/1/98 (calculated on highest 3 consecutive years of salary)</i> | <i>2.55% per year of service (calculated on highest 3 years of salary)</i> | <i>2.0% per year if subject to the LEOPS modified pension benefit; otherwise 2.3% for first 30 years and 1.0% for each year thereafter (calculated on highest 3 consecutive years of salary)</i> | <i>1.8% per year of service (calculated on highest 3 years of salary)</i> |
| <i>Hired on or After 7/1/11</i> | <i>No change</i> | <i>No change</i> | <i>No change</i> | <i>1.5% of salary (calculated on highest 5 consecutive years of salary)</i> | <i>Calculated on highest 5 years of salary</i> | <i>Calculated on highest 5 consecutive years of salary</i> | <i>Calculated on highest 5 years of salary</i> |

| | <u>General Assembly</u> | <u>Governor</u> | <u>Judges</u> | <u>Employees and Teachers Pension Systems¹</u> | <u>State Police</u> | <u>Law Enforcement Officers' System</u> | <u>Correctional Officers' System</u> |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| Post Retirement Adjustments⁴ | | | | | | | |
| Service Credit Earned on or Before 6/30/11 | Based on salary of active legislators | Based on salary of current Governor | Based on salary of active judges | Limited to 3.0% of initial benefit | Unlimited annual COLA | Limited to 3.0% of initial benefit | Unlimited annual COLA |
| <i>Service Credit Earned on or After 7/1/11</i> | <i>No change</i> | <i>No change</i> | <i>No change</i> | <i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i> | <i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i> | <i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i> | <i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i> |
| Ordinary Disability Retirement | | | | | | | |
| Conditions | Active legislator must have 8 years of service and be certified disabled by the BOT medical board | General Assembly adopts resolution by 3/5 vote that Governor is unable to perform duties of office due to physical or mental disability | Incapacitated for duty | Incapacitated for duty after 5 years eligibility service | Incapacitated for duty after 5 years eligibility service | Incapacitated for duty after 5 years eligibility service | Incapacitated for duty after 5 years eligibility service |

| | <u>General Assembly</u> | <u>Governor</u> | <u>Judges</u> | <u>Employees and Teachers Pension Systems¹</u> | <u>State Police</u> | <u>Law Enforcement Officers' System</u> | <u>Correctional Officers' System</u> |
|-----------------------------------------|--------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Allowance | 3.0% of current legislative salary per year of service | If in first term, 1/3 of current annual salary; if in second term, 1/2 of current salary | Service retirement with minimum of 33.3% of salary | Service retirement projected to age 62 | Service retirement with minimum of 35.0% of salary | Service retirement projected to age 50 | Service retirement with minimum of 25.0% of salary |
| Accidental Disability Retirement | | | | | | | |
| Conditions | Not applicable | Not applicable | Not applicable | Permanently and totally disabled by accident in the performance of duty | Permanently and totally disabled by accident in the performance of duty | Permanently and totally disabled by accident in the performance of duty | Permanently and totally disabled by accident in the performance of duty |
| Allowance | Not applicable | Not applicable | Not applicable | 2/3 of salary plus annuity based on member contributions | 2/3 of salary plus annuity based on member contributions | 2/3 of salary plus annuity based on member contributions | 2/3 of salary plus annuity based on member contributions |

BOT: Board of Trustees for the State Retirement and Pension System

COLA: cost-of-living adjustment

LEOPS: Law Enforcement Officers' Pension System

¹The Employees' and Teachers' Retirement Systems are not shown because the systems closed to new members as of December 31, 1979.

²Employee contributions for legislators were increased to 7% as of January 14, 2015; contributions for judges were increased to 8% as of July 1, 2012; contributions for employees and teachers were increased to 7% as of July 1, 2011; and contributions for LEOPS members were increased to 6% as of July 1, 2011; and 7% as of July 1, 2012.

³Rule of 90: The sum of an employee's age and years of service must equal 90 or more.

⁴Other post retirement adjustment formulas apply to retirees who retired on or before June 30, 2011, retirees of the Employees' and Teachers' Retirement Systems, and retirees who chose various selection options.

Source: Department of Legislative Services

Exhibit 5
Salaries of Constitutional Officers – 2021

| <u>State</u> | <u>Governor</u> | <u>Lt. Governor</u> | <u>Secretary of State</u> | <u>Attorney General</u> | <u>Treasurer</u> | <u>Comptroller</u> |
|-----------------|-----------------|---------------------|---------------------------|-------------------------|------------------|--------------------|
| Alabama | \$127,833 | \$52,102 | \$99,772 | \$169,001 | \$89,031 | \$147,580 |
| Alaska | 145,000 | 115,000 | (a) | 141,156 | 163,770 | 124,452 |
| Arizona | 95,000 | (b) | 70,000 | 90,000 | 70,000 | 140,000 |
| Arkansas | 151,838 | 44,674 | 96,918 | 139,992 | 91,534 | 149,594 |
| California | 209,747 | 157,310 | 157,310 | 182,189 | 167,796 | 167,796 |
| Colorado | 92,700 | 93,360 | 93,360 | 107,672 | 93,360 | 152,100 |
| Connecticut | 150,000 | 110,000 | 110,000 | 110,000 | 110,000 | 110,000 |
| Delaware | 171,000 | 82,239 | 132,011 | 149,893 | 117,582 | 152,088 |
| Florida | 130,273 | 124,851 | 141,000 | 128,972 | (f) | 128,972 |
| Georgia | 175,000 | 91,609 | 123,637 | 139,169 | 185,000 | n/a |
| Hawaii | 165,048 | 165,552 | n/o | 162,552 | 162,552 | 154,812 |
| Idaho | 138,302 | 48,406 | 117,557 | 134,000 | 117,557 | 117,557 |
| Illinois | 181,670 | 139,200 | 160,800 | 160,800 | 139,200 | 139,200 |
| Indiana | 121,331 | 99,783 | 86,654 | 104,246 | 86,654 | (d) |
| Iowa | 130,000 | 103,212 | 103,212 | 123,669 | 103,212 | n/o |
| Kansas | 110,707 | 76,313 | 86,003 | 98,901 | 86,003 | 120,000 |
| Kentucky | 152,181 | 129,375 | 129,375 | 129,375 | 129,375 | 108,286 |
| Louisiana | 130,000 | 115,003 | 115,000 | 110,740 | 110,740 | (c) |
| Maine | 70,000 | (g) | 104,104 | 105,914 | 79,518 | 118,934 |
| Maryland | 180,000 | 149,500 | 105,500 | 149,500 | 149,500 | 149,500 |
| Massachusetts | 185,000 | 122,058 | 136,402 | 136,402 | 133,277 | 176,624 |
| Michigan | 159,300 | 111,510 | 112,410 | 112,410 | 178,500 | 153,428 |
| Minnesota | 127,629 | 82,959 | 95,722 | 121,248 | (f) | (f) |
| Mississippi | 122,160 | 60,000 | 90,000 | 108,960 | 90,000 | (c) |
| Missouri | 133,821 | 86,484 | 107,746 | 116,437 | 107,746 | 113,300 |
| Montana | 118,397 | 90,140 | 98,104 | 141,023 | (c) | 115,495 |
| Nebraska | 105,000 | 75,000 | 85,000 | 95,000 | 85,000 | 140,000 |
| Nevada | 149,573 | 63,648 | 102,898 | 141,086 | 102,898 | 102,898 |
| New Hampshire | 134,581 | (g) | 105,930 | 128,260 | 105,930 | 106,575 |
| New Jersey | 175,000 | 175,000 | 175,000 | 175,000 | 175,000 | 175,000 |
| New Mexico | 110,000 | 85,000 | 85,000 | 95,000 | 85,000 | 145,600 |
| New York | 225,000 | 210,000 | 160,000 | 210,000 | 190,000 | 210,000 |
| North Carolina | 150,969 | 133,365 | 133,365 | 133,365 | 133,365 | 166,758 |
| North Dakota | 135,360 | 105,285 | 107,885 | 159,049 | 107,885 | n/o |
| Ohio | 159,182 | 176,426 | 117,582 | 117,582 | 117,582 | 181,875 |
| Oklahoma | 147,000 | 114,713 | 140,000 | 132,825 | 114,713 | 120,000 |
| Oregon | 98,600 | (b) | 77,000 | 82,220 | 72,000 | n/o |
| Pennsylvania | 201,729 | 169,451 | 145,244 | 167,838 | 167,838 | 159,081 |
| Rhode Island | 145,755 | 122,740 | 122,740 | 132,521 | 122,740 | 140,645 |
| South Carolina | 106,078 | 46,545 | 92,007 | 92,007 | 92,007 | 92,007 |

| <u>State</u> | <u>Governor</u> | <u>Lt. Governor</u> | <u>Secretary of State</u> | <u>Attorney General</u> | <u>Treasurer</u> | <u>Comptroller</u> |
|---------------|-----------------|-----------------------|---------------------------|-------------------------|------------------|--------------------|
| South Dakota | 116,400 | 56,375 | 93,046 | 116,277 | 93,046 | 100,028 |
| Tennessee | 198,780 | 72,948 ^(g) | 209,520 | 193,488 | 209,520 | 209,520 |
| Texas | 153,750 | 7,200 | 197,415 | 153,750 | ^(e) | 153,750 |
| Utah | 160,746 | 144,671 | ^(a) | 152,709 | 144,671 | 146,744 |
| Vermont | 184,100 | 78,145 | 116,729 | 139,755 | 116,729 | 135,283 |
| Virginia | 175,000 | 36,321 | 176,730 | 150,000 | 177,172 | 177,313 |
| Washington | 182,179 | 111,180 | 130,560 | 167,381 | 149,103 | n/o |
| West Virginia | 150,000 | 20,000 ^(g) | 95,000 | 95,000 | 95,000 | ^(d) |
| Wisconsin | 152,756 | 80,684 | 72,551 | 148,242 | 72,551 | 114,587 |
| Wyoming | 105,000 | ^(b) | 92,000 | 177,000 | 92,000 | ^(d) |

n/a: not available

n/o: no specific chief administrative official or agency in charge of function.

^(a)Lieutenant Governor.

^(b)Secretary of State.

^(c)Administration.

^(d)Auditor.

^(e)Comptroller.

^(f)Finance.

^(g)In Maine, New Hampshire, Tennessee, and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship.

Source: The Council of State Governments; *The Book of the States*, 2020 Edition

Exhibit 6
State Ranking of Governors' Salaries

| <u>Rank</u> | <u>State</u> | <u>2021 Salary</u> | <u>2017 Salary</u> | <u>% Change</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|
| 1 | New York | \$225,000 | \$179,000 | 25.7% |
| 2 | California | 209,747 | 190,103 | 10.3% |
| 3 | Pennsylvania | 201,729 | 193,304 | 4.4% |
| 4 | Tennessee | 198,780 | 187,680 | 5.9% |
| 5 | Massachusetts | 185,000 | 151,800 | 21.9% |
| 6 | Vermont | 184,100 | 166,046 | 10.9% |
| 7 | Washington | 182,179 | 173,617 | 4.9% |
| 8 | Illinois | 181,670 | 177,412 | 2.4% |
| 9 | Maryland | 180,000 | 175,000 | 2.9% |
| 10 | Georgia | 175,000 | 139,339 | 25.6% |
| 10 | New Jersey | 175,000 | 175,000 | 0.0% |
| 10 | Virginia | 175,000 | 175,000 | 0.0% |
| 13 | Delaware | 171,000 | 171,000 | 0.0% |
| 14 | Hawaii | 165,048 | 152,544 | 8.2% |
| 15 | Utah | 160,746 | 109,900 | 46.3% |
| 16 | Michigan | 159,300 | 159,300 | 0.0% |
| 17 | Ohio | 159,182 | 148,304 | 7.3% |
| 18 | Texas | 153,750 | 153,750 | 0.0% |
| 19 | Wisconsin | 152,756 | 147,328 | 3.7% |
| 20 | Kentucky | 152,181 | 142,976 | 6.4% |
| 21 | Arkansas | 151,838 | 141,000 | 7.7% |
| 22 | North Carolina | 150,969 | 144,349 | 4.6% |
| 23 | Connecticut | 150,000 | 150,000 | 0.0% |
| 23 | West Virginia | 150,000 | 150,000 | 0.0% |
| 25 | Nevada | 149,573 | 149,573 | 0.0% |
| 26 | Oklahoma | 147,000 | 147,000 | 0.0% |
| 27 | Rhode Island | 145,755 | 132,710 | 9.8% |
| 28 | Alaska | 145,000 | 145,000 | 0.0% |
| 29 | Idaho | 138,302 | 122,597 | 12.8% |
| 30 | North Dakota | 135,360 | 132,964 | 1.8% |
| 31 | New Hampshire | 134,581 | 127,443 | 5.6% |
| 32 | Missouri | 133,821 | 133,821 | 0.0% |
| 33 | Florida | 130,273 | 130,273 | 0.0% |
| 34 | Iowa | 130,000 | 130,000 | 0.0% |
| 34 | Louisiana | 130,000 | 130,000 | 0.0% |
| 36 | Alabama | 127,833 | 119,950 | 6.6% |
| 37 | Minnesota | 127,629 | 127,629 | 0.0% |
| 38 | Mississippi | 122,160 | 122,160 | 0.0% |
| 39 | Indiana | 121,331 | 121,331 | 0.0% |
| 40 | Montana | 118,397 | 111,569 | 6.1% |
| 41 | South Dakota | 116,400 | 112,214 | 3.7% |

| <u>Rank</u> | <u>State</u> | <u>2021 Salary</u> | <u>2017 Salary</u> | <u>% Change</u> |
|-------------|----------------|--------------------|--------------------|-----------------|
| 42 | Kansas | 110,707 | 99,636 | 11.1% |
| 43 | New Mexico | 110,000 | 110,000 | 0.0% |
| 44 | South Carolina | 106,078 | 106,078 | 0.0% |
| 45 | Nebraska | 105,000 | 105,000 | 0.0% |
| 45 | Wyoming | 105,000 | 105,000 | 0.0% |
| 47 | Oregon | 98,600 | 98,600 | 0.0% |
| 48 | Arizona | 95,000 | 95,000 | 0.0% |
| 49 | Colorado | 92,700 | 90,000 | 3.0% |
| 50 | Maine | 70,000 | 70,000 | 0.0% |

Source: The Council of State Governments; *The Book of the States*, 2020 Edition

Exhibit 7
Governors' Salaries Ranked by State General Revenues

| <u>Rank</u> | <u>State</u> | <u>2021 Salary</u> | <u>2017 Salary</u> | <u>% Change</u> | <u>General Revenue (\$ in Thousands)</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|------------------------------------------|
| 1 | California | \$209,747 | \$190,103 | 10.33% | \$420,375,637 |
| 2 | New York | 225,000 | 179,000 | 25.70% | 255,031,282 |
| 3 | Texas | 153,750 | 153,750 | 0.00% | 203,174,003 |
| 4 | Florida | 130,273 | 130,273 | 0.00% | 139,568,069 |
| 5 | Illinois | 181,670 | 177,412 | 2.40% | 104,532,578 |
| 6 | Pennsylvania | 201,729 | 193,304 | 4.36% | 103,622,794 |
| 7 | New Jersey | 175,000 | 175,000 | 0.00% | 90,088,326 |
| 8 | Ohio | 159,182 | 148,304 | 7.33% | 85,381,277 |
| 9 | North Carolina | 150,969 | 144,349 | 4.59% | 71,490,136 |
| 10 | Virginia | 175,000 | 175,000 | 0.00% | 70,652,417 |
| 11 | Washington | 182,179 | 173,617 | 4.93% | 70,607,835 |
| 12 | Michigan | 159,300 | 159,300 | 0.00% | 70,251,725 |
| 13 | Massachusetts | 185,000 | 151,800 | 21.87% | 67,097,792 |
| 14 | Georgia | 175,000 | 139,339 | 25.59% | 64,639,569 |
| 15 | Maryland | 180,000 | 175,000 | 2.86% | 53,077,210 |
| 16 | Minnesota | 127,629 | 127,629 | 0.00% | 52,017,462 |
| 17 | Colorado | 92,700 | 90,000 | 3.00% | 48,776,027 |
| 18 | Indiana | 121,331 | 121,331 | 0.00% | 46,413,958 |
| 19 | Wisconsin | 152,756 | 147,328 | 3.68% | 44,083,702 |
| 20 | Arizona | 95,000 | 95,000 | 0.00% | 41,463,196 |
| 21 | Missouri | 133,821 | 133,821 | 0.00% | 38,439,668 |
| 22 | Oregon | 98,600 | 98,600 | 0.00% | 38,200,438 |
| 23 | South Carolina | 106,078 | 106,078 | 0.00% | 36,807,254 |
| 24 | Tennessee | 198,780 | 187,680 | 5.91% | 36,614,291 |
| 25 | Connecticut | 150,000 | 150,000 | 0.00% | 35,489,798 |
| 26 | Alabama | 127,833 | 119,950 | 6.57% | 31,609,200 |
| 27 | Iowa | 130,000 | 130,000 | 0.00% | 30,904,349 |
| 28 | Louisiana | 130,000 | 130,000 | 0.00% | 30,655,346 |
| 29 | Kentucky | 152,181 | 142,976 | 6.44% | 27,458,345 |
| 30 | Oklahoma | 147,000 | 147,000 | 0.00% | 26,351,659 |
| 31 | Utah | 160,746 | 109,900 | 46.27% | 26,173,938 |
| 32 | Kansas | 110,707 | 99,636 | 11.11% | 25,001,591 |
| 33 | Nevada | 149,573 | 149,573 | 0.00% | 20,518,604 |
| 34 | Mississippi | 122,160 | 122,160 | 0.00% | 19,070,632 |
| 35 | Arkansas | 151,838 | 141,000 | 7.69% | 18,823,861 |
| 36 | New Mexico | 110,000 | 110,000 | 0.00% | 17,801,404 |
| 37 | Nebraska | 105,000 | 105,000 | 0.00% | 15,469,481 |
| 38 | Hawaii | 165,048 | 152,544 | 8.20% | 15,412,412 |
| 39 | West Virginia | 150,000 | 150,000 | 0.00% | 12,145,507 |
| 40 | Maine | 70,000 | 70,000 | 0.00% | 10,687,114 |

| | | | | | |
|----|---------------|---------|---------|--------|------------|
| 41 | Idaho | 138,302 | 122,597 | 12.81% | 10,384,908 |
| 42 | New Hampshire | 134,581 | 127,443 | 5.60% | 9,598,142 |
| 43 | North Dakota | 135,360 | 132,964 | 1.80% | 9,219,330 |
| 44 | Rhode Island | 145,755 | 132,710 | 9.83% | 9,194,538 |
| 45 | Delaware | 171,000 | 171,000 | 0.00% | 8,891,199 |
| 46 | Alaska | 145,000 | 145,000 | 0.00% | 8,143,585 |
| 47 | Montana | 118,397 | 111,569 | 6.12% | 6,745,071 |
| 48 | Wyoming | 105,000 | 105,000 | 0.00% | 6,341,880 |
| 49 | Vermont | 184,100 | 166,046 | 10.87% | 5,582,156 |
| 50 | South Dakota | 116,400 | 112,214 | 3.73% | 5,512,239 |

Source: Salaries – The Council of State Governments; *The Book of the States*, 2017 and 2020 Editions; Revenues – Annual Surveys of State & Local Government Finances, U.S. Census Bureau (2019)

Exhibit 8
Governors' Salaries Ranked by Population

| <u>Rank</u> | <u>State</u> | <u>2021 Salary</u> | <u>2017 Salary</u> | <u>% Change</u> | <u>Population 2020</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|------------------------|
| 1 | California | \$209,747 | \$190,103 | 10.33% | 39,368,078 |
| 2 | Texas | 153,750 | 153,750 | 0.00% | 29,360,759 |
| 3 | Florida | 130,273 | 130,273 | 0.00% | 21,733,312 |
| 4 | New York | 225,000 | 179,000 | 25.70% | 19,336,776 |
| 5 | Pennsylvania | 201,729 | 193,304 | 4.36% | 12,783,254 |
| 6 | Illinois | 181,670 | 177,412 | 2.40% | 12,587,530 |
| 7 | Ohio | 159,182 | 148,304 | 7.33% | 11,693,217 |
| 8 | Georgia | 175,000 | 139,339 | 25.59% | 10,710,017 |
| 9 | North Carolina | 150,969 | 144,349 | 4.59% | 10,600,823 |
| 10 | Michigan | 159,300 | 159,300 | 0.00% | 9,966,555 |
| 11 | New Jersey | 175,000 | 175,000 | 0.00% | 8,882,371 |
| 12 | Virginia | 175,000 | 175,000 | 0.00% | 8,590,563 |
| 13 | Washington | 182,179 | 173,617 | 4.93% | 7,693,612 |
| 14 | Arizona | 95,000 | 95,000 | 0.00% | 7,421,401 |
| 15 | Massachusetts | 185,000 | 151,800 | 21.87% | 6,893,574 |
| 16 | Tennessee | 198,780 | 187,680 | 5.91% | 6,886,834 |
| 17 | Indiana | 121,331 | 121,331 | 0.00% | 6,754,953 |
| 18 | Missouri | 133,821 | 133,821 | 0.00% | 6,151,548 |
| 19 | Maryland | 180,000 | 175,000 | 2.86% | 6,055,802 |
| 20 | Wisconsin | 152,756 | 147,328 | 3.68% | 5,832,655 |
| 21 | Colorado | 92,700 | 90,000 | 3.00% | 5,807,719 |
| 22 | Minnesota | 127,629 | 127,629 | 0.00% | 5,657,342 |
| 23 | South Carolina | 106,078 | 106,078 | 0.00% | 5,218,040 |
| 24 | Alabama | 127,833 | 119,950 | 6.57% | 4,921,532 |
| 25 | Louisiana | 130,000 | 130,000 | 0.00% | 4,645,318 |
| 26 | Kentucky | 152,181 | 142,976 | 6.44% | 4,477,251 |
| 27 | Oregon | 98,600 | 98,600 | 0.00% | 4,241,507 |
| 28 | Oklahoma | 147,000 | 147,000 | 0.00% | 3,980,783 |
| 29 | Connecticut | 150,000 | 150,000 | 0.00% | 3,557,006 |
| 30 | Utah | 160,746 | 109,900 | 46.27% | 3,249,879 |
| 31 | Iowa | 130,000 | 130,000 | 0.00% | 3,163,561 |
| 32 | Nevada | 149,573 | 149,573 | 0.00% | 3,138,259 |
| 33 | Arkansas | 151,838 | 141,000 | 7.69% | 3,030,522 |
| 34 | Mississippi | 122,160 | 122,160 | 0.00% | 2,966,786 |
| 35 | Kansas | 110,707 | 99,636 | 11.11% | 2,913,805 |
| 36 | New Mexico | 110,000 | 110,000 | 0.00% | 2,106,319 |
| 37 | Nebraska | 105,000 | 105,000 | 0.00% | 1,937,552 |
| 38 | Idaho | 138,302 | 122,597 | 12.81% | 1,826,913 |
| 39 | West Virginia | 150,000 | 150,000 | 0.00% | 1,784,787 |
| 40 | Hawaii | 165,048 | 152,544 | 8.20% | 1,407,006 |
| 41 | New Hampshire | 134,581 | 127,443 | 5.60% | 1,366,275 |

| <u>Rank</u> | <u>State</u> | <u>2021 Salary</u> | <u>2017 Salary</u> | <u>% Change</u> | <u>Population 2020</u> |
|-------------|--------------|--------------------|--------------------|-----------------|------------------------|
| 42 | Maine | 70,000 | 70,000 | 0.00% | 1,350,141 |
| 43 | Montana | 118,397 | 111,569 | 6.12% | 1,080,577 |
| 44 | Rhode Island | 145,755 | 132,710 | 9.83% | 1,057,125 |
| 45 | Delaware | 171,000 | 171,000 | 0.00% | 986,809 |
| 46 | South Dakota | 116,400 | 112,214 | 3.73% | 892,717 |
| 47 | North Dakota | 135,360 | 132,964 | 1.80% | 765,309 |
| 48 | Alaska | 145,000 | 145,000 | 0.00% | 731,158 |
| 49 | Vermont | 184,100 | 166,046 | 10.87% | 623,347 |
| 50 | Wyoming | 105,000 | 105,000 | 0.00% | 582,328 |

Source: The Council of State Governments; *The Book of the States*, 2017 and 2020 Editions; Population Data – U.S. Census Bureau, July 2020

Exhibit 9
Governors' Salaries Ranked by Per Capita Income

| <u>Rank</u> | <u>State</u> | <u>2021 Salary</u> | <u>2017 Salary</u> | <u>% Change</u> | <u>Per Capita Income</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|--------------------------|
| 1 | Connecticut | \$150,000 | \$150,000 | 0.00% | \$77,273 |
| 2 | Massachusetts | 185,000 | 151,800 | 21.87% | 74,161 |
| 3 | New York | 225,000 | 179,000 | 25.70% | 71,682 |
| 4 | New Jersey | 175,000 | 175,000 | 0.00% | 70,399 |
| 5 | California | 209,747 | 190,103 | 10.33% | 66,745 |
| 6 | Washington | 182,179 | 173,617 | 4.93% | 64,766 |
| 7 | Maryland | 180,000 | 175,000 | 2.86% | 64,541 |
| 8 | New Hampshire | 134,581 | 127,443 | 5.60% | 63,452 |
| 9 | Alaska | 145,000 | 145,000 | 0.00% | 62,629 |
| 10 | Wyoming | 105,000 | 105,000 | 0.00% | 62,044 |
| 11 | Colorado | 92,700 | 90,000 | 3.00% | 61,159 |
| 12 | Virginia | 175,000 | 175,000 | 0.00% | 59,509 |
| 13 | Minnesota | 127,629 | 127,629 | 0.00% | 58,830 |
| 14 | Illinois | 181,670 | 177,412 | 2.40% | 58,786 |
| 15 | Pennsylvania | 201,729 | 193,304 | 4.36% | 58,046 |
| 16 | North Dakota | 135,360 | 132,964 | 1.80% | 57,108 |
| 17 | Hawaii | 165,048 | 152,544 | 8.20% | 57,026 |
| 18 | Rhode Island | 145,755 | 132,710 | 9.83% | 56,426 |
| 19 | Vermont | 184,100 | 166,046 | 10.87% | 55,288 |
| 20 | Nebraska | 105,000 | 105,000 | 0.00% | 54,567 |
| 21 | Delaware | 171,000 | 171,000 | 0.00% | 54,323 |
| 22 | South Dakota | 116,400 | 112,214 | 3.73% | 53,812 |
| 23 | Kansas | 110,707 | 99,636 | 11.11% | 53,439 |
| 24 | Oregon | 98,600 | 98,600 | 0.00% | 53,212 |
| 25 | Wisconsin | 152,756 | 147,328 | 3.68% | 53,207 |
| 26 | Texas | 153,750 | 153,750 | 0.00% | 52,829 |
| 27 | Florida | 130,273 | 130,273 | 0.00% | 52,391 |
| 28 | Iowa | 130,000 | 130,000 | 0.00% | 51,791 |
| 29 | Nevada | 149,573 | 149,573 | 0.00% | 50,985 |
| 30 | Maine | 70,000 | 70,000 | 0.00% | 50,575 |
| 31 | Ohio | 159,182 | 148,304 | 7.33% | 50,167 |
| 32 | Montana | 118,397 | 111,569 | 6.12% | 49,684 |
| 33 | Michigan | 159,300 | 159,300 | 0.00% | 49,238 |
| 34 | Utah | 160,746 | 109,900 | 46.27% | 48,978 |
| 35 | Indiana | 121,331 | 121,331 | 0.00% | 48,687 |
| 36 | Tennessee | 198,780 | 187,680 | 5.91% | 48,676 |
| 37 | Missouri | 133,821 | 133,821 | 0.00% | 48,631 |
| 38 | Georgia | 175,000 | 139,339 | 25.59% | 48,188 |
| 39 | North Carolina | 150,969 | 144,349 | 4.59% | 47,706 |
| 40 | Louisiana | 130,000 | 130,000 | 0.00% | 47,363 |
| 41 | Oklahoma | 147,000 | 147,000 | 0.00% | 47,297 |

| <u>Rank</u> | <u>State</u> | <u>2021 Salary</u> | <u>2017 Salary</u> | <u>% Change</u> | <u>Per Capita Income</u> |
|-------------|----------------|--------------------|--------------------|-----------------|--------------------------|
| 42 | Arizona | 95,000 | 95,000 | 0.00% | 45,975 |
| 43 | Idaho | 138,302 | 122,597 | 12.81% | 45,917 |
| 44 | South Carolina | 106,078 | 106,078 | 0.00% | 45,359 |
| 45 | Arkansas | 151,838 | 141,000 | 7.69% | 44,582 |
| 46 | Alabama | 127,833 | 119,950 | 6.57% | 44,102 |
| 47 | Kentucky | 152,181 | 142,976 | 6.44% | 43,724 |
| 48 | New Mexico | 110,000 | 110,000 | 0.00% | 43,268 |
| 49 | West Virginia | 150,000 | 150,000 | 0.00% | 42,242 |
| 50 | Mississippi | 122,160 | 122,160 | 0.00% | 38,887 |

Source: The Council of State Governments; *The Book of the States*, 2017 and 2020 Editions; U.S. Bureau of Economic Analysis: Annual Personal Income (2019)

Exhibit 10
State Ranking of Lieutenant Governor Salaries

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|-----------------|-----------------------|
| 1 | New York | \$210,000 |
| 2 | Ohio | 176,426 |
| 3 | New Jersey | 175,000 |
| 4 | Pennsylvania | 169,451 |
| 5 | Hawaii | 165,552 |
| 6 | California | 157,310 |
| 7 | Maryland | 149,500 |
| 8 | Utah | 144,671 |
| 9 | Illinois | 139,200 |
| 10 | North Carolina | 133,365 |
| 11 | Kentucky | 129,375 |
| 12 | Florida | 124,851 |
| 13 | Rhode Island | 122,740 |
| 14 | Massachusetts | 122,058 |
| 15 | Louisiana | 115,003 |
| 16 | Alaska | 115,000 |
| 17 | Oklahoma | 114,713 |
| 18 | Michigan | 111,510 |
| 19 | Washington | 111,180 |
| 20 | Connecticut | 110,000 |
| 21 | North Dakota | 105,285 |
| 22 | Iowa | 103,212 |
| 23 | Indiana | 99,783 |
| 24 | Colorado | 93,360 |
| 25 | Georgia | 91,609 |
| 26 | Montana | 90,140 |
| 27 | Missouri | 86,484 |
| 28 | New Mexico | 85,000 |
| 29 | Minnesota | 82,959 |
| 30 | Delaware | 82,239 |
| 31 | Wisconsin | 80,684 |
| 32 | Vermont | 78,145 |
| 33 | Kansas | 76,313 |
| 34 | Nebraska | 75,000 |
| 35 | Tennessee | 72,948 ^(b) |
| 36 | Nevada | 63,648 |
| 37 | Mississippi | 60,000 |
| 38 | South Dakota | 56,375 |
| 39 | Alabama | 52,102 |
| 40 | Idaho | 48,406 |
| 41 | South Carolina | 46,545 |

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|---------------|-----------------------|
| 42 | Arkansas | 44,674 |
| 43 | Virginia | 36,321 |
| 44 | West Virginia | 20,000 ^(b) |
| 45 | Texas | 7,200 |
| n/a | Maine | (b) |
| n/a | New Hampshire | (b) |
| n/a | Arizona | (a) |
| n/a | Wyoming | (a) |
| n/a | Oregon | (a) |

^(a)Secretary of State function.

^(b)In Maine, New Hampshire, Tennessee, and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee and West Virginia, the Speaker of the Senate bears the statutory title of Lieutenant Governor.

Source: The Council of State Governments; *The Book of the States*, 2020 Edition

Exhibit 11
State Ranking of Comptroller Salaries

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|-----------------|----------------|
| 1 | New York | \$210,000 |
| 2 | Tennessee | 209,520 |
| 3 | Ohio | 181,875 |
| 4 | Virginia | 177,313 |
| 5 | Massachusetts | 176,624 |
| 6 | New Jersey | 175,000 |
| 7 | California | 167,796 |
| 8 | North Carolina | 166,758 |
| 9 | Pennsylvania | 159,081 |
| 10 | Hawaii | 154,812 |
| 11 | Texas | 153,750 |
| 12 | Michigan | 153,428 |
| 13 | Colorado | 152,100 |
| 14 | Delaware | 152,088 |
| 15 | Arkansas | 149,594 |
| 16 | Maryland | 149,500 |
| 17 | Alabama | 147,580 |
| 18 | Utah | 146,744 |
| 19 | New Mexico | 145,600 |
| 20 | Rhode Island | 140,645 |
| 21 | Arizona | 140,000 |
| 21 | Nebraska | 140,000 |
| 23 | Illinois | 139,200 |
| 24 | Vermont | 135,283 |
| 25 | Florida | 128,972 |
| 26 | Alaska | 124,452 |
| 27 | Kansas | 120,000 |
| 27 | Oklahoma | 120,000 |
| 29 | Maine | 118,934 |
| 30 | Idaho | 117,557 |
| 31 | Montana | 115,495 |
| 32 | Wisconsin | 114,587 |
| 33 | Missouri | 113,300 |
| 34 | Connecticut | 110,000 |
| 35 | Kentucky | 108,286 |
| 36 | New Hampshire | 106,575 |
| 37 | Nevada | 102,898 |
| 38 | South Dakota | 100,028 |
| 39 | South Carolina | 92,007 |
| n/a | Georgia | n/a |
| n/a | Indiana | (a) |
| n/a | Iowa | n/o |

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|---------------|---------------|
| n/a | Louisiana | (c) |
| n/a | Minnesota | (b) |
| n/a | Mississippi | (c) |
| n/a | North Dakota | n/o |
| n/a | Oregon | n/o |
| n/a | Washington | n/o |
| n/a | West Virginia | (a) |
| n/a | Wyoming | (a) |

n/a: Not available.

n/o: No specific chief administrative official or agency in charge of function.

(a) Auditor or pre-audit function.

(b) Finance function.

(c) Administrative function.

Source: The Council of State Governments; *The Book of the States*, 2020 Edition

Exhibit 12
State Ranking of Treasurer Salaries

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|-----------------|----------------|
| 1 | Tennessee | \$209,520 |
| 2 | New York | 190,000 |
| 3 | Georgia | 185,000 |
| 4 | Massachusetts | 178,500 |
| 5 | Virginia | 177,172 |
| 6 | New Jersey | 175,000 |
| 7 | Michigan | 174,204 |
| 8 | Pennsylvania | 167,838 |
| 9 | California | 167,796 |
| 10 | Alaska | 163,770 |
| 11 | Hawaii | 162,552 |
| 12 | Maryland | 149,500 |
| 13 | Washington | 149,103 |
| 14 | Utah | 144,671 |
| 15 | Illinois | 139,200 |
| 16 | North Carolina | 133,365 |
| 17 | Kentucky | 129,375 |
| 18 | Rhode Island | 122,740 |
| 19 | Delaware | 117,582 |
| 19 | Ohio | 117,582 |
| 21 | Idaho | 117,557 |
| 22 | Vermont | 116,729 |
| 23 | Oklahoma | 114,713 |
| 24 | Louisiana | 110,740 |
| 25 | Connecticut | 110,000 |
| 26 | North Dakota | 107,885 |
| 27 | Missouri | 107,746 |
| 28 | New Hampshire | 105,930 |
| 29 | Iowa | 103,212 |
| 30 | Nevada | 102,898 |
| 31 | West Virginia | 95,000 |
| 32 | Colorado | 93,360 |
| 33 | South Dakota | 93,046 |
| 34 | South Carolina | 92,007 |
| 35 | Wyoming | 92,000 |
| 36 | Arkansas | 91,534 |
| 37 | Mississippi | 90,000 |
| 38 | Alabama | 89,031 |
| 39 | Indiana | 86,654 |
| 40 | Kansas | 86,003 |
| 41 | Nebraska | 85,000 |

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|--------------|---------------|
| 41 | New Mexico | 85,000 |
| 43 | Maine | 79,518 |
| 44 | Wisconsin | 72,551 |
| 45 | Oregon | 72,000 |
| 46 | Arizona | 70,000 |
| n/a | Florida | (a) |
| n/a | Minnesota | (a) |
| n/a | Montana | (b) |
| n/a | Texas | (c) |

n/a: not available

^(a)Finance function.

^(b)Administrative function.

^(c)Comptroller function.

Source: The Council of State Governments; *The Book of the States*, 2020 Edition

Exhibit 13
State Ranking of Attorney General Salaries

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|-----------------|----------------|
| 1 | New York | \$210,000 |
| 2 | Tennessee | 193,488 |
| 3 | California | 182,189 |
| 4 | Wyoming | 177,000 |
| 5 | New Jersey | 175,000 |
| 6 | Alabama | 169,001 |
| 7 | Pennsylvania | 167,838 |
| 8 | Washington | 167,381 |
| 9 | Hawaii | 162,552 |
| 10 | Illinois | 160,800 |
| 11 | North Dakota | 159,049 |
| 12 | Texas | 153,750 |
| 13 | Utah | 152,709 |
| 14 | Virginia | 150,000 |
| 15 | Delaware | 149,893 |
| 16 | Maryland | 149,500 |
| 17 | Wisconsin | 148,242 |
| 18 | Alaska | 141,156 |
| 19 | Nevada | 141,086 |
| 20 | Montana | 141,023 |
| 21 | Arkansas | 139,992 |
| 22 | Vermont | 139,755 |
| 23 | Georgia | 139,169 |
| 24 | Massachusetts | 136,402 |
| 25 | Idaho | 134,000 |
| 26 | North Carolina | 133,365 |
| 27 | Oklahoma | 132,825 |
| 28 | Rhode Island | 132,521 |
| 29 | Kentucky | 129,375 |
| 30 | Florida | 128,972 |
| 31 | New Hampshire | 128,260 |
| 32 | Iowa | 123,669 |
| 33 | Minnesota | 121,248 |
| 34 | Ohio | 117,582 |
| 35 | Missouri | 116,437 |
| 36 | South Dakota | 116,277 |
| 37 | Michigan | 112,410 |
| 38 | Louisiana | 110,740 |
| 39 | Connecticut | 110,000 |
| 40 | Mississippi | 108,960 |
| 41 | Colorado | 107,672 |

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|----------------|---------------|
| 42 | Maine | 105,914 |
| 43 | Indiana | 104,246 |
| 44 | Kansas | 98,901 |
| 45 | Nebraska | 95,000 |
| 45 | New Mexico | 95,000 |
| 45 | West Virginia | 95,000 |
| 48 | South Carolina | 92,007 |
| 49 | Arizona | 90,000 |
| 50 | Oregon | 82,220 |

Source: The Council of State Governments; *The Book of the States*, 2020 Edition

Exhibit 14
State Ranking of Secretary of State Salaries

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|-----------------|----------------|
| 1 | Tennessee | \$209,520 |
| 2 | Texas | 197,415 |
| 3 | Virginia | 176,730 |
| 4 | New Jersey | 175,000 |
| 5 | Illinois | 160,800 |
| 6 | New York | 160,000 |
| 7 | California | 157,310 |
| 8 | Pennsylvania | 145,244 |
| 9 | Florida | 141,000 |
| 10 | Oklahoma | 140,000 |
| 11 | Massachusetts | 136,402 |
| 12 | North Carolina | 133,365 |
| 13 | Delaware | 132,011 |
| 14 | Washington | 130,560 |
| 15 | Kentucky | 129,375 |
| 16 | Georgia | 123,637 |
| 17 | Rhode Island | 122,740 |
| 18 | Ohio | 117,582 |
| 19 | Idaho | 117,557 |
| 20 | Vermont | 116,729 |
| 21 | Louisiana | 115,000 |
| 22 | Michigan | 112,410 |
| 23 | Connecticut | 110,000 |
| 24 | North Dakota | 107,885 |
| 25 | Missouri | 107,746 |
| 26 | New Hampshire | 105,930 |
| 27 | Maryland | 105,500 |
| 28 | Maine | 104,104 |
| 29 | Iowa | 103,212 |
| 30 | Nevada | 102,898 |
| 31 | Alabama | 99,772 |
| 32 | Montana | 98,104 |
| 33 | Arkansas | 96,918 |
| 34 | Minnesota | 95,722 |
| 35 | West Virginia | 95,000 |
| 36 | Colorado | 93,360 |
| 37 | South Dakota | 93,046 |
| 38 | South Carolina | 92,007 |
| 39 | Wyoming | 92,000 |
| 40 | Mississippi | 90,000 |
| 41 | Indiana | 86,654 |

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|--------------|---------------|
| 42 | Kansas | 86,003 |
| 43 | Nebraska | 85,000 |
| 43 | New Mexico | 85,000 |
| 45 | Oregon | 77,000 |
| 46 | Wisconsin | 72,551 |
| 47 | Arizona | 70,000 |
| n/a | Alaska | (a) |
| n/a | Hawaii | (b) |
| n/a | Utah | (a) |

n/a: not available

^(a)Lieutenant Governor function.

^(b)No specific administrative official or agency in charge of function

Source: The Council of State Governments; *The Book of the States*, 2020 Edition