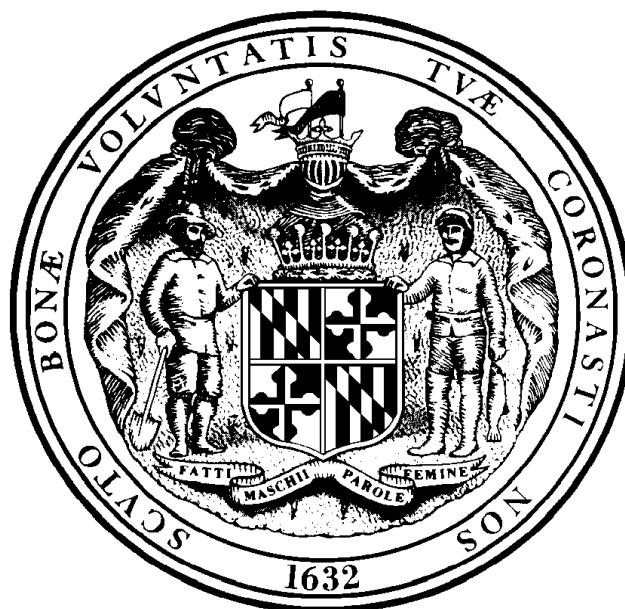




Report of the Governor's Salary Commission

Annapolis, Maryland
January 2026

REPORT OF THE GOVERNOR'S SALARY COMMISSION



ANNAPOLIS, MARYLAND
JANUARY 2026

Governor's Salary Commission

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Bruce M. Plaxen, **Chair**
Jamar R. Brown
Eleanor M. Carey
Susanne Brogan
Anissa M. Walker

Appointed By

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President
President
Speaker
Speaker

Serving Ex-officio

Treasurer Dereck E. Davis

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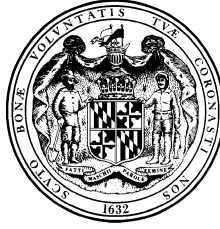
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Governor's Salary Commission

January 22, 2026

The Honorable Wes Moore
Governor of Maryland

The Honorable Bill Ferguson
President of the Senate

The Honorable Aruna Miller
Lieutenant Governor of Maryland

The Honorable Joseline A. Peña-Melnyk
Speaker of the House of Delegates

Dear Governor Moore, Lt. Governor Miller, President Ferguson, and Speaker Peña-Melnyk:

The Governor's Salary Commission has completed its thirteenth quadrennial study as directed by the Maryland Constitution. It is our privilege to report the commission's conclusions. In accordance with the provisions of Article II §21A of the Maryland Constitution, the commission recommends that the salary of the Governor and Lieutenant Governor be increased for the four year term of office, 2027 through 2030, as indicated in the following table:

<u>Governor</u>		<u>Lieutenant Governor</u>	
First Year	\$195,000	First Year	\$175,000
Second Year	202,000	Second Year	180,000
Third Year	202,000	Third Year	180,000
Fourth Year	210,000	Fourth Year	185,000

As it has done in the past, the commission also adopted recommendations for salary increases for Maryland's remaining Constitutional Officers – Attorney General, Comptroller, Treasurer, and Secretary of State – as noted in the following table:

<u>Attorney General</u> <u>Comptroller</u> <u>Treasurer</u>		<u>Secretary of State</u>	
First Year	\$175,000	First Year	\$120,000
Second Year	180,000	Second Year	124,000
Third Year	180,000	Third Year	124,000
Fourth Year	185,000	Fourth Year	128,000

The members of the Governor's Salary Commission trust that you find these suggestions helpful. We enjoyed this opportunity to serve the citizens of Maryland and would be pleased to meet with you and the members of the General Assembly to discuss the commission's work and proposals.

Respectfully submitted,



Bruce M. Plaxen, Chairman



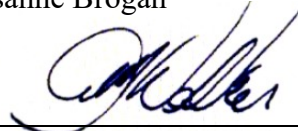
Jamar R. Brown



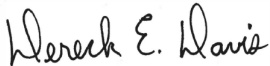
Susanne Brogan



Eleanor M. Carey



Anissa M. Walker



Dereck E. Davis, State Treasurer

Governor's Salary Commission 2025 Interim Membership Roster

The President of the Senate's Appointments

Bruce M. Plaxen, Chair
Jamar R. Brown
Eleanor M. Carey

The Speaker of the House's Appointments

Susanne Brogan
Anissa M. Walker

Serving Ex-officio

Treasurer Dereck E. Davis

Committee Staff

Thomas S. Elder
Eric F. Pierce

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Report Summary

The Governor's Salary Commission met once in December 2025 and once in January 2026 to perform its constitutionally required quadrennial task of recommending annual salary levels for Maryland's Governor and Lieutenant Governor (see **Appendix 1**). In developing its recommendation, the commission examined various data including salary trends among key administrative posts in the Maryland State government, salaries paid to other governors and lieutenant governors nationally, salaries paid to Maryland county executives, and changes to salaries of State employees over the last 23 fiscal years.

The commission noted that many of the salary assumptions made by the prior commission were still valid, such as the importance of a commensurate wage to attract highly qualified candidates. The commission also noted that salaries of key administrative posts in Maryland State government and the counties have increased over the last four years and are expected to increase during the next term of Office of Governor.

For the 2023 through 2026 term of office, the annual salary for the Governor and Lieutenant Governor increased from \$184,000 to \$195,000 and \$165,000 to \$175,000, respectively. In crafting its recommendation, the commission noted that between calendar 2023 and 2026, projected inflation, as measured by the change in the Consumer Price Index, is expected to increase by approximately 9.2%. The commission also noted that while the salaries of both the Governor and Lieutenant Governor rank in approximately the top quintile of Governor and Lieutenant Governor salaries nationally, the salaries have not kept pace with inflation.

Accordingly, the commission recommends the following salary increases for the Governor and Lieutenant Governor for the 2027 through 2030 term of office:

Governor

First Year	\$195,000
Second Year	202,000
Third Year	202,000
Fourth Year	210,000

Lieutenant Governor

First Year	\$175,000
Second Year	180,000
Third Year	180,000
Fourth Year	185,000

These proposals are incorporated in a legislative joint resolution, which is included as **Appendix 18** of this report.

The State constitution requires that the commission's salary recommendation shall be introduced as a joint resolution in each house of the General Assembly, not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease the recommended salaries but may not increase the salaries above the level recommended by the commission.

For the 2023 through 2026 term of office, the annual salary for the Comptroller, the Treasurer, and the Attorney General increased from \$165,000 to \$175,000 and the annual salary for the Secretary of State increased from \$112,500 to \$120,000. Because the same inflationary factors affected the salaries of Maryland's other constitutional officers, and in recognition that some of the deputies to those constitutional officers have salaries

significantly higher than their principals, the commission recommends salary increases as follows:

**Comptroller, Treasurer and
Attorney General**

First Year	\$175,000
Second Year	180,000
Third Year	180,000
Fourth Year	185,000

Secretary of State

First Year	\$120,000
Second Year	124,000
Third Year	124,000
Fourth Year	128,000

The necessary legislation to accomplish this is included as **Appendix 19** of this report.

The salaries would be in effect for the term of office 2027 through 2030 and may not be increased during the term of office except as provided in the proposed legislation.

Introduction

The Maryland Constitution ratified by the voters in 1867 established the salary for the State's chief executive at \$4,500. This remained the salary until the voters approved a constitutional amendment in 1954 raising the salary to \$15,000. An amendment adopted in 1966 elevated the salary to \$25,000. A 1976 constitutional amendment created a gubernatorial salary setting mechanism – the Governor's Salary Commission. The Governor's Salary Commission issued its first report in January 1978.

The 1976 constitutional amendment (**Appendix 2**) created a seven-member commission that includes the State Treasurer, three persons appointed by the President of the Senate, and three persons appointed by the Speaker of the House of Delegates. Appointees serve a four-year term. Members of the General Assembly and officers and employees of the State or a political subdivision of the State are not eligible for appointment to the commission. The constitutional amendment provides as follows:

The commission must submit salary recommendations for Governor and Lieutenant Governor to the General Assembly within ten calendar days after the beginning of the last regular General Assembly session in a four-year term of office. A joint resolution incorporating the recommendations must be introduced in each House of the General Assembly by the fifteenth day of the session. If the commission does not recommend any change in salary, no joint resolution needs to be introduced and the salaries for the two offices will not change during the next four-year term. If the commission does not submit salary recommendations, salaries for the two offices will not change during the next four-year term.

The General Assembly may endorse or reduce the commission's proposals but may not increase the proposed salaries. Failure to adopt a joint resolution within 50 calendar days following its introduction results in adoption of the salaries recommended by the commission.

Neither the commission nor the General Assembly may recommend or endorse salaries lower than those received by the incumbent Governor and Lieutenant Governor.

Salaries resulting from these actions take effect at the beginning of the next term of office, *i.e.*, January 2027.

Prior Commission Reports

There have been 12 prior salary commission reports (**Appendix 3**). The General Assembly adopted, without modification, the joint resolution incorporating the salary recommendations of the first three commissions. The General Assembly amended the joint resolution of the fourth commission's recommendations by reducing the recommended salary of the Governor and Lieutenant Governor. The fifth commission in 1994 recommended no increase for the Governor and Lieutenant Governor. As no change was recommended in 1994, no action was required by the General Assembly in 1994. The General Assembly rejected the increases recommended by the sixth commission in 1998. The General Assembly adopted the increases recommended by the seventh commission in 2002. The General Assembly rejected the increases recommended by the eighth and ninth commissions in 2006 and 2010, respectively. The General Assembly adopted the increases recommended by the tenth commission in 2014. The eleventh commission in 2018 recommended no increase for the Governor and Lieutenant Governor. As no change was recommended in 2018, no action was required by the General Assembly in 2018. Most recently, the General Assembly adopted the increases recommended by the twelfth commission in 2022.

Although the commission's constitutional responsibilities extend only to salary recommendations for the offices of Governor and Lieutenant Governor, prior reports have addressed other aspects of gubernatorial compensation. Also, the Governor has requested prior commissions to make recommendations regarding the salaries of the Attorney General, the Comptroller, the Treasurer, and the Secretary of State.

The salary commission's first report (January 1978) recommended increasing the Governor's salary from \$25,000 to \$60,000. Frozen at \$25,000 since 1967, Maryland's gubernatorial salary ranked last among the 50 states and was lower than the salary paid to many elected and appointed Maryland officials. The next three commissions proposed gubernatorial salary adjustments principally to reflect changes in living costs, to maintain acceptable salary relationships both within the State service and with the governors of other states, and to avoid the possibility of the Governor's dependence on other sources of income.

The fifth commission recommended no change in the salaries on the basis that the relationship between the salaries of the Governor and other key administrative posts in Maryland government had remained unchanged during the previous four years.

The sixth commission recommended increasing the Governor's salary from \$120,000 to \$135,000 because the Governor was paid less than two cabinet secretaries and the Chief Judge of the Court of Appeals. Significantly, the commission predicted that a number of State and local officials would have salaries that exceeded the Governor's by the end of the current term of the Governor.

The seventh commission recommended increasing the Governor's salary from \$120,000 to \$150,000, beginning with a \$15,000 increase to \$135,000 in 2003 and annual increments of \$5,000 over the remaining three years of the four-year term of office beginning in calendar 2003.

The eighth commission recommended increasing the Governor's salary by \$5,000 a year for the four-year term in order to maintain the salary relationships within State and local government service. These increases were rejected but would have resulted in a salary level of \$170,000 after the fourth increase.

The ninth commission recommended increasing the Governor's salary by \$5,000 per year for years three and four of the term. The modest level of increases proposed, combined with the delay in implementing any increase until the third year of the term, was intended to show sensitivity to the budget difficulties facing the State during the economic downturn then being experienced while still making some progress toward providing a salary commensurate with the duties of the office.

The tenth commission recommended, and the General Assembly adopted, increases to the salaries for the Governor and Lieutenant Governor for the first year of the new term to account for the change in the Consumer Price Index (CPI) since 2006, the last year in which the salaries had been increased. For the first year of the term, the Governor's salary was set at \$165,000, an increase of \$15,000, and the Lieutenant Governor's salary was set at \$137,500, an increase of \$12,500. For the last three years of the term, annual increases of \$5,000 and \$4,000 were recommended and adopted for the Governor and Lieutenant Governor, respectively.

The eleventh commission recommended no change in the salaries because inflation had been lower than the estimates used by the previous commission in adopting its salary increase recommendations. The commission also noted that the salaries of both the Governor and Lieutenant Governor previously ranked in the top quartile of Governor and Lieutenant Governor salaries nationally.

The twelfth commission recommended, and the General Assembly adopted, increases to the salaries for the Governor and the Lieutenant Governor (totaling \$15,000 and \$25,500, respectively, over a four-year phase-in period) to account for the change in the CPI since 2018, the last year in which the salaries had been increased.

The first commission also reviewed other gubernatorial benefits. It proposed legislation revising the Governor's pension plan. The adopted plan remained in effect until 2003 with few changes. One change to the pension plan, which was recommended by the 1985 commission and adopted by the 1986 General Assembly, was the incorporation of a cost-of-living adjustment similar to that provided State employees under the State Employees' Pension System (CPI with a 3% cap). A second change to the plan adopted by the 1990 General Assembly increased the pension of a two-term Governor from one-third to one-half of the final salary. The 2002 commission recommended legislation to amend the pension provisions to make the pension allowance for all Governors calculated as a percentage of the current salary of a Governor. The

2003 General Assembly adopted the legislation. The 2014 General Assembly raised the age at which Governors begin receiving pension payments from 55 years of age to 62 years of age and made changes recommended by the tenth commission that for purposes of the retiree health benefit, Governors vest immediately upon taking office and accrue one-sixteenth of the maximum State benefit for each year served.

Some previous commissions, acting on requests from the Governor, made recommendations for increases in the salaries for the constitutional offices of the Attorney General, the Comptroller, the Treasurer, and the Secretary of State. The changes recommended to these salaries generally have been in line with those recommended for the Lieutenant Governor. The exception to this is the salary of the Secretary of State, which is set significantly below that of the other constitutional offices. The 1989 commission recommended the introduction of legislation establishing a minimum pension benefit of 10% of the final salary for the Lieutenant Governor and the other constitutional officers and the establishment of immediate vesting rights for these individuals. This legislation was passed by the 1990 General Assembly.

Activities in 2025-2026

The commission met once in December 2025 and once in January 2026. At the first meeting, the commission received a briefing that covered a review of salary data from other states, economic data, and internal data from Maryland State salaries and positions, and came to the conclusion that an increase in the salaries for the Governor, Lieutenant Governor, and Maryland's other constitutional officers was warranted. The commission also discussed the levels and phasing of the salary increases.

The commission's two meetings are available for viewing on the General Assembly website at the following link: <http://dls.maryland.gov/policy-areas/governors-compensation-commission>.

Compensation Theory

The commission used several compensation principles to guide development of its gubernatorial salary recommendation. This section discusses the compensation principles and relates them to salary data reviewed by the commission.

Relationship to Salaries Paid to Other Maryland Officials

The commission agreed that the salary of the Governor should be higher than or least comparable to the salaries paid to other major elected officials in State and local government and the Judiciary. This is because the Office of Governor includes a greater variety of tasks and responsibilities.

The commission notes that the tasks and responsibilities of the Lieutenant Governor are primarily a function of assignments made by the Governor. Thus, compensation for the Lieutenant Governor should track more closely with salaries paid to other elected or appointed State government officials. The commission believes that the salaries of the Attorney General, the Comptroller, and the Treasurer should continue to be equal to that of the Lieutenant Governor's and not significantly less than that of deputies or other appointed officials within their departments. The salary of the Secretary of State should continue at a level below that of the other constitutional officers and cabinet officials to recognize the significantly lower responsibilities of the position.

A Commensurate Wage

This commission believes that salaries paid to the Governor and Lieutenant Governor should be sufficient to attract highly qualified candidates and provide a standard of living similar to other major political figures in the State and nation. The Office of Governor should not be reserved for individuals with other substantial sources of income. Nevertheless, the commission concluded that an individual does not run for Governor because of the salary. However, individuals with outstanding ability must be able to devote all their time to the office without experiencing a substantial drop in living standards and the ability to meet the needs of a family.

Maintaining a wage commensurate with the office requires that the Governor's salary keep pace with increases in the cost of living. In the past, the commission was concerned with this issue and considered giving the Governor annual salary increases that were tied to the federal Consumer Price Index. While the commission decided against taking this approach, as in recent years, it recognized the need to be cognizant of the impact of inflation when developing salary increase recommendations. Additionally, the commission also accounted for the fact that the Governor does

receive other unique retirement and personal benefits, which are discussed in the Personal Benefits of Elected Office section of this document.

Comparability with Other States

The commission considers comparability with other states useful but less important than other criteria. Although duties and responsibilities of the 50 state governors are similar, problems, issues, and priorities faced by governors can vary widely. Salaries paid to a chief executive do not necessarily reflect these differences or how well a governor manages state government. It is likely that other states will review current salaries and will adopt increases for their governors. The commission believes the salaries and benefits received by Maryland's Governor should be competitive with those received by governors in other states.

Other Considerations

Several other criteria guided the commission's gubernatorial salary determination. The commission noted that positions with similar levels of responsibility in the private sector would be rewarded with significantly higher salaries. The commission also considered the complexity of problems facing State government.

Review of Compensation Data

Salaries Paid to Other Maryland Officials

The commission reviewed salaries paid to cabinet secretaries, the Judiciary, the mayor of Baltimore City, county executives of the largest counties, and State employees. The commission noted that the Governor was paid \$184,000 in 2023. At that time, the Governor made more than all comparable State constitutional officers and all deputies except one. In 2026, the Governor's salary is now less than the maximum salary of all but two cabinet secretaries, lower than all of the State's classifications of judges, and is also less than the salary for all of the deputy constitutional officer positions. This significant change reflects the fact that while inflation rates, personal salaries, and salaries for key State officials have risen, the Governor and other constitutional officer salaries have increased more slowly. As in the past commission cycles, the current commission recognizes that it is important to hire qualified individuals to run major State departments, which might necessitate a salary that is greater than that of the Governor's. **Appendix 4** provides the salary history of selected Maryland State officials.

As shown in **Appendix 5**, the 2024 salaries for the Mayor of Baltimore City and the county executives for Baltimore, Howard, Montgomery and Prince George's counties all exceeded that of the Governor. In 2022, the salaries for the Mayor of Baltimore City and the county executives in Howard, Montgomery and Prince George's counties exceeded that of the Governor.

Gubernatorial Salaries – Other States

The commission also compared the salary of the Governor of Maryland to that of other states. The 2023 salary of \$184,000 paid to the Maryland Governor ranks eleventh in the nation. As shown in **Appendix 9** through **Appendix 11**, the national salary ranking for Maryland's Governor (eleventh) is somewhat higher than it would be if the Governor's salary was based on population (Maryland ranks eighteenth) but is somewhat lower than it would be if based on per capita income (Maryland ranks tenth). Maryland's ranking in these key measures did not change significantly between 2021 and 2023 – it fell from ninth to eleventh in overall gubernatorial salary, rose one place in the ranking in terms of state population, and fell from seventh to tenth in the per capita income ranking.

Salary Determinations

The commission reviewed salary and related information summarized earlier in this report and recommends the following increases in the salaries of the Governor and Lieutenant Governor for the term of office 2027 through 2030:

<u>Governor</u>		<u>Lieutenant Governor</u>	
First Year	\$195,000	First Year	\$175,000
Second Year	202,000	Second Year	180,000
Third Year	202,000	Third Year	180,000
Fourth Year	210,000	Fourth Year	185,000

The commission's recommendation for salary increases was made due to increases in the Consumer Price Index (CPI) over the past four years as well as concerns regarding the potential need for more significant increases in later years should salaries remain flat over the next four years. Between calendar 2023 and 2026, the projected CPI change is an increase of approximately 9.0%. The commission noted a larger increase in salary based on the anticipation of future inflation was not warranted because actual levels of inflation could vary greatly from projections.

The commission recommends that the Governor's salary be maintained at the current level in 2027, with a 3.6% increase in 2028, no increase in 2029, and a 4.0% increase in 2030. As a result, by the end of the next term in 2030, the Governor's salary will be \$210,000. As shown in **Exhibit 1**, the Governor's 2030 salary will still be slightly less than the current average salary of the State's three highest paid county executives (Howard, Montgomery, and Prince George's counties).

Exhibit 1
Select Local, State, and National Compensation Data
Fiscal 2023

<u>Position</u>	<u>Salary</u>
Maryland Governor	\$184,000
Top 15 Gubernatorial Salaries (Average)	202,916
Maryland Cabinet Secretaries (Average)	196,333
Top 3 Maryland Mayor/County Executives (Average)	226,487

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; local personnel offices; Department of Legislative Services

With respect to Maryland's other constitutional officers, the commission believes that the current salary parity of the Attorney General, the Comptroller, and the Treasurer with the Lieutenant Governor should be continued for the next term of office. In addition, the salary of the Secretary of State should continue to be set at a level below that of the other constitutional offices and cabinet secretaries to reflect the position's less significant role in State government. This is commensurate with previous commission decisions. Overall, the commission noted that these remaining constitutional officer positions faced the same growing inflation rates as the Governor's salary. In addition, the deputies for the Attorney General, the Comptroller, and the Treasurer all have higher salaries than the heads of those agencies. Therefore, the commission recommends the following salary increases for Maryland's other constitutional officers:

Comptroller, Treasurer, and			
<u>Attorney General</u>		<u>Secretary of State</u>	
First Year	\$175,000	First Year	\$120,000
Second Year	180,000	Second Year	124,000
Third Year	180,000	Third Year	124,000
Fourth Year	185,000	Fourth Year	128,000

Personal Benefits of Elected Office

The commission realizes that its constitutional responsibilities extend only to salary recommendations for the Office of Governor and Lieutenant Governor. However, previous commissions were requested to review other aspects of compensation such as retirement and other benefits. The commission reviewed the retirement provisions applicable to both offices as well as other benefits.

Governor's Retirement Provisions

The Governor's retirement benefit, as amended in 1990, established a noncontributory gubernatorial pension beginning at age 55, equal to one-third of the salary received at the time of leaving office if the Governor served one term, and one-half of the salary at the time of leaving office if the Governor served two terms (State Personnel and Pensions Article, Section 22-405). The initial retirement allowance was adjusted annually by the change in the federal Consumer Price Index to a maximum of 3%. This was amended in 2003 pursuant to a recommendation by the 2002 commission to make the pension allowance for all former Governors calculated as a percentage of the current salary of a Governor. The pension allowance is now one-third of the current Governor's salary for a one-term former Governor, and one-half for a former two-term Governor. The pension allowance is adjusted to reflect increases in the current Governor's salary.

If the Governor leaves office due to disability, the retirement allowance begins immediately and continues through the period of disability. A surviving spouse receives 50% of the retirement benefit the Governor received or would have received.

The commission notes that the Governor's retirement allowance continues to be more generous than other retirement benefits (**Appendix 6**). It recognizes that a Governor, in many instances, will have a limited period of State service compared to other State officials and employees. Nevertheless, given increasing life expectancy rates and recent changes in age requirements for other State pension systems, the 2013 commission recommended that the age at which future Governors begin receiving their pension be increased to 62 years of age. This change was adopted by the General Assembly in 2014.

Lieutenant Governor/Constitutional Officers' Retirement Provisions

The retirement benefits of the Lieutenant Governor and the other constitutional officers are the same as for members of the State Employees' Pension System unless the individual had State service prior to January 1, 1980, and elected to remain in the State Employees' Retirement System. There are two exceptions – the constitutional officers have immediate vesting rights and receive a

minimum benefit equal to 10% of their salary received during their last term of service as a constitutional officer. The two exceptions were recommended by the commission in its 1989 report and adopted by the General Assembly in 1990. The commission believes that the 1990 statute created a reasonable minimum level of retirement benefits for the constitutional officers and makes no further recommendations for modifications in the retirement provisions.

Other Benefits

The Governor and the other constitutional officers are eligible to participate in other employee benefit programs in the same manner as State employees. Depending on the program, the State pays 100% of costs, the State and the employees share the cost, or employees pay 100% of the costs. The following benefits are included:

- health insurance programs (State/employee sharing);
- prescription drug program (State/employee sharing);
- vision program (State/employee sharing);
- dental program (State/employee sharing);
- catastrophic health coverage (employee);
- accidental death/dismemberment insurance (employee);
- life insurance (employee);
- tax sheltered health spending account (employee);
- tax sheltered child care spending account (employee);
- workers' compensation (State);
- credit union membership (employee); and
- deferred compensation 457 and 401(k) programs (employee).

Except for workers' compensation, these benefits are optional. The constitutional officers, if retired, receive the same level of benefits as retired State employees.

The commission is aware that the costs of the health insurance programs change from year to year with an increase in cost for both the employee and the State. It also recognizes that the constitutional officers as well as the employees may decide to select different coverage either increasing or decreasing their costs with a corresponding effect on the State subsidy. The commission notes that the Governor and the constitutional officers would not be eligible for additional benefits for State employees that were initially created or enacted during their term of office until the beginning of the next term.

The commission finds that current practices with respect to other benefits have functioned in a satisfactory manner and makes no recommendations as to modifications to the current practices for other benefits received by the constitutional officers.

Other Aspects of Elected Office

The commission finds that aspects such as transportation, security, and the official residence are integral parts of the Office of Governor and are not direct benefits for the individual who serves as Governor.

Transportation

The State provides the Governor with fleet vehicles driven by the State Police. The State also has an executive aircraft (airplane) that is at the Governor's disposal when it is not used to transport prisoners extradited to Maryland. This practice is consistent with other states and reflects the prestige and role of the Office of Governor. Other states routinely utilize planes and helicopters to transport governors. The other constitutional officers are furnished a State vehicle and have a State Police driver.

The commission notes the various means of transportation provided to the Governor and the constitutional officers are funded in the State budget and are subject to review by the General Assembly during the budget process. The commission believes the emphasis on a particular type of transportation will reflect both the preference and style of a Governor. The commission also believes that transportation is not part of a Governor's compensation but plays an integral role in enabling a Governor to perform the duties of the office. The current transportation alternatives available to the Governor of Maryland appear appropriate for the office.

Security

The provision of a security detail for the Governor reflects the visibility of the office, the fact that decisions made by a Governor will at times adversely affect some individuals, and the threat of violence. For these reasons, a Governor needs security whether at home, in the office, attending meetings or conferences, or traveling. The number of security personnel and their deployment is primarily a judgment to be made by the Maryland State Police.

The security detail provided to the Governor is funded in the State budget and subject to review by the General Assembly as part of the budget process. Providing security is not a benefit in the normal sense of the word but rather a necessity reflecting the position of Governor. The provision for State Police to drive the other constitutional officers is recognition of the security aspects of these offices, albeit at a less intensive level than the Office of Governor.

Government House

Section 21 of Article II of the State Constitution requires the Governor of Maryland to reside in Annapolis, “the seat of government.” The State provides the Governor with a residence adjacent to the State House and with staff and operating costs. The commission notes that Government House serves not only as the home for the Governor but also as a location for conducting the Governor’s ceremonial activities. It serves as a focal point for entertaining visitors, for promoting the State, and for recognizing the deeds and efforts of various groups and individuals. Government House reflects the prestige of the Office of Governor and is important in assisting the Governor in conducting the ceremonial responsibilities of the office. Although the Governor and family benefit from living there, the residence primarily is for the benefit of the State rather than the individual.

The costs involved in staffing and operating Government House are included in the Department of General Services budget and are subject to review by the General Assembly. The commission believes that the budget process is the appropriate mechanism for considering funding issues related to the residence.

The annual budget also includes funding in the Office of Governor for the Governor to spend for the conduct of the ceremonial aspects of the office, including the giving of ceremonial gifts. The Governor exercises considerable discretion as to the manner in which these funds are spent, but the funds could be subject to restrictions imposed by the General Assembly as part of the budget process and are subject to legislative audit as to procedural aspects or to any restrictions that may be imposed by the General Assembly. The commission recognizes that the Governor should have the preeminent role with respect to operation of Government House. The commission notes that the General Assembly retains the authority to impose funding restrictions and that the fiscal and managerial aspects of the residence are subject to legislative audit. The commission believes these are the appropriate mechanisms as to the oversight of public funding for the Governor’s residence.

Appendix 1
Summary of Governor's
Salary Commission Recommendations

2025/2026

Commission Recommendations

Action

Governor

Adopted.

First Year	\$195,000
Second Year	202,000
Third Year	202,000
Fourth Year	210,000

Lieutenant Governor

Adopted.

Attorney General

Comptroller

Treasurer

First Year	\$175,000
Second Year	180,000
Third Year	180,000
Fourth Year	185,000

Secretary of State

Adopted.

First Year	\$120,000
Second Year	124,000
Third Year	124,000
Fourth Year	128,000

Appendix 2
Constitution of Maryland Article II § 21A
Section 21A. Salaries of Governor and Lieutenant Governor;
Governor's Salary Commission

- (a) The salaries of the Governor and Lieutenant Governor shall be as provided in this section.
- (b) The Governor's Salary Commission is created. It consists of seven members: the State Treasurer; three appointed by the President of the Senate; and three appointed by the Speaker of the House of Delegates. Members of the General Assembly and officers and employees of the State or a political subdivision of the State are not eligible for appointment to the commission. The members of the commission shall elect a member to be chairman, and the concurrence of at least five members is required for any formal commission action. The terms of members shall be for 4 years, except that the persons first appointed to the commission shall serve from June 1, 1977 until May 31, 1980. The members of the commission are eligible for reappointment. Members shall serve without compensation but shall be reimbursed for expenses incurred in carrying out responsibilities under this section.
- (c) Within 10 days after the commencement of the regular session of the General Assembly in 1978, and within 10 days after the commencement of the regular session of the General Assembly each fourth year thereafter, the commission shall make a written recommendation to the Governor, Lieutenant Governor, and other members of the General Assembly as to the salary of the Governor and Lieutenant Governor.
- (d) The recommendation shall be introduced as a joint resolution in each House of the General Assembly not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease the recommended salaries, but may not amend the joint resolution to increase the recommended salaries. If the General Assembly fails to adopt a joint resolution in accordance with this section within 50 days after its introduction, the salaries recommended by the commission shall apply. If the General Assembly amends the joint resolution in accordance with this section, the salaries specified in the joint resolution, as amended, shall apply. If the commission recommends no salary change, a joint resolution shall not be introduced.
- (e) The commission may not recommend salaries lower than that received by the incumbent Governor at the time the recommendation is made; and the General Assembly may not amend the joint resolution to provide for salaries lower than that received by the incumbent Governor and Lieutenant Governor.

- (f) A change in salary resulting from either commission recommendation or amended joint resolution under this section shall take effect at the beginning of the next ensuing term of the Governor and Lieutenant Governor.
- (g) Commission inaction or failure of the commission to meet the requirements of this section with respect to proposing a change in salary for the Governor and Lieutenant Governor shall result in no change in salary.

Appendix 3
Summary of Prior Governor's
Salary Commission Recommendations

2021/2022

Commission Recommendations

Action

Governor

Adopted.

First Year	\$184,000
Second Year	188,000
Third Year	192,000
Fourth Year	195,000

Lieutenant Governor

Adopted.

First Year	\$165,000
Second Year	170,000
Third Year	173,000
Fourth Year	175,000

Suggested Following Salaries

Attorney General

Adopted.

Comptroller

Adopted.

Treasurer

Adopted.

First Year	\$165,000
Second Year	170,000
Third Year	173,000
Fourth Year	175,000

Secretary of State

Adopted.

First Year	\$112,500
Second Year	116,000
Third Year	118,500
Fourth Year	120,000

2017/2018

Commission Recommendations

Action

No Recommendations.

None.

2013/2014

Commission Recommendations

Action

Governor

Adopted.

First Year	\$165,000
Second Year	170,000
Third Year	175,000
Fourth Year	180,000

Lieutenant Governor

Adopted.

First Year	\$137,500
Second Year	141,500
Third Year	145,500
Fourth Year	149,500

Suggested Following Salaries Per Governor's Request

Attorney General

Adopted.

Comptroller

Adopted.

Treasurer

Adopted.

First Year	\$137,500
Second Year	141,500
Third Year	145,500
Fourth Year	149,500

Secretary of State

Adopted.

First Year	\$96,500
Second Year	99,500
Third Year	102,500
Fourth Year	105,500

Other

Proposed legislation to provide that Governors vest immediately upon assuming office for the purpose of the retiree health benefit and to accrue 1/16 of the maximum State subsidy for each year served. ENACTED.

Proposed legislation increasing the age at which future Governors begin receiving pension payments from 55 years of age to 62 years of age. ENACTED.

2009/2010

Commission Recommendations

Action

Governor

Rejected. Remains at \$150,000.

First Year	\$155,000
Second Year	160,000
Third Year	165,000
Fourth Year	170,000

Lieutenant Governor

Rejected. Remains at \$125,000.

First Year	\$129,167
Second Year	133,333
Third Year	137,500
Fourth Year	141,667

Suggested Following Salaries Per Governor's Request

Attorney General

Rejected. Remains at \$125,000.

Comptroller

Rejected. Remains at \$125,000.

Treasurer

Rejected. Remains at \$125,000.

First Year	\$129,167
Second Year	133,333
Third Year	137,500
Fourth Year	141,667

Secretary of State

Rejected. Remains at \$87,500.

First Year	\$90,417
Second Year	93,333
Third Year	96,250
Fourth Year	99,167

2005/2006

Commission Recommendations

Action

Governor

Rejected. Remains at \$150,000.

First Year	\$155,000
Second Year	160,000
Third Year	165,000
Fourth Year	170,000

Lieutenant Governor

Rejected. Remains at \$125,000.

First Year	\$129,167
Second Year	133,333
Third Year	137,500
Fourth Year	141,667

Suggested Following Salaries Per Governor's Request

Attorney General

Rejected. Remains at \$125,000.

Comptroller

Rejected. Remains at \$125,000.

Treasurer

Rejected. Remains at \$125,000.

First Year	\$129,167
Second Year	133,333
Third Year	137,500
Fourth Year	141,667

Secretary of State

Rejected. Remains at \$87,500.

First Year	\$90,417
Second Year	93,333
Third Year	96,250
Fourth Year	99,167

2001/2002

Commission Recommendations

Action

Governor

Adopted.

First Year	\$135,000
Second Year	140,000
Third Year	145,000
Fourth Year	150,000

Lieutenant Governor

Adopted.

First Year	\$112,500
Second Year	116,667
Third Year	120,833
Fourth Year	125,000

Suggested Following Salaries Per Governor's Request

Attorney General

Adopted.

Comptroller

Adopted.

Treasurer

Adopted.

First Year	\$112,500
Second Year	116,667
Third Year	120,833
Fourth Year	125,000

Secretary of State

Adopted.

First Year	\$78,750
Second Year	81,667
Third Year	84,583
Fourth Year	87,500

Other

Proposed legislation to make the pension allowance for all former Governors calculated as a percentage of the current salary of a Governor. A former Governor serving one term would receive one-third of the current salary of the Governor and serving two terms would receive one-half of the current salary of the Governor. ENACTED.

1997/1998

Commission Recommendations

Action

<i>Governor</i>	\$155,000	Rejected. Remains at \$120,000.
<i>Lieutenant Governor</i>	\$129,167	Rejected. Remains at \$100,000.

Suggested Following Salaries Per Governor's Request

<i>Attorney General</i>	\$115,000	Rejected. Remains at \$100,000.
<i>Comptroller</i>	\$115,000	Rejected. Remains at \$100,000.
<i>Treasurer</i>	\$115,000	Rejected. Remains at \$100,000.
<i>Secretary of State</i>	\$80,000	Rejected. Remains at \$70,000.

1993/1994

Commission Recommendations

Action

<i>Governor</i>	No increase recommended.	Remains at \$120,000.
<i>Lieutenant Governor</i>	No increase recommended.	Remains at \$100,000.

Suggested Following Salaries Per Governor's Request

<i>Attorney General</i>	No increase recommended.	Remains at \$100,000.
<i>Comptroller</i>	No increase recommended.	Remains at \$100,000.
<i>Treasurer</i>	No increase recommended.	Remains at \$100,000.
<i>Secretary of State</i>	No increase recommended.	Remains at \$70,000.

1989/1990

Commission Recommendations

Action

<i>Governor</i>	\$135,000	Amended: \$120,000.
<i>Lieutenant Governor</i>	\$115,000	Amended: \$100,000.

Suggested Following Salaries Per Governor's Request

<i>Attorney General</i>	\$115,000	Amended: \$100,000.
<i>Comptroller</i>	\$115,000	Amended: \$100,000.
<i>Treasurer</i>	\$115,000	Amended: \$100,000.
<i>Secretary of State</i>	\$80,000	Amended: \$70,000.

Other

Recommend no change to the Governor's Retirement Plan.

The General Assembly enacted a bill increasing the retirement allowance for a Governor serving two full terms from one-third to one-half of final salary.

Proposed legislation making two changes to retirement plan of constitutional officers, including the Lieutenant Governor:

- *immediate vesting in lieu of current five-year vesting requirement; and*
- *establishment of minimum pension benefit equal to 10% of final salary for constitutional officers serving at least one full term.*

1985/1986

<u>Commission Recommendations</u>		<u>Action</u>
<i>Governor</i>	\$85,000	Adopted.
<i>Lieutenant Governor</i>	\$72,500	Adopted.
<u>Suggested Following Salaries Per Governor's Request</u>		
<i>Attorney General</i>	\$72,500	Adopted.
<i>Comptroller</i>	\$72,500	Adopted.
<i>Treasurer</i>	\$72,500	Adopted.
<i>Secretary of State</i>	\$52,500	\$45,000

Other

Proposed legislation incorporating cost-of-living adjustment into gubernatorial retirement plan in the same manner as under the State Employees' Pension System (consumer price index increase with 3% cap). ENACTED.

1981/1982

<u>Commission Recommendations</u>		<u>Action</u>
<i>Governor</i>	\$75,000	Adopted.
<i>Lieutenant Governor</i>	\$62,500	Adopted.
<u>Suggested Following Salaries Per Governor's Request</u>		
<i>Attorney General</i>	\$62,500	Adopted.
<i>Comptroller</i>	\$62,500	Adopted.
<i>Treasurer</i>	\$62,500	Adopted.
<i>Secretary of State</i>	\$40,000	\$45,000

Other

Recommend no change to the Governor's Retirement Plan.

1977/1978

Commission Recommendations

Action

<i>Governor</i>	\$60,000	Adopted.
<i>Lieutenant Governor</i>	\$52,500	Adopted.

Other

Proposed legislation establishing pension for Governors leaving office after January 17, 1979 – one-third of Governor's highest salary with cost-of-living increases per State Employees' Retirement System.

Bill enacted with amendment eliminating cost-of-living provision.

Proposed legislation consolidating appropriations relating to the operation of Government House.

Amended bill vetoed by Governor but recommendation substantially implemented through budgetary action of Governor Hughes but repealed by action of Governor Schaefer.

Proposed legislation establishing a \$20,000 transition allowance for Governors leaving office after January 17, 1979.

Bill failed.

Appendix 4
Salaries of Selected Maryland State
Officials Fiscal 2019-2026*

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change</u> <u>2019-2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>% Change</u> <u>2023-2026</u>
Constitutional Officers*										
Governor	\$180,000	\$180,000	\$180,000	\$180,000	0.00%	\$184,000	\$188,000	\$192,000	\$195,000	5.98%
Lieutenant Governor	149,500	149,500	149,500	149,500	0.00%	165,000	170,000	173,000	175,000	6.06%
Attorney General	149,500	149,500	149,500	149,500	0.00%	165,000	170,000	173,000	175,000	6.06%
Comptroller	149,500	149,500	149,500	149,500	0.00%	165,000	170,000	173,000	175,000	6.06%
Treasurer	149,500	149,500	149,500	149,500	0.00%	165,000	170,000	173,000	175,000	6.06%
Secretary of State	105,500	105,500	105,500	105,500	0.00%	112,500	116,000	118,500	120,000	6.67%
Deputy Constitutional Officers										
Attorney General	\$153,532	\$156,603	\$162,109	\$167,006	8.78%	\$167,006	\$207,412	\$214,812	\$233,561	39.85%
Comptroller	177,977	181,537	187,919	193,595	8.78%	193,595	223,345	249,011	362,977	87.49%
Treasurer	153,532	156,603	162,109	167,006	8.78%	167,006	192,671	249,011	251,502	50.59%
Judiciary										
Judge, Supreme Court	\$186,433	\$186,433	\$191,433	\$196,433	5.36%	\$231,433	\$216,433	\$226,433	\$236,433	2.16%
Ch. Judge, Supreme Court	205,433	205,433	210,433	215,433	4.87%	250,433	235,433	245,433	255,433	2.00%
Judge, Appellate Court	173,633	173,633	178,633	183,633	5.76%	209,433	203,633	213,633	223,633	6.78%
Ch. Judge, Appellate Court	176,633	176,633	181,633	186,633	5.66%	221,633	206,633	216,633	226,633	2.26%
Judge, Circuit Court	164,433	164,433	169,433	174,433	6.08%	209,433	194,433	204,433	214,433	2.39%
Judge, District Court	151,333	151,333	156,333	161,333	6.61%	196,333	181,333	191,333	201,333	2.55%
Ch. Judge, District Court	173,633	173,633	178,633	183,633	5.76%	218,633	203,633	213,633	223,633	2.29%

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change 2019-2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>% Change 2023-2026</u>
Cabinet Secretaries										
Superintendent of Schools	\$236,000	\$240,720	\$236,000	\$275,000	16.53%	\$310,000	\$310,000	\$343,747	\$360,500	16.29%
Aging	153,532	156,603	162,109	167,006	8.78%	167,006	207,412	231,248	174,146	4.28%
Planning	153,532	156,603	162,109	167,006	8.78%	167,006	207,412	214,812	233,561	39.85%
Emergency Management						167,006	223,345	249,011	251,502	50.59%
Veterans	114,600	116,892	121,002	124,658	8.78%	124,658	207,412	214,812	233,561	87.36%
Budget and Management	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Information Technology	177,977	177,977	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
General Services	153,532	156,603	187,919	193,595	26.09%	193,595	322,343	359,383	362,977	87.49%
Service and Civic Innovation									233,561	N/A
Transportation	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	354,979	354,979	83.36%
Natural Resources	165,281	168,587	174,513	179,785	8.78%	179,785	322,343	359,383	362,977	101.90%
Agriculture	153,532	156,603	162,109	167,006	8.78%	167,006	223,345	249,011	187,337	12.17%
Health	177,977	181,537	187,919	193,595	8.78%	279,407	322,343	359,383	362,977	29.91%
Human Services	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Labor	165,281	168,587	174,513	179,785	8.78%	179,785	322,343	359,383	362,977	101.90%
Public Safety	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Higher Education Commission	165,281	168,587	174,513	179,785	8.78%	179,785	207,412	249,011	251,502	39.89%
Housing	165,281	168,587	174,513	179,785	8.78%	179,785	322,343	359,383	362,977	101.90%
Commerce	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
Environment	165,281	168,587	187,919	193,595	17.13%	193,595	322,343	359,383	362,977	87.49%
Juvenile Services	177,977	181,537	187,919	193,595	8.78%	193,595	322,343	359,383	362,977	87.49%
State Police	177,977	181,537	271,215	279,407	56.99%	279,407	322,343	359,383	362,977	29.91%

* Salary levels reflect actual budgeted amounts from fiscal 2019 through 2022. For constitutional officers, fiscal 2023 through 2026 correspond to calendar years.

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 for Judiciary when compensation commissions have met after session.

Appendix 5
Mayor and County Executive Salaries
Fiscal 2014-2024

<u>County</u>	<u>2014</u>	<u>2018</u>	<u>2022</u>	<u>2024</u>	<u>% Change 2022-2024</u>	<u>% Change 2018-2024</u>
Anne Arundel County	\$130,000	\$139,000	\$142,000	\$142,000	0%	2%
Baltimore City	159,380	175,926	194,189	204,020	5%	16%
Baltimore County	150,000	175,000	175,000	192,000	10%	10%
Harford County	105,136	131,939	145,297	165,557	14%	25%
Howard County	163,482	180,492	202,217	227,012	12%	26%
Montgomery County	180,250	192,769	192,769	223,791	16%	16%
Prince George's County	180,474	209,998	218,998	228,658	4%	9%

Source: MACo – Fiscal 2024 Survey (County Employee Salaries)

Appendix 6
Comparison of Maryland State Retirement and Pension Systems

	<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	None	8.0% of salary, for 16 years	7.0% of salary	8.0% of salary	7.0% of salary	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 Before 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							
Hired on or Before 6/30/11	3.0% of current legislative salary per year of service	One-third of current annual salary for one term; or one-half of current annual salary for two terms	Two-thirds of active judge salary at 16 years (reduced benefit for less than 16 years)	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)	2.55% per year of service (calculated on highest 3 years of salary)	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)	1.8% per year of service (calculated on highest 3 years of salary)
<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 that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year that 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 a 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, one-third of current annual salary; if in second term, one-half of current salary	Service retirement (with minimum of 33.3% of salary after 3 years of service)	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	Two-thirds of salary plus annuity based on member contributions	Two-thirds of salary plus annuity based on member contributions	Two-thirds of salary plus annuity based on member contributions	Two-thirds of salary plus annuity based on member contributions
Line-of-duty Death Benefit							
Conditions	Not applicable	Not applicable	Killed with death arising out of or in the course of performance of duties	Killed with death arising out of or in the course of performance of duties	Dies with death arising out of or in the course of performance of duties	Dies with death arising out of or in the course of performance of duties	Killed with death arising out of or in the course of performance of duties

	<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	Not applicable	Not applicable	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents	Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents

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

COLA: cost-of-living adjustment

LEOPS: Law Enforcement Officers' Pension System

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

² Employee 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. Employee contributions for legislators, judges, State Police, and LEOPS end when maximum benefits are accrued.

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

⁴ Other 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

Appendix 7
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2026

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	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 2.0% ⁽³⁾	On time	2.0% extra, 9.0% 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	0.5% ⁽⁵⁾	On time		\$600	None	Yes ⁽⁶⁾	2-5-day furlough enacted ⁽⁷⁾
2010		None	None		\$0	None	None	3-1- 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⁾	

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>
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⁾	
2017		None	On time	Negotiated increments	\$0	None	Yes ⁽¹⁵⁾	
2018		None	None	Negotiated increments	\$0	None	None	
2019	1/1/19; 4/1/19	2%; 0.5% ⁽¹⁶⁾	None	2% and negotiated increments	0	\$500 ⁽¹⁶⁾	Yes ⁽¹⁷⁾	
2020	7/1/19; 1/1/20	3%; 1% ⁽¹⁸⁾	None	5% and negotiated increments	0	None	Yes ⁽¹⁹⁾	
2021	1/1/2021	2%	None	0.05%	0	None	Yes ⁽²⁰⁾	
2022	1/1/2022	1% ⁽²¹⁾	1/1/2022	4% and negotiated increments	0	\$1,000/\$1,500 ⁽²²⁾	Yes ⁽²³⁾	
2023	7/1/22; 11/1/22	3%; 4.5%	On time	7% and negotiated increments ⁽²⁴⁾	0	None	Yes ⁽²⁵⁾	
2024	7/1/2023	2%	On time ⁽²⁶⁾	5% and negotiated increments	600	None	Yes ⁽²⁷⁾	
2025	7/1/2024	3%	On time ⁽²⁸⁾	5% and negotiated increments	600	None	Yes ⁽²⁹⁾	
2026	7/1/2025	1%	On time ⁽³⁰⁾		600	None	None	

DGS: Department of General Services

DHMH: Department of Health and Mental Hygiene

⁽¹⁾ The fiscal 2005 annual salary review (ASR) 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 (ALJ), and banking financial examiners.

- (2) The fiscal 2006 ASR provided a one-grade salary adjustment for the Deputy State Fire Marshal classification series.
- (3) Fiscal 2007 general salary increases were \$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 ASR provided reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, ALJ, and teachers' aides.
- (5) A 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.
- (6) The fiscal 2009 ASR provided reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialists, veteran services, cemetery workers, call center specialists, complex tax auditors, tax consultants, retirement benefits counselors, medical care specialists, dental workers, financial regulators, deputy fire marshals, lead aviation maintenance technicians, police communications operators, and civilian helicopter pilots.
- (7) 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 positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.
- (8) 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 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 for an extra four days; and those earning over \$100,000 are furloughed for an additional five days. The result was an average salary reduction of approximately 2.6%.
- (9) 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.
- (10) The fiscal 2012 budget provided employees with a one-time \$750 bonus.
- (11) The fiscal 2013 ASR provided 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.
- (12) The fiscal 2014 ASR provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessment and Taxation assessors; personnel classifications at the Maryland Department of Health (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 an 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 four-level class series.

- ⁽¹³⁾ The fiscal 2015 ASR provided one grade for the following classifications: psychologist positions statewide, DBM operating and capital analysts; park technicians at the Department of Natural Resources; direct care workers and geriatric assistants at MDH; psychiatrists, alcohol and drug counselors, and criminal justice social workers at DPSCS; and loan writers at the Department of Housing and Community Development. The ASR also included funds to provide equity for the planning series at the Department of Planning and MDH and a \$3,000 hire bonus and a \$3,000 retention bonus for registered nurses at MDH.
- ⁽¹⁴⁾ The fiscal 2016 ASR provided a one-grade increase to wage and hour investigators and administrators at the Employment Standards and Prevailing Wage Programs at the Department of Labor, Licensing, and Regulation.
- ⁽¹⁵⁾ The fiscal 2017 ASR 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 Department of Housing and Urban Development fiscal staff; and polygraph operators at DSP and DPSCS.
- ⁽¹⁶⁾ Employees 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.
- ⁽¹⁷⁾ The fiscal 2019 ASR 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.
- ⁽¹⁸⁾ Employees 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.
- ⁽¹⁹⁾ The fiscal 2020 ASR 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.
- ⁽²⁰⁾ The fiscal 2021 ASR provided for a one step increase for approximately 200 classifications, primarily in those with high vacancy rates.
- ⁽²¹⁾ Members of AFSCME received an additional 1% cost-of-living adjustment on 1/1/22.
- ⁽²²⁾ AFSCME employees that were part of a grievance against the State related to pandemic response and premium pay also received a \$2,500 bonus.
- ⁽²³⁾ The fiscal 2022 ASR 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.
- ⁽²⁴⁾ Members of the State Law Enforcement Officers Labor Alliance also received the 11/1/22 4.5% salary increase.
- ⁽²⁵⁾ The fiscal 2023 ASR provided funding for a 6% salary increase for registered nurses who were members of AFT-Healthcare, as well as funding for salary increases for police communications operators, aircraft maintainers, and other positions.
- ⁽²⁶⁾ An additional increment was provided for AFSCME-represented employees.

⁽²⁷⁾ The fiscal 2024 ASR provided funding for nearly 6,000 positions across a wide range of high vacancy positions.

⁽²⁸⁾ An additional increment would be provided to employees continuously employed since June 30, 2019.

⁽²⁹⁾ The fiscal 2025 ASR provides funding for salary increases for nearly 4,000 positions across State agencies.

⁽³⁰⁾ The fiscal 2026 budget funds salary step increases for employees represented by a bargaining unit. Employees not represented by a bargaining unit are excluded

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

Appendix 8

Salaries of Constitutional Officers – 2023

<u>State or Other Jurisdiction</u>	<u>Governor</u>	<u>Lt. Governor</u>	<u>Secretary of State</u>	<u>Attorney General</u>	<u>Treasurer</u>	<u>Comptroller</u>
Alabama	\$131,800	\$71,924	\$67,296	\$201,444	\$92,906	\$174,504
Alaska	145,000	114,991	^(a)	169,708	219,996	n/a
Arizona	95,000	^(b)	70,000	90,000	70,000	154,000
Arkansas	158,739	46,705	101,323	146,355	95,694	150,703
California	224,020	168,015	168,015	194,587	179,215	179,215
Colorado	90,000	164,009	102,000	118,000	93,360	169,428
Connecticut	226,711	206,062	206,062	206,062	206,062	206,062
Delaware	171,000	83,884	146,375	155,949	127,177	155,640
Florida	141,400	135,515	188,103	139,988	139,988	^(g)
Georgia	180,000	96,609	123,637	144,169	190,000	140,000
Hawaii	184,860	183,804	n/o	183,804	183,804	170,784
Idaho	151,400	52,990	128,690	146,730	128,690	128,690
Illinois	205,700	163,500	175,700	186,400	163,500	163,500
Indiana	134,051	109,118	94,760	113,965	94,760	^(d)
Iowa	130,000	103,212	103,212	123,669	103,212	n/o
Kansas	110,707	170,130	86,003	98,901	86,003	102,198
Kentucky	164,355	139,725	139,725	139,725	139,725	110,000
Louisiana	125,185	110,741	110,741	115,000	110,741	^(c)
Maine	70,000	^(h)	100,339	143,499	109,325	135,179
Maryland	184,000	165,000	112,500	165,000	165,000	165,000
Massachusetts	222,185	198,165	187,433	222,639	238,794	184,661
Michigan	159,300	111,510	112,410	112,410	198,916	170,977
Minnesota	127,629	82,959	95,722	121,248	^(f)	^(f)
Mississippi	122,160	60,000	90,000	108,960	90,000	^(c)
Missouri	140,596	90,862	113,200	122,332	113,200	132,530
Montana	118,397	90,140	101,718	145,566	^(c)	133,205
Nebraska	105,000	75,000	85,000	95,000	85,000	n/a
Nevada	170,062	72,367	116,994	160,412	116,994	116,994
New Hampshire	146,172	^(h)	127,049	141,390	126,144	140,348
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	149,558
New York	250,000	210,000	194,182	220,000	196,000	220,000
North Carolina	165,750	146,421	146,421	146,421	146,421	183,084
North Dakota	143,646	111,727	114,486	169,162	114,486	n/o
Ohio	171,059	186,867	126,360	126,360	126,360	^(c)
Oklahoma	147,000	114,713	140,000	132,825	114,713	125,000
Oregon	98,600	^(b)	77,000	82,220	77,000	n/o
Pennsylvania	229,642	192,897	165,341	191,061	191,061	174,397
Rhode Island	163,295	137,510	137,510	146,107	137,510	170,028

<u>State or Other Jurisdiction</u>	<u>Governor</u>	<u>Lt. Governor</u>	<u>Secretary of State</u>	<u>Attorney General</u>	<u>Treasurer</u>	<u>Comptroller</u>
South Carolina	106,078	46,545	135,000	208,000	164,000	151,000
South Dakota	139,100	120,787	120,910	133,750	120,910	139,100
Tennessee	204,336	72,948 ^(h)	222,252	199,332	222,252	222,252
Texas	153,750	7,200	197,415	153,750	^(e)	153,750
Utah	182,900	164,610	^(a)	173,755	164,610	^(f)
Vermont	201,136	81,390	127,546	152,714	127,546	^(c)
Virginia	175,000	36,321	209,190	150,000	183,750	192,743
Washington	198,257	124,127	145,714	187,543	162,555	n/o
West Virginia	150,000	20,000 ^(h)	95,000	95,000	95,000	^(d)
Wisconsin	165,568	87,423	78,583	160,680	72,551	118,394
Wyoming	140,000	^(b)	160,000	193,815	125,000	^(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) Treasurer

(h) 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*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 9
State Ranking of Governor's Salaries

<u>Rank</u>	<u>State</u>	<u>2023</u>	<u>2021</u>	<u>% Change</u>
1	New York	\$250,000	\$225,000	11%
2	Pennsylvania	229,642	201,729	14%
3	Connecticut	226,711	150,000	51%
4	California	224,020	209,747	7%
5	Massachusetts	222,185	185,000	20%
6	Illinois	205,700	181,670	13%
7	Tennessee	204,336	198,780	3%
8	Vermont	201,136	184,100	9%
9	Washington	198,257	182,179	9%
10	Hawaii	184,860	165,048	12%
11	Maryland	184,000	180,000	2%
12	Utah	182,900	160,746	14%
13	Georgia	180,000	175,000	3%
14	New Jersey	175,000	175,000	0%
15	Virginia	175,000	175,000	0%
16	Ohio	171,059	159,182	7%
17	Delaware	171,000	171,000	0%
18	Nevada	170,062	149,573	14%
19	North Carolina	165,750	150,969	10%
20	Wisconsin	165,568	152,756	8%
21	Kentucky	164,355	152,181	8%
22	Rhode Island	163,295	145,755	12%
23	Michigan	159,300	159,300	0%
24	Arkansas	158,739	151,838	5%
25	Texas	153,750	153,750	0%
26	Idaho	151,400	138,302	9%
27	West Virginia	150,000	150,000	0%
28	Oklahoma	147,000	147,000	0%
29	New Hampshire	146,172	134,581	9%
30	Alaska	145,000	145,000	0%
31	North Dakota	143,646	135,360	6%
32	Florida	141,400	130,273	9%
33	Missouri	140,596	133,821	5%
34	Wyoming	140,000	105,000	33%
35	South Dakota	139,100	116,400	20%
36	Indiana	134,051	121,331	10%
37	Alabama	131,800	127,833	3%
38	Iowa	130,000	130,000	0%
39	Minnesota	127,629	127,629	0%
40	Louisiana	125,185	130,000	-4%
41	Mississippi	122,160	122,160	0%
42	Montana	118,397	118,397	0%

<u>Rank</u>	<u>State</u>	<u>2023</u>	<u>2021</u>	<u>% Change</u>
43	Kansas	110,707	110,707	0%
44	New Mexico	110,000	110,000	0%
45	South Carolina	106,078	106,078	0%
46	Nebraska	105,000	105,000	0%
47	Oregon	98,600	98,600	0%
48	Arizona	95,000	95,000	0%
49	Colorado	90,000	92,700	-3%
50	Maine	70,000	70,000	0%

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) Treasurer

(h) 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*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 10
Governors' Salaries Ranked by Population

<u>Rank</u>	<u>State</u>	<u>2023 Salary</u>	<u>Population 2023</u>
1	California	\$224,020	39,198,693
2	Texas	153,750	30,727,890
3	Florida	141,400	22,904,868
4	New York	250,000	19,737,367
5	Pennsylvania	229,642	13,017,721
6	Illinois	205,700	12,642,259
7	Ohio	171,059	11,824,034
8	Georgia	180,000	11,064,432
9	North Carolina	165,750	10,881,189
10	Michigan	159,300	10,083,356
11	New Jersey	175,000	9,379,642
12	Virginia	175,000	8,734,685
13	Washington	198,257	7,857,320
14	Arizona	95,000	7,473,027
15	Tennessee	204,336	7,148,304
16	Massachusetts	222,185	7,066,568
17	Indiana	134,051	6,880,131
18	Maryland	184,000	6,217,062
19	Missouri	140,596	6,208,038
20	Wisconsin	165,568	5,930,405
21	Colorado	90,000	5,901,339
22	Minnesota	127,629	5,753,048
23	South Carolina	106,078	5,387,830
24	Alabama	131,800	5,117,673
25	Louisiana	125,185	4,588,071
26	Kentucky	164,355	4,550,595
27	Oregon	98,600	4,253,653
28	Oklahoma	147,000	4,063,882
29	Connecticut	226,711	3,643,023
30	Utah	182,900	3,443,222
31	Iowa	130,000	3,218,414
32	Nevada	170,062	3,214,363
33	Arkansas	158,739	3,069,463
34	Kansas	110,707	2,951,500
35	Mississippi	122,160	2,943,172
36	New Mexico	110,000	2,121,164
37	Nebraska	105,000	1,987,864
38	Idaho	151,400	1,971,122
39	West Virginia	150,000	1,770,495
40	Hawaii	184,860	1,441,387
41	New Hampshire	146,172	1,402,199

<u>Rank</u>	<u>State</u>	<u>2023 Salary</u>	<u>Population 2023</u>
42	Maine	70,000	1,399,646
43	Montana	118,397	1,131,302
44	Rhode Island	163,295	1,103,429
45	Delaware	171,000	1,036,423
46	South Dakota	139,100	918,305
47	North Dakota	143,646	789,047
48	Alaska	145,000	736,510
49	Vermont	201,136	648,708
50	Wyoming	140,000	585,067

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 11
Governors' Salaries Ranked by Per Capita Income

<u>Rank</u>	<u>State</u>	<u>2023 Salary</u>	<u>Per Capita Income</u>
1	Connecticut	\$226,711	\$90,235
2	Massachusetts	222,185	89,947
3	Wyoming	140,000	83,038
4	New York	250,000	81,932
5	New Jersey	175,000	81,584
6	California	224,020	81,196
7	Washington	198,257	81,087
8	Colorado	90,000	80,169
9	New Hampshire	146,172	79,267
10	Maryland	184,000	75,476
11	South Dakota	139,100	74,155
12	Virginia	175,000	73,890
13	Minnesota	127,629	72,673
14	Alaska	145,000	72,398
15	Illinois	205,700	71,761
16	North Dakota	143,646	71,545
17	Nebraska	105,000	71,517
18	Florida	141,400	70,057
19	Pennsylvania	229,642	68,057
20	Vermont	201,136	67,918
21	Rhode Island	163,295	67,769
22	Texas	153,750	67,503
23	Oregon	98,600	67,467
24	Hawaii	184,860	67,269
25	Nevada	170,062	66,698
26	Montana	118,397	66,181
27	Maine	70,000	65,447
28	Wisconsin	165,568	64,872
29	Delaware	171,000	64,591
30	Utah	182,900	64,544
31	Kansas	110,707	63,513
32	Tennessee	204,336	63,479
33	Arizona	95,000	63,032
34	Iowa	130,000	62,688
35	Missouri	140,596	62,435
36	North Carolina	165,750	62,233
37	Ohio	171,059	61,740
38	Indiana	134,051	61,386
39	Michigan	159,300	61,206
40	Oklahoma	147,000	60,853
41	Georgia	180,000	60,006

<u>Rank</u>	<u>State</u>	<u>2023 Salary</u>	<u>Per Capita Income</u>
42	Idaho	151,400	59,201
43	Louisiana	125,185	58,996
44	South Carolina	106,078	57,766
45	Arkansas	158,739	56,547
46	Kentucky	164,355	55,667
47	New Mexico	110,000	55,457
48	Alabama	131,800	54,612
49	West Virginia	150,000	52,963
50	Mississippi	122,160	49,661

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 12

State Ranking of Lieutenant Governor Salaries – 2023

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	New York	\$210,000
2	Connecticut	206,062
3	Massachusetts	198,165
4	Pennsylvania	192,897
5	Ohio	186,867
6	Hawaii	183,804
7	New Jersey	175,000
8	Kansas	170,130
9	California	168,015
10	Maryland	165,000
11	Utah	164,610
12	Colorado	164,009
13	Illinois	163,500
14	North Carolina	146,421
15	Kentucky	139,725
16	Rhode Island	137,510
17	Florida	135,515
18	Washington	124,127
19	South Dakota	120,787
20	Alaska	114,991
21	Oklahoma	114,713
22	North Dakota	111,727
23	Michigan	111,510
24	Louisiana	110,741
25	Indiana	109,118
26	Iowa	103,212
27	Georgia	96,609
28	Missouri	90,862
29	Montana	90,140
30	Wisconsin	87,423
31	New Mexico	85,000
32	Delaware	83,884
33	Minnesota	82,959
34	Vermont	81,390
35	Nebraska	75,000
36	Tennessee	72,948 ^(b)
37	Nevada	72,367
38	Alabama	71,924
39	Mississippi	60,000

<u>Rank</u>	<u>State</u>	<u>Salary</u>
40	Idaho	52,990
41	Arkansas	46,705
42	South Carolina	46,545
43	Virginia	36,321
44	West Virginia	20,000 ^(b)
45	Texas	7,200
46	Arizona	^(a)
47	Maine	^(b)
48	New Hampshire	^(b)
49	Oregon	^(a)
50	Wyoming	^(a)

^(a) Secretary of State.

^(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.

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 13
State Ranking of Comptroller Salaries – 2023

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	Tennessee	\$222,252
2	New York	220,000
3	Connecticut	206,062
4	Virginia	192,743
5	Massachusetts	184,661
6	North Carolina	183,084
7	California	179,215
8	New Jersey	175,000
9	Alabama	174,504
10	Pennsylvania	174,397
11	Michigan	170,977
12	Hawaii	170,784
13	Rhode Island	170,028
14	Colorado	169,428
15	Maryland	165,000
16	Illinois	163,500
17	Delaware	155,640
18	Arizona	154,000
19	Texas	153,750
20	South Carolina	151,000
21	Arkansas	150,703
22	New Mexico	149,558
23	New Hampshire	140,348
24	Georgia	140,000
25	South Dakota	139,100
26	Maine	135,179
27	Montana	133,205
28	Missouri	132,530
29	Idaho	128,690
30	Oklahoma	125,000
31	Wisconsin	118,394
32	Nevada	116,994
33	Kentucky	110,000
34	Kansas	102,198
35	Alaska	n/a
36	Florida	(d)
37	Indiana	(b)
38	Iowa	n/o
39	Louisiana	(a)
40	Minnesota	(c)

<u>Rank</u>	<u>State</u>	<u>Salary</u>
41	Mississippi	(a)
42	Nebraska	n/a
43	North Dakota	n/o
44	Ohio	(a)
45	Oregon	n/o
46	Utah	(c)
47	Vermont	(a)
48	Washington	n/o
49	West Virginia	(b)
50	Wyoming	(b)

n/a: not available

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

(a) Administration.

(b) Auditor.

(c) Finance.

(d) Treasurer

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 14
State Ranking of Treasurer Salaries – 2023

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	Massachusetts	\$238,794
2	Tennessee	222,252
3	Alaska	219,996
4	Connecticut	206,062
5	Michigan	198,916
6	New York	196,000
7	Pennsylvania	191,061
8	Georgia	190,000
9	Hawaii	183,804
10	Virginia	183,750
11	California	179,215
12	New Jersey	175,000
13	Maryland	165,000
14	Utah	164,610
15	South Carolina	164,000
16	Illinois	163,500
17	Washington	162,555
18	North Carolina	146,421
19	Florida	139,988
20	Kentucky	139,725
21	Rhode Island	137,510
22	Idaho	128,690
23	Vermont	127,546
24	Delaware	127,177
25	Ohio	126,360
26	New Hampshire	126,144
27	Wyoming	125,000
28	South Dakota	120,910
29	Nevada	116,994
30	Oklahoma	114,713
31	North Dakota	114,486
32	Missouri	113,200
33	Louisiana	110,741
34	Maine	109,325
35	Iowa	103,212
36	Arkansas	95,694
37	West Virginia	95,000
38	Indiana	94,760
39	Colorado	93,360
40	Alabama	92,906

<u>Rank</u>	<u>State</u>	<u>Salary</u>
41	Mississippi	90,000
42	Kansas	86,003
43	Nebraska	85,000
44	New Mexico	85,000
45	Oregon	77,000
46	Wisconsin	72,551
47	Arizona	70,000
48	Minnesota	(c)
49	Montana	(a)
50	Texas	(b)

(a) Administration.

(b) Comptroller.

(c) Finance.

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 15
State Ranking of Attorney General Salaries – 2023

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	Massachusetts	\$222,639
2	New York	220,000
3	South Carolina	208,000
4	Connecticut	206,062
5	Alabama	201,444
6	Tennessee	199,332
7	California	194,587
8	Wyoming	193,815
9	Pennsylvania	191,061
10	Washington	187,543
11	Illinois	186,400
12	Hawaii	183,804
13	New Jersey	175,000
14	Utah	173,755
15	Alaska	169,708
16	North Dakota	169,162
17	Maryland	165,000
18	Wisconsin	160,680
19	Nevada	160,412
20	Delaware	155,949
21	Texas	153,750
22	Vermont	152,714
23	Virginia	150,000
24	Idaho	146,730
25	North Carolina	146,421
26	Arkansas	146,355
27	Rhode Island	146,107
28	Montana	145,566
29	Georgia	144,169
30	Maine	143,499
31	New Hampshire	141,390
32	Florida	139,988
33	Kentucky	139,725
34	South Dakota	133,750
35	Oklahoma	132,825
36	Ohio	126,360
37	Iowa	123,669
38	Missouri	122,332
39	Minnesota	121,248
40	Colorado	118,000

41	Louisiana	115,000
42	Indiana	113,965
43	Michigan	112,410
44	Mississippi	108,960
45	Kansas	98,901
46	Nebraska	95,000
47	New Mexico	95,000
48	West Virginia	95,000
49	Arizona	90,000
50	Oregon	82,220

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Appendix 16
State Ranking of Secretary of State Salaries – 2023

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	Tennessee	\$222,252
2	Virginia	209,190
3	Connecticut	206,062
4	Texas	197,415
5	New York	194,182
6	Florida	188,103
7	Massachusetts	187,433
8	Illinois	175,700
9	New Jersey	175,000
10	California	168,015
11	Pennsylvania	165,341
12	Wyoming	160,000
13	North Carolina	146,421
14	Delaware	146,375
15	Washington	145,714
16	Oklahoma	140,000
17	Kentucky	139,725
18	Rhode Island	137,510
19	South Carolina	135,000
20	Idaho	128,690
21	Vermont	127,546
22	New Hampshire	127,049
23	Ohio	126,360
24	Georgia	123,637
25	South Dakota	120,910
26	Nevada	116,994
27	North Dakota	114,486
28	Missouri	113,200
29	Maryland	112,500
30	Michigan	112,410
31	Louisiana	110,741
32	Iowa	103,212
33	Colorado	102,000
34	Montana	101,718
35	Arkansas	101,323
36	Maine	100,339
37	Minnesota	95,722
38	West Virginia	95,000
39	Indiana	94,760
40	Mississippi	90,000

<u>Rank</u>	<u>State</u>	<u>Salary</u>
41	Kansas	86,003
42	Nebraska	85,000
43	New Mexico	85,000
44	Wisconsin	78,583
45	Oregon	77,000
46	Arizona	70,000
47	Alabama	67,296
48	Alaska	(a)
49	Hawaii	n/o
50	Utah	(a)

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

^(a)Lieutenant Governor

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Bill No.: _____

Drafted by: Michael

Requested: _____

Committee: _____

By: **Leave Blank****SENATE JOINT RESOLUTION**

A Senate Joint Resolution concerning

**Governor's Salary Commission – Salary Recommendations for Governor and
Lieutenant Governor**

FOR the purpose of establishing the salaries to be paid the Governor and Lieutenant Governor, as directed by Article II, Section 21A of the Maryland Constitution, for the 4–year term of office beginning January 20, 2027.

WHEREAS, Article II, Section 21A of the Maryland Constitution established a seven–member Governor's Salary Commission composed of the State Treasurer, three members appointed by the President of the Senate, and three members appointed by the Speaker of the House of Delegates. The Governor's Salary Commission is currently constituted as follows: Dereck E. Davis, State Treasurer; Jamar R. Brown, Esq.; Eleanor M. Carey, Esq.; Bruce M. Plaxen, appointed by the President of the Senate; and Susanne Brogan; Anissa M. Walker, appointed by the Speaker of the House of Delegates. The Commission elected Bruce M. Plaxen as Chair; and

WHEREAS, Under Article II, Section 21A of the Maryland Constitution, this Joint Resolution may be amended to decrease, but not increase, the salaries recommended by the Governor's Salary Commission. The salaries may not be decreased below their January 2026 levels. If the General Assembly fails to adopt a Joint Resolution in accordance with Article II, Section 21A within 50 calendar days after introduction of this Joint Resolution, the salaries recommended by the Governor's Salary Commission shall apply effective January 20, 2027. If the General Assembly amends this Joint Resolution, the salaries

specified in the Joint Resolution, as amended, shall apply; and

WHEREAS, At the meetings conducted in December 2025, the Commission evaluated gubernatorial compensation relative to a number of principles: changes in the cost of living, maintenance of a reasonable differential between the Governor's salary and of other major State officials in Maryland as well as Maryland county executives, and acceptable comparability with salaries of the governors of other states. The Commission selected tentative salaries for the two offices and solicited public views regarding its proposals. Thereafter, the Commission made its final determinations which are presented in this Joint Resolution and discussed in the Commission's Report, dated January 2026; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That under Article II, Section 21A of the Maryland Constitution, the annual salaries recommended by the Governor's Salary Commission be adopted as follows, to be effective January 20, 2027, for the 4-year term of office:

Governor:

For the first year, \$195,000;

For the second year, \$202,000;

For the third year, \$202,000; and

For the fourth year, \$210,000; and

Lieutenant Governor:

For the first year, \$175,000;

For the second year, \$180,000;

For the third year, \$180,000; and

For the fourth year, \$185,000; and be it further

RESOLVED, That a copy of this Resolution be forwarded by the Department of

Legislative Services to the Governor of Maryland; the Lieutenant Governor; and the Secretary of Budget and Management.

Bill No.: _____

Drafted by: Michael

Requested: _____

Committee: _____

By: **Leave Blank**

A BILL ENTITLED

AN ACT concerning

Constitutional Officers – Salaries

FOR the purpose of providing for the annual salaries of the Comptroller, the Treasurer, the Attorney General, and the Secretary of State; and generally relating to the salaries of certain constitutional officers of Maryland.

BY repealing and reenacting, with amendments,

Article – State Government

Section 4–103, 5–104, 6–103, and 7–107

Annotated Code of Maryland

(2021 Replacement Volume and 2025 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That the Laws of Maryland read as follows:

Article – State Government

4–103.

The Comptroller’s annual salary shall be:

(1) ~~[\$165,000]~~ **\$175,000** for the first year of the term beginning January
[2023] 2027;

(2) ~~[\$170,000]~~ **\$180,000** starting on the first anniversary of the beginning of the term;

(3) ~~[\$173,000]~~ **\$180,000** starting on the second anniversary of the beginning of the term; and

(4) ~~[\$175,000]~~ **\$185,000** starting on the third anniversary of the beginning of the term and thereafter.

5–104.

(a) The Treasurer shall devote full time to the duties of office.

(b) The Treasurer shall address the Legislative Policy Committee of the General Assembly on a semiannual basis and as necessary on issues of legislative importance, including the activities of the Board of Public Works, bond sales, and investment and procurement initiatives.

(c) The Treasurer's annual salary shall be:

(1) ~~[\$165,000]~~ **\$175,000** for the first year of appointment beginning January, ~~[2023]~~ **2027**;

(2) ~~[\$170,000]~~ **\$180,000** starting on the first anniversary after appointment;

(3) ~~[\$173,000]~~ **\$180,000** starting on the second anniversary after appointment; and

(4) ~~[\$175,000]~~ **\$185,000** starting on the third anniversary after appointment and thereafter.

6–103.

(a) There is an Attorney General of the State, as provided in Article V, § 1 of the Maryland Constitution.

(b) The Attorney General's annual salary shall be:

(1) ~~[\$165,000]~~ **\$175,000** for the first year of the term beginning January, ~~[2023]~~ **2027**;

(2) ~~[\$170,000]~~ **\$180,000** starting on the first anniversary of the beginning of the term;

(3) ~~[\$173,000]~~ **\$180,000** starting on the second anniversary of the beginning of the term; and

(4) ~~[\$175,000]~~ **\$185,000** starting on the third anniversary of the beginning of the term and thereafter.

(c) The Attorney General is also entitled to reimbursement for travel and other expenses that are connected with the duties of the Office.

7-107.

The Secretary of State's annual salary shall be:

(1) ~~[\$112,500]~~ **\$120,000** for the first year of appointment beginning January, ~~[2023]~~ **2027**;

(2) ~~[\$116,000]~~ **\$124,000** starting on the first anniversary after appointment;

(3) ~~[\$118,500]~~ **\$124,000** starting on the second anniversary after appointment; and

(4) ~~[\$120,000]~~ **\$128,000** starting on the third anniversary after appointment and thereafter.

SECTION 2. AND BE IT FURTHER ENACTED, That, in accordance with Article III, § 35 of the Maryland Constitution, this Act may not be construed to extend or apply to the salary or compensation of the Comptroller, Treasurer, Attorney General, or Secretary of State while serving in a term of office beginning before the effective date of this Act, but the provisions of this Act concerning the salary or compensation of the Comptroller, Treasurer, Attorney General, or Secretary of State shall take effect at the beginning of the next following term of office. This limitation does not apply to an individual appointed or elected after the effective date of this Act to fill out an unexpired term.

SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2026.