

Governor's Salary Commission 2025 Interim Membership Roster

The President of the Senate's Appointees

Jamar Brown
Eleanor Carey
Bruce Plaxen

The Speaker of the House's Appointees

Susanne Brogan
Anissa Walker

Serving Ex-officio

Treasurer Dereck E. Davis

Committee Staff

Thomas Elder
Eric Pierce

Governor's Salary Commission

Thursday, December 18, 2025

10:00 a.m.

Virtual Meeting

Agenda

- Discuss Organization Items
- Review Constitutional/Legal Issues
- Review Prior Governor's Salary Commission Recommendations
- Review Compensation Principles
- Review Salary Data
- Discuss Benefits Provided to Governor and Lt. Governor
- Schedule Next Meeting and Discuss Agenda
- Discuss Additional Information Required from Staff for the Next Meeting

Governor's Salary Commission

Presentation to the Governor's Salary Commission

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

December 18, 2025



Organizational Items

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



Constitutional and Legal Issues

- Concurrence of at least five members is required for any formal commission action
- Written recommendation on salaries submitted to Executive and Legislature within 10 days of the start of session (session start: January 14; due date: January 24)
- Commission may not recommend salaries lower than current salaries
- Recommendations in the form of a joint resolution must be introduced no later than the fifteenth day of the session
- If the commission recommends no salary change, a joint resolution shall not be introduced
- The General Assembly may lower any recommended increase but may not decrease the salaries below current levels, and the General Assembly may not increase the salaries recommended by the commission



Summary of 2021 Salary Commission Recommendations

Commission Recommendations

Action

Governor

Adopted

First Year (2023)	\$184,000
Second Year (2024)	188,000
Third Year (2025)	192,000
Fourth Year (2026)	195,000

Lieutenant Governor

Adopted

First Year (2023)	\$165,000
Second Year (2024)	170,000
Third Year (2025)	173,000
Fourth Year (2026)	175,000



Summary of 2021 Salary Commission Recommendations (Cont.)

Commission Recommendations

Action

Attorney General
Comptroller
Treasurer

Adopted

First Year (2023)	\$165,000
Second Year (2024)	170,000
Third Year (2025)	173,000
Fourth Year (2026)	175,000

Secretary of State

Adopted

First Year (2023)	\$112,500
Second Year (2024)	116,000
Third Year (2025)	118,500
Fourth Year (2026)	120,000



Summary of 2017 Salary Commission Recommendations

Commission Recommendations

No changes were made to salaries or compensation

Action

No Action



Compensation Principles

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



Appendices

Maryland

Appendix 3 – Summary of Prior Governor’s Salary Commission Recommendations

Appendix 4 – Salaries of Selected Maryland State Officials

Appendix 5 – Mayor and County Executive Salaries

Appendix 6 – Comparison of Maryland State Retirement and Pension Systems

Appendix 7 – General Salary Increases, Increments, and Other Compensation

State Comparisons

Appendix 8 – Salaries of Constitutional Officers

Appendix 9 – State Ranking of Governors’ Salaries

Appendix 10 – Governors’ Salaries Ranked by Population

Appendix 11 – Governors’ Salaries Ranked by Per Capita Income

Appendix 12 – State Ranking of Lieutenant Governor Salaries

Appendix 13 – State Ranking of Comptroller Salaries

Appendix 14 – State Ranking of Treasurer Salaries

Appendix 15 – State Ranking of Attorney General Salaries

Appendix 16 – State Ranking of Secretary of State Salaries



Salary Recommendations

- The Governor can send a letter requesting the commission make salary level recommendations for the other constitutional officers
- DLS received request for the commission to do so

Summary of Prior Governor's Salary Commission Recommendations (Appendix 3)

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

Commission Recommendations

Action

Governor \$85,000 Adopted.

Lieutenant Governor \$72,500 Adopted.

Suggested Following Salaries Per Governor's Request

Attorney General \$72,500 Adopted.

Comptroller \$72,500 Adopted.

Treasurer \$72,500 Adopted.

Secretary of State \$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 (CPI increase with 3% cap).
ENACTED.

1981/1982

Commission Recommendations

Action

Governor \$75,000 Adopted.

Lieutenant Governor \$62,500 Adopted.

Suggested Following Salaries Per Governor's Request

Attorney General \$62,500 Adopted.

Comptroller \$62,500 Adopted.

Treasurer \$62,500 Adopted.

Secretary of State \$40,000 \$45,000

Other

Recommend no change to the Governor's Retirement Plan.

Found expenditure accounting procedures of Governor's Mansion Fund satisfactory as long as documentation and records continue to be available for review by the public and legislative auditor.

1977/1978

Commission Recommendations

Action

Governor \$60,000 Adopted.

Lieutenant Governor \$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 2015-2026*

	<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</u> <u>2022-2024</u>	<u>% Change</u> <u>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 2003-2022

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

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>
2013	1/1/2013	2.0%	None		\$0	None	Yes ⁽¹¹⁾	
2014	1/1/2014	3.0%	4/1/2014	Negotiated increments	\$0	None	Yes ⁽¹²⁾	
2015	1/1/2015	2.0%	On time	Negotiated increments	\$0	None	Yes ⁽¹³⁾	
2016	7/1/2015	2.0%	None		\$0	None	Yes ⁽¹⁴⁾	
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 1, receive a one-grade increase, agent II and senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management (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 (COLA) 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

State or Other Jurisdiction	<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	(e)
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%

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

<u>Rank</u>	<u>State</u>	<u>2023 Salary</u>	<u>Population 2023</u>
	New		
41	Hampshire	146,172	1,402,199
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
40	Idaho	52,990

<u>Rank</u>	<u>State</u>	<u>Salary</u>
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