



Compensation Council

72 State Office Building St. Paul, MN 55155-1201 Phone: (651) 296-9002 Fax: (651) 297-3697 TDD (651) 296-9896

March 29, 2021

The Honorable Melissa Hortman
Speaker of the House of Representatives

The Honorable Jeremy Miller
President of the Senate

Re: Compensation Council Recommendations

Dear Madam Speaker and Mr. President:

In accordance with the duties assigned to it by Minnesota Statutes, section 15A.082, to make recommendations to the Legislature on the appropriate levels of salaries for Minnesota's top governmental officials, the Minnesota Compensation Council (Council) held five hearings, received testimony from interested parties, and engaged in extended deliberations. The Council requests that you strongly consider the recommendations in the report and would welcome the opportunity to present the report before the legislative committees with jurisdiction over the budgets for constitutional officers, agency heads, and the courts.

In addition to providing the statutorily-required recommendations, and given the unique history of compensation of Constitutional officers in Minnesota, this report also provides some additional background and further recommendations for consideration and possible future legislative action.

Background

The Compensation Council, which is convened every odd-numbered year, recommends salaries for Minnesota's Constitutional Officers and all Justices and Judges in Minnesota's court system. The Council also recommends salary limits for the Commissioners of state departments and the heads of certain Metropolitan agencies appointed by the Governor.

By law, the Compensation Council is a bipartisan committee composed of members appointed by both the Governor and the Chief Justice of the Supreme Court. The Council has a long tradition of working collaboratively and reaching consensus in focused deliberations.

The statute that establishes the Compensation Council specifically provides that we consider "the amount of compensation paid in government service and the private sector to persons with similar qualifications, the amount of compensation needed to attract and retain experienced and competent persons, and the ability of the state to pay the recommended compensation." As we

demonstrate in our report, we carefully considered these elements in making our findings and recommendations set forth below.

Our Constitutional Officers, Judges, and the agency heads lead our government. It is important that they be of the highest caliber. This Council, like others before it, believes that a fair and adequate compensation system is an important element in ensuring that good candidates will seek and serve in those offices.

Findings

Constitutional Officers

The 2019 Legislature did not act on the recommendation of the 2019 Council to increase the salary for Minnesota's governor, or to increase the salaries of our other Constitutional Officers. In fact, six of the seven Compensation Councils that have met since 2001 have recommended modest increases to the salaries of Minnesota's Constitutional officers in order to satisfy the statutory criteria of attracting and retaining competent persons and keeping pace with comparable private-sector positions. Despite those repeated recommendations, the Governor and other Constitutional Officer's salaries have been increased in only one biennium (2015-2016) since 2003. As a result, those salaries have lagged behind cost of living increases by over 43% for that period.

Governor

The Governor is responsible for managing the Executive Branch with approximately 55,000 employees, and overseeing a biennial state budget of over \$50 billion from the General Fund. According to a 2020 survey by the Council of State Governments, the salary of Minnesota's governor was ranked 38th nationally, compared to 35th two years ago and 13th in 2003, the last time substantial action was taken on Constitutional Officer salaries.

Of course, Minnesota does not compete nationally for governor candidates. But our decreased ranking indicates that other states have taken action recognizing that governors and other elected officials should be paid salaries commensurate with their responsibilities. Three of the four states surrounding Minnesota pay higher salaries to their governors. See attachment 2.

There are certainly non-monetary considerations that motivate candidates to run for the highest executive offices in the state. But the natural consequence of this increasing compensation gap is that candidates who have greater personal financial constraints will not run for office.

Attorney General

The Attorney General is the state's chief legal officer, plays a key role in litigation defending challenges against the State and seeking to enforce the State's interests, provides legal advice affecting all parts of state and local government, handles criminal prosecutions across the State on behalf of counties, and is often involved in constitutional and other legal dealings with other states and the federal government. The Attorney General oversees legal work for one hundred state agencies and boards, and handles over 7,000 open legal files per year. The Attorney General manages an operating budget of almost \$40 million, and has over 335 employees.

Testimony provided by the Office included many salary comparisons:

Chief Judge, MN Supreme Court	\$205,362
Hennepin County Attorney	\$195,085
Ramsey County Attorney	\$185,004
Stearns County Attorney	\$178,782
Minn. State General Counsel	\$173,188
U.S. Attorney	\$172,394
Mn Attorney General	\$121,248

The Attorney General is compensated less than 37 managerial and supervisory attorneys in his own office.

State Auditor

The Office of the State Auditor oversees local government financial activity in Minnesota by performing audits of local government financial statements and by reviewing documents, data, reports, and complaints reported to the Office. This Office is responsible for auditing over \$40 billion in local government spending. The State Auditor manages an operating budget of approximately \$11.4 million, and employs 75 staff.

The responsibilities of the Office include:

- Providing oversight of over \$40 billion in spending by local governments in Minnesota.
- Performing financial, compliance and petition audits, and review and compare reporting forms to financial statements.
- Investigating allegations of misuse of public funds.
- Serving as a resource for local governments.
- Providing oversight of approximately 600 local firefighter pension plans.

In addition, the State Auditor serves on the State Executive Council, the State Board of Investment, Land Exchange Board, Minnesota Housing Finance Agency, Public Employees Retirement Association, and the Rural Finance Authority Board.

In comparison, the Office of the Legislative Auditor, in the Legislative Branch, is responsible for conducting financial audits of the Executive Branch, and preparing extensive evaluations of state agency programs. That Office has approximately 65 staff, and an operating budget of approximately \$6.6 million. The Legislative Auditor's salary is approximately \$153,990 which is \$45,145 greater than the State Auditor's salary.

Secretary of State

The Secretary of State deals extensively with the administration of critical election laws and with business and corporate filing involving many important parts of the state's economy, relied on by citizens and businesses throughout the State. This Office has an operating budget of about \$11 million, and 76 staff.

The scope of the Office of the Secretary of State is broad:

- The Business Office processes over 450,000 business filings each year.
- The Office is a net revenue generator, contributing \$22 million in revenue to the state's General Fund each year.

- The Secretary manages the state election's system. In the 2020 election, over 3.3 million citizens voted, representing a nation-leading 79% turnout.
- Provides oversight of increasingly complex and serious security threats to our state's election systems.
- The Office implements the Safe at Home program, which permits Minnesotans who need to protect the location of their home are able to receive mail through the Office.

The scope of the Office has increased substantially:

- Since 2002, the biennial general fund operating budget has increased from \$14.4 million to \$16.5 million, an increase of 14%.
- Over the same time period, the revenue generated by the Office, returned to the General Fund, has increased from \$9 million to \$22 million, an increase of 144%.
- The number of registered voters has increased from 2.9 million to 3.9 million, an increase of 35%.
- Starting in 2004, the Office took on the federally mandated task of developing and maintaining the Statewide Voter Registration System. What started as a basic system to house registration information on 2.9 million voters has grown into an indispensable tool for election administrators and the public where 3.9 million voters are able to:
 - look up their voter registration information;
 - find polling places and precincts;
 - apply for absentee ballots to be mailed and track their ballots status; and
 - have ballots emailed if they were living overseas or serving in the military.
- Business filings have more than doubled in the past two decades, increasing from about 250,000 business services filings in 2003 to 503,000 in 2020.

While the size of the Secretary of State's office and budget and the scope of responsibilities are comparable to that of the State Auditor, the salary of the Secretary of State is \$13,123 less than that of the State Auditor and \$58,268 less than that of the Legislative Auditor.

Lieutenant Governor

The Lieutenant Governor handles a variety of functions assigned by the Governor and will become the state's chief executive should the Office of the Governor become vacant. The Lieutenant Governor in many ways operates as chief deputies of state agencies do, convening meetings on behalf of the Governor, assisting the Governor with policy development and implementation, and representing the Governor at meetings and events.

The Council also reviewed salaries paid to Constitutional Officers in other states. See Attachment 2 for a comparison with these officials in neighboring states.

Judicial Branch

The 2019 Legislature increased the salaries of the judiciary by 2.5% in both July 2019 and in July 2020, which was substantially less than recommended by the 2019 Council.

Our Council reviewed extensive written material and heard testimony from the Minnesota District Court Judges Association (MDJA) concerning compensation, pension, and other benefits. The Council also heard testimony from St. Catherine University Assistant Professor of Economics, Kristine West, on her 2020, "Minnesota Judicial State Court Salaries," commissioned by MDJA and completed by Professor West.

- The study found that the salary increases enacted by the 2019 Legislature resulted in judicial pay only slightly exceeding inflation, so that judges' real income only increased by half of one percent.
- The study found that while the median salaries of judges are comparable with that of attorneys with ten years of experience, the gap between judges and attorneys is increasing over time. The report's data also shows that at higher salary percentiles, private sector attorneys pay is over two times what judges may earn, since all judges are paid the same amount.
- Several county attorneys earn an average of 13% more than district court judges before whom they regularly appear. The average salaries of the highest paid assistant county attorneys in the metro area are 4% higher than district court judges.

While Minnesota does not compete with other states for its judges, it is relevant to examine the ranking of the salaries paid to Minnesota's judiciary compared to other states. The Council heard testimony from the National Council for State Courts that found in a 2020 study that, when adjusted for cost of living, Minnesota's district court judges ranked 26th nationally, a decline from the 2018 report, when Minnesota ranked 19th. A copy of the national survey is included as Attachment 3.

In their testimony on behalf of MDJA, Judges Jonathan Jasper, Lois Conroy and John Hoffman expressed a concern that if judicial salaries continue to stagnate, it will be difficult to attract a diverse and high-quality pool of candidates from both the public and private sectors. They further noted that in certain judicial districts the number of well-qualified candidates for judicial openings has been very limited. The three judges contend salaries are one of the significant reasons for the limited number of applicants.

Testimony by the judges indicated that more candidates come from the public sector, with declining numbers from the private sector, likely due to the limited compensation opportunities for judges. The MDJA consultants' report indicated that while median salaries for ten-year private sector attorneys are comparable, private sector attorneys have significantly more opportunity for income growth: the 95% percentile for attorneys is \$250,000. One judge pointed out that starting salaries for new attorneys at larger law firms are higher than salaries for Minnesota's judges, which do not increase based on years of experience. The Compensation Council shares the view that the judiciary should reflect a broad range of experience and perspectives, and that a small pool of candidates from only one part of the legal community is a serious concern for the future of the state's judiciary.

The Council also heard testimony from Jeff Shorba, State Court Administrator, who explained the Judicial Council's work in developing the Courts' biennial budget proposal. This proposal is premised on all members of the judiciary and staff receiving no salary increases in FY 22, and then receiving a 3% salary increase and staff receiving a 3% compensation pool in FY 23. The Judicial Council consists of 19 judges and six administrators from throughout the Court system. Thirteen of the judges are district court judges.

The Compensation Council emphasizes the importance for salaries of the judiciary to be able to attract candidates from the private sector, as well as from the public sector. The Compensation Council is also concerned that neither the Judicial Branch nor the Judicial Selection Committee is able to provide data concerning the profile of judicial officers that apply for or resign positions in the judiciary. That information would assist in better understanding what factors interfere with

applying for judicial appointments or prompt early departure. The Council believes it would not be difficult to track and is essential to properly evaluating the level of compensation necessary to attract and retain a high-quality judiciary.

Agency Head Salary Limits

The 2017 and 2019 Councils recommended that the agency head salary limits be de-coupled from the salary of the Governor. The 2019 Council recommended an evaluation of the salary relationships of heads of state agencies. No action has been taken by the Legislature on these recommendations.

Currently, salary ranges continue to be adjusted for inflation by Minnesota Management and Budget, as provided in the statute. The maximum of the range for most agencies is \$185,759, while the highest salary level paid in that range is \$154,992. As a result, there is a gap of over \$30,000, so that the Governor could propose significant salary increases without adjusting the ranges.

Agency head salary ranges are grouped into two groups. The Council points out that there are only limited differences in salaries for agency heads in Group I, where most state agency heads are assigned. However, there are substantial differences in sizes of these agencies in terms of budgets and staff size, and the complexity of programs administered. Some commissioners head agencies with staffs of less than 100 employees, and are paid \$145,000. Other commissioners have 4,000 to 7,000 employees, but are paid a salary of only \$10,000 more. There are similar incongruities when reviewing agency budgets for these same commissioners, which range from almost \$20 billion to under \$400 million.

MMB has not made any recommendation to the Council regarding changes to agency head salaries or salary ranges.

Attachment 4 shows the current salary limits and salaries for heads of state agencies.

Budget considerations

MMB's February forecast estimates a surplus of \$1.571 Billion for the 2022-2023 biennium.

The Council considered several elements regarding the forecast during its deliberations:

- The forecast does not include the impact of inflation on the cost of State-provided services. When inflation is accounted for, much of the surplus disappears.
- MMB has been explicit that because of the COVID-19 pandemic and the resulting recession, the state of the economy is extremely difficult to predict.
- Minnesota's revenue in part relies on assumptions about proposed federal appropriations to State and local governments. The likely impact of recently adopted federal relief was not yet known at the time of the forecast.
- The Council is mindful that the pandemic and resulting recession has had significant negative impacts on large segments of Minnesota's citizens and businesses.

Recommendations

In accordance with Minnesota Statutes, section 15A.082, the Compensation Council makes the following recommendations:

1. **Salaries of Constitutional Officers.** We recommend that salaries of constitutional officers be increased by:

- a) 3.5% effective January 1, 2022;
- b) 3.5% effective January 1, 2023;
- c) The cost of living increase, if any, calculated using the Consumer Price Index, following the process in Minn. Stat. 15A.0815, Subd 2, to be effective January 1, 2024; and
- d) Effective July 1, 2021, the salary of the Secretary of State be increased to the same salary as the State Auditor.

In making these recommendations, the Council notes that:

- Salaries of Constitutional Officers have increased only once in nearly two decades. Since salaries were set as a percentage of the salary of the Governor in 2003, only in one biennium have salaries increased, when modest cost of living adjustments were implemented in 2015 and 2016.
- The Legislature generally has made no adjustments to these salaries, despite the Council's consistent recommendations to increase them. The Governor and the Chief Justice of the Supreme Court appoint the bipartisan group of citizens who constitute this Compensation Council to carefully evaluate data and hear testimony from a variety of witnesses. The Council's recommendations reflect a consensus of the group. (The Council did not meet in 2003, 2011 and 2015.)
- If the salaries of these officers had just kept pace with inflation since 2003, they would be almost 33% higher than they are today. Under this analysis, the Governor has lost almost \$43,000 in buying power over the past two decades.
- There are certainly non-monetary considerations that motivate candidates to run for the highest executive offices in the state. But the natural consequence of this increasing compensation gap is that candidates who have greater personal financial constraints will not run for office.
- The duties of the Office of the Secretary of State are comparable to those of the State Auditor. Both have extensive and complex relationships with local units of government: one auditing those units of government to ensure financial accountability, the other working with local elections officials to manage the state's voter registration system and elections processes. As a result, these two salaries should be the same.

2. **Agency head salary ranges.** The Council makes no recommendation regarding agency head salary ranges.

In reaching this conclusion, the council notes that:

- The Commissioner of Minnesota Management and Budget, representing the Governor, made no recommendation to the Council regarding needed changes.
- The current salary ranges have been adjusted by the Consumer Price Index since 2013. The salary range limit for most agency heads is \$185,759, 46% higher than the salary of the Governor.
- The highest current salary of a commissioner is \$154,992. The Governor has current authority to increase commissioner salaries by \$30,000 within the existing salary ranges.

3. **Salaries for the Judiciary.** We recommend that salaries of judges be increased by:

- a) 0% effective July 1, 2021
- b) 3.0% effective July 1, 2022
- c) 3.0% effective July 1, 2023
- d) 3.0% effective July 1, 2024

In reaching this conclusion, the council notes that:

- Salary increases enacted by the 2019 Legislature resulted in judicial pay only slightly exceeding inflation, so that judges' real income only increased by half of one percent.
- While median salaries of judges are comparable with that of private sector attorneys with ten years of experience, the gap between judges and attorneys is increasing over time. A study shows that at higher salary percentiles, private sector attorneys pay is over two times what judges may earn, since all judges are paid the same amount.
- Several county attorneys earn an average of 13% more than district court judges before whom they regularly appear. The average salaries of the highest paid assistant county attorneys in the metro area are 4% higher than district court judges.
- Salaries of Minnesota's district court judges ranked 26th nationally in 2020, a decline from 2018, when Minnesota ranked 19th.

The salaries of the Constitutional Officers and for judges that result from implementation of these recommendations are shown in Attachment 5.

Conclusion

The Compensation Council adopted these recommendations at its meetings on March 10 and 19, 2021. Minutes and audio/video recordings of the meetings are available on the Council's website.

We have included a list of the members of the Council as Attachment 1. The members worked diligently and thoughtfully to develop these recommendations for consideration by the Legislature. Council members are committed to working with you to encourage the Legislature's adoption of the Council's recommendations. We extend a sincere thank you to the staff of the Legislative Coordinating Commission for their excellent work. We all believe appropriate compensation for our government officials is vital to our state's future and that these recommendations should be implemented.

Respectfully submitted,



Samuel Kaplan
Chair, Compensation Council



Gail M. Olson
Vice-chair, Compensation Council

cc: Governor Tim Walz
Lt. Governor Peggy Flanagan
Chief Justice Lorie S. Gildea
Attorney General Keith Ellison
State Auditor Julie Blaha
Secretary of State Steve Simon
Senator Paul Gazelka, Majority Leader
Senator Susan Kent, Minority Leader
Representative Ryan Winkler, Majority Leader
Representative Kurt Daudt, Minority Leader

Compensation Council Members

The Compensation Council consists of 16 members: eight nonjudges appointed by the chief justice of the Supreme Court, of whom no more than four may belong to the same political party; and one member from each congressional district appointed by the governor, of whom no more than four may belong to the same political party.

Members (2021)	Appointing Authority
David Asp	Supreme Court
Kathy Brown	Supreme Court
Richard Cohen	Supreme Court
Annie Deckert	Supreme Court
Sean Dowse	Governor
James Fox	Governor
Peter Gregory	Supreme Court
Noah Hobbs	Governor
Samuel Kaplan	Governor
Amanda Matchett	Governor
Kathleen Meyerle	Governor
Robert Meyerson	Supreme Court
Gail Olson	Supreme Court
Scott Van Binsbergen	Governor
Charles Weaver	Governor
Nicholas Zerwas	Supreme Court

SALARY COMPARISON OF STATES NEIGHBORING MINNESOTA

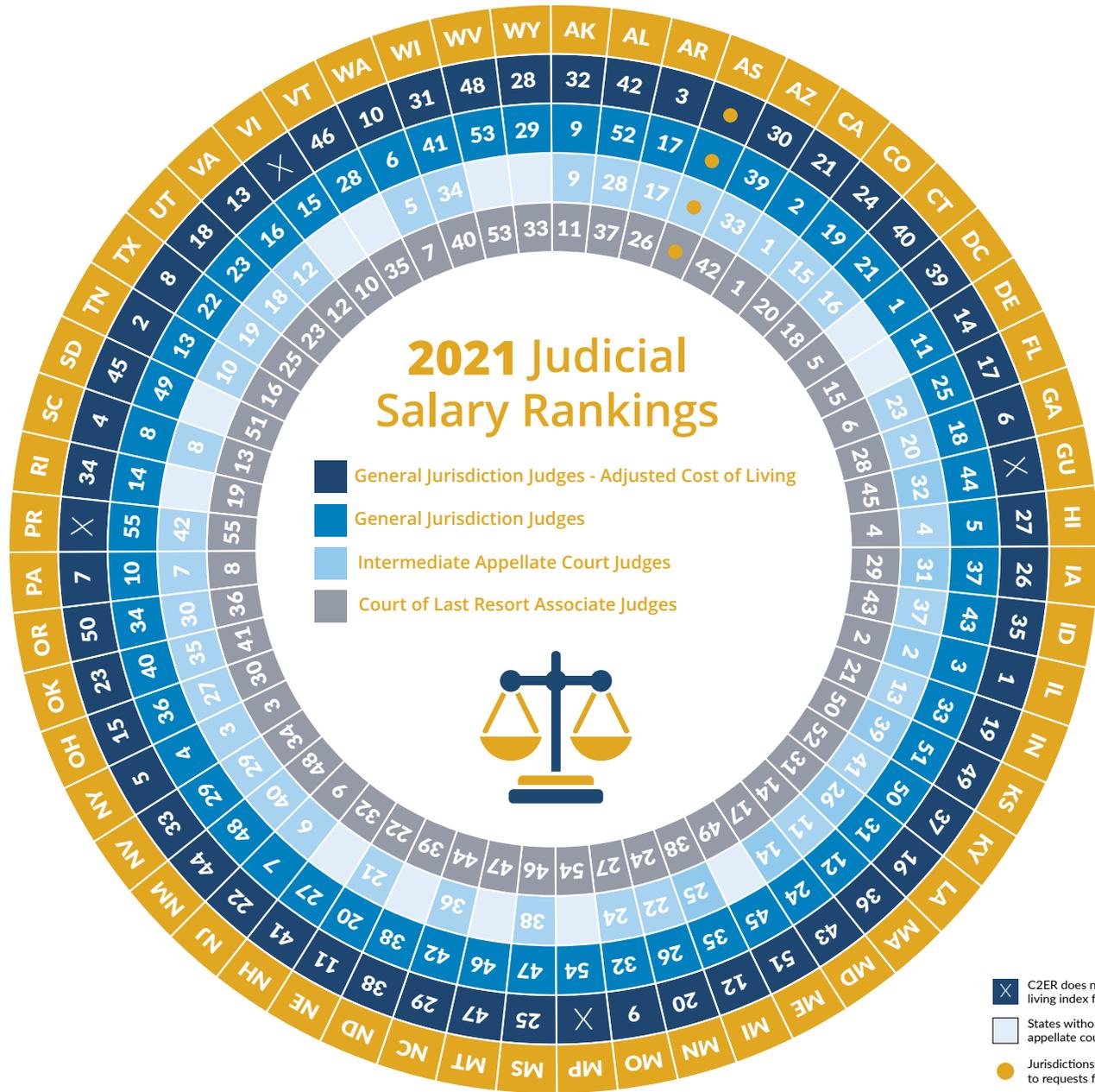
STATE	POPULATION	GOVERNOR SALARY	LT. GOV SALARY	ATTY GEN SALARY	SEC STATE SALARY	AUDITOR SALARY
IOWA	3,179,849	130,000	103,212	123,669	103,212	103,212
MINNESOTA	5,700,671	127,629	82,959	121,248	95,722	108,845
NORTH DAKOTA	761,723	129,906	103,221	157,009	105,770	105,770
WISCONSIN	5,851,754	152,756	80,684	148,242	72,551	132,142
SOUTH DAKOTA	903,027	113,961	N/A	112,096	89,700	89,700

1. Population data from World Atlas in Geography June 12, 2020
2. Salary data from The Council of State Governments Book of the States 2019

SURVEY OF Judicial Salaries

Published January 2021, Vol. 46 No. 1
Data and Rankings as of January 1, 2021

This graphic depicts the rankings of judicial salaries, with the highest salary for each position having a rank of "1." Data is reported by each jurisdiction to NCSC.



Judicial Salaries at a Glance

	Mean	Median	Range
Chief, Highest Court	\$187,965	\$187,588	\$125,000 to \$274,695
Associate Justice, COLR	\$181,525	\$179,112	\$120,000 to \$261,949
Judge, Intermediate Appellate Court	\$175,196	\$176,800	\$105,000 to \$245,578
Judge, General Jurisdiction Trial Courts	\$162,973	\$160,777	\$89,600 to \$216,400
State Court Administrators	\$164,009	\$155,347	\$70,000 to \$299,004



www.ncsc.org/salarytracker

Headquarters
300 Newport Avenue, Williamsburg, VA 23185

Denver Office
707 Seventeenth Street, Suite 2900, Denver, CO 80202

Arlington Office
2425 Wilson Boulevard, Suite 350, Arlington, VA 22201

Washington, D.C. Office
111 Second Street NE, Washington, D.C. 20002

Salaries and Rankings - Listed Alphabetically by Jurisdiction Name

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts and judges of general jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries as of January 1, 2021). Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of 55, except for the intermediate appellate courts, which exist in only 42 jurisdictions, and adjusted general jurisdiction, for which the adjustment factor is only available for 51 of the jurisdictions.

	Court of Last Resort		Intermediate Appellate Court		General-Jurisdiction Court		General-Jurisdiction Court <i>Adjusted for Cost-of-Living Index</i>		
	Salary	Rank	Salary	Rank	Salary	Rank	Factor	Salary	Rank
Alabama	\$166,072	37	\$165,072	28	\$126,018	52	93.9	\$134,159	42
Alaska	\$205,176	11	\$193,836	9	\$189,720	9	132.0	\$143,781	32
American Samoa	No Response		No Response		No Response		No Response		
Arizona	\$159,685	42	\$154,534	33	\$149,383	39	102.2	\$146,159	30
Arkansas	\$184,588	26	\$179,123	17	\$174,883	17	89.8	\$194,824	3
California	\$261,949	1	\$245,578	1	\$214,601	2	135.9	\$157,961	21
Colorado	\$188,151	20	\$180,679	15	\$173,248	19	111.7	\$155,089	24
Connecticut	\$191,178	18	\$179,552	16	\$172,663	21	127.1	\$135,866	40
Delaware	\$197,245	15	Not Applicable		\$185,444	11	109.9	\$168,760	14
District of Columbia	\$229,500	5	Not Applicable		\$216,400	1	155.3	\$139,342	39
Florida	\$227,218	6	\$174,641	23	\$165,509	25	100.9	\$164,043	17
Georgia	\$179,112	28	\$177,990	20	\$173,715	18	93.2	\$186,335	6
Guam	\$155,660	45	\$155,660	32	\$138,324	44	Not Applicable		
Hawaii	\$229,668	4	\$212,784	4	\$207,084	5	135.6	\$152,689	27
Idaho	\$157,800	43	\$147,800	37	\$141,800	43	100.1	\$141,677	35
Illinois	\$246,256	2	\$231,773	2	\$212,681	3	99.9	\$212,847	1
Indiana	\$188,037	21	\$182,787	13	\$156,125	33	95.3	\$163,893	19
Iowa	\$178,304	29	\$161,588	31	\$150,444	37	98.3	\$153,060	26
Kansas	\$145,641	50	\$140,940	39	\$128,636	51	97.9	\$131,355	49
Kentucky	\$142,362	52	\$136,632	41	\$130,926	50	92.6	\$141,420	37
Louisiana	\$177,717	31	\$166,184	26	\$159,666	31	97.2	\$164,272	16
Maine	\$146,474	49	Not Applicable		\$137,280	45	116.7	\$117,604	51
Maryland	\$191,433	17	\$181,633	14	\$169,433	24	126.8	\$133,646	43
Massachusetts	\$200,984	14	\$190,087	11	\$184,694	12	130.5	\$141,542	36
Michigan	\$164,610	38	\$167,187	25	\$154,467	35	90.5	\$170,609	12
Minnesota	\$186,692	24	\$175,915	22	\$165,136	26	102.4	\$161,241	20
Mississippi	\$152,250	46	\$144,827	38	\$136,000	47	88.2	\$154,268	25
Missouri	\$183,264	27	\$167,535	24	\$157,972	32	89.9	\$175,623	9
Montana	\$149,681	47	Not Applicable		\$136,896	46	103.3	\$132,508	47
Nebraska	\$187,588	22	\$177,684	21	\$173,008	20	100.1	\$172,889	11
Nevada	\$170,000	34	\$165,000	29	\$160,000	29	111.5	\$143,558	33
New Hampshire	\$175,837	32	Not Applicable		\$164,911	27	122.3	\$134,863	41
New Jersey	\$213,240	9	\$203,114	6	\$192,391	7	121.8	\$157,920	22
New Mexico	\$148,207	48	\$140,797	40	\$133,757	48	100.1	\$133,606	44
New York	\$233,400	3	\$222,200	3	\$210,900	4	111.8	\$188,612	5
North Carolina	\$156,664	44	\$150,184	36	\$142,082	42	95.4	\$148,950	29
North Dakota	\$163,394	39	Not Applicable		\$149,926	38	107.5	\$139,503	38
Northern Mariana Islands	\$126,000	54	Not Applicable		\$120,000	54	Not Applicable		
Ohio	\$178,280	30	\$166,167	27	\$152,811	36	92.3	\$165,488	15
Oklahoma	\$161,112	41	\$152,632	35	\$145,566	40	93.2	\$156,154	23
Oregon	\$167,232	36	\$164,004	30	\$154,692	34	120.5	\$128,346	50
Pennsylvania	\$215,037	8	\$202,898	7	\$186,665	10	102.1	\$182,793	7
Puerto Rico	\$120,000	55	\$105,000	42	\$89,600	55	Not Applicable		
Rhode Island	\$189,424	19	Not Applicable		\$181,008	14	126.9	\$142,630	34
South Carolina	\$202,057	13	\$197,005	8	\$191,954	8	99.5	\$192,999	4
South Dakota	\$143,122	51	Not Applicable		\$133,680	49	100.1	\$133,533	45
Tennessee	\$196,968	16	\$190,416	10	\$183,852	13	92.2	\$199,316	2
Texas	\$184,800	25	\$178,400	19	\$172,000	22	96.8	\$177,753	8
Utah	\$187,500	23	\$178,950	18	\$170,450	23	103.9	\$163,992	18
Vermont	\$169,121	35	Not Applicable		\$160,777	28	120.6	\$133,290	46
Virgin Islands	\$211,476	10	Not Applicable		\$178,240	15	Not Applicable		
Virginia	\$202,896	12	\$186,426	12	\$175,826	16	103.6	\$169,647	13
Washington	\$220,320	7	\$209,730	5	\$199,675	6	113.9	\$175,356	10
West Virginia	\$136,000	53	Not Applicable		\$126,000	53	95.6	\$131,868	48
Wisconsin	\$162,483	40	\$153,286	34	\$144,608	41	100.0	\$144,589	31
Wyoming	\$175,000	33	Not Applicable		\$160,000	29	107.3	\$149,110	28
Mean	\$181,525		\$175,196		\$162,973				
Median	\$179,112		\$176,800		\$160,777				
Range	\$120,000 to \$261,949		\$105,000 to \$245,578		\$89,600 to \$216,400				

The figures presented use the C2ER Cost-of-Living Index. The Council for Community and Economic Research-C2ER is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. C2ER does not provide cost of living index for U.S. Territories. Due to the rounding of C2ER factors to the nearest hundredth for publication purposes, user calculations of our adjusted salary figures may not equate to the published totals. More detailed information can be found at www.c2er.org.

Attachment 5

Compensation Council
 Legislative Coordinating Commisison
 2021 Council Recommendations
 3/22/2021

Constitutional Officers	2016 January 1	2020 July 1	2021 July 1	2022 Jan 1	2022 July 1	2023 Jan 1	2023 July 1	2024 Jan 1	2024 July 1
	Current salaries								
Governor	3.0%			3.5%		3.5%		CPI	
	127,629			132,096		136,720		COLA	
Attorney General	121,248			125,492		129,884		COLA	
Auditor	108,485			112,282		116,212		COLA	
Sec. of State	95,722		108,485	112,282		116,212		COLA	
Lt. Governor	82,959			85,863		88,868		COLA	
Judges		2.5%			3.0%		3.0%		3.0%
Supreme Ct. Chief Justice		205,362			211,523		217,869		224,405
Supreme Ct. Assoc. Justice		186,693			192,294		198,063		204,005
Ct. of Appeals Chief Judge		184,708			190,250		195,957		201,836
Ct. of Appeals Judge		175,914			181,191		186,627		192,226
District Court Chief Judge		173,392			178,593		183,951		189,470
District Court Judge		165,136			170,090		175,192		180,448