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March 31, 2023

The Honorable Melissa Hortman
Speaker of the House of Representatives

The Honorable Bobby Joe Champion
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 (currently in force), to make recommendations to the Legislature on the appropriate levels of salaries for Minnesota's top governmental officials, the Minnesota Compensation Council (Council) held 4 hearings, received oral testimony and written submissions 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 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 in Minnesota. It is important that the individuals who serve in these roles 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 these offices.

Findings

Constitutional Officers

The 2021 Legislature did not act on the recommendation of the 2021 Council to increase the salary for Minnesota's governor, or to increase the salaries of our other Constitutional Officers. In fact, numerous Compensation Councils that have met since 2001 have recommended modest increases to the salaries of Minnesota's Constitutional Officers 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 50% 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 \$55 billion from the General Fund. According to a 2022 survey by the Council of State Governments, the salary of Minnesota's governor was ranked 37th nationally, compared to 13th in 2003, the last time substantial action was taken on Constitutional Officer salaries.

While Minnesota does not compete nationally for governor candidates, our decreased ranking indicates that other states have taken action to recognize 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.

The Council recognizes that there are certainly non-monetary considerations that motivate candidates to run for the highest executive offices in the state. However, the natural consequence of the increasing compensation gap is that candidates who have greater personal financial constraints will likely 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 approximately \$46 million and an office of over 335 employees. The Attorney General serves on the State Executive Council.

These salaries have been used for comparisons:

Chief Judge, MN Supreme Court	\$210,497
Hennepin County Attorney	\$195,065
Ramsey County Attorney	\$185,004
Stearns County Attorney	\$200,872
Minnesota State General Counsel	\$195,000
U.S. Attorney (2021 data)	\$172,394
Minnesota Attorney General	\$121,248

In 2021, the Attorney General's Office reported that he is compensated less than 37 managerial and supervisory attorneys in their own office. In 2023, the Office reports that there are 28 managers and 51 attorneys who earn salaries higher than the Attorney General.

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 overseeing the finances of approximately 3,300 local units of government. The State Auditor manages an operating budget of approximately \$13 million and employs 72 staff.

The responsibilities of the Office include:

- Providing oversight of over \$60 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 \$8 million. The Legislative Auditor's salary is approximately \$183,264 which is \$74,779 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 \$17 million, and 94 staff. The Secretary of State serves on the State Executive Council.

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

- The Business Office processes over 485,000 business filings each year.
- The Office is a net revenue generator, contributing \$27 million in revenue to the state's General Fund each year.
- The Secretary manages the state elections system. In the last presidential election, over 3.3 million citizens voted, representing a nation-leading 79% turnout. In 2022, over 2.5 million voters voted in Minnesota with a 61% voter turnout, representing the third highest voter turnout in the nation.
- The Secretary and staff provide 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 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 \$17 million, an increase of 18%.
- Over the same period, the revenue generated by the Office, returned to the General Fund, has increased from \$9 million to \$27 million, an increase of 200%.
- 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 (SVRS). The SVRS began as a basic system to house registration information on 2.9 million voters and has now 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 600,000 in 2021.

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 \$87,542 less than that of the Legislative Auditor.

Lieutenant Governor

The Lieutenant Governor handles a variety of functions assigned by the Governor and would become the State's chief executive should the Office of the Governor become vacant.

The Lieutenant Governor serves several capacities:

- Member of the State Executive Council
- Vice-chair of the State Capitol Preservation Commission
- Chair of the Capitol Area Architectural Planning Board

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 3 for a comparison with these officials in neighboring states.

Judicial Branch

The 2021 Legislature increased the salaries of the judiciary by 2.5% in July 2021, which was substantially less than the amount recommended by the 2021 Council.

Our Council reviewed extensive written material and heard testimony from the Minnesota District Judges Association (MDJA) concerning compensation, pension, and other benefits. Data collected by the Council indicate:

- 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. Salaries

of district court judges have slipped to the bottom half when compared nationally. District court judges now rank 26th, compared to 24th in 2021 and 2018. A copy of the national survey is included as Attachment 4.

- Numerous county and assistant attorneys earn higher salaries than the salary of District Court judges (\$169,264):

County attorneys¹

Carver	\$192,982	Beltrami	\$129,084
Chisago	\$146,142	Kanabec	\$136,115
Dakota	\$220,775	Mower	\$149,000
Hennepin	\$195,065	Olmsted	\$188,859
Ramsey	\$185,004	St. Louis	\$174,117
Scott	\$194,378	Stearns	\$200,872

Assistant County attorneys¹

Carver	\$158,475	Beltrami	\$118,373
Chisago	\$96,424	Kanabec	\$96,990
Dakota	\$197,120	Mower	\$105,942
Hennepin	\$192,144	Olmsted	\$171,240
Ramsey	\$175,331	St. Louis	\$149,094
Scott	\$169,979	Stearns	\$182,997

- Private sector attorneys regularly earn more than judges (the 50th percentile reflects the median):

Private sector attorneys

	25th percentile	50 th percentile	75 th percentile
Lawyer, 10+ years' experience	\$141,240	\$171,468	\$197,950
Lawyer, 4-9 years' experience	\$107,268	\$136,960	\$169,595
Lawyer, 2-3 years' experience	\$96,835	\$121,980	\$149,800
First year Lawyer	\$80,518	\$98,975	\$128,400

In their testimony on behalf of MDJA, Judge Lois Conroy and Paul Peterson, President of the Minnesota State Bar Association, 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. Judge Conroy testified that one search process for a District County Judge vacancy in Greater Minnesota yielded only six candidates. The 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 2021 MDJA consultants' report indicated that while median salaries for ten-year private

¹ Minnesota County Attorneys Association Survey. If the survey provided a range for a position, we showed the high end of the range.

sector attorneys are comparable, private sector attorneys have significantly more opportunity for income growth: the 95th percentile for attorneys is \$250,000. An attorney on the Council stated 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 should be a serious concern for the future of the state's judiciary.

The MDJA conducted a survey of its members, which resulted in numerous important findings:

- 33% of judges reported that when they were appointed, there were ten or fewer applicants. A judge reported that when appointed in 2008, there were 55 applicants.
- 23% of judges reported they were exploring other jobs outside of the Judicial Branch, while 42% reported they had been recruited for jobs outside the Judicial Branch.

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 salary increases of 9% in FY 24, and then judges receiving a 6% salary increase and staff receiving a 6% compensation pool in FY 25. The Judicial Council consists of 19 judges and six administrators from throughout the Court system. Thirteen of the judges are district court judges.

Agency Head Salary Limits

While the 2021 Council made no recommendations regarding agency head salaries, 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 any of 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 \$212,466, while the highest salary level paid in that range is \$154,992. As a result, there is a gap of over \$57,474, so that the Governor could propose significant salary increases without adjusting the ranges.

Agency head salary ranges are assigned to three groups. Previous Councils have pointed 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 less than 100 employees and are paid \$145,000. Other Commissioners have 4,000 to 7,000 employees and 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 \$26 billion to under \$550 million.

In testimony, MMB Commissioner Schowalter recommends that the Council consider:

- Decouple agency head salary ranges from the Governor's salary.
- Increase agency head salaries to the level they would have been had they received the same across the board increases received by state employees since 2015, approximately 17%. These increases can be supported within the existing salary ranges.
- Increase agency head salaries each July by the same across the board increases received by state employees.
- Increase the salary of the Metropolitan Airports Commission chair to \$60,000.

- Align the salary of the Commissioner of MNIT and the Commissioner of the State Lottery with those of other state agencies.

Attachment 5 shows the current salary limits and salaries for heads of state agencies.

Budget considerations

MMB's February forecast estimates a surplus of \$17.5 billion for the 2024-2025 biennium. The Council considered several elements regarding the forecast during its deliberations:

- The forecast has been amended to include the impact of inflation on the cost of State-provided services.
- MMB has indicated that due to a number of variables, such as the recession and the war in Ukraine, the state of the economy is difficult to predict.

Recommendations

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

- 1. Salaries for the Judiciary.** We recommend that salaries of judges be increased by:
 - a) 9.0% effective July 1, 2023
 - b) 6.0% effective July 1, 2024

In reaching this conclusion, the Council notes that:

- The 2021 Legislature enacted only a single increase of 2.5%, not keeping judges whole with respect to inflation, and less than across the board increases received by state employees.
- Salaries of judges are now less than the median salary of private sector attorneys with ten years of experience. A 2021 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.
- Many county attorneys earn more than District Court Judges before whom they regularly appear. There are now numerous assistant county attorneys around the State whose pay is higher than District Court Judges.
- Salaries of Minnesota's District Court Judges ranked 26th nationally in 2022, a decline from 2018, when Minnesota ranked 19th.

- 2. Salaries of Constitutional Officers.**

- A. We recommend that the salaries of the Attorney General, Secretary of State, State Auditor and Lieutenant Governor be de-coupled from that of the Governor. Each officer is separately elected by the people of Minnesota. We also recommend that the salaries of the other Constitutional Officers not exceed that of the Governor. This limit should be established in state statute.
- B. We recommend that salaries of Constitutional Officers:
 1. Be increased by 9.0% effective July 1, 2023;
 2. Be increased by 7.5% effective July 1, 2024; and
 3. The salary of the Secretary of State be increased to the same salary as the State Auditor, effective July 1, 2023.

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 the majority 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 61% higher than they are today.
- While there are certainly non-monetary considerations that motivate candidates to run for the highest executive offices in the state, 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.

3. Agency head salary ranges. The Council makes no recommendation regarding agency head salary ranges or the salaries paid to each agency head.

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 to the salary ranges limits. (The Commissioner did recommend that all agency heads be consolidated into one grouping.)
- The current salary ranges have been adjusted by the Consumer Price Index since 2013. The salary range limit for most agency heads is \$212,466, 66% 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 \$57,000 within the existing salary ranges. Under current law, the proposed increases would need to be submitted to the Subcommittee on Employee Relations and the full Legislature for approval. The Commissioner also suggested that the Council make recommendations regarding salary increases for heads of state agencies, to increase those salaries by 17% to reflect the rate of state employee compensation increases since agency head salaries were last increased.

The salaries of the Constitutional Officers and for Judges that result from implementation of these recommendations are shown in Attachment 6.

4. Proposed legislation restructuring the Council. The Council reviewed legislation that would restructure the Council, so that it would determine salaries of members of the Judiciary, Constitutional Officers and heads of state agencies.

The Council supports creation of an entity that fixes the salaries of Constitutional Officers and Judges without action of the Legislature. The Council recommends that the terms of members of this entity be four years.

This Council, and numerous others previously, have recommended reasonable salary increases for our highest state officials. Those recommended increases have been based on extensive testimony and review of compensation data. Such recommendations have had bipartisan support of members appointed by the Governor and Chief Justice. However, except for two sets of increases approved by the Legislature over almost twenty years, the recommendations for reasonable, modest increase have been ignored. As a result of this long history of inaction by the Legislature, this Council concludes that a new entity, with authority independent of the Legislature, similar to the Legislative Salary Council, should determine these salaries.

During its discussions, the Council noted that its proposed new responsibilities, especially related to the possible setting of salaries of individual agency heads, would require more time than provided in its current statute. A restructured Council might need to be appointed sooner, as having a later due date for its determinations may make it difficult to plan for the budget implications associated with the recommendations made.

Conclusion

The Compensation Council adopted these recommendations at its meeting on March 23, 2023. 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 and tireless efforts during a limited timeframe. 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



Nick Zerwas
Vice Chair, Compensation Council

cc:

Governor Tim Walz
Lt. Governor Peggy Flanagan
Attorney General Keith Ellison
State Auditor Julie Blaha
Secretary of State Steve Simon

Chief Justice Lorie S. Gildea
Senator Kari Dziedzic, Majority Leader
Senator Mark Johnson, Minority Leader
Representative Jamie Long, Majority Leader
Representative Lisa Demuth, Minority Leader

Attachment 1

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.

Member	Appointing Authority
David Asp	Supreme Court
Richard Cohen	Supreme Court
Devin Driscoll	Supreme Court
Peter Gregory	Supreme Court
Susan Holden	Supreme Court
Noah Hobbs	Governor
Samuel Kaplan	Governor
Amy Koch	Governor
Amanda Matchett	Governor
Robert Meyerson	Supreme Court
Nicholas Morgan	Supreme Court
Amber Naqvi	Governor
Jason Resseman	Governor
Scott Van Binsbergen	Governor
Charles Weaver	Governor
Nicholas Zerwas	Supreme Court

Salary Increase Comparisons

Compensation Council - 3/6/2023

Table 1: State of Minnesota % Change 2017 - 2022

	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022
Constitutional officers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Minnesota judges	2.50%	2.50%	2.50%	2.50%	2.50%	0.00%
Agency heads	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
State employees ¹	2.00%	2.25%	2.25%	2.50%	2.50%	2.50%
Minnesota state legislators	44.50%	-	3.30%	-	3.80%	-

Table 2: Constitutional Officers Salaries

State	Population	Governor	Lt. Governor	Attorney General	Secretary of State	State Auditor
Minnesota	5,706,494	\$127,629	\$82,959	\$121,248	\$95,722	\$108,485
North Dakota	779,094	\$138,748	\$107,917	\$163,394	\$110,582	\$110,582
South Dakota	886,667	\$118,728	\$104,000	\$118,603	\$94,906	\$94,906
Iowa	3,190,369	\$130,000	\$103,312	\$123,669	\$103,312	\$103,212
Wisconsin	5,893,718	\$152,756	\$80,684	\$148,242	\$72,551	\$140,254

Table 3: Judicial Salaries

Judicial Salaries	Population	Supreme Ct Judge	Appeals Ct Judge	District Ct Judge
Minnesota	5,706,494	\$191,359	\$180,313	\$169,264
North Dakota	779,094	\$169,162	-	\$155,219
South Dakota	886,667	\$174,551	-	\$163,036
Iowa	3,190,369	\$187,326	\$169,765	\$158,056
Wisconsin	5,893,718	\$184,829	\$174,366	\$164,487

Table 4: Inflation and Other Major Indicators 2017 - 2022

	December 2017	December 2018	December 2019	December 2020	December 2021	December 2022
Inflation (CPI-U)	-	1.91%	2.29%	1.36%	7.04%	6.45%
Social Security rate increase	2.00%	2.80%	1.60%	1.30%	5.90%	8.70%
Private sector ²	2.80%	3.10%	3.00%	2.80%	5.00%	5.10%

¹ State employees received across the board increases that average these amounts. In addition, employees not at the top of their salary ranges are eligible for merit increases. These annual increases generally vary from 2.75% to 3.5%, depending on the contract. About 50% of state employees are eligible for these increases.

² Bureau of Labor Statistics: Economic News Release: Employment Cost Index Sum. US. Private industry, Table 1. https://www.bls.gov/regions/midwest/news-release/pdf/employmentcostindex_minneapolis.pdf

EXECUTIVE BRANCH

TABLE 4.11

Selected State Administrative Officials: Annual Salaries

State or other jurisdiction	Governor	Lieutenant governor (a-1)	Secretary of state (a-2)	Attorney general (a-3)	Treasurer (a-4)	Adjutant general (a-5)	Admin. (a-6)	Agriculture (a-7)	Auditor (a-8)	Banking (a-9)
Alabama	\$124,563	\$69,998	\$94,453	\$171,726	\$89,665	\$149,454	\$216,204	\$96,855	\$88,405	\$183,083
Alaska	145,000	114,991	(a-1)	169,708	163,780	141,160	147,088	114,426	174,836	110,311
Arizona	95,000	(a-2)	70,000	90,000	70,000	146,000	195,000	132,000	130,000	N/A
Arkansas	154,115	45,344	98,371	142,092	92,906	185,655	159,034	134,640	92,906	149,861
California	209,747	157,310	157,310	182,189	167,796	197,802	N.O.	217,292	217,292	197,798
Colorado	92,700	164,009	93,360	107,672	93,360	165,000	169,956	159,660	188,808	136,584
Connecticut	150,000 (d)	110,000	110,000	110,000	110,000	165,000	175,000	140,000	197,050	149,625
Delaware	171,000	82,239	132,011	149,893	117,582	126,156	(c)	123,333	112,667	115,595
Florida	134,181	128,597	146,260	132,841	(a-24)	190,107	146,260	132,841	N/A	(a-24)
Georgia	175,000	91,609	123,637	139,169	185,000	195,998	160,000	123,987	175,008	132,558
Hawaii	165,048	162,552	N.O.	162,552	162,552	245,838	(c)	154,812	154,812	125,400
Idaho	138,302	48,406	117,557	134,000	117,557	147,659	123,614	149,386	153,462	(a-24)
Illinois	181,670 (d)	139,200	160,800	160,800	139,200	135,600	168,000	157,200	175,200	159,600
Indiana	134,051	103,076	89,514	107,686	89,514	155,530	164,904	158,568	89,514	139,074
Iowa	130,000	103,212	103,212	123,669	103,212	229,217	154,300	103,212	103,212	128,890
Kansas	110,707	154,313	86,003	98,901	86,003	145,183	191,800	123,000	N/A	126,075
Kentucky	152,181	129,375	129,375	129,375	129,375	136,000	N.O.	129,375	129,375	128,553
Louisiana	130,000	115,003	115,000	115,000	115,000	197,953	237,500	115,000	145,891	150,800
Maine	70,000	(e)	81,910	114,441	94,577	143,936	143,936	143,936	101,192	118,726
Maryland	180,000	149,500	105,500	149,500	149,500	152,100(b)	175,959 (b)	156,080 (b)	N.O.	112,489 (b)
Massachusetts	185,000	165,000	178,695	185,378	189,560	180,072	170,406	146,350	190,989	143,820
Michigan	159,300	111,510	112,410	112,410	182,070	191,434	(a-10)	173,400	183,772	173,400
Minnesota	127,629	82,959	95,722	121,248	(a-24)	165,495	144,991	144,991	108,485	140,627
Mississippi	122,160	60,000	90,000	108,960	90,000	141,105	150,000	90,000	90,000	156,900
Missouri	133,821	86,484	107,746	116,437	107,746	114,450	133,394	129,142	107,746	125,616
Montana	118,397	90,140	98,104	141,023	(a-6)	130,000	145,000	130,000	97,412	112,934
Nebraska	105,000	75,000	85,000	95,000	85,000	116,411	166,381	122,158	82,925	138,001
Nevada	163,474 (d)	69,563	112,462	154,198	112,462	131,743	143,779	131,743	N.O.	110,211
New Hampshire	143,704	(e)	105,930	144,354	82,456	125,712	144,354	110,196	N.O.	129,371
New Jersey	175,000	175,000	175,000	175,000	175,000	175,000	N.O.	175,000	151,952	175,000
New Mexico	110,000	85,000	85,000	95,000	85,000	223,620	156,000	82,980	85,000	93,600
New York	225,000	210,000	160,000	210,000	190,000	160,000	195,145	160,000	210,000	210,000
North Carolina	154,743	136,699	136,699	136,699	136,699	155,074	N/A	136,699	136,699	137,770
North Dakota	138,748 (d)	107,917	110,582	163,394	110,582	207,624	N.O.	119,757	110,582	145,964
Ohio	164,590	174,449	121,576	121,576	121,576	142,251	157,497	142,230	121,576	132,620
Oklahoma	147,000	114,713	140,000	132,825	114,713	190,289	125,000	126,508	114,713	196,721
Oregon	98,600	(a-2)	77,000	82,220	77,000	182,100	221,400	182,100	192,048	N.O.
Pennsylvania	201,729	169,451	145,244	167,838	167,838	182,063	161,390	145,244	167,838	145,244
Rhode Island (g)	145,755	122,740	117,637	124,991	117,637	141,259	136,510	(a-23)	159,248	135,000
South Carolina	106,078	46,545	92,007	92,007	92,007	163,257	217,643	92,007	165,872	126,615
South Dakota	118,728	104,000	94,906	118,603	94,906	126,622	119,216	131,687	94,906	115,658
Tennessee	198,780	72,948 (e)	209,520	196,968	209,520	161,904	209,520	161,904	(a-14)	161,904
Texas	153,750	7,200	197,415	153,750	(a-14)	191,357	N.O.	140,938	181,128	242,925
Utah	165,600	149,040	(a-1)	157,320	149,040	145,018	156,000	N/A	149,040	156,000
Vermont	184,100	78,146	116,730	139,755	116,730	131,331	148,304	148,013	116,730	129,043
Virginia	175,000	36,321	176,730	150,000	177,172	161,360	176,730	176,730	198,179	179,950
Washington	187,353	117,300	134,640	172,259	153,615	195,998	173,856	173,856	132,212	137,808
West Virginia	150,000	20,000 (e)	95,000	95,000	95,000	125,000	95,000	95,000	95,000	75,000
Wisconsin	152,756	80,684	72,551	148,242	72,551	150,000	152,755	132,600	140,254	140,483
Wyoming	105,000	(a-2)	92,000	177,000	92,000	142,816	167,000	126,378	92,000	109,184
Guam	130,000	85,000	N.O.	105,286	52,492	68,152	88,915	60,850	100,000	88,915
CNMI*	70,000	65,000	N.O.	80,000	40,800 (b)	N.O.	54,000	40,800 (b)	80,000	40,800 (b)
Puerto Rico	70,000	N.O.	125,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
U.S. Virgin Islands	150,000	125,000	(a-1)	76,500	76,500	100,000	76,500	76,500	76,500	(a-1)

See footnotes at end of table

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, 2023). 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	\$185,640	30	\$184,579	22	\$148,512	47	93.0	\$159,646	33
Alaska	\$215,436	14	\$203,522	11	\$199,193	13	131.9	\$151,059	38
American Samoa	No Response		No Response		No Response		Not Available		
Arizona	\$205,000	20	\$190,000	20	\$164,700	31	102.3	\$160,925	30
Arkansas	\$203,625	22	\$197,596	14	\$192,919	16	90.6	\$212,908	2
California	\$282,177	1	\$264,542	1	\$231,174	2	135.2	\$170,993	19
Colorado	\$199,632	23	\$191,724	19	\$183,816	21	111.1	\$165,481	23
Connecticut	\$209,770	17	\$197,046	15	\$189,483	18	127.0	\$149,216	39
Delaware	\$212,315	16	Not Applicable		\$199,612	12	110.1	\$181,347	11
District of Columbia	\$246,600	3	Not Applicable		\$232,600	1	160.0	\$145,351	41
Florida	\$239,442	5	\$202,440	12	\$182,060	23	101.3	\$179,771	13
Georgia*	\$184,112	35	\$182,990	23	\$180,915	24	93.4	\$193,773	6
Guam	\$160,454	48	Not Applicable		\$144,110	50	Not Available		
Hawaii	\$235,680	6	\$218,796	5	\$213,096	5	150.2	\$141,840	46
Idaho	\$160,400	49	\$150,400	39	\$144,400	49	99.6	\$145,045	42
Illinois	\$258,456	2	\$243,256	2	\$223,219	3	100.0	\$223,212	1
Indiana	\$199,059	24	\$193,501	18	\$165,276	30	95.6	\$172,922	18
Iowa	\$187,326	29	\$169,765	33	\$158,056	40	97.7	\$161,711	29
Kansas	\$168,598	46	\$163,156	37	\$148,912	46	98.1	\$151,799	37
Kentucky	\$153,751	52	\$147,562	40	\$141,401	52	92.2	\$153,322	35
Louisiana	\$187,914	28	\$175,797	27	\$168,949	27	97.2	\$173,795	17
Maine	\$155,397	51	Not Applicable		\$145,642	48	116.9	\$124,554	51
Maryland	\$206,433	19	\$193,633	17	\$184,433	20	126.7	\$145,563	40
Massachusetts	\$226,187	9	\$213,924	6	\$207,855	8	133.0	\$156,307	34
Michigan	\$181,483	36	\$182,656	24	\$168,759	29	91.4	\$184,703	9
Minnesota	\$191,359	26	\$180,313	25	\$169,264	26	102.6	\$164,957	24
Mississippi	\$173,800	42	\$168,467	34	\$158,000	41	88.4	\$178,722	15
Missouri	\$189,198	27	\$172,937	30	\$163,082	35	90.5	\$180,285	12
Montana	\$155,920	50	Not Applicable		\$142,683	51	103.9	\$137,376	49
Nebraska	\$198,427	25	\$188,505	21	\$183,545	22	100.8	\$182,128	10
Nevada	\$170,000	44	\$165,000	35	\$160,000	37	112.4	\$142,369	45
New Hampshire	\$179,942	38	Not Applicable		\$168,761	28	120.9	\$139,576	47
New Jersey	\$221,855	13	\$211,319	8	\$200,163	11	121.7	\$164,452	25
New Mexico	\$180,748	37	\$171,710	32	\$163,125	34	100.1	\$162,943	28
New York	\$233,400	7	\$222,200	4	\$210,900	7	112.4	\$187,708	8
North Carolina	\$167,807	47	\$160,866	38	\$152,188	45	95.2	\$159,788	31
North Dakota	\$169,162	45	Not Applicable		\$155,219	43	107.8	\$143,958	44
Northern Mariana Islands	\$126,000	54	Not Applicable		\$120,000	54	Not Available		
Ohio	\$184,575	34	\$172,034	31	\$158,206	39	92.6	\$170,870	20
Oklahoma	\$173,469	43	\$164,339	36	\$156,732	42	93.3	\$168,026	22
Oregon	\$176,724	39	\$173,316	29	\$163,476	33	119.1	\$137,275	50
Pennsylvania	\$244,793	4	\$230,974	3	\$212,495	6	102.3	\$207,689	4
Puerto Rico	\$120,000	55	\$105,000	42	\$89,600	55	Not Available		
Rhode Island	\$225,804	10	Not Applicable		\$217,637	4	128.6	\$169,296	21
South Carolina	\$213,321	15	\$207,987	9	\$202,654	10	98.8	\$205,125	5
South Dakota	\$174,551	41	Not Applicable		\$163,036	36	99.5	\$163,865	27
Tennessee	\$208,704	18	\$201,768	13	\$194,808	14	92.3	\$211,019	3
Texas	\$184,800	32	\$178,400	26	\$154,000	44	96.4	\$159,670	32
Utah	\$203,700	21	\$194,450	16	\$185,200	19	103.2	\$179,471	14
Vermont	\$184,771	33	Not Applicable		\$175,654	25	121.2	\$144,939	43
Virgin Islands	\$226,564	8	Not Applicable		\$191,360	17	Not Available		
Virginia	\$222,308	12	\$204,868	10	\$193,848	15	102.4	\$189,305	7
Washington	\$224,176	11	\$213,400	7	\$203,169	9	114.9	\$176,846	16
West Virginia	\$149,600	53	\$142,500	41	\$132,300	53	95.5	\$138,489	48
Wisconsin	\$184,829	31	\$174,366	28	\$164,487	32	100.4	\$163,909	26
Wyoming	\$175,000	40	Not Applicable		\$160,000	37	105.3	\$151,876	36
Mean	\$194,549		\$187,419		\$174,267				
Median	\$187,914		\$186,542		\$168,761				
Range	\$120,000 to \$282,177		\$105,000 to \$264,542		\$89,600 to \$232,600				

*Georgia provided weighted salaries.

The adjusted 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 6

Compensation Council

March 28, 2023

	2016 January 1 Current salaries	2021 July 1	2022 July 1	2023 July 1	2024 July 1 Compensation Council recommendation
Constitutional Officers	3.0%			9.0%	7.5%
Governor	\$127,629			\$139,116	\$149,550
Attorney General	\$121,248			\$132,160	\$142,072
Auditor	\$108,485			\$118,249	\$127,117
Sec. of State	\$95,722			\$118,249	\$127,117
Lt. Governor	\$82,959			\$90,425	\$97,207
Judges		2.5%		9.0%	6.0%
Supreme Ct. Chief Justice		\$210,497		\$229,441	\$243,208
Supreme Ct. Assoc. Justice		\$191,361		\$208,583	\$221,098
Ct. of Appeals Chief Judge		\$189,326		\$206,365	\$218,747
Ct. of Appeals Judge		\$180,312		\$196,540	\$208,332
District Court Chief Judge		\$177,726		\$193,722	\$205,345
District Court Judge		\$169,264		\$184,498	\$195,568