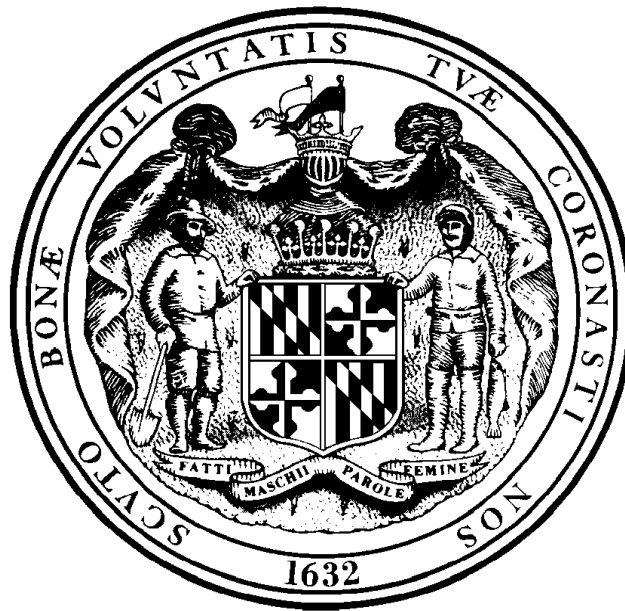




Report of the
Governor's Salary Commission

Annapolis, Maryland
January 2022

REPORT OF THE GOVERNOR'S SALARY COMMISSION



ANNAPOLIS, MARYLAND
JANUARY 2022

Governor's Salary Commission

<u>Member</u>	<u>Appointed By</u>
Mr. Bruce M. Plaxen, Chair	President
Mr. Jamar R. Brown	President
Ms. Eleanor M. Carey	President
Mr. D. Bruce Poole	Speaker
Ms. Lindsey Reynolds	Speaker
Mr. Charles G. Tildon III	Speaker

Serving Ex-officio

Treasurer Nancy K. Kopp

Staff

Mr. Steven D. McCulloch
Mr. Kenneth B. Weaver

For further information concerning this document contact:

Library and Information Services
Office of Policy Analysis
Department of Legislative Services
90 State Circle
Annapolis, Maryland 21401

Baltimore Area: 410-946-5400 • Washington Area: 301-970-5400

Other Areas: 1-800-492-7122, Extension 5400

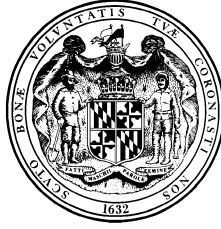
TDD: 410-946-5401 • 301-970-5401

Maryland Relay Service: 1-800-735-2258

E-mail: libr@mlis.state.md.us

Home Page: <http://dls.maryland.gov>

The Department of Legislative Services does not discriminate on the basis of race, color, national origin, sex, religion, or disability in the admission or access to its programs or activities. The department's Information Officer has been designated to coordinate compliance with the non-discrimination requirements contained in Section 35.107 of the United States Department of Justice regulations. Requests for assistance should be directed to the Information Officer at the telephone numbers shown above.



Governor's Salary Commission

December 21, 2021

The Honorable Lawrence J. Hogan, Jr.
Governor of Maryland

The Honorable Bill Ferguson
President of the Senate

The Honorable Boyd K. Rutherford
Lieutenant Governor of Maryland

The Honorable Adrienne A. Jones
Speaker of the House of Delegates

Lady and Gentlemen:

The Governor's Salary Commission has completed its twelfth quadrennial study as directed by the Maryland State Constitution. It is our privilege to report the commission's conclusions. In accordance with the provisions of Article II §21A of the Maryland State Constitution, the commission recommends that the salary of the Governor and Lieutenant Governor be increased for the four-year term of office, 2023 through 2027, as indicated in the following table:

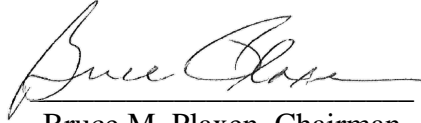
<u>Governor</u>		<u>Lieutenant Governor</u>	
First Year	\$184,000	First Year	\$165,000
Second Year	188,000	Second Year	170,000
Third Year	192,000	Third Year	173,000
Fourth Year	195,000	Fourth Year	175,000

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

<u>Attorney General</u> <u>Comptroller</u> <u>Treasurer</u>		<u>Secretary of State</u>	
First Year	\$165,000	First Year	\$112,500
Second Year	170,000	Second Year	116,000
Third Year	173,000	Third Year	118,500
Fourth Year	175,000	Fourth Year	120,000

The members of the Governor's Salary Commission trust that you find these suggestions helpful. We enjoyed this opportunity to serve the citizens of Maryland and would be pleased to meet with you and the members of the General Assembly to discuss the commission's work and proposals. Details on the commission's meetings and decisions will be provided in a report to be submitted during the 2022 legislative session.

Respectfully submitted,



Bruce M. Plaxen, Chairman



Jamar R. Brown



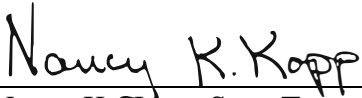
D. Bruce Poole



Eleanor M. Carey



Lindsey Reynolds



Nancy K. Kopp, State Treasurer



Charles G. Tildon III

**Governor's Salary Commission
2021 Interim
Membership Roster**

The President of the Senate's Appointments

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

The Speaker of the House's Appointments

Mr. D. Bruce Poole
Ms. Lindsey Reynolds
Mr. Charles G. Tildon III

Serving Ex-officio

Treasurer Nancy K. Kopp

Committee Staff

Mr. Steven D. McCulloch
Mr. Kenneth B. Weaver

Support Staff

Ms. Madeline H. Ross

Contents

Letter of Transmittal	iii
Governor’s Salary Commission – 2021 Interim Membership Roster.....	v
Report Summary	ix
Introduction.....	1
Prior Commission Reports.....	2
Activities in 2021-2022	4
Compensation Theory	5
Relationship to Salaries Paid to Other Maryland Officials	5
A Commensurate Wage.....	5
Comparability with Other States	6
Other Considerations	6
Review of Compensation Data	7
Salaries Paid to Other Maryland Officials.....	7
Gubernatorial Salaries – Other States.....	7
Salary Determinations.....	9
Personal Benefits of Elected Office	11
Governor’s Retirement Provisions	11
Lieutenant Governor/Constitutional Officers’ Retirement Provisions	11
Other Benefits.....	12
Other Aspects of Elected Office	15
Transportation.....	15
Security.....	15
Mansion	16
Appendix 1 Summary of Governor’s Salary Commission Recommendations.....	17
Appendix 2 Constitution of Maryland Article II § 21A.....	19
Appendix 3 Summary of Prior Governor’s Salary Commission Recommendations	21
Appendix 4 Salaries of Selected Maryland State Officials – Fiscal 2015-2022	31
Appendix 5 Mayor and County Executive Salaries – Fiscal 2014-2022.....	33
Appendix 6 Comparison of Maryland State Retirement and Pension Plans.....	35
Appendix 7 State Employee Compensation History – Fiscal 2003-2022	39
Appendix 8 Salaries of Constitutional Officers – 2021.....	43
Appendix 9 State Ranking of Governors’ Salaries.....	45
Appendix 10 Governors’ Salaries Ranked by State General Revenues	47
Appendix 11 Governors’ Salaries Ranked by Population.....	49
Appendix 12 Governors’ Salaries Ranked by Per Capita Income	51
Appendix 13 State Ranking of Lieutenant Governor Salaries	53
Appendix 14 State Ranking of Comptroller Salaries	55

Appendix 15	State Ranking of Treasurer Salaries	57
Appendix 16	State Ranking of Attorney General Salaries	59
Appendix 17	State Ranking of Secretary of State Salaries	61
Appendix 18	Proposed Legislation – Salary Recommendations for Governor and Lieutenant Governor	63
Appendix 19	Proposed Legislation – Salary Recommendations for Constitutional Officers ...	67

Report Summary

The Governor’s Salary Commission met twice in November 2021 to perform its constitutionally required quadrennial task of recommending annual salary levels for Maryland’s Governor and Lieutenant Governor (see **Appendix 1**). In developing its recommendation, the commission examined various data including salary trends among key administrative posts in the Maryland State government, salaries paid to other governors and lieutenant governors nationally, salaries paid to Maryland county executives, and changes to salaries of State employees over the last 20 fiscal years.

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

For the 2019 through 2022 term of office, the annual salary for the Governor and Lieutenant Governor is \$180,000 and \$149,500, respectively. In crafting its recommendation, the commission noted that between calendar 2017 and 2020, inflation, as measured by the change in the Consumer Price Index, has increased by 5.6%. The commission also noted that while the salaries of both the Governor and Lieutenant Governor rank in the top decile of Governor and Lieutenant Governor salaries nationally, those salaries have not been increased since 2018.

Accordingly, the commission recommends the following salary increases for the Governor and Lieutenant Governor for the 2023 through 2026 term of office:

Governor	
First Year	\$184,000
Second Year	188,000
Third Year	192,000
Fourth Year	195,000
Lieutenant Governor	
First Year	\$165,000
Second Year	170,000
Third Year	173,000
Fourth Year	175,000

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

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

For the 2019 through 2022 term of office, the annual salary for the Comptroller, the Treasurer, and the Attorney General is \$149,500 and the annual salary for the Secretary of State is \$105,500. Because the same inflationary factors affected the salaries of Maryland's other constitutional officers, and in recognition that some of the deputies to those constitutional officers have salaries significantly higher than their principals, the commission recommends salary increases as follows:

Comptroller, Treasurer and Attorney General

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

Secretary of State

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

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

The salaries would be in effect for the term of office 2023 through 2026 and may not be increased during the term of office except as provided in the proposed legislation.

Introduction

The Maryland Constitution ratified by the voters in 1867 established the salary for the State's chief executive at \$4,500. This remained the salary until the voters approved a constitutional amendment in 1954 raising the salary to \$15,000. An amendment adopted in 1966 elevated the salary to \$25,000. A 1976 constitutional amendment created a gubernatorial salary setting mechanism – the Governor's Salary Commission. The Governor's Salary Commission met for the first time in late 1977 and issued its first report in January 1978.

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

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

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

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

Salaries resulting from these actions take effect at the beginning of the next term of office, *i.e.*, January 2023.

Prior Commission Reports

There have been 11 prior salary commission reports (**Appendix 3**). The General Assembly adopted, without modification, the joint resolution incorporating the salary recommendations of the first three commissions. The General Assembly amended the joint resolution of the fourth commission's recommendations by reducing the recommended salary of the Governor and Lieutenant Governor. The fifth commission in 1994 recommended no increase for the Governor and Lieutenant Governor. As no change was recommended in 1994, no action was required by the General Assembly in 1994. The General Assembly rejected the increases recommended by the sixth commission in 1998. The General Assembly adopted the increases recommended by the seventh commission in 2002. The General Assembly rejected the increases recommended by the eighth and ninth commissions in 2006 and 2010, respectively. The General Assembly adopted the increases recommended by the tenth commission in 2014. The eleventh commission in 2018 recommended no increase for the Governor and Lieutenant Governor. As no change was recommended in 2018, no action was required by the General Assembly in 2018.

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

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

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

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

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

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

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

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

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

The first commission also reviewed other gubernatorial benefits. It proposed legislation revising the Governor's pension plan. The adopted plan remained in effect until 2003 with few changes. One change to the pension plan, which was recommended by the 1985 commission and adopted by the 1986 General Assembly, was the incorporation of a cost-of-living adjustment similar to that provided State employees under the State Employees' Pension System (CPI with a 3% cap). A second change to the plan adopted by the 1990 General Assembly increased the pension of a two-term Governor from one-third to one-half of the final salary. The 2002 commission recommended legislation to amend the pension provisions to make the pension allowance for all Governors calculated as a percentage of the current salary of a Governor. The 2003 General Assembly adopted the legislation. The 2014 General Assembly raised the age at which Governors begin receiving pension payments from 55 years of age to 62 years of age and made changes recommended by the tenth commission that for purposes of the retiree health benefit, Governors vest immediately upon taking office and accrue one-sixteenth of the maximum State benefit for each year served.

Some previous commissions, acting on requests from the Governor, made recommendations for increases in the salaries for the constitutional offices of the Attorney General, the Comptroller, the Treasurer, and the Secretary of State. The changes recommended to these

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

Activities in 2021-2022

The commission met twice in November 2021. At the first meeting, the commission received a briefing that covered a review of salary data from other states, economic data, and internal data from Maryland State salaries and positions, and came to the conclusion that an increase in the salaries for the Governor, Lieutenant Governor, and Maryland's other constitutional officers was warranted. At the second meeting the levels and phasing of the increases were discussed with the final recommendations agreed to by a unanimous vote of the members.

The commission's two November 2021 meetings are available for viewing on the General Assembly website at the following link: <http://dls.maryland.gov/policy-areas/governors-compensation-commission>.

Compensation Theory

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

Relationship to Salaries Paid to Other Maryland Officials

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

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

A Commensurate Wage

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

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

projections utilized by the previous commission, in developing its recommendations, it accounted for the need to specifically track current inflation rates and future inflation projections to conduct an objective assessment of constitutional officer salary levels. Additionally, the commission also accounted for the fact that the Governor does receive other unique retirement and personal benefits, which are discussed in the Personal Benefits of Elected Office section of this document.

Comparability with Other States

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

Other Considerations

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

Review of Compensation Data

Salaries Paid to Other Maryland Officials

The commission reviewed salaries paid to cabinet secretaries, the Judiciary, the mayor of Baltimore City, county executives of the largest counties, and State employees. The commission noted that the Governor was paid \$180,000 in 2018. At that time, the Governor made more than all comparable State constitutional officers and deputies, all but one of the State's seven classifications of judges, and more than all of the State's cabinet secretaries except one. In fiscal 2022, the Governor's salary is now less than 11 of 19 cabinet secretaries, lower than all of the State's classifications of judges except for two, and is also less than the salary for one of the deputy constitutional officer positions. This significant change reflects the fact that while inflation rates, personal salaries, and salaries for key State officials have risen, the Governor and other constitutional officer salaries have remained the same. As in the past commission cycles, the current commission recognizes that it is important to hire qualified individuals to run major State departments, which might necessitate a salary that is greater than that of the Governor's. However, the commission did not believe that these individuals should be paid significantly more than the Governor because they are responsible to the Governor. **Appendix 4** provides the salary history of selected Maryland State officials.

As shown in **Appendix 5**, the 2022 salaries for the Mayor of Baltimore City and the county executives for Howard, Montgomery and Prince George's counties all exceeded that of the Governor. In 2018, the salaries for county executives in Howard, Montgomery and Prince George's counties exceeded that of the Governor, while the salary for the Mayor of Baltimore City was below that of the Governor.

Gubernatorial Salaries – Other States

The commission also compared the salary of the Governor of Maryland to that of other states. The 2021 salary of \$180,000 paid to the Maryland Governor ranks ninth in the nation. As shown in **Appendix 9** through **Appendix 12**, the national salary ranking for Maryland's Governor (ninth) is somewhat higher than it would be if the Governor's salary was based on state general revenues (Maryland ranks fifteenth), or population (Maryland ranks nineteenth), but is somewhat lower than it would be if based on per capita income (Maryland ranks seventh and is number one in the country in terms of median household income). Maryland's ranking in these key measures did not change much between 2017 and 2021 – it rose from tenth to ninth in overall gubernatorial salary, remained the same in the ranking of state general funds and in terms of state population, and fell from fifth to seventh in the per capita income ranking.

Salary Determinations

The commission reviewed salary and related information summarized in the earlier parts of this report and recommends the following increases in the salaries of the Governor and Lieutenant Governor for the term of office 2023 through 2027:

Governor		Lieutenant Governor	
First Year	\$184,000	First Year	\$165,000
Second Year	188,000	Second Year	170,000
Third Year	192,000	Third Year	173,000
Fourth Year	195,000	Fourth Year	175,000

The commission's recommendation for salary increases was made primarily due to increases in the Consumer Price Index (CPI) over the past four years with no corresponding salary increases. Between calendar 2017 and 2020, CPI has increased by 5.6%. In recent months, inflation has been much higher than in recent years, and increases in inflation are projected through the next gubernatorial term from 2023 to 2026. However, the commission noted a larger increase in salary based on the anticipation of future inflation was not warranted because actual levels of inflation could vary greatly from projections. Therefore, the commission limited its recommendations to addressing actual inflation that has already been measured. The commission noted that State employee salaries have increased by a cumulative 8.5% since 2018 and statewide personal incomes rose 8.7% between calendar 2018 and 2020.

The commission recommends that the Governor's salary increase by 2.2% in the first year, with a total 8.3% increase by the final year. As a result, by the end of the next term in 2026, the Governor's salary will be \$195,000. As shown in **Exhibit 1**, the Governor's 2026 salary will be comparable to the current average salary of the State's cabinet secretaries for 2022. In addition, it will still be slightly less than the current average salary of the State's three highest paid county executives (Baltimore City and Montgomery and Prince George's counties). While this salary increase recommendation reflects the fact that the Governor's current salary has not changed in the last four years, it would still trail inflation by the Governor's fourth year in office.

Exhibit 1
Select Local, State, and National Compensation Data
Fiscal 2022

<u>Position</u>	<u>Salary</u>
Maryland Governor	\$180,000
Top 15 Gubernatorial Salaries (Average)	192,321
Maryland Cabinet Secretaries (Average)	191,662
Top 3 Maryland Mayor/County Executives (Average)	201,985

Source: The Council of State Governments; *The Book of the States*, 2020 Edition; local personnel offices, and Department of Legislative Services.

With respect to Maryland's other constitutional officers, the commission believes that the current salary parity of the Attorney General, the Comptroller, and the Treasurer with the Lieutenant Governor should be continued for the next term of office. In addition, the salary of the Secretary of State should continue to be set at a level below that of the other constitutional offices and cabinet secretaries to reflect the position's less significant role in State government. This is commensurate with previous commission decisions. Overall, the commission noted that these remaining constitutional officer positions faced the same growing inflation rates as the Governor's salary and have not changed during the last cycle. In addition, the deputies for the Attorney General, the Comptroller, and the Treasurer all have higher salaries than the heads of those agencies. Therefore, the commission recommends the following salary increases for Maryland's other constitutional officers:

Comptroller, Treasurer, and Attorney General		Secretary of State	
First Year	\$165,000	First Year	\$112,500
Second Year	170,000	Second Year	116,000
Third Year	173,000	Third Year	118,500
Fourth Year	175,000	Fourth Year	120,000

The commission recommended a higher percentage increase for these positions than for the Governor's salary in recognition that the Governor has other benefits, as outlined later in this document. Additionally, the recommended increases for Attorney General, the Comptroller, and the Treasurer assure that the heads of these agencies will now have salaries comparable to or exceeding those of their respective deputies.

Personal Benefits of Elected Office

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

Governor's Retirement Provisions

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

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

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

Lieutenant Governor/Constitutional Officers' Retirement Provisions

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

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

Other Benefits

The Governor and the other constitutional officers are eligible to participate in other employee benefit programs in the same manner as State employees. For some of these programs, the State pays 100% of costs; in some, the State and the employees share the cost; and for some, the employee pays 100% of the cost. The following benefits are included:

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

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

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

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

Other Aspects of Elected Office

From time to time, media articles have focused on other aspects relating to the Office of Governor including transportation, security, residence, and expenses. In 1993, a national magazine undertook a survey of the 50 states and published a report comparing the states. In turn, this survey generated additional media coverage.

Transportation

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

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

Security

The provision of a security detail for the Governor reflects the visibility of the office, the fact that decisions made by a Governor will at times adversely affect some individuals, and the increased level of violence that occurs frequently and without provocation. For these reasons, a Governor needs security whether at home, in the office, attending meetings or conferences, or traveling. The number of security personnel and their deployment is primarily a judgment to be made by the Maryland State Police.

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

Mansion

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

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

The annual budget also includes an appropriation of \$140,000 in the Office of the Governor for the Governor to spend for the conduct of the ceremonial aspects of the office, including the giving of ceremonial gifts. The Governor exercises considerable discretion as to the manner in which these funds are spent, but the funds could be subject to restrictions imposed by the General Assembly as part of the budget process and are subject to legislative audit as to procedural aspects or to any restrictions that may be imposed by the General Assembly. The commission recognizes that the Governor should have the preeminent role with respect to operation of the mansion, including the Mansion Fund. The commission notes that the General Assembly retains the authority to impose levels of restrictions on the Mansion Fund and that the fiscal and managerial aspects of the mansion, including the Mansion Fund, are subject to legislative audit. The commission believes these are the appropriate mechanisms as to the oversight of public funding for the Governor's mansion.

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

**Appendix 1
Summary of Governor's
Salary Commission Recommendations**

2021/2022

Commission Recommendations

Action

Governor

Adopted.

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

Lieutenant Governor

Adopted.

Attorney General

Comptroller

Treasurer

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

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

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

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

**Appendix 3
Summary of Prior Governor's
Salary Commission Recommendations**

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

Commission Recommendations

Action

Secretary of State

Adopted.

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

Other

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

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

2009/2010

Commission Recommendations

Action

Governor

Rejected. Remains at \$150,000.

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

Lieutenant Governor

Rejected. Remains at \$125,000.

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

Suggested Following Salaries Per Governor's Request

Attorney General

Rejected. Remains at \$125,000.

Comptroller

Rejected. Remains at \$125,000.

Treasurer

Rejected. Remains at \$125,000.

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

Secretary of State

Rejected. Remains at \$87,500.

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

2005/2006

Commission Recommendations

Action

Governor

Rejected. Remains at \$150,000.

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

Lieutenant Governor

Rejected. Remains at \$125,000.

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

Suggested Following Salaries Per Governor's Request

Attorney General

Rejected. Remains at \$125,000.

Comptroller

Rejected. Remains at \$125,000.

Treasurer

Rejected. Remains at \$125,000.

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

Secretary of State

Rejected. Remains at \$87,500.

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

2001/2002

Commission Recommendations

Action

Governor

Adopted.

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

Lieutenant Governor

Adopted.

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

Suggested Following Salaries Per Governor's Request

Attorney General

Adopted.

Comptroller

Adopted.

Treasurer

Adopted.

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

Secretary of State

Adopted.

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

Other

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

1997/1998

Commission Recommendations

Action

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

Suggested Following Salaries Per Governor's Request

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

1993/1994

Commission Recommendations

Action

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

Suggested Following Salaries Per Governor's Request

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

1989/1990

Commission Recommendations

Action

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

Suggested Following Salaries Per Governor's Request

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

Other

Recommend no change to the Governor's Retirement Plan.

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

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

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

1985/1986

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

Other

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

1981/1982

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

Other

Recommend no change to the Governor's Retirement Plan.

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 2015-2022

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2015-2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>% Change 2019-2022</u>
Constitutional Officers										
Governor	\$150,000	\$165,000	\$175,000	\$180,000	20.00%	\$180,000	\$180,000	\$180,000	\$180,000	0.00%
Lieutenant Governor	125,000	137,500	145,000	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Attorney General	125,000	137,500	145,500	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Comptroller	125,000	137,500	145,500	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Treasurer	125,000	137,500	145,500	149,500	19.60%	149,500	149,500	149,500	149,500	0.00%
Secretary of State	87,500	96,500	102,500	105,500	20.57%	105,500	105,500	105,500	105,500	0.00%
Deputy Constitutional Officers										
Attorney General	\$150,521	\$153,532	\$153,532	\$153,532	2.00%	\$153,532	\$156,603	\$162,109	\$167,006	8.78%
Comptroller	139,407	142,196	154,152	154,152	10.58%	177,977	181,537	187,919	193,595	8.78%
Treasurer	143,625	153,532	153,532	153,532	6.90%	153,532	156,603	162,109	167,006	8.78%
Judiciary										
Judge, Court of Appeals	\$171,600	\$176,433	\$176,433	\$176,433	2.82%	\$186,433	\$186,433	\$191,433	\$196,433	5.36%
Chief Judge, Court of Appeals	190,600	195,433	195,433	195,433	2.54%	205,433	205,433	210,433	215,433	4.87%
Judge, Special Appeals	158,800	163,633	163,633	163,633	3.04%	173,633	173,633	178,633	183,633	5.76%
Chief Judge, Court Special Appeals	161,900	166,633	166,633	166,633	2.92%	176,633	176,633	181,633	186,633	5.66%
Judge, Circuit Court	149,600	154,433	154,433	154,433	3.23%	164,433	164,433	169,433	174,433	6.08%
Judge, District Court	136,500	141,333	141,333	141,333	3.54%	151,333	151,333	156,333	161,333	6.61%
Chief Judge, District Court	158,800	163,633	163,633	163,633	3.04%	173,633	173,633	178,633	183,633	5.76%
Cabinet Secretaries										
Superintendent of Schools	\$210,000	\$210,000	\$210,000	\$236,000	12.38%	\$236,000	\$240,720	\$236,000	\$275,000	16.53%

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

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

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

Appendix 5
Mayor and County Executive Salaries
Fiscal 2014-2022

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

Source: Local personnel offices

Appendix 6
Comparison of Maryland State Retirement and Pension Plans

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

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12; or Legislators with No Creditable Service Before 1/14/15; or a Governor Serving on or After 1/21/15</i>	<i>Age 62; or age 55 with 8 years, reduced benefit</i>	<i>Age 62</i>	<i>Age 60 with 5 years of service</i>	<i>Age 65 with 10 years of service or Rule of 90³; or age 60 with 15 years, reduced benefit</i>	<i>Age 50 or 25 years of service</i>	<i>No change</i>	<i>Age 55 with 10 years of service</i>
Allowance							
Hired on or Before 6/30/11	3.0% of current legislative salary per year of service	1/3 of current annual salary for one term; or 1/2 of current annual salary for two terms	2/3 of active judge salary at 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 the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>
Ordinary Disability Retirement							
Conditions	Active legislator must have 8 years of service and be certified disabled by the BOT medical board	General Assembly adopts resolution by 3/5 vote that Governor is unable to perform duties of office due to physical or mental disability	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service

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

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

COLA: cost-of-living adjustment

LEOPS: Law Enforcement Officers' Pension System

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

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

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

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

Source: Department of Legislative Services

Appendix 7
State Employee Compensation History
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2022

<u>Fiscal Year</u>	<u>Date of Increase</u>	<u>State Employees General Salary Increase</u>	<u>State Employees Increments</u>	<u>Police, Natural Resources Police, and Park Ranger Salary Increases</u>	<u>Maximum Deferred Compensation Match by State</u>	<u>Pay-for-Performance Bonuses</u>	<u>Annual Salary Review Reclassifications</u>	<u>Other</u>
2003		None	None		\$500	None	None	
2004		None	None		None	None	None	
2005	7/1/2004	\$752	On time		None	None	Yes ¹	
2006	7/1/2005	1.5%	On time		400	None	Yes ²	
2007	7/1/2006	\$900, \$1,400, or 2% ³	On time	2% extra, 9% extra for State police (primarily DGS and MDH officers)	600	None	Yes ⁴	2 steps on standard salary schedule; 1 step on the physician's salary schedule
2008	7/1/2007	2.0%	On time		600	None	None	
2009	7/1/2008	0.5% ⁵	On time		600	None	Yes ⁶	2-5-day furlough enacted ⁷
2010		None	None		0	None	None	3-10-day furlough enacted ⁸
2011		None	None		0	None	None	3-10-day furlough enacted ⁹
2012		None	None	Negotiated increments	0	\$750 bonus ¹⁰	None	Furloughs ended
2013	1/1/2013	2.0%	None		0	None	Yes ¹¹	
2014	1/1/2014	3.0%	4/1/2014	Negotiated increments	0	None	Yes ¹²	
2015	1/1/2015	2.0%	On time	Negotiated increments	0	None	Yes ¹³	
2016	7/1/2015	2.0%	None		0	None	Yes ¹⁴	

<u>Fiscal Year</u>	<u>Date of Increase</u>	<u>State Employees General Salary Increase</u>	<u>State Employees Increments</u>	<u>Police, Natural Resources Police, and Park Ranger Salary Increases</u>	<u>Maximum Deferred Compensation Match by State</u>	<u>Pay-for-Performance Bonuses</u>	<u>Annual Salary Review Reclassifications</u>	<u>Other</u>
2017		None	On time	Negotiated increments	0	None	Yes ¹⁵	
2018		None	None	Negotiated increments	0	None	None	
2019	1/1/2019; 4/1/2019	2% 0.5% ¹⁶	None	2% and negotiated increments	0	\$500 ¹⁶	Yes ¹⁷	
2020	7/1/2019; 1/1/2020	3% 1% ¹⁸	None	5% and negotiated increments	0	None	Yes ¹⁹	
2021	1/1/2021	2%	None	5%	0	None	Yes ²⁰	
2022		None ²¹	None	4% and negotiated increments	0	None	Yes ²²	

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

¹The fiscal 2005 annual salary review provided upgrades for public defenders, social services attorneys, assistant general counsels (human relations), assistant State prosecutors, direct service workers in the Department of Juvenile Services, property assessors, laboratory scientists, administrative law judges, and banking financial examiners.

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

³Fiscal 2007 general salary increases are \$900 for employees making less than \$45,000 at the end of fiscal 2006, \$1,400 for employees making \$70,000 or more, and 2.0% for those remaining.

⁴The fiscal 2007 annual salary review provided reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, administrative law judges, and teachers' aides.

⁵A 2.0% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.

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

⁷State employee salaries were reduced through furlough in fiscal 2009 by Executive Order 01.01.2008.20 in December 2008. The salaries for employees earning \$40,000 were reduced by the value of two days' salary, those earning between \$40,000 and \$59,999 were reduced by the value of four days' salary, and those earning \$60,000 or above were reduced by five days' salary. Public safety and positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.

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

⁹State employee salaries were reduced through furloughs and salary reductions in fiscal 2011 by Executive Order 01.01.2010.11 in May 2010. The structure mirrors the fiscal 2010 program.

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

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

¹²The fiscal 2014 annual salary review provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessments and Taxation assessors; personnel classifications at MDH, the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police (DSP). Parole and Probation agents at DPSCS that are Agent I, receive a one-grade increase; Agent II and Senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management (DBM) are moved into 4-level class series.

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

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

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

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

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

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

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

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

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

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

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

Appendix 8
Salaries of Constitutional Officers – 2021

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

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

n/a: not available

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

^(a)Lieutenant Governor.

^(b)Secretary of State.

^(c)Administration.

^(d)Auditor.

^(e)Comptroller.

^(f)Finance.

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

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

Appendix 9
State Ranking of Governors' Salaries

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

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

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

Appendix 10
Governors' Salaries Ranked by State General Revenues

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

<u>Rank</u>	<u>State</u>	<u>2021 Salary</u>	<u>2017 Salary</u>	<u>% Change</u>	<u>General Revenue (\$ in Thousands)</u>
41	Idaho	138,302	122,597	12.81%	10,384,908
42	New Hampshire	134,581	127,443	5.60%	9,598,142
43	North Dakota	135,360	132,964	1.80%	9,219,330
44	Rhode Island	145,755	132,710	9.83%	9,194,538
45	Delaware	171,000	171,000	0.00%	8,891,199
46	Alaska	145,000	145,000	0.00%	8,143,585
47	Montana	118,397	111,569	6.12%	6,745,071
48	Wyoming	105,000	105,000	0.00%	6,341,880
49	Vermont	184,100	166,046	10.87%	5,582,156
50	South Dakota	116,400	112,214	3.73%	5,512,239

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

Appendix 11
Governors' Salaries Ranked by Population

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

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

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

Appendix 12
Governors' Salaries Ranked by Per Capita Income

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

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

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

Appendix 13
State Ranking of Lieutenant Governor Salaries

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

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

^(a)Secretary of State function.

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

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

Appendix 14
State Ranking of Comptroller Salaries

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

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

n/a: Not available.

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

(a) Auditor or pre-audit function.

(b) Finance function.

(c) Administrative function.

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

Appendix 15
State Ranking of Treasurer Salaries

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

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

n/a: not available

^(a)Finance function.

^(b)Administrative function.

^(c)Comptroller function.

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

Appendix 16
State Ranking of Attorney General Salaries

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

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

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

Appendix 17
State Ranking of Secretary of State Salaries

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

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

n/a: not available

^(a)Lieutenant Governor function.

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

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

Bill No.: _____
Requested: _____
Committee: _____

Drafted by: Rowe
Typed by: Lynn
Stored – 11/30/21
Proofread by _____
Checked by _____

By: **Leave Blank**

HOUSE JOINT RESOLUTION

1 A House Joint Resolution concerning

2 **Governor’s Salary Commission – Salary Recommendations for Governor and**
3 **Lieutenant Governor**

4 FOR the purpose of establishing the salaries to be paid the Governor and Lieutenant
5 Governor, as directed by Article II, Section 21A of the Maryland Constitution, for the
6 4–year term of office beginning January 18, 2023.

7 WHEREAS, Article II, Section 21A of the Maryland Constitution established a
8 seven–member Governor’s Salary Commission composed of the State Treasurer, three
9 members appointed by the President of the Senate, and three members appointed by the
10 Speaker of the House of Delegates. The Governor’s Salary Commission is currently
11 constituted as follows: Nancy K. Kopp, State Treasurer; Jamar R. Brown, Esq.; Eleanor M.
12 Carey, Esq.; Bruce M. Plaxen, appointed by the President of the Senate; and D. Bruce Poole;
13 Lindsey Reynolds; Charles G. (Chuck) Tildon III, appointed by the Speaker of the House of
14 Delegates. The Commission elected Bruce M. Plaxen as Chair; and

15 WHEREAS, Under Article II, Section 21A of the Maryland Constitution, this Joint
16 Resolution may be amended to decrease, but not increase, the salaries recommended by the
17 Governor’s Salary Commission. The salaries may not be decreased below their January
18 2022 levels. If the General Assembly fails to adopt a Joint Resolution in accordance with
19 Article II, Section 21A within 50 calendar days after introduction of this Joint Resolution,
20 the salaries recommended by the Governor’s Salary Commission shall apply effective
21 January 18, 2023. If the General Assembly amends this Joint Resolution, the salaries



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

2 WHEREAS, At the meetings conducted in November 2021, the Commission
3 evaluated gubernatorial compensation relative to a number of principles: changes in the
4 cost of living, maintenance of a reasonable differential between the Governor’s salary and
5 of other major State officials in Maryland as well as Maryland county executives, and
6 acceptable comparability with salaries of the governors of other states. The Commission
7 selected tentative salaries for the two offices and solicited public views regarding its
8 proposals. Thereafter, the Commission made its final determinations which are presented
9 in this Joint Resolution and discussed in the Commission’s Report, dated January 2022;
10 now, therefore, be it

11 RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That under Article
12 II, Section 21A of the Maryland Constitution, the annual salaries recommended by the
13 Governor’s Salary Commission be adopted as follows, to be effective January 18, 2023, for
14 the 4–year term of office:

15 Governor:

16 For the first year, \$184,000;

17 For the second year, \$188,000;

18 For the third year, \$192,000; and

19 For the fourth year, \$195,000; and

20 Lieutenant Governor:

21 For the first year, \$165,000;

22 For the second year, \$170,000;

23 For the third year, \$173,000; and

24 For the fourth year, \$175,000; and be it further

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

2lr1473

- 1 Legislative Services to the Honorable Lawrence J. Hogan, Jr., Governor of Maryland; the
- 2 Honorable Boyd K. Rutherford, Lieutenant Governor; and David Brinkley, Secretary of
- 3 Budget and Management.

Bill No.: _____
Requested: _____
Committee: _____

Drafted by: Rowe
Typed by: Fran
Stored – 11/30/21
Proofread by _____
Checked by _____

By: **Leave Blank**

A BILL ENTITLED

1 AN ACT concerning

2 **Constitutional Officers – Salaries**

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

6 BY repealing and reenacting, with amendments,
7 Article – State Government
8 Section 4–103, 5–104, 6–103, and 7–107
9 Annotated Code of Maryland
10 (2021 Replacement Volume)

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

13 **Article – State Government**

14 4–103.

15 The Comptroller’s annual salary shall be:

16 (1) ~~[\$137,500]~~ **\$165,000** for the first year of the term beginning January

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law.



1 [2015] **2023**;

2 (2) [\$141,500] **\$170,000** starting on the first anniversary of the beginning
3 of the term;

4 (3) [\$145,500] **\$173,000** starting on the second anniversary of the
5 beginning of the term; and

6 (4) [\$149,500] **\$175,000** starting on the third anniversary of the beginning
7 of the term and thereafter.

8 5–104.

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

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

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

15 (1) [\$137,500] **\$165,000** for the first year of appointment beginning
16 January, [2015] **2023**;

17 (2) [\$141,500] **\$170,000** starting on the first anniversary after
18 appointment;

19 (3) [\$145,500] **\$173,000** starting on the second anniversary after
20 appointment; and

21 (4) [\$149,500] **\$175,000** starting on the third anniversary after
22 appointment and thereafter.

23 6–103.

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

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

2 (1) ~~[\$137,500]~~ **\$165,000** for the first year of the term beginning January,
3 ~~[2015]~~ **2023**;

4 (2) ~~[\$141,500]~~ **\$170,000** starting on the first anniversary of the beginning
5 of the term;

6 (3) ~~[\$145,500]~~ **\$173,000** starting on the second anniversary of the
7 beginning of the term; and

8 (4) ~~[\$149,500]~~ **\$175,000** starting on the third anniversary of the beginning
9 of the term and thereafter.

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

12 7-107.

13 The Secretary of State's annual salary shall be:

14 (1) ~~[\$96,500]~~ **\$112,500** for the first year of appointment beginning
15 January, ~~[2015]~~ **2023**;

16 (2) ~~[\$99,500]~~ **\$116,000** starting on the first anniversary after
17 appointment;

18 (3) ~~[\$102,500]~~ **\$118,500** starting on the second anniversary after
19 appointment; and

20 (4) ~~[\$105,500]~~ **\$120,000** starting on the third anniversary after
21 appointment and thereafter.

22 SECTION 2. AND BE IT FURTHER ENACTED, That, pursuant to Article III, § 35
23 of the Maryland Constitution, this Act may not be construed to extend or apply to the salary
24 or compensation of the Comptroller, Treasurer, Attorney General, or Secretary of State
25 while serving in a term of office beginning before the effective date of this Act, but the

1 provisions of this Act concerning the salary or compensation of the Comptroller, Treasurer,
2 Attorney General, or Secretary of State shall take effect at the beginning of the next
3 following term of office. This limitation does not apply to an individual appointed or elected
4 after the effective date of this Act to fill out an unexpired term.

5 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect
6 October 1, 2022.