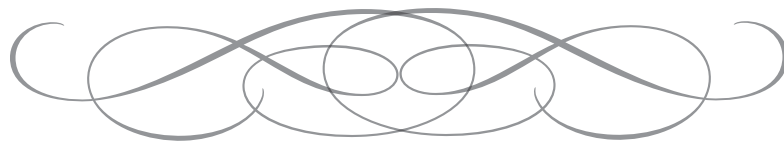


# Report of the Governor's Salary Commission



Annapolis, Maryland  
January 2018

# Governor's Salary Commission

## Member

Mr. Bruce M. Plaxen, **Chair**  
Ms. Kristin Jones Bryce  
Mr. Barry P. Gossett  
Mr. Frederick Schram  
Mr. Craig Thompson  
Ms. Jennifer Tschirch

## Appointed By

President  
President  
President  
Speaker  
Speaker  
Speaker

## Serving Ex-officio

Treasurer Nancy K. Kopp

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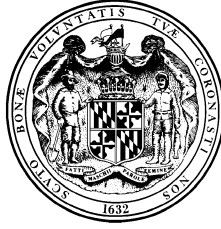
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## GOVERNOR'S SALARY COMMISSION

January 17, 2018

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

The Honorable Thomas V. Mike Miller, Jr.  
President of the Senate

The Honorable Boyd K. Rutherford  
Lieutenant Governor of Maryland

The Honorable Michael E. Busch  
Speaker of the House of Delegates

Gentlemen:

The Governor's Salary Commission has completed its eleventh quadrennial study as directed by the Maryland State Constitution. The unanimous decision of the commission is a recommendation that the salaries for the Governor and the Lieutenant Governor for the term beginning January 2019 remain unchanged from the current levels.

In reaching its decision, the commission notes that over the past four years, inflation has been lower than the estimates used by the previous commission in developing the recommended salary increases for the current term. The commission also noted that the salaries of both the Governor and Lieutenant Governor rank in the top quartile of Governor and Lieutenant Governor salaries nationally.


Section 21A of the Maryland Constitution states that if the commission recommends no salary change, a joint resolution shall not be introduced. The commission will produce a report detailing its deliberations and findings to serve as a public record of its activities and to assist future commissions.

The members of the Governor’s Salary Commission enjoyed this opportunity to serve the citizens of Maryland and would be pleased to meet with you and the members of the General Assembly to discuss the commission’s work and proposals.

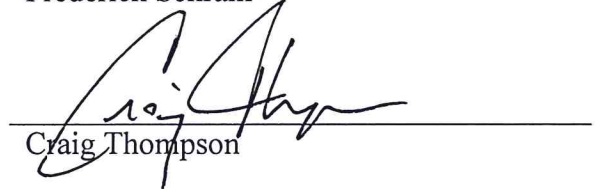
Respectfully submitted,

  
Bruce M. Plaxen, Chairman

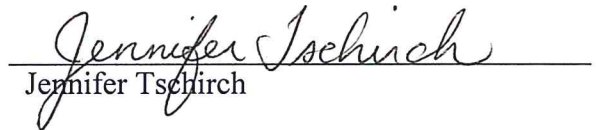
  
Barry P. Gossett

  
Frederick Schram

  
Kristin Jones Bryce

  
Craig Thompson

  
Nancy K. Kopp, State Treasurer

  
Jennifer Tschirch

**Governor's Salary Commission  
2017 Interim  
Membership Roster**

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**The President of the Senate's Three Appointments**

Mr. Bruce M. Plaxen, Chair  
Ms. Kristin Jones Bryce  
Mr. Barry P. Gossett

**The Speaker of the House's Three Appointments**

Mr. Frederick Schram  
Mr. Craig Thompson  
Ms. Jennifer Tschirch

**Serving Ex-officio**

Treasurer Nancy K. Kopp

**Committee Staff**

Mr. Steven D. McCulloch  
Mr. Benjamin B. Wilhelm

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# Contents

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Letter of Transmittal .....	iii
Governor’s Salary Commission – 2017 Interim Membership Roster	v
Report Summary .....	ix
Introduction .....	1
Prior Commission Report .....	2
Activities in 2017-2018 .....	4
December 19, 2017.....	4
January 17, 2018.....	5
Compensation Theory .....	7
Relationship to Salaries Paid to Other Maryland Officials .....	7
A Commensurate Wage.....	7
Comparability with Other States .....	8
Other Considerations .....	8
Review of Compensation Data .....	9
Salaries Paid to Other Maryland Officials.....	9
Gubernatorial Salaries – Other States.....	9
Salary Determinations .....	11
Personal Benefits of Elected Office .....	13
Governor’s Retirement Provisions .....	13
Lieutenant Governor/Constitutional Officers’ Retirement Provisions.....	13
Other Benefits.....	14
Other Aspects of Elected Office .....	17
Transportation.....	17
Security.....	17
Mansion .....	18
Appendix 1 Constitution of Maryland Article II § 21A.....	19
Appendix 2 Summary of Prior Governor’s Salary Commission Recommendation .....	21
Appendix 3 State Employee Compensation History General Salary Increases, Increments, and other Compensation Fiscal 2003-2018	31
Appendix 4 Salaries of Selected Maryland State Officials Fiscal 2011-2018.....	34
Appendix 5 Comparison of Maryland State Retirement and Pension Plans.....	36
Appendix 6 Salaries of Constitutional Officers 2017 .....	41
Appendix 7 State Ranking of Governors’ Salaries .....	43
Appendix 8 Governors’ Salaries Ranked by State General Revenues.....	45
Appendix 9 Governors’ Salaries Ranked by Population .....	47
Appendix 10 Governors’ Salaries Ranked by Per Capita Income .....	49
Appendix 11 State Ranking of Lieutenant Governor Salaries .....	51

Appendix 12 State Ranking of Comptroller Salaries ..... 53  
Appendix 13 State Ranking of Treasurer Salaries ..... 55  
Appendix 14 State Ranking of Attorney General Salaries ..... 57  
Appendix 15 State Ranking of Secretary of State Salaries ..... 59  
Appendix 16 Mayor and County Executive Salaries – Fiscal 2010-2018 ..... 61

## Report Summary

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The Governor's Salary Commission met once in December 2017 and once in January 2018 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 16 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 have increased over the last four years and are expected to increase during the next term of Office of Governor.

In crafting its recommendation, the commission noted that over the past four years, inflation has been lower than the estimates used by the previous commission in developing the recommended salary increases for the current term. The commission also noted that the salaries of both the Governor and Lieutenant Governor rank in the top quartile of Governor and Lieutenant Governor salaries nationally.

Accordingly, the commission recommended that the salaries for the Governor and Lieutenant Governor for the term beginning January 2019 remain unchanged from the current levels.



# Introduction

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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 1**) created a seven-member commission which 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 2019.

## **Prior Commission Reports**

There have been 10 prior salary commission reports (**Appendix 4**). 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.

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, Comptroller, Treasurer, and 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 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.

The last nine commissions accepted and acted on a request from the Governor to recommend salaries for the constitutional offices of Attorney General, Comptroller, Treasurer, and 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. Finally, 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 2017-2018**

The commission met once in December 2017 and once in January 2018. After reviewing comparative salary information economic data, the commission recommended that salaries for the Governor and Lieutenant Governor remain unchanged from current levels. In reaching this decision, the commission noted that inflation had been lower than the projections used by the previous commission in crafting its recommended salary increases. Because no increase was recommended, a joint resolution was not introduced during the 2018 legislative session.

The following are the minutes of the commission's two meetings in 2017-2018:

### **December 19, 2017**

**Members in Attendance:** Mr. Craig Thompson, Mr. Fred Schram, Ms. Jennifer Tschirch, Mr. Bruce Plaxen, Ms. Kristin Jones Bryce, and Treasurer Nancy K. Kopp.

**Members Not in Attendance:** Mr. Barry P. Gossett

**Staff in Attendance:** Mr. Steven D. McCulloch and Mr. Benjamin B. Wilhelm.

The first meeting of the commission began at 2 p.m. The first order of business was to select a chairman. Mr. Bruce Plaxen was nominated by another member and elected chairman by unanimous consent of those members present. Then the members reviewed constitutional requirements and the prior commission report and recommendations. The commission took notice that the Governor has not submitted a letter to the commission requesting salary recommendations for the other constitutional officers (Comptroller, Attorney General, State Treasurer, and Secretary of State) and that the Governor does not intend to make such a request. The members asked staff whether the commission could still recommend salary increases for the other constitutional officers and determined that it may but that the Governor could veto such changes if they were approved by the General Assembly. Charts were provided comparing the Maryland Governor's salary to other states based on population, general revenues, and per capita income as well as county level and cabinet salaries.

The members discussed the impact of the commission's 2013 recommendations. In 2005 and 2009, the commission had recommended salary increases, but they were rejected by the General Assembly. This led the commission to recommend a relatively large increase in 2013 to account for the impact of inflation since salaries were last increased. The members were generally satisfied that the salary levels for the Governor, Lieutenant Governor and constitutional officers are reasonable at present, but several members also expressed that it may be preferable to recommend salary increases to account for inflation as it occurs, rather than to allow salaries to fall behind.

The chair opened discussion by asking if the commission should decide whether or not to make a recommendation at all before discussing the details of what appropriate salary increases would be. Members agreed that they wanted to learn more about the ongoing work of the other compensation commissions before acting. In addition, one member proposed gathering additional economic data, specifically CPI projections, before making any decisions. This proposal received consensus approval in further discussion. Members discussed different ways the commission's recommendation could be structured to make salary increases more responsive to economic conditions. One member asked if salary increases could be tied directly to inflation or some other factor and staff informed the commission that salary increases can be formula-based as long as the formula is not based on factors that the Governor controls (for instance general salary increases for executive branch employees).

In addition to a salary discussion, the commission also discussed the current rules for the Governor's pension. The 2013 commission was tasked by the General Assembly with reviewing certain terms related to the governor's pension and other benefits and staff provided an overview of those recommendations which included raising the age at which a former governor will begin receiving pension benefits from 55 to 62.

At the end of the meeting, the members agreed that one additional meeting (scheduled for Wednesday, January 17, 2018, at 3:00 p.m. in Room 111 of the Legislative Services Building) would be sufficient to complete the commission's work. For the next meeting, staff will provide forecasts for the CPI for the next several years.

## **January 17, 2018**

**Members in Attendance:** Mr. Bruce Plaxen (Chairman), Mr. Barry P. Gossett, Ms. Kristin Jones Bryce, Mr. Craig Thompson, Mr. Fred Schram, Ms. Jennifer Tschirch, and Treasurer Nancy K. Kopp.

**Staff in Attendance:** Mr. McCulloch and Mr. Wilhelm.

Mr. Bruce Plaxen called the meeting to order and invited Mr. Simon G. Powell of the Department of Legislative Services to present on the decisions made by the General Assembly Compensation Commission (GACC).

GACC did not recommend a salary increase for members of the General Assembly. Mr. Powell reported that when GACC last met in 2013, it had recommended salary increases each year from 2015 to 2018 that were based on the CPI. Upon review, the GACC determined that inflation had been lower than anticipated during that period and that there was not an imperative need to continue those inflation-based increases. Mr. Powell also noted that GACC also determined that it had set an appropriate base for salaries in 2013, so there was also no need for any "catch-up" salary increases.

The commission then moved to a discussion of its recommendations. Staff provided data on the CPI as requested at the commission's December 17, 2017 meeting, and one member noted that, like the GACC, the Governor's Salary Commission had provided salary increases from 2015 to 2018 based upon expected inflation and that those increases had slightly exceeded the actual inflation rate for that period.

Chairman Plaxen asked the members whether they wished to consider the salaries of the other constitutional officers (Attorney General, Comptroller, Treasurer, and Secretary of State) as the commission had in the past at the request of the Governor. One member suggested that the General Assembly, not the commission, retained the authority to adjust salaries for those positions and there was no need to make any recommendations in the absence of a request to do so. The other members agreed and there was no further consideration of the salaries for those constitutional officers.

The commission then returned to a discussion of the salaries of the Governor and Lieutenant Governor and the members agreed that ensuring that salaries kept approximate pace with inflation was still an important goal, but also noted that CPI growth had been low enough in recent years that there was less need for further inflationary increases during the coming gubernatorial term. Members also discussed the fact that Maryland ranked tenth in the nation for the Governor's salary in 2017, and one member noted that the Governor's salary increased an additional \$10,000 for 2018. The members agreed that this ranking showed that the Governor and Lieutenant Governor's salaries were reasonable given the relatively high cost of living in Maryland. There was consensus among the members that it would be appropriate to recommend no salary increase.

Finally, the members discussed how they wished to present their recommendation to the General Assembly and public. One member suggested that it was important for transparency and for future commissions that a report detailing the materials the members considered and the reasons for their decision still be prepared, despite the fact that no resolution would be presented to the General Assembly. The members agreed that the commission would submit a letter outlining the commission's decision and reasoning to be followed by a more detailed report.

At the conclusion of this discussion, Chairman Plaxen stated that he would entertain a motion for the commission to recommend no salary increase for the Governor or Lieutenant Governor. This motion was made by Mr. Gossett, and seconded by Mr. Thompson, and was approved unanimously. Chairman Plaxen asked if any member had further business or comments for the commission and hearing none, thanked the members for their diligence and efficiency and adjourned the meeting.

# Compensation Theory

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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 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, Comptroller, and Treasurer should continue to be equal to that of the Lieutenant Governor's and not significantly less than that of 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 the 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 CPI. The commission decided against taking this approach, but recognized the need to be cognizant of the impact of inflation when developing salary increase recommendations. The commission noted that inflation had been lower than the projections utilized by the previous commission in developing its recommendation and that no increase need be recommended for the new term related to CPI.

## **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

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## 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 while the Governor was paid less than 12 of 19 cabinet secretaries in 2014, only 1 cabinet secretary had a higher salary than the Governor in 2018. Similarly, the Governor's salary in 2014 was lower than those for the judges of the Court of Appeals, the judges of the Court of Special Appeals, and the Chief Judge of the District Court but was higher than all judge salaries in 2018 with the exception of the Chief Judge of the Court of Appeals. The commission recognizes that it is important to hire qualified individuals to run major State departments and this 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 State officials.

As shown in **Appendix 16**, the 2014 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 continued to exceed that of the Governor while the salary for the Mayor of Baltimore City had fallen 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 2017 salary of \$170,000 paid to the Maryland Governor ranks tenth in the nation. As shown in **Appendices 7** through **10**, the tenth overall salary ranking for Maryland's Governor is somewhat higher than it would be if governor's salaries were 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 fifth.) Maryland's ranking changed slightly between 2013 and 2017 for all but one measure, rising from twelfth to tenth in overall salary, rising from sixteenth to fifteenth in the ranking of state general funds, and falling from second to fifth in the per capita income ranking. Maryland maintained its nineteenth place in ranking by population.



## **Salary Determinations**

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The commission reviewed salary and related information summarized in the earlier parts of this report. After considering the impact that the salary increases provided for the 2015-2019 term had, the Governor's salary relative to other states and compared to various Maryland officials, and that inflation during the 2015-2019 term was lower than anticipated by the previous commission, the commission recommended that the salaries for the Governor and Lieutenant Governor for the 2019-2023 term remain at the current levels.



## Personal Benefits of Elected Office

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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 CPI 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 is more generous than other retirement benefits (**Appendix 5**). 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 2014 General Assembly.

### **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 1990 General Assembly. The commission believes 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, has functioned in a satisfactory manner and makes no recommendations as to modifications to the current practices for other benefits received by the constitutional offices.



## Other Aspects of Elected Office

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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 a limousine and a smaller vehicle driven by the State Police. The State 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. Early in the Administration of Governor Robert Ehrlich, the State yacht, *Independence*, was sold on an e-bay auction; therefore, a State yacht is no longer available for use by the Governor. 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 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 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 that 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

### **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 four 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 2  
**Summary of Prior Governor's  
Salary Commission Recommendations**

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**2013/2014**

**Commission Recommendations**

**Action**

***Governor***

Adopted.

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

***Lieutenant Governor***

Adopted.

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

**Suggested Following Salaries Per Governor's Request**

***Attorney General***

Adopted.

***Comptroller***

Adopted.

***Treasurer***

Adopted.

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

***Secretary of State***

Adopted.

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

**Other**

*Proposed legislation to provide that Governors vest immediately upon assuming off 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

*Governor*                      \$135,000                      Amended: \$120,000.

*Lieutenant Governor*    \$115,000                      Amended: \$100,000.

### Suggested Following Salaries Per Governor's Request

*Attorney General*            \$115,000                      Amended: \$100,000.

*Comptroller*                    \$115,000                      Amended: \$100,000.

*Treasurer*                      \$115,000                      Amended: \$100,000.

*Secretary of State*            \$80,000                        Amended: \$70,000.

### Other

*Recommend no change to the Governor's Retirement Plan.*

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

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

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

## 1985/1986

### Commission Recommendations

### Action

<i>Governor</i>	\$85,000	Adopted.
<i>Lieutenant Governor</i>	\$72,500	Adopted.

### Suggested Following Salaries Per Governor's Request

<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

### Commission Recommendations

### Action

<i>Governor</i>	\$75,000	Adopted.
<i>Lieutenant Governor</i>	\$62,500	Adopted.

### Suggested Following Salaries Per Governor's Request

<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 3**  
**State Employee Compensation History**  
**General Salary Increases, Increments, and other Compensation**  
**Fiscal 2003-2018**

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

<u>Fiscal Year</u>	<u>State Employees</u>		<u>Police, Natural Resources Police, and Park Ranger Salary Increases</u>		<u>Maximum Deferred Compensation Match by State</u>		<u>Annual Salary Review</u>		<u>Other</u>
	<u>Date of Increase</u>	<u>General Salary Increase</u>	<u>On time</u>	<u>Negotiated increments</u>	<u>0</u>	<u>0</u>	<u>Pay-for-Performance Bonuses</u>	<u>Reclassifications</u>	
2017		None	On time	Negotiated increments	0	0	None	Yes <sup>15</sup>	
2018		None	None	Negotiated increments	0	0	None	None	

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

<sup>1</sup>The 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.

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

<sup>3</sup>Fiscal 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.

<sup>4</sup>The 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.

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

<sup>6</sup>The fiscal 2009 annual salary review provided reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialist, veteran service, cemetery workers, call center specialists, complex tax auditor, tax consultant, retirement benefits counselor, medical care specialist, dental workers, financial regulation, deputy fire marshal, lead aviation maintenance technician, police communications operators, and civilian helicopter pilots.

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

<sup>8</sup>State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 are furloughed for an additional three days, those between \$50,000 and \$99,999 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%.

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

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

<sup>11</sup>The 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.

<sup>12</sup>The 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 the Maryland Department of Health (MDH), the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police. 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 are moved into 4-level class series.

<sup>13</sup>The fiscal 2015 annual salary review provided one grade for the following classifications: psychologist positions, Department of Budget and Management 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 the Department of Public Safety and Correctional Services; loan underwriter at the Department of Housing and Community Development; 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.

<sup>14</sup>The 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 Department of Labor, Licensing and Regulation.

<sup>15</sup>The fiscal 2017 annual salary review provided for step increases for building security officers; a one-grade increase for the Department of General Services procurement officers; salary parity with detective for the warrant apprehension job series at DPSCS; step increases for Department of Housing and Urban Development fiscal staff; and polygraph operators at the Department of State Police and DPSCS.

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

**Appendix 4**  
**Salaries of Selected Maryland State Officials**  
**Fiscal 2011-2018**

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2011-2014</u>				<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2015-2018</u>
<b>Constitutional Officers</b>													
Governor	\$150,000	\$150,000	\$150,000	\$150,000	0.00%				\$150,000	\$165,000	\$175,000	\$180,000	20.00%
Lieutenant Governor	125,000	125,000	125,000	125,000	0.00%				125,000	137,500	145,000	149,500	19.60%
Attorney General	125,000	125,000	125,000	125,000	0.00%				125,000	137,500	145,500	149,500	19.60%
Comptroller	125,000	125,000	125,000	125,000	0.00%				125,000	137,500	145,500	149,500	19.60%
Treasurer	125,000	125,000	125,000	125,000	0.00%				125,000	137,500	145,500	149,500	19.60%
Secretary of State	87,500	87,500	87,500	87,500	0.00%				87,500	96,500	102,500	105,500	20.57%
<b>Deputy Constitutional Officers</b>													
Attorney General	\$143,270	\$143,270	\$143,270	\$146,136	2.00%				\$150,521	\$153,532	\$153,532	\$153,532	2.00%
Comptroller	154,235	154,235	154,235	157,320	2.00%				139,407	142,196	154,152	154,152	10.58%
Treasurer	127,762	127,762	136,706	139,441	9.14%				143,625	153,532	153,532	153,532	6.90%
<b>Judiciary</b>													
Judge, Court of Appeals	\$162,352	\$162,352	\$162,352	\$166,908	2.81%				\$171,600	\$176,433	\$176,433	\$176,433	2.82%
Ch. Judge Court of Appeals	181,353	181,353	181,353	185,908	2.51%				190,600	195,433	195,433	195,433	2.54%
Judge, Special Appeals	149,552	149,552	149,552	154,108	3.05%				158,800	163,633	163,633	163,633	3.04%
Ch. Judge Ct. Spec. Appeals	152,552	152,552	152,552	157,108	2.99%				161,900	166,633	166,633	166,633	2.92%
Judge, Circuit Court	140,352	140,352	140,352	144,908	3.25%				149,600	154,433	154,433	154,433	3.23%
Judge, District Court	127,252	127,252	127,252	131,108	3.03%				136,500	141,333	141,333	141,333	3.54%
Ch. Judge, District Court	149,552	149,552	149,552	154,108	3.05%				158,800	163,633	163,633	163,633	3.04%

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2011-201</u> <u>4</u>	<u>% Change 2015-201</u> <u>8</u>
<b>Cabinet Secretaries</b>										
Superintendent of Schools	\$195,000	\$195,000	\$195,000	\$210,000	\$210,000	\$210,000	\$210,000	\$236,000	7.69%	12.38%
Aging	124,848	124,848	124,848	127,345	131,166	140,506	137,749	137,749	2.00%	5.02%
Planning	124,848	124,848	124,848	127,345	131,166	140,506	137,749	137,749	2.00%	5.02%
Veterans	101,490	101,490	101,490	106,174	109,360	114,600	114,555	114,555	4.62%	4.75%
Budget and Management	166,082	166,082	166,082	169,404	174,487	177,977	177,906	177,906	2.00%	1.96%
General Services	138,374	138,374	138,374	141,142	145,377	153,532	146,743	149,678	2.00%	2.96%
Transportation	166,082	166,082	166,082	169,404	174,487	177,977	177,908	177,908	2.00%	1.96%
Natural Resources	148,778	148,778	148,778	151,754	154,733	162,563	162,499	162,499	2.00%	5.02%
Agriculture	130,050	130,050	130,050	132,651	136,631	146,360	143,488	143,488	2.00%	5.02%
Health	166,082	166,082	166,082	169,404	174,487	177,977	174,417	174,417	2.00%	-0.04%
Human Services	159,000	142,800	154,820	157,917	162,655	174,237	170,818	170,818	-0.68%	5.02%
Labor, Licensing, and Reg.	143,270	155,941	158,974	153,000	157,590	165,281	165,215	165,215	6.79%	4.84%
Public Safety	166,082	166,082	166,082	169,404	174,487	162,318	162,254	162,254	2.00%	-7.01%
Higher Education Commission	154,194	154,194	110,356	145,350	149,711	159,433	160,710	160,710	-5.74%	7.35%
Housing	148,778	148,778	148,778	151,754	156,307	159,433	156,245	156,245	2.00%	-0.04%
Commerce	155,000	155,000	155,000	158,100	167,078	177,977	175,462	175,462	2.00%	5.02%
Environment	135,252	115,356	141,026	143,847	148,163	158,713	155,599	155,599	6.35%	5.02%
Juvenile Services	156,060	156,060	150,162	153,166	157,761	168,994	169,059	169,059	-1.85%	7.16%
State Police	166,082	166,082	155,000	158,100	162,843	171,083	171,015	171,015	-4.81%	5.02%

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

**Appendix 5**  
**Comparison of Maryland State Retirement and Pension Plans**

<b>Participation</b>	<b>General Assembly</b>		<b>Governor</b>		<b>Judges</b>		<b>Employees and Teachers Pension Systems<sup>1</sup></b>		<b>State Police</b>		<b>Law Enforcement Officers' System</b>		<b>Correctional Officers' System</b>	
	Mandatory	Automatic	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment
<b>Vesting</b>														
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	5 years of service	5 years of service	5 years of service	5 years of service	5 years of service	5 years of service	5 years of service
Hired on or After 7/1/11; or Judges Hired on or After 7/1/12	No change	No change	5 years of service	5 years of service	10 years of service	10 years of service	10 years of service	10 years of service	10 years of service	10 years of service	10 years of service	10 years of service	10 years of service	10 years of service
<b>Employee Contributions<sup>2</sup></b>	7.0% of salary, for 22 years, 3 months (was 5.0%)	None	8.0% of salary, for 16 years (was 6.0%)	8.0% of salary (was 5.0%)	7.0% of salary (was 5.0%)	8.0% of salary	8.0% of salary	7.0% of salary (was 4.0%)	7.0% of salary (was 4.0%)	7.0% of salary (was 4.0%)	7.0% of salary (was 4.0%)	7.0% of salary (was 4.0%)	7.0% of salary (was 4.0%)	5.0% of salary
<b>Service Retirement Conditions</b>														
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 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems<sup>1</sup></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>	Age 62; or age 55 with 8 years, reduced benefit	Age 62	Age 60 with 5 years of service	Age 65 with 10 years of service or Rule of 90 <sup>3</sup> ; or age 60 with 15 years, reduced benefit	Age 50 or 25 years of service	No change	Age 55 with 10 years of service
<b>Allowance</b>							
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)

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems<sup>1</sup></u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<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>
<b>Post Retirement Adjustments<sup>4</sup></b>							
<i>Service Credit Earned on or Before 6/30/11</i>	<i>Based on salary of active legislators</i>	<i>Based on salary of current Governor</i>	<i>Based on salary of active judges</i>	<i>Limited to 3.0% of initial benefit</i>	<i>Unlimited annual cost-of-living adjustment (COLA)</i>	<i>Limited to 3.0% of initial benefit</i>	<i>Unlimited annual COLA</i>
<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% 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>

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems<sup>1</sup></u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<b>Ordinary Disability Retirement</b>							
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 <sup>th</sup> 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
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
<b>Accidental Disability Retirement</b>							
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

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems<sup>1</sup></u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
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  
LEOPS: Law Enforcement Officers' Pension System

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

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

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

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

Source: Department of Legislative Services

**Appendix 6**  
**Salaries of Constitutional Officers – 2017**

<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	\$119,950	\$60,830	\$85,248	\$168,002	\$85,248	\$138,305
Alaska	145,000	115,000	(a)	141,156	154,824	133,332
Arizona	95,000	(b)	70,000	90,000	70,000	140,000
Arkansas	141,000	42,315	90,000	130,000	85,000	n/o
California	190,103	142,577	142,577	165,126	152,081	152,081
Colorado	90,000	150,000	68,500	80,000	68,500	126,540
Connecticut	150,000	110,000	110,000	110,000	110,000	110,000
Delaware	171,000	79,053	128,090	145,707	113,874	147,870
Florida	130,273	124,851	141,000	128,972	(f)	128972
Georgia	139,339	91,609	123,637	139,169	165,000	n/a
Hawaii	152,544	148,800	n/o	148,800	148,800	141,720
Idaho	122,597	42,909	104,207	124,000	104,207	104,207
Illinois	177,412	135,669	156,541	156,541	135,669	135,669
Indiana	121,331	93,296	81,020	97,468	81,020	(d)
Iowa	130,000	103,212	103,212	123,669	103,212	n/o.
Kansas	99,636	54,000	86,003	98,901	86,003	115,000
Kentucky	142,976	121,550	121,550	121,550	121,550	108,286
Louisiana	130,000	115,000	115,000	115,000	115,000	237,500
Maine	70,000	(h)	90,730	119,038	82,534	112,091
Maryland	170,000	141,500	99,500	141,500	141,500	141,500
Massachusetts	151,800	122,058	136,402	136,402	133,277	176,624
Michigan	159,300	111,510	112,410	112,410	174,204	143,176
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	98,681
Montana	111,569	86,362	92,236	123,499	(c)	111,682
Nebraska	105,000	75,000	85,000	95,000	85,000	107,525
Nevada	149,573	63,648	102,898	141,086	102,898	102,898
New Hampshire	127,443	(h)	105,930	117,913	105,930	106,575
New Jersey	175,000	141,000	(a)	140,000	141,000	141,000
New Mexico	110,000	85,000	85,000	95,000	85,000	118,000
New York	179,000	151,500	120,800	151,500	127,000	151,500
North Carolina	144,349	127,561	127,561	127,561	127,561	158,501
North Dakota	132,964	103,221	105,770	157,009	99,881	131,136
Ohio	148,304	150,404	109,553	109,553	109,553	165,734
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

<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>
Pennsylvania	193,304	162,373	139,178	160,828	160,828	151003
Rhode Island	132,710	117,637	117,637	124,991	117,637	140,645
South Carolina	106,078	46,545	92,007	92,007	92,007	92,007
South Dakota	112,214	<sup>(1)</sup>	89,700	112,096	89,700	<sup>(g)</sup>
Tennessee	187,680	88,001	195,972	182,688	195,972	195,972
Texas	153,750	9,612	132,924	153,750	<sup>(e)</sup>	153,750
Utah	109,900	104,405	<sup>(a)</sup>	104,405	104,405	<sup>(f)</sup>
Vermont	166,046	70,470	105,290	126,048	105,290	124,301
Virginia	175,000	36,321	158,966	150,000	167,408	167,541
Washington	173,617	101,889	121,663	159,395	140,438	179,525
West Virginia	150,000	20,000	95,000	95,000	95,000	<sup>(d)</sup>
Wisconsin	147,328	77,795	69,936	142,966	69,936	n/a
Wyoming	105,000	<sup>(b)</sup>	92,000	175,000	92,000	<sup>(d)</sup>

n/a: not available

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

<sup>(a)</sup>Lieutenant Governor.

<sup>(b)</sup>Secretary of State.

<sup>(c)</sup>Administration.

<sup>(d)</sup>Auditor.

<sup>(e)</sup>Comptroller.

<sup>(f)</sup>Finance.

<sup>(g)</sup>Pre-audit.

<sup>(h)</sup> In Maine, New Hampshire, Tennessee and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship.

<sup>(i)</sup>\$68,680 part time.

<sup>(j)</sup>Lieutenant Governor receives additional pay when serving as acting governor.

Source: The Council of State Governments; *The Book of the States: 2017 Edition*

**Appendix 7**  
**State Ranking of Governors' Salaries**

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>
1	Pennsylvania	193,304	187,256	3.23%
2	California	190,103	173,987	9.26%
3	Tennessee	187,680	178,356	5.23%
4	New York	179,000	179,000	0.00%
5	Illinois	177,412	177,412	0.00%
6	New Jersey	175,000	175,000	0.00%
6	Virginia	175,000	175,000	0.00%
8	Washington	173,617	166,891	4.03%
9	Delaware	171,000	171,000	0.00%
<b>10</b>	<b>Maryland</b>	<b>170,000</b>	<b>150,000</b>	<b>13.33%</b>
11	Vermont	166,046	142,542	16.49%
12	Michigan	159,300	159,300	0.00%
13	Texas	153,750	150,000	2.50%
14	Hawaii	152,544	117,312	30.03%
15	Massachusetts	151,800	139,832	8.56%
16	Connecticut	150,000	150,000	0.00%
16	West Virginia	150,000	150,000	0.00%
18	Nevada	149,573	149,573	0.00%
19	Ohio	148,304	148,886	-0.39%
20	Wisconsin	147,328	144,423	2.01%
21	Oklahoma	147,000	147,000	0.00%
22	Alaska	145,000	145,000	0.00%
23	North Carolina	144,349	141,265	2.18%
24	Kentucky	142,976	153,970	-7.14%
25	Arkansas	141,000	86,890	62.27%
26	Georgia	139,339	139,339	0.00%
27	Missouri	133,821	133,821	0.00%
28	North Dakota	132,964	116,999	13.65%
29	Rhode Island	132,710	129,210	2.71%
30	Florida	130,273	130,273	0.00%
31	Iowa	130,000	130,000	0.00%
31	Louisiana	130,000	130,000	0.00%
33	Minnesota	127,629	120,303	6.09%
34	New Hampshire	127,443	113,834	11.96%
35	Idaho	122,597	117,000	4.78%
36	Mississippi	122,160	122,160	0.00%
37	Indiana	121,331	111,688	8.63%
38	Alabama	119,950	*	—
39	South Dakota	112,214	100,972	11.13%
40	Montana	111,569	108,167	3.15%
41	New Mexico	110,000	110,000	0.00%
42	Utah	109,900	109,470	0.39%
43	South Carolina	106,078	106,078	0.00%
44	Nebraska	105,000	105,000	0.00%
44	Wyoming	105,000	105,000	0.00%

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>
46	Kansas	99,636	99,636	0.00%
47	Oregon	98,600	93,600	5.34%
48	Arizona	95,000	95,000	0.00%
49	Colorado	90,000	90,000	0.00%
50	Maine	70,000	70,000	0.00%

\* Governor Bentley was not accepting a salary until the unemployment rate in Alabama dropped.

Source: The Council of State Governments; *The Book of the States*, 2017 and 2017 Editions

**Appendix 8**  
**Governors' Salaries Ranked by State General Revenues**

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>General Revenue \$ in Thousands</u>
1	California	\$190,103	\$173,987	9.26%	\$325,667,559
2	New York	179,000	179,000	0.00%	227,925,197
3	Texas	153,750	150,000	2.50%	164,321,848
4	Florida	130,273	130,273	0.00%	114,046,343
5	Illinois	177,412	177,412	0.00%	94,660,162
6	Pennsylvania	193,304	187,256	3.23%	88,932,592
7	New Jersey	175,000	175,000	0.00%	77,214,285
8	Ohio	148,304	148,886	-0.39%	75,391,157
9	Michigan	159,300	159,300	0.00%	61,905,733
10	North Carolina	144,349	141,265	2.18%	59,702,566
11	Virginia	175,000	175,000	0.00%	57,261,877
12	Massachusetts	151,800	139,832	8.56%	56,735,729
13	Georgia	139,339	139,339	0.00%	52,505,519
14	Washington	173,617	166,891	4.03%	52,157,470
<b>15</b>	<b>Maryland</b>	<b>170,000</b>	<b>150,000</b>	<b>13.33%</b>	<b>46,099,981</b>
16	Minnesota	127,629	120,303	6.09%	44,714,721
17	Colorado	90,000	90,000	0.00%	40,777,190
18	Indiana	121,331	111,688	8.63%	39,795,804
19	Wisconsin	147,328	144,423	2.01%	38,472,110
20	Arizona	95,000	95,000	0.00%	33,260,878
21	Missouri	133,821	133,821	0.00%	33,218,807
22	Tennessee	187,680	178,356	5.23%	32,787,056
23	Connecticut	150,000	150,000	0.00%	31,789,031
24	South Carolina	106,078	106,078	0.00%	30,780,375
25	Oregon	98,600	93,600	5.34%	28,417,216
26	Alabama	119,950	*	—	27,139,157
27	Louisiana	130,000	130,000	0.00%	27,109,795
28	Kentucky	142,976	153,970	-7.14%	24,113,479
29	Iowa	130,000	130,000	0.00%	23,528,766
30	Oklahoma	147,000	147,000	0.00%	22,742,137
31	Kansas	99,636	99,636	0.00%	20,265,894
32	Utah	109,900	109,470	0.39%	17,760,236
33	Mississippi	122,160	122,160	0.00%	17,555,948
34	Nevada	149,573	149,573	0.00%	16,376,514
35	Arkansas	141,000	86,890	62.27%	16,373,183
36	New Mexico	110,000	110,000	0.00%	14,356,415
37	Nebraska	105,000	105,000	0.00%	13,826,992

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>General Revenue \$ in Thousands</u>
38	Hawaii	152,544	117,312	30.03%	12,106,506
39	West Virginia	150,000	150,000	0.00%	11,635,145
40	North Dakota	132,964	116,999	13.65%	9,199,370
41	Maine	70,000	70,000	0.00%	8,654,763
42	Idaho	122,597	117,000	4.78%	8,548,657
43	New Hampshire	127,443	113,834	11.96%	8,521,615
44	Rhode Island	132,710	129,210	2.71%	7,976,226
45	Alaska	145,000	145,000	0.00%	7,404,982
46	Delaware	171,000	171,000	0.00%	7,192,928
47	Wyoming	105,000	105,000	0.00%	6,860,025
48	Montana	111,569	108,167	3.15%	6,022,679
49	South Dakota	112,214	100,972	11.13%	4,896,753
50	Vermont	166,046	142,542	16.49%	4,824,809

\*Governor Bentley was not accepting a salary until the unemployment rate in Alabama dropped.

Sources: Salaries: The Council of State Governments; *The Book of the States*, 2017 and 2017 Editions  
Revenues: Annual Surveys of State & Local Government Finances, U.S. Census Bureau (September 2017)

**Appendix 9**  
**Governors' Salaries Ranked by Population**

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>Population 2016</u>
1	California	\$190,103	\$173,987	9.26%	39,250,017
2	Texas	153,750	150,000	2.50%	27,862,596
3	Florida	130,273	130,273	0.00%	20,612,439
4	New York	179,000	179,000	0.00%	19,745,289
5	Illinois	177,412	177,412	0.00%	12,801,539
6	Pennsylvania	193,304	187,256	3.23%	12,784,227
7	Ohio	148,304	148,886	-0.39%	11,614,373
8	Georgia	139,339	139,339	0.00%	10,310,371
9	North Carolina	144,349	141,265	2.18%	10,146,788
10	Michigan	159,300	159,300	0.00%	9,928,300
11	New Jersey	175,000	175,000	0.00%	8,944,469
12	Virginia	175,000	175,000	0.00%	8,411,808
13	Washington	173,617	166,891	4.03%	7,288,000
14	Arizona	95,000	95,000	0.00%	6,931,071
15	Massachusetts	151,800	139,832	8.56%	6,811,779
16	Tennessee	187,680	178,356	5.23%	6,651,194
17	Indiana	121,331	111,688	8.63%	6,633,053
18	Missouri	133,821	133,821	0.00%	6,093,000
<b>19</b>	<b>Maryland</b>	<b>170,000</b>	<b>150,000</b>	<b>13.33%</b>	<b>6,016,447</b>
20	Wisconsin	147,328	144,423	2.01%	5,778,708
21	Colorado	90,000	90,000	0.00%	5,540,545
22	Minnesota	127,629	120,303	6.09%	5,519,952
23	South Carolina	106,078	106,078	0.00%	4,961,119
24	Alabama	119,950	*	–	4,863,300
25	Louisiana	130,000	130,000	0.00%	4,681,666
26	Kentucky	142,976	153,970	-7.14%	4,436,974
27	Oregon	98,600	93,600	5.34%	4,093,465
28	Oklahoma	147,000	147,000	0.00%	3,923,561
29	Connecticut	150,000	150,000	0.00%	3,576,452
30	Iowa	130,000	130,000	0.00%	3,134,693
31	Utah	109,900	109,470	0.39%	3,051,217
32	Mississippi	122,160	122,160	0.00%	2,988,726
33	Arkansas	141,000	86,890	62.27%	2,988,248
34	Nevada	149,573	149,573	0.00%	2,940,058
35	Kansas	99,636	99,636	0.00%	2,907,289
36	New Mexico	110,000	110,000	0.00%	2,081,015

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>Population 2016</u>
37	Nebraska	105,000	105,000	0.00%	1,907,116
38	West Virginia	150,000	150,000	0.00%	1,831,102
39	Idaho	122,597	117,000	4.78%	1,683,140
40	Hawaii	152,544	117,312	30.03%	1,428,557
41	New Hampshire	127,443	113,834	11.96%	1,334,795
42	Maine	70,000	70,000	0.00%	1,331,479
43	Rhode Island	132,710	129,210	2.71%	1,056,426
44	Montana	111,569	108,167	3.15%	1,042,520
45	Delaware	171,000	171,000	0.00%	952,065
46	South Dakota	112,214	100,972	11.13%	865,454
47	North Dakota	132,964	116,999	13.65%	757,952
48	Alaska	145,000	145,000	0.00%	741,894
49	Vermont	166,046	142,542	16.49%	624,594
50	Wyoming	105,000	105,000	0.00%	585,501

\*Governor Bentley was not accepting a salary until the unemployment rate in Alabama dropped.

Source: The Council of State Governments; *The Book of the States*, 2013 and 2017 Editions U.S. Census Bureau

**Appendix 10**  
**Governors' Salaries Ranked by Per Capita Income**

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>Per Capita Income</u>
1	Connecticut	\$150,000	\$150,000	0.00%	\$69,311
2	Massachusetts	151,800	139,832	8.56%	64,235
3	New Jersey	175,000	175,000	0.00%	61,472
4	New York	179,000	179,000	0.00%	59,563
<b>5</b>	<b>Maryland</b>	<b>170,000</b>	<b>150,000</b>	<b>13.33%</b>	<b>58,052</b>
6	California	190,103	173,987	9.26%	56,374
7	New Hampshire	127,443	113,834	11.96%	55,954
8	Alaska	145,000	145,000	0.00%	55,646
9	Wyoming	105,000	105,000	0.00%	55,116
10	North Dakota	132,964	116,999	13.65%	54,627
11	Washington	173,617	166,891	4.03%	54,579
12	Virginia	175,000	175,000	0.00%	52,957
13	Minnesota	127,629	120,303	6.09%	52,038
14	Colorado	90,000	90,000	0.00%	51,999
15	Illinois	177,412	177,412	0.00%	51,817
16	Pennsylvania	193,304	187,256	3.23%	50,742
17	Rhode Island	132,710	129,210	2.71%	50,427
18	Hawaii	152,544	117,312	30.03%	50,363
19	Nebraska	105,000	105,000	0.00%	50,029
20	Vermont	166,046	142,542	16.49%	49,984
21	Delaware	171,000	171,000	0.00%	47,869
22	South Dakota	112,214	100,972	11.13%	47,834
23	Kansas	99,636	99,636	0.00%	47,228
24	Wisconsin	147,328	144,423	2.01%	46,762
25	Texas	153,750	150,000	2.50%	46,274
26	Iowa	130,000	130,000	0.00%	46,000
27	Florida	130,273	130,273	0.00%	45,953
28	Oregon	98,600	93,600	5.34%	45,399
29	Ohio	148,304	148,886	-0.39%	44,593
30	Michigan	159,300	159,300	0.00%	44,253
31	Maine	70,000	70,000	0.00%	44,053
32	Nevada	149,573	149,573	0.00%	43,567
33	Tennessee	187,680	178,356	5.23%	43,326
34	Indiana	121,331	111,688	8.63%	43,097
35	Montana	111,569	108,167	3.15%	42,947
36	Missouri	133,821	133,821	0.00%	42,926
37	Oklahoma	147,000	147,000	0.00%	42,692
38	Louisiana	130,000	130,000	0.00%	42,298
39	North Carolina	144,349	141,265	2.18%	42,244
40	Georgia	139,339	139,339	0.00%	42,159
41	Utah	109,900	109,470	0.39%	40,925
42	Arizona	95,000	95,000	0.00%	40,415
43	Arkansas	141,000	86,890	62.27%	39,722
44	South Carolina	106,078	106,078	0.00%	39,517
45	Idaho	122,597	117,000	4.78%	39,470

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>Per Capita Income</u>
46	Kentucky	142,976	153,970	-7.14%	38,926
47	Alabama	119,950	*	–	38,896
48	New Mexico	110,000	110,000	0.00%	38,474
49	West Virginia	150,000	150,000	0.00%	36,624
50	Mississippi	122,160	122,160	0.00%	35,484

\* Governor Bentley was not accepting a salary until the unemployment rate in Alabama dropped.

Source: The Council of State Governments; *The Book of the States*, 2013 and 2017 Editions; U.S. Bureau of Economic Analysis (BEA): Annual Personal Income

**Appendix 11**  
**State Ranking of Lieutenant Governor Salaries**

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	Pennsylvania	\$162,373
2	New York	151,500
3	Ohio	150,404
4	Colorado	150,000
5	Hawaii	148,800
6	California	142,577
<b>7</b>	<b>Maryland</b>	<b>141,500</b>
8	New Jersey	141,000
9	Illinois	135,669
10	North Carolina	127,561
11	Florida	124,851
12	Massachusetts	122,058
13	Kentucky	121,550
14	Rhode Island	117,637
15	Alaska	115,000
15	Louisiana	115,000
17	Oklahoma	114,713
18	Michigan	111,510
19	Connecticut	110,000
20	Utah	104,405
21	North Dakota	103,221
22	Iowa	103,212
23	Washington	101,889
24	Indiana	93,296
25	Georgia	91,609
26	Tennessee	88,001 <sup>(b)</sup>
27	Missouri	86,484
28	Montana	86,362
29	New Mexico	85,000
30	Minnesota	82,959
31	Delaware	79,053
32	Wisconsin	77,795
33	Nebraska	75,000
34	Vermont	70,470
35	Nevada	63,648
36	Alabama	60,830
37	Mississippi	60,000
38	Kansas	54,000

<u>Rank</u>	<u>State</u>	<u>Salary</u>
39	South Carolina	46,545
40	Idaho	42,909
41	Arkansas	42,315
42	Virginia	36,321
43	West Virginia	20,000 <sup>(b)</sup>
44	Texas	9,612 <sup>(d)</sup>
n/a	Oregon	(a)
n/a	Arizona	(a)
n/a	Wyoming	(a)
n/a	Maine	(b)
n/a	New Hampshire	(b)
34	South Dakota	(c) (d)

n/a: not available

<sup>(a)</sup>Secretary of State function.

<sup>(b)</sup>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.

<sup>(c)</sup>\$68,680 part-time.

<sup>(d)</sup>Lieutenant Governor receives additional pay when serving as acting Governor.

Source: The Council of State Governments; *The Book of the States, 2017 Edition*

**Appendix 12**  
**State Ranking of Comptroller Salaries**

<u>Rank</u>	<u>State</u>	<u>Comptroller</u>
1	Louisiana	\$237,500
2	Tennessee	195,972
3	Washington	179,525
4	Massachusetts	176,624
5	Virginia	167,541
6	Ohio	165,734
7	North Carolina	158,501
8	Texas	153,750
9	California	152,081
10	New York	151,500
11	Pennsylvania	151,003
12	Delaware	147,870
13	Michigan	143,176
14	Hawaii	141,720
<b>15</b>	<b>Maryland</b>	<b>141,500</b>
16	New Jersey	141,000
17	Rhode Island	140,645
18	Arizona	140,000
19	Alabama	138,305
20	Illinois	135,669
21	Alaska	133,332
22	North Dakota	131,136
23	Florida	128,972
24	Colorado	126,540
25	Vermont	124,301
26	Oklahoma	120,000
27	New Mexico	118,000
28	Kansas	115,000
29	Maine	112,091
30	Montana	111,682
31	Connecticut	110,000
32	Kentucky	108,286
33	Nebraska	107,525
34	New Hampshire	106,575
35	Idaho	104,207
36	Nevada	102,898
37	Missouri	98,681
38	South Carolina	92,007

<u>Rank</u>	<u>State</u>	<u>Comptroller</u>
n/a	Arkansas	n/o
n/a	Georgia	n/a
n/a	Indiana	(a)
n/a	Iowa	n/o
n/a	Minnesota	(b)
n/a	Mississippi	(c)
n/a	Oregon	n/a
n/a	South Dakota	(a)
n/a	Utah	(b)
n/a	West Virginia	(a)
n/a	Wisconsin	n/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 State, 2017 Edition*

**Appendix 13**  
**State Ranking of Treasurer Salaries**

<u>Rank</u>	<u>State</u>	<u>Treasurer</u>
1	Tennessee	\$195,972
2	Michigan	174,204
3	Virginia	167,408
4	Georgia	165,000
5	Pennsylvania	160,828
6	Alaska	154,824
7	California	152,081
8	Hawaii	148,800
<b>9</b>	<b>Maryland</b>	<b>141,500</b>
10	New Jersey	141,000
11	Washington	140,438
12	Illinois	135,669
13	Massachusetts	133,277
14	North Carolina	127,561
15	New York	127,000
16	Kentucky	121,550
17	Rhode Island	117,637
18	Louisiana	115,000
19	Oklahoma	114,713
20	Delaware	113,874
21	Connecticut	110,000
22	Ohio	109,553
23	Missouri	107,746
24	New Hampshire	105,930
25	Vermont	105,290
26	Utah	104,405
27	Idaho	104,207
28	Iowa	103,212
29	Nevada	102,898
30	North Dakota	99,881
31	West Virginia	95,000
32	South Carolina	92,007
33	Wyoming	92,000
34	Mississippi	90,000
35	South Dakota	89,700
36	Kansas	86,003
37	Alabama	85,248
38	Arkansas	85,000

<u>Rank</u>	<u>State</u>	<u>Treasurer</u>
38	Nebraska	85,000
38	New Mexico	85,000
41	Maine	82,534
42	Indiana	81,020
43	Oregon	72,000
44	Arizona	70,000
45	Wisconsin	69,936
46	Colorado	68,500
n/a	Florida	(a)
n/a	Minnesota	(a)
n/a	Montana	(b)
n/a	Texas	(c)

<sup>(a)</sup>Finance function.

<sup>(b)</sup>Administrative function.

<sup>(c)</sup>Comptroller function.

Source: The Council of State Governments; The Book of the States, 2017 Edition

**Appendix 14**  
**State Ranking of Attorney General Salaries**

<u>Rank</u>	<u>State</u>	<u>Attorney General</u>
1	Tennessee	\$182,688
2	Wyoming	175,000
3	Alabama	168,002
4	California	165,126
5	Pennsylvania	160,828
6	Washington	159,395
7	North Dakota	157,009
8	Illinois	156,541
9	Texas	153,750
10	New York	151,500
11	Virginia	150,000
12	Hawaii	148,800
13	Delaware	145,707
14	Wisconsin	142,966
<b>15</b>	<b>Maryland</b>	<b>141,500</b>
16	Alaska	141,156
17	Nevada	141,086
18	New Jersey	140,000
19	Georgia	139,169
20	Massachusetts	136,402
21	Oklahoma	132,825
22	Arkansas	130,000
23	Florida	128,972
24	North Carolina	127,561
25	Vermont	126,048
26	Rhode Island	124,991
27	Idaho	124,000
28	Iowa	123,669
29	Montana	123,499
30	Kentucky	121,550
31	Minnesota	121,248
32	Maine	119,038
33	New Hampshire	117,913
34	Missouri	116,437
35	Louisiana	115,000
36	Michigan	112,410
37	South Dakota	112,096

<u>Rank</u>	<u>State</u>	<u>Attorney General</u>
38	Connecticut	110,000
39	Ohio	109,553
40	Mississippi	108,960
41	Utah	104,405
42	Kansas	98,901
43	Indiana	97,468
44	Nebraska	95,000
44	New Mexico	95,000
44	West Virginia	95,000
47	South Carolina	92,007
48	Arizona	90,000
49	Oregon	82,220
50	Colorado	80,000

Source: The Council of State Governments; *The Book of the State, 2017 Edition*

**Appendix 15**  
**State Ranking of Secretary of State Salaries**

<u>Rank</u>	<u>State</u>	<u>Secretary of State</u>
1	Tennessee	\$195,972
2	Virginia	158,966
3	Illinois	156,541
4	California	142,577
5	Florida	141,000
6	Oklahoma	140,000
7	Pennsylvania	139,178
8	Massachusetts	136,402
9	Texas	132,924
10	Delaware	128,090
11	North Carolina	127,561
12	Georgia	123,637
13	Washington	121,663
14	Kentucky	121,550
15	New York	120,800
16	Rhode Island	117,637
17	Louisiana	115,000
18	Michigan	112,410
19	Connecticut	110,000
20	Ohio	109,553
21	Missouri	107,746
22	New Hampshire	105,930
23	North Dakota	105,770
24	Vermont	105,290
25	Idaho	104,207
26	Iowa	103,212
27	Nevada	102,898
<b>28</b>	<b>Maryland</b>	<b>99,500</b>
29	Minnesota	95,722
30	West Virginia	95,000
31	Montana	92,236
32	South Carolina	92,007
33	Wyoming	92,000
34	Maine	90,730
35	Arkansas	90,000
35	Mississippi	90,000
37	South Dakota	89,700

<u>Rank</u>	<u>State</u>	<u>Secretary of State</u>
38	Kansas	86,003
39	Alabama	85,248
40	Nebraska	85,000
40	New Mexico	85,000
42	Indiana	81,020
43	Oregon	77,000
44	Arizona	70,000
45	Wisconsin	69,936
46	Colorado	68,500
n/a	Alaska	(a)
n/a	Hawaii	(b)
n/a	New Jersey	(a)
n/a	Utah	(a)

n/a: not available

<sup>(a)</sup>Lieutenant Governor function.

<sup>(b)</sup>No specific administrative official or agency in charge of function.

Source: The Council of State Governments; *The Book of the States, 2017 Edition*

**Appendix 16**  
**Mayor and County Executive Salaries**  
**Fiscal 2010-2018**

	<u>2010</u>	<u>2014</u>	<u>2018</u>	<u>% Change 2014-2018</u>	<u>% Change 2010-2018</u>
Anne Arundel County	\$130,000	\$130,000	\$139,000	6.9%	6.9%
Baltimore City	151,700	159,380	175,926	10.4%	16.0%
Baltimore County	150,000	150,000	175,000	16.7%	16.7%
Harford County	99,317	105,136	131,939	25.5%	32.8%
Howard County	158,675	163,482	180,492	10.4%	13.7%
Montgomery County	175,000	180,250	192,769	6.9%	10.2%
Prince George's County	174,539	180,474	209,998	16.4%	20.3%

Source: Local personnel offices