



The Council
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**The Council
of State
Governments**

The Council of State Governments is our nation's only organization serving all three branches of state government. CSG is a region-based forum that fosters the exchange of insights and ideas to help state officials shape public policy. This offers unparalleled regional, national and international opportunities to network, develop leaders, collaborate and create problem-solving partnerships.

Staff Acknowledgements

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The Book of the States 2020

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Any views or opinions expressed in these pages are those of the contributors and may not necessarily reflect the opinions or member-endorsed policies of The Council of State Governments.

TABLE 4.11

Selected State Administrative Officials: Annual Salaries

State or other jurisdiction	Governor	Lieutenant governor (a-1)	Secretary of state (a-2)	Attorney general (a-3)	Treasurer (a-4)	Adjutant general (a-5)	Admin. (a-6)	Agriculture (a-7)	Auditor (a-8)	Banking (a-9)
Alabama	127,833	52,102	99,772	169,001	89,031	139,008	158,974	71,380	87,673	181,049
Alaska	145,000	115,000	(a-1)	141,156	163,770	141,156	141,156	110,304	169,332	122,988
Arizona	95,000	(a-2)	70,000	90,000	70,000	146,000	N/A	132,000	141,986	130,000
Arkansas	151,838	44,674	96,918	139,992	91,534	180,072	173,846	132,000	91,533	155,916
California	209,747	157,310	157,310	182,189	167,796	197,802	N.O.	217,292	217,292	197,798
Colorado	92,700	93,360	93,360	107,672	93,360	168,552	169,956	159,660	188,808	219,816
Connecticut	150,000 (d)	110,000	110,000	110,000	110,000	165,000	175,000	140,000	(c)	149,625
Delaware	171,000	82,239	132,011	149,893	117,582	126,156	(c)	123,333	112,667	115,595
Florida	130,273	124,851	141,000	128,972	(a-24)	170,352	141,000	128,972	140,004	(a-24)
Georgia	175,000	91,609	123,637	139,169	185,000	163,200	160,000	121,557	152,160	154,350
Hawaii	165,048	165,552	N.O.	162,552	162,552	245,838	(c)	154,812	154,812	125,400
Idaho	138,302	48,406	117,557	134,000	117,557	147,659	123,614	149,386	150,446	(a-24)
Illinois	181,670 (d)	139,200	160,800	160,800	139,200	135,600	168,000	157,200	170,400	159,600
Indiana	121,331	99,783	86,654	104,246	86,654	151,000	161,670	156,998	86,654	136,347
Iowa	130,000	103,212	103,212	123,669	103,212	223,393	154,300	103,212	103,212	128,890
Kansas	110,707	76,313	86,003	98,901	86,003	114,505	175,000	123,000	N/A	126,075
Kentucky	152,181	129,375	129,375	129,375	129,375	129,524	N.O.	129,375	129,375	128,553
Louisiana	130,000	115,003	115,000	110,740	110,740	200,262	237,500	110,740	132,620	145,000
Maine	70,000	(e)	104,104	105,914	79,518	139,734	139,734	139,734	111,134	115,274
Maryland	170,000	141,500	99,500	141,500	141,500	144,052 (b)	146,743 (b)	143,488 (b)	N.O.	101,463 (b)
Massachusetts	185,000	122,058	136,402	136,402	133,277	171,392	161,522	136,000	140,607	130,000
Michigan	159,300	111,510	112,410	112,410	178,500	185,859	(a-10)	170,000	180,169	170,000
Minnesota	127,629	82,959	95,722	121,248	(a-24)	190,300	144,991	144,991	108,485	130,918
Mississippi	122,160	60,000	90,000	108,960	90,000	141,105	150,000	90,000	90,000	156,900
Missouri	133,821	86,484	107,746	116,437	107,746	114,450	133,394	129,142	107,746	119,635
Montana	118,397	90,140	98,104	141,023	(a-6)	123,677	112,935	112,935	92,236	110,787
Nebraska	105,000	75,000	85,000	95,000	85,000	111,236	160,001	116,727	85,000	107,338
Nevada	149,573 (d)	63,648	102,898	141,086	102,898	118,200	128,998	118,200	N.O.	98,880
New Hampshire	134,581	(e)	105,930	128,260	105,930	105,930	117,913	100,171	N.O.	105,929
New Jersey	175,000	175,000	175,000	175,000	175,000	175,000	N.O.	175,000	151,952	175,000
New Mexico	110,000	85,000	85,000	95,000	85,000	203,950	156,000	82,980	85,000	90,000
New York	225,000	210,000	160,000	210,000	190,000	160,000	195,145	160,000	210,000	210,000
North Carolina	150,969	133,365	133,365	133,365	133,365	151,292	151,732	133,365	133,365	134,410
North Dakota	135,360 (d)	105,285	107,885	159,409	107,885	202,560	N.O.	116,836	107,885	142,404
Ohio	159,182	176,426	117,582	117,582	117,582	143,853	159,266	143,853	117,582	128,752
Oklahoma	147,000	114,713	140,000	132,825	114,713	190,289	11,150	126,508	114,713	196,721
Oregon	98,600	(a-2)	77,000	82,220	72,000	185,508	204,058	152,652	136,488	N.O.
Pennsylvania	201,729	169,451	145,244	167,838	167,838	176,760	161,390	145,244	167,838	145,244
Rhode Island (g)	145,755	122,740	122,740	132,521	122,740	141,259	136,510	(a-23)	159,248	135,000
South Carolina	106,078	46,545	92,007	92,007	92,007	163,257	217,643	92,007	165,872	126,615
South Dakota	116,400	56,375	93,046	116,277	93,046	124,140	107,244	126,075	93,046	113,391
Tennessee	198,780	72,948 (e)	209,520	193,488	209,520	161,904	209,520	161,904	(a-14)	161,904
Texas	153,750	7,200	197,415	153,750	(a-14)	178,196	N.O.	137,500	181,128	242,925
Utah	160,746	144,671	(a-1)	152,709	144,671	145,018	147,077	N/A	135,000	136,573
Vermont	184,100	78,145	\$116,729	139,755	116,729	129,126	145,537	145,246	116,729	126,630
Virginia	175,000	36,321	176,730	150,000	177,172	143,453	176,730	176,730	178,950	175,100
Washington	182,179	111,180	130,560	167,381	149,103	190,289	173,856	173,856	128,120	137,808
West Virginia	150,000	20,000 (e)	95,000	95,000	95,000	125,000	95,000	95,000	95,000	75,000
Wisconsin	152,756	80,684	72,551	148,242	72,551	N/A	152,755	N/A	137,488	137,717
Wyoming	105,000	(a-2)	92,000	177,000	92,000	142,816	167,000	126,378	92,000	109,184
Guam	130,000	85,000	N.O.	105,286	52,492	68,152	88,915	60,850	100,000	88,915
CNMI*	70,000	65,000	N.O.	80,000	40,800 (b)	N.O.	54,000	40,800 (b)	80,000	40,800 (b)
Puerto Rico	70,000	N.O.	125,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
U.S. Virgin Islands	150,000	75,000	(a-1)	76,500	76,500	85,000	76,500	76,500	76,500	75,000

See footnotes at end of table

TABLE 4.11
Selected State Administrative Officials: Annual Salaries

State or other jurisdiction	Governor	Lieutenant governor (a-1)	Secretary of state (a-2)	Attorney general (a-3)	Treasurer (a-4)	Adjutant general (a-5)	Admin. (a-6)	Agriculture (a-7)	Auditor (a-8)	Banking (a-9)
Alabama	127,833	52,102	99,772	169,001	89,031	139,008	158,974	71,380	87,673	181,049
Alaska	145,000	115,000	(a-1)	141,156	163,770	141,156	141,156	110,304	169,332	122,988
Arizona	95,000	(a-2)	70,000	90,000	70,000	146,000	N/A	132,000	141,986	130,000
Arkansas	151,838	44,674	96,918	139,992	91,534	180,072	173,846	132,000	91,533	155,916
California	209,747	157,310	157,310	182,189	167,796	197,802	N.O.	217,292	217,292	197,798
Colorado	92,700	93,360	93,360	107,672	93,360	168,552	169,956	159,660	188,808	219,816
Connecticut	150,000 (d)	110,000	110,000	110,000	110,000	165,000	175,000	140,000	(c)	149,625
Delaware	171,000	82,239	132,011	149,893	117,582	126,156	(c)	123,333	112,667	115,595
Florida	130,273	124,851	141,000	128,972	(a-24)	170,352	141,000	128,972	140,004	(a-24)
Georgia	175,000	91,609	123,637	139,169	185,000	163,200	160,000	121,557	152,160	154,350
Hawaii	165,048	165,552	N.O.	162,552	162,552	245,838	(c)	154,812	154,812	125,400
Idaho	138,302	48,406	117,557	134,000	117,557	147,659	123,614	149,386	150,446	(a-24)
Illinois	181,670 (d)	139,200	160,800	160,800	139,200	135,600	168,000	157,200	170,400	159,600
Indiana	121,331	99,783	86,654	104,246	86,654	151,000	161,670	156,998	86,654	136,347
Iowa	130,000	103,212	103,212	123,669	103,212	223,393	154,300	103,212	103,212	128,890
Kansas	110,707	76,313	86,003	98,901	86,003	114,505	175,000	123,000	N/A	126,075
Kentucky	152,181	129,375	129,375	129,375	129,375	129,524	N.O.	129,375	129,375	128,553
Louisiana	130,000	115,003	115,000	110,740	110,740	200,262	237,500	110,740	132,620	145,000
Maine	70,000	(e)	104,104	105,914	79,518	139,734	139,734	139,734	111,134	115,274
Maryland	170,000	141,500	99,500	141,500	141,500	144,052 (b)	146,743 (b)	143,488 (b)	N.O.	101,463 (b)
Massachusetts	185,000	122,058	136,402	136,402	133,277	171,392	161,522	136,000	140,607	130,000
Michigan	159,300	111,510	112,410	112,410	178,500	185,859	(a-10)	170,000	180,169	170,000
Minnesota	127,629	82,959	95,722	121,248	(a-24)	190,300	144,991	144,991	108,485	130,918
Mississippi	122,160	60,000	90,000	108,960	90,000	141,105	150,000	90,000	90,000	156,900
Missouri	133,821	86,484	107,746	116,437	107,746	114,450	133,394	129,142	107,746	119,635
Montana	118,397	90,140	98,104	141,023	(a-6)	123,677	112,935	112,935	92,236	110,787
Nebraska	105,000	75,000	85,000	95,000	85,000	111,236	160,001	116,727	85,000	107,338
Nevada	149,573 (d)	63,648	102,898	141,086	102,898	118,200	128,998	118,200	N.O.	98,880
New Hampshire	134,581	(e)	105,930	128,260	105,930	105,930	117,913	100,171	N.O.	105,929
New Jersey	175,000	175,000	175,000	175,000	175,000	175,000	N.O.	175,000	151,952	175,000
New Mexico	110,000	85,000	85,000	95,000	85,000	203,950	156,000	82,980	85,000	90,000
New York	225,000	210,000	160,000	210,000	190,000	160,000	195,145	160,000	210,000	210,000
North Carolina	150,969	133,365	133,365	133,365	133,365	151,292	151,732	133,365	133,365	134,410
North Dakota	135,360 (d)	105,285	107,885	159,409	107,885	202,560	N.O.	116,836	107,885	142,404
Ohio	159,182	176,426	117,582	117,582	117,582	143,853	159,266	143,853	117,582	128,752
Oklahoma	147,000	114,713	140,000	132,825	114,713	190,289	11,150	126,508	114,713	196,721
Oregon	98,600	(a-2)	77,000	82,220	72,000	185,508	204,058	152,652	136,488	N.O.
Pennsylvania	201,729	169,451	145,244	167,838	167,838	176,760	161,390	145,244	167,838	145,244
Rhode Island (g)	145,755	122,740	122,740	132,521	122,740	141,259	136,510	(a-23)	159,248	135,000
South Carolina	106,078	46,545	92,007	92,007	92,007	163,257	217,643	92,007	165,872	126,615
South Dakota	116,400	56,375	93,046	116,277	93,046	124,140	107,244	126,075	93,046	113,391
Tennessee	198,780	72,948 (e)	209,520	193,488	209,520	161,904	209,520	161,904	(a-14)	161,904
Texas	153,750	7,200	197,415	153,750	(a-14)	178,196	N.O.	137,500	181,128	242,925
Utah	160,746	144,671	(a-1)	152,709	144,671	145,018	147,077	N/A	135,000	136,573
Vermont	184,100	78,145	\$116,729	139,755	116,729	129,126	145,537	145,246	116,729	126,630
Virginia	175,000	36,321	176,730	150,000	177,172	143,453	176,730	176,730	178,950	175,100
Washington	182,179	111,180	130,560	167,381	149,103	190,289	173,856	173,856	128,120	137,808
West Virginia	150,000	20,000 (e)	95,000	95,000	95,000	125,000	95,000	95,000	95,000	75,000
Wisconsin	152,756	80,684	72,551	148,242	72,551	N/A	152,755	N/A	137,488	137,717
Wyoming	105,000	(a-2)	92,000	177,000	92,000	142,816	167,000	126,378	92,000	109,184
Guam	130,000	85,000	N.O.	105,286	52,492	68,152	88,915	60,850	100,000	88,915
CNMI*	70,000	65,000	N.O.	80,000	40,800 (b)	N.O.	54,000	40,800 (b)	80,000	40,800 (b)
Puerto Rico	70,000	N.O.	125,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
U.S. Virgin Islands	150,000	75,000	(a-1)	76,500	76,500	85,000	76,500	76,500	76,500	75,000

See footnotes at end of table

EXECUTIVE BRANCH

TABLE 4.11
Selected State Administrative Officials: Annual Salaries (continued)

<i>State or other jurisdiction</i>	<i>Budget (a-10)</i>	<i>Civil rights (a-11)</i>	<i>Commerce (a-12)</i>	<i>Community affairs (a-13)</i>	<i>Comptroller (a-14)</i>	<i>Consumer affairs (a-15)</i>	<i>Corrections (a-16)</i>	<i>Economic development (a-17)</i>	<i>Education (a-18)</i>	<i>Election admin. (a-19)</i>
Alabama	113,355	N.O.	177,891	170,553	147,580	(a-3)	165,183	(a-12)	268,797	(a-2)
Alaska	162,504	149,016	141,156	(a-12)	124,452	(a-12)	141,156	(a-12)	141,156	145,008
Arizona	130,000	145,000	250,000	N/A	140,000	133,729	185,000	(a-12)	85,000	142,518
Arkansas	120,543	N.O.	153,00	N.O.	149,594	N.O.	158,100	153,000	239,361	72,595
California	(a-24)	N.O.	N.O.	177,514	167,796	197,798	279,216	N.O.	182,189	154,464
Colorado	178,824	130,764	N.O.	159,648	152,100	158,712	175,104	159,648	283,416	143,436
Connecticut	167,590	141,039	15,000	(a-12)	110,000	147,798	167,500	(a-12)	192,500	120,616
Delaware	152,088	82,950	(a-2)	N.O.	152,088	126,102	152,088	(c)	164,055	92,173
Florida	145,000	99,500	N/A	110,000	128,972	100,000	160,000	141,000	276,000	97,250
Georgia	225,000	105,202	135,000	163,200	N/A	134,227	163,200	188,700	123,270	106,793
Hawaii	162,552	113,616	154,812	N.O.	154,812	118,776	154,812	154,812	240,000	119,664
Idaho	144,186	88,317	139,069	N.O.	117,557	(a-3)	160,014	(a-12)	117,557	(a-2)
Illinois	166,770	135,600	168,000	(a-12)	139,200	(a-3)	176,400	(a-12)	249,600	156,000
Indiana	142,800	121,281	(a-17)	129,841	(a-8)	124,803	169,076	213,868	103,677	(c)
Iowa	154,300	97,460	N.O.	140,899	N.O.	128,890	154,300	154,300	154,300	111,155
Kansas	120,750	86,423	123,000	N.O.	120,000	98,000	140,000	89,303	230,000	(a-2)
Kentucky	129,524	126,200	129,524	109,524	108,286	90,000	N/A	136,000	N/A	73,500
Louisiana	141,648	90,188	237,500	N.O.	(a-6)	140,670	136,719	237,500	275,000	113,695
Maine	104,645	95,098	(a-17)	(a-17)	118,934	130,811	139,734	139,734	139,734	110,219
Maryland	174,417 (b)	114,865 (b)	172,021 (b)	N.O.	141,500	134,749 (b)	159,072 (b)	172,021 (b)	153,532 (b)	130,059 (b)
Massachusetts	134,589	137,382	161,522	145,000	176,624	145,000	161,522	161,522	161,522	136,402
Michigan	170,000	159,800	(a-32)	N.O.	153,428	N.O.	178,500	178,500	221,403	(c)
Minnesota	(a-24)	144,991	144,991	(a-17)	(a-24)	131,878	150,002	150,002	150,002	(a-2)
Mississippi	(a-6)	N.O.	90,000	130,000	(a-6)	108,960	132,000	183,000	300,000	82,500
Missouri	122,027	86,274	129,526	N/A	113,300	116,437	129,142	133,412	199,272	66,690
Montana	123,452	86,548	112,935	81,200	115,495	81,417	112,944	106,897	116,378	89,920
Nebraska	164,303	79,170	134,172	101,653	140,000	95,000	188,957	143,998	227,390	97,562
Nevada	(a-6)	88,651	128,998	N.O.	102,898	75,111	128,998	N/A	128,998	(c)
New Hampshire	105,930	80,971	114,554	N.O.	106,575	100,171	117,913	87,423	114,553	(a-2)
New Jersey	155,250	150,114	(a-17)	175,000	175,000	157,911	175,000	225,000	175,000	143,750
New Mexico	95,714	N.O.	156,000	N.O.	145,600	95,054	N/A	(a-12)	156,000	85,000
New York	209,684	120,000	160,000 (b)	160,000	210,000	210,000	210,000	(a-13)	210,000	(c)
North Carolina	(a-24)	109,533	159,903	N.O.	166,758	N.O.	183,888	128,125	133,365	143,500
North Dakota	(a-24)	(a-12)	162,396	N.O.	N.O.	149,784	165,804	142,400	122,810	55,080
Ohio	181,875	120,328	154,128	159,266	181,875	113,568	159,266	159,266	209,997	117,582
Oklahoma	110,600	N.O.	141,000	N.O.	120,000	132,833	185,000	N.O.	124,373	117,885
Oregon	157,884	112,428	168,276	156,773	N.O.	185,508	185,104	(a-13)	157,581	150,336
Pennsylvania	168,490	133,380	149,918	149,918	159,081	152,607	161,382	153,313	161,382	84,930
Rhode Island (g)	185,739	86,342	205,706	N/A	140,645	(a-3)	145,644	185,000 (j)	212,106	145,993
South Carolina	133,223	115,000	199,857	N.O.	92,007	125,243	199,857	(a-12)	92,007	111,649
South Dakota	96,111	N.O.	N.O.	N.O.	100,028	70,000	129,150	144,013	135,300	77,203
Tennessee	168,144	116,964	(a-17)	(a-17)	209,520	100,116	161,904	169,392	200,004	151,128
Texas	205,000	123,769	N.O.	180,084	153,750	155,224	266,500	164,701	220,375	(c)
Utah	167,045	103,147	N/A	73,778	146,744	(a-12)	143,499	153,379	235,830	102,190
Vermont	135,283	114,982	145,537	113,588	135,283	114,982	129,126	120,265	145,537	116,729
Virginia	177,448	104,798	176,730	141,072	177,313	105,165	189,112	350,200	176,730	121,466
Washington	N.O.	120,044	173,856	N.O.	N.O.	(a-3)	186,888	(a-12)	145,860	(a-2)
West Virginia	93,000	55,000	95,000	81,548	(a-8)	(a-3)	90,504	(a-13)	230,000	(a-2)
Wisconsin	132,600	109,158	N.O.	N.O.	114,587	105,706	152,755	195,000	127,047	122,013
Wyoming	136,358	(a-37)	142,943	N.O.	(a-8)	136,260	150,628	(a-12)	92,000	100,134
Guam	88,915	N.O.	88,915	N.O.	83,400	55,341	67,150	82,025	82,025	61,939
CNMI*	54,000	49,000	52,000	52,000	40,800 (b)	52,000	40,800 (b)	45,000	80,000	53,000
Puerto Rico	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
U.S. Virgin Islands	76,500	60,000	76,500	(c)	76,500	76,500	76,500	85,000	76,500	135,000

See footnotes at end of table

TABLE 4.11
Selected State Administrative Officials: Annual Salaries (continued)

<i>State or other jurisdiction</i>	<i>Emergency management (a-20)</i>	<i>Employment services (a-21)</i>	<i>Energy (a-22)</i>	<i>Environmental protection (a-23)</i>	<i>Finance (a-24)</i>	<i>Fish & wildlife (a-25)</i>	<i>General services (a-26)</i>	<i>Health (a-27)</i>	<i>Higher education (a-28)</i>	<i>Highways (a-29)</i>
Alabama	151,496	176,855	(a-12)	172,967	N.R.	178,819	108,779	N.R.	242,025	(a-49)
Alaska	122,988	129,132	160,000	141,156	142,140	141,156	(a-43)	141,156	325,000	133,620
Arizona	112,500	135,000	N/A	175,000	(a-14)	160,000	120,000	205,505	120,000	145,000
Arkansas	112,477	162,872	139,800	139,800	(a-6)	135,383	142,252	225,306	173,847	229,944
California	217,292	199,056	164,123	217,292	217,292	195,709	197,798	(c)	337,380	(a-49)
Colorado	163,176	137,868	159,648	162,864	143,544	157,812	120,948	186,996	172,952	165,744
Connecticut	183,340	162,495	175,000	175,000	198,000	(c)	175,000	200,000	335,000	240,000
Delaware	94,583	100,014	100,108	(a-35)	152,088	102,525	117,355	175,040	117,150	(a-49)
Florida	141,000	141,000	91,960	150,000	128,972	140,737	141,000	N/A	200,000	150,000
Georgia	112,200	113,662	121,156	170,000	158,508	120,948	137,625	197,605	500,500	124,409
Hawaii	134,676	N/A	106,572 (b)	N/A	(c)	106,572 (b)	(a-14)	154,812	395,004	106,572 (b)
Idaho	143,853	(a-32)	102,336	134,867	144,997	148,054	N.O.	(c)	159,266	(a-49)
Illinois	152,400	168,000	(a-42)	157,200	(a-10)	(a-35)	(a-6)	176,400	214,800	(a-49)
Indiana	127,500	178,745	75,000	143,985	152,337	89,216	(a-6)	194,775	214,320	(a-49)
Iowa	112,070	154,300	(a-17)	131,955	140,005	137,613	142,542	151,008	N.O.	176,426
Kansas	(c)	123,000	96,175	118,721	120,000	85,075	99,935	179,375	250,000	(a-49)
Kentucky	84,349	65,000	129,524	105,000	136,000	140,000	N.O.	202,608	275,000	120,000
Louisiana	140,000	110,000	116,875	137,197	(a-6)	123,614	(a-6)	236,000	364,000	176,900
Maine	91,270	(a-32)	(a-38)	139,734	(a-6)	139,734	115,586	170,477	N/A	(a-49)
Maryland	150,000 (b)	161,975 (b)	138,631 (b)	104,235 (b)	174,417 (b)	116,185 (b)	(a-6)	170,997 (b)	157,558 (b)	160,742
Massachusetts	143,000	161,522	135,000	139,050	161,522	129,000	158,000	140,000	220,763	153,536
Michigan	(a-47)	N/A	115,000	170,000	(a-10)	(c)	N.O.	178,500	N.O.	(a-49)
Minnesota	154,992	N.O.	144,907	150,002	154,992	137,599	(a-6)	150,002	390,000	(a-49)
Mississippi	120,000	135,315	92,782	129,347	(a-6)	147,216	N.O.	215,000	300,000	172,700
Missouri	104,501	108,004	105,060	114,433	122,027	(c)	113,300	147,223	182,053	220,358
Montana	96,177	106,860	132,545	112,935	115,495	112,944	103,571	112,935	326,524	(a-49)
Nebraska	88,549	134,172	152,249	152,249	(c)	117,260	160,001	153,772	187,180	151,840
Nevada	118,200	128,998	107,973	125,021	(a-14)	118,200	N.O.	(c)	N/A	(a-49)
New Hampshire	105,930	105,930	80,971	114,554	(a-10)	100,171	(a-6)	100,171	79,664	(a-49)
New Jersey	(a-47)	155,250	123,625	175,000	155,250	134,847	(c)	175,000	175,000	146,050
New Mexico	114,400	156,000	156,000	156,000	114,400	156,000	156,000	156,000	156,000	(a-49)
New York	210,000	190,000	(c)	210,000	210,000	210,000	210,000	210,000	210,000	210,000
North Carolina	133,250	125,460	99,817	133,824	225,815	186,229	125,523	144,499	N/A	201,419
North Dakota	100,896	189,900	162,396	145,320	180,000	130,536	(a-24)	172,404	374,000	(a-49)
Ohio	121,909	174,678	159,266	156,187	(c)	117,520	119,018	236,330	195,229	159,266
Oklahoma	135,000	115,110	140,000	143,759	195,000	145,400	111,350	196,000	412,231	(a-49)
Oregon	129,936	168,276	145,476	152,652	(a-4)	152,652	(a-6)	185,508	186,084	184,724
Pennsylvania	148,011	145,742	151,316	161,382	168,490	(c)	153,313	161,382	153,879	154,974
Rhode Island (g)	136,489	135,000	140,513	135,000	(a-44)	(a-23)	(a-6)	134,975	265,000 (c)	(a-49)
South Carolina	104,198	188,700	115,881	(c)	106,670	134,458	146,592	(c)	204,111	160,056
South Dakota	93,258	79,359	(a-42)	124,140	140,375	95,422	(a-6)	133,395	338,250	113,887
Tennessee	134,400	161,904	165,000	168,708	209,520	168,708	161,904	176,880	200,004	161,904
Texas	198,164	182,500	N.O.	211,415	(a-14)	200,643	177,982	242,353	212,135	(a-49)
Utah	103,958	155,480	N/A	144,997	146,744	126,630	140,150	212,659	N.O.	(a-49)
Vermont	87,110	128,876	126,630	126,380	135,283	108,700	129,126	157,830	N.O.	126,110
Virginia	152,954	166,125	99,419	190,188	195,418	144,414	171,812	176,730	204,965	218,509
Washington	N.O.	177,132	N.O.	177,333	(a-14)	173,352	(a-6)	177,333	N.O.	N.O.
West Virginia	80,000	75,000	82,404	95,000	75,902	75,000	82,668	150,000	289,388	120,000
Wisconsin	117,312	116,418	110,947	115,294	132,600	115,294	(a-7)	152,755	525,000	(a-49)
Wyoming	102,147	144,000	120,000	132,577	102,000	150,593	115,565	180,000	165,000	158,000
Guam	68,152	73,020	55,303	60,850	88,915	60,850	60,528	74,096	195,000	88,915
CNMI*	45,000	40,800 (b)	45,000	58,000	54,000	40,800 (b)	54,000	80,000	80,000	40,800 (b)
Puerto Rico	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
U.S. Virgin Islands	71,250	76,500	69,350	76,500	76,500	76,500	76,500	76,500	76,500	65,000

See footnotes at end of table

EXECUTIVE BRANCH

TABLE 4.11
Selected State Administrative Officials: Annual Salaries (continued)

<i>State or other jurisdiction</i>	<i>Information systems (a-30)</i>	<i>Insurance (a-31)</i>	<i>Labor (a-32)</i>	<i>Licensing (a-33)</i>	<i>Mental health & developmental disabilities (a-34)</i>	<i>Natural resources (a-35)</i>	<i>Parks & recreation (a-36)</i>	<i>Personnel (a-37)</i>	<i>Planning (a-38)</i>	<i>Post audit (a-39)</i>
Alabama	N.R.	176,314	(a-21)	N.O.	N.R.	(a-25)	(a-25)	213,740	(a-12)	241,695
Alaska	186,804	131,112	141,156	124,452	106,452	141,156	110,304	137,664	N.O.	(a-8)
Arizona	180,000	120,000	150,000	N.O.	120,058	175,000	175,000	130,000	(a-10)	N.O.
Arkansas	158,209	139,836	155,040	155,040	(c)	118,484	137,094	130,693	N.O.	191,793
California	197,798	167,796	217,292	186,389	(c)	217,292	186,389	204,955	N.O.	N.O.
Colorado	169,956	159,660	175,104	148,620	158,616	175,104	161,952	N/A	160,584	(a-8)
Connecticut	183,154	175,000	162,495	122,505	(c)	156,516	161,219	165,000	145,000	(a-8)
Delaware	165,055	112,667	123,333	113,399	(c)	132,011	102,525	132,011	99,093	(a-8)
Florida	130,000	134,158	141,000	71,400	N/A	150,000	114,000	111,000	100,000	(a-24)
Georgia	185,000	120,394	122,786	86,700	178,500	175,000	119,882	132,000	(a-10)	(a-8)
Hawaii	200,004	122,052	154,812	101,508 (b)	138,552	154,812	106,572 (b)	154,812	N/A	106,572 (b)
Idaho	122,013	123,490	(a-21)	94,494	124,010	139,069	110,282	133,890	N.O.	(a-8)
Illinois	176,400	159,600	146,400	(a-9)	(a-45)	133,273	(a-35)	(a-6)	N.O.	(a-8)
Indiana	N/A	124,147	119,372	118,235	130,000	130,778	102,754	121,366	N.O.	130,096
Iowa	154,300	128,890	112,070	102,835	110,490	128,890	(a-25)	140,005	N.O.	N.O.
Kansas	175,000	86,003	123,000	87,125	N/A	123,000	123,000	102,305	N.O.	136,480
Kentucky	129,524	104,762	129,524	N.O.	116,500	100,000	104,762	129,524	136,000	(a-8)
Louisiana	150,000	110,740	137,000	N.O.	130,000	129,210	122,720	148,616	127,441	N.R.
Maine	130,811	115,274	139,734	139,734	(a-45)	139,734	(a-35)	118,934	N/A	N/A
Maryland	167,433 (b)	157,386 (b)	161,975 (b)	105,000 (b)	(b)(c)	159,312 (b)	116,053 (b)	141,365 (b)	135,048 (b)	73,361 (b)
Massachusetts	(a-44)	130,000	119,060	115,000	(c)	161,522	130,000	158,000	161,522	(a-8)
Michigan	161,099	(a-9)	175,000	170,000	294,977	170,000	138,625	185,566	N.O.	(a-8)
Minnesota	150,002	147,580	144,991	N.O.	154,992	154,992	137,599	(a-24)	N/A	(a-8)
Mississippi	173,209	90,000	N.O.	N.O.	170,180	129,347	147,216	145,000	93,500	(a-8)
Missouri	165,000	129,142	133,158	N/A	151,201	129,142	114,433	113,300	122,027	107,746
Montana	129,522	98,104	112,935	104,063	106,691	112,935	100,822	108,429	106,897	121,495
Nebraska	195,821	130,307	134,172	81,321	141,718	151,919	149,751	160,001	144,352	85,000
Nevada	118,200	118,200	98,880	N.O.	(c)	128,998	108,540	108,540	N.O.	N.O.
New Hampshire	117,913	105,930	105,930	105,930	105,930	114,554	91,965	88,933	N.O.	(a-14)
New Jersey	175,000	N/A	175,000	N.O.	(c)	143,750	136,755	175,000	142,640	N.O.
New Mexico	156,000	156,000	156,000	156,000	N.O.	156,000	109,200	156,000	80,830	85,000
New York	167,000	210,000	190,000	(c)	(c)	210,000	190,000	160,000 (b)	160,000 (b)	210,000
North Carolina	192,587	133,365	133,365	N.O.	N/A	151,733	133,548	164,572	N/A	(a-8)
North Dakota	214,700	107,885	102,000	N.O.	127,800	N.O.	120,000	144,000	N.O.	122,400
Ohio	150,072	154,710	131,123	(k)	(c)	174,678	120,640	122,949	159,266	(a-8)
Oklahoma	160,000	126,713	105,053	N.O.	173,318	141,000	141,000	111,350	N.O.	N.O.
Oregon	211,440	129,936	77,000	N.O.	136,488	N.O.	152,652	157,884	N.O.	(a-8)
Pennsylvania	156,050	145,244	161,382	N/A	154,456	153,313	147,209	156,558	156,011	(a-8)
Rhode Island (g)	205,706	(a-9)	(a-21)	(i)	135,000	(a-23)	(a-23)	146,994	102,860	N/A
South Carolina	176,868	160,917	143,560	143,560	(c)	134,458	149,008	133,223	N.O.	118,907
South Dakota	130,000	108,803	124,140	N.O.	124,140	(a-23)	96,111	127,000	N.O.	(a-8)
Tennessee	213,648	161,904	161,904	142,044	161,904	168,708	123,264	161,904	N.O.	(a-14)
Texas	184,792	202,383	182,500	179,375	227,000	211,415	200,643	N.O.	205,000	(a-8)
Utah	138,694	137,467	136,573	135,928	120,827	158,870	125,798	147,077	(a-10)	(a-8)
Vermont	145,537	126,630	128,876	95,700	129,126	145,246	112,507	128,876	N.O.	(a-8)
Virginia	194,468	170,000	143,487	136,818	241,463	176,730	155,745	N/A	177,448	(a-8)
Washington	187,536	133,250	177,333	173,856	(a-45)	145,860	160,944	(a-14)	(a-14)	N.O.
West Virginia	127,500	92,500	70,000	N.O.	(a-27)	(a-25)	(a-25)	70,000	(a-17)	105,664
Wisconsin	129,459	132,600	142,813	132,600	136,157	149,947	115,294	126,506	N.O.	(a-8)
Wyoming	153,300	124,904	103,200	71,527	(c)	125,257	128,433	126,000	175,000	102,000
Guam	88,915	88,915	73,020	88,915	75,208	60,850	60,850	88,915	88,915	100,000
CNMI*	45,000	40,800 (b)	45,000	45,360	40,800 (b)	52,000	40,800 (b)	60,000	45,000	80,000
Puerto Rico	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
U.S. Virgin Islands	71,250	75,000	76,500	76,500	70,000	76,500	76,500	76,500	76,500	55,000

See footnotes at end of table

TABLE 4.11

Selected State Administrative Officials: Annual Salaries (continued)

State or other jurisdiction	Pre-audit (a-40)	Public library development (a-41)	Public utility regulation (a-42)	Purchasing (a-43)	Revenue (a-44)	Social services (a-45)	Solid waste mgmt. (a-46)	State police (a-47)	Tourism (a-48)	Transportation (a-49)	Welfare (a-50)
Alabama	(a-14)	118,195	107,258	N.R.	N.R.	175,548	(a-23)	132,215	N.R.	(a-29)	(a-45)
Alaska	N.O.	137,664	137,664	N/A	141,156	(a-27)	114,420	141,156	122,988	141,156	142,140
Arizona	(a-14)	73,000	154,320	95,176	175,000	215,250	121,992	197,000	175,000	150,000	(a-45)
Arkansas	N.O.	116,442	139,836	130,693	134,406	287,042	139,800	155,916	137,094	(a-29)	(a-45)
California	(a-14)	N.O.	219,000	(a-26)	213,020	215,124	186,389	282,529	N.O.	200,000	N.O.
Colorado	(a-14)	149,868	116,112	124,884	161,952	N/A	154,500	97,776	130,512	175,104	176,952
Connecticut	(a-14)	53,827	150,000	154,653	197,064	205,000	149,062	183,340	N/A	240,000	205,000
Delaware	(a-8)	87,572	110,733	(a-26)	132,750	(c)	190,000	195,090	80,000	142,572	119,255
Florida	(a-24)	83,000	131,036	110,000	150,000	140,000	113,000	140,100	N.O.	141,000	N/A
Georgia	N.O.	N.O.	(a-22)	148,507	175,000	178,500	120,948	170,000	(a-17)	350,000	137,940
Hawaii	106,572 (b)	155,004	134,688	126,912	154,812	154,812	N/A	N.O.	283,500	154,812	101,508 (b)
Idaho	(a-14)	93,621	110,074	96,200	102,049	185,411	99,986	146,411	(a-12)	215,696	122,512
Illinois	(a-14)	118,800	132,000	(a-6)	168,000	176,908	(a-23)	156,000	(a-12)	176,400	168,000
Indiana	86,654	119,371	137,891	101,803	149,000	208,080	106,120	154,512	130,000	187,387	(a-45)
Iowa	114,941	150,717	128,890	146,536	154,300	154,300	(a-23)	128,890	69,763	154,300	143,333
Kansas	86,647	91,481	99,507	94,766	123,000	164,000	87,125	124,589	88,000	117,875	N.O.
Kentucky	N.O.	82,500	104,762	86,205	109,524	N/A	90,000	119,048	104,762	129,524	(a-45)
Louisiana	N/A	118,040	137,000	125,008	250,000	129,995	102,000	177,436	121,992	176,900	110,411
Maine	(a-14)	104,104	135,179	N/A	130,811	170,477	85,301	136,781	(a-17)	139,734	(a-45)
Maryland	114,752 (b)	123,236 (b)	165,565	(b)	132,569 (b)	167,488 (b)	140,489 (b)	167,661 (b)	113,763 (b)	174,419 (b)	(a-45)
Massachusetts	(a-8)	121,142	129,000	158,000	N/A	140,000	139,050	251,922	121,800	161,522	150,000
Michigan	N.O.	N.O.	142,800	153,428	138,779	178,500	136,000	170,000	N.O.	170,000	178,500
Minnesota	(a-8)	N/A	(c)	132,859	154,992	154,992	150,002	137,599	137,599	154,992	(a-34)
Mississippi	(a-8)	96,820	120,745	77,334	142,296	130,000	90,059	138,116	122,343	172,700	130,000
Missouri	113,300	88,392	113,142	113,300	133,412	147,723	81,230	144,240	N/A	220,358	111,607
Montana	(a-39)	108,557	111,179	92,931	112,935	(a-27)	94,534	111,753	96,731	112,935	(a-27)
Nebraska	140,000	109,051	137,025	120,001	163,781	220,001	100,630	152,249	104,449	151,840	220,001
Nevada	N.O.	(c)	125,021	98,880	128,998	128,998	(a-23)	128,998	118,200	128,998	(c)
New Hampshire	(a-14)	91,965	111,687	75,410	117,913	121,896	100,171	105,930	91,965	117,913	100,171
New Jersey	N.O.	N.O.	175,000	149,500	147,200	(c)	141,000	175,000	113,883	175,000	143,750
New Mexico	95,714	72,488	90,000	101,001	156,000	156,000	83,963	156,000	156,000	156,000	156,000
New York	210,000	210,000	190,000	210,000	190,000	210,000	210,000	210,000	160,000 (b)	210,000	210,000
North Carolina	(a-8)	116,786	149,451	118,142	151,732	155,800	118,815	151,292	81,549	227,899	N.O.
North Dakota	N.O.	N.O.	110,829	105,672	117,087	207,600	85,680	127,404	129,264	172,400	207,600
Ohio	(a-10)	113,589	159,994	119,018	159,266	(c)	100,922	159,266	110,885	159,266	174,678
Oklahoma	(a-14)	96,000	(c)	97,500	150,000	185,600	113,407	143,000	141,000	185,000	185,600
Oregon	(a-10)	138,504	160,285	123,828	168,276	185,508	N.O.	168,276	N.O.	185,103	(a-45)
Pennsylvania	(a-4)	153,879	155,813	147,209	153,313	161,382	151,316	153,313	147,209	161,382	161,382
Rhode Island (g)	(a-14)	113,146	117,412	125,874	130,100	(c)	(h)	148,937	(a-17)	135,000	(a-45)
South Carolina	(a-14)	110,371	178,619	127,268	196,311	181,689	181,689	160,056	149,008	251,232	(a-45)
South Dakota	(a-8)	87,666	108,514	65,243	124,140	140,075	N.O.	105,718	116,879	129,105	93,258
Tennessee	168,144	145,548	164,688	167,280	163,800	161,904	141,888	161,904	161,904	161,904	161,904
Texas	(a-14)	143,500	159,782	168,000	(a-14)	220,000	N.O.	232,969	164,701	299,812	275,000
Utah	(a-24)	123,469	111,904	(a-26)	88,296	142,646	126,006	130,811	130,187	171,683	(a-45)
Vermont	(a-24)	105,560	160,763	129,126	128,876	145,537	126,380	144,955	105,580	145,537	129,126
Virginia	(a-14)	157,809	(c)	141,750	169,179	214,748	195,418	189,784	183,890	218,509	214,748
Washington	(a-4)	(a-2)	149,028	N.O.	177,333	207,864	N.O.	207,864	N.O.	207,864	(a-45)
West Virginia	(a-8)	72,000	90,000	90,160	95,000	(a-27)	82,364	85,000	87,160	92,160	(a-27)
Wisconsin	(a-8)	128,544	135,013	114,046	147,907	137,717	115,294	118,123	132,600	147,930	121,410
Wyoming	(a-8)	107,600	121,692	83,936	128,994	(a-27)	117,620	126,152	141,000	(a-29)	(a-45)
Guam	88,915	55,303	1,200	88,915	88,915	74,096	88,915	74,096	88,591	N.O.	74,096
CNMI*	54,000	45,000	80,000	40,800 (b)	45,000	40,800 (b)	54,000	54,000	70,000	40,800 (b)	52,000
Puerto Rico	N/A	N/A	N/A	N/A	N/A	N/A	N/A	108,000	N/A	N/A	N/A
U.S. Virgin Islands	76,500	53,350	54,500	76,500	76,500	76,500	76,500	76,500	76,500	65,000	76,500

See footnotes at end of table

EXECUTIVE BRANCH

TABLE 4.11

Selected State Administrative Officials: Annual Salaries (continued)

Source: The Council of State Governments' survey of state personnel agencies and state Web sites, June 2020.

*Commonwealth of Northern Mariana Islands

Key:

N/A—Not available.

N.O.—No specific chief administrative official or agency in charge of function.

(a) Chief administrative official or agency in charge of function:

(a-1) Lieutenant governor.

(a-2) Secretary of state.

(a-3) Attorney general.

(a-4) Treasurer.

(a-5) Adjutant general

(a-6) Administration.

(a-7) Agriculture

(a-8) Auditor

(a-9) Banking

(a-10) Budget.

(a-11) Civil rights

(a-12) Commerce.

(a-13) Community affairs.

(a-14) Comptroller.

(a-15) Consumer affairs.

(a-16) Corrections

(a-17) Economic development.

(a-18) Education (chief state school officer).

(a-19) Election administration

(a-20) Emergency administration

(a-21) Employment Services

(a-22) Energy.

(a-23) Environmental protection.

(a-24) Finance.

(a-25) Fish and wildlife

(a-26) General services.

(a-27) Health

(a-28) Higher education

(a-29) Highways.

(a-30) Information systems

(a-31) Insurance

(a-32) Labor.

(a-33) Licensing

(a-34) Mental Health

(a-35) Natural resources.

(a-36) Parks and recreation.

(a-37) Personnel.

(a-38) Planning

(a-39) Post audit.

(a-40) Pre-audit.

(a-41) Public library development

(a-42) Public utility regulation.

(a-43) Purchasing.

(a-44) Revenue.

(a-45) Social services.

(a-46) Solid waste management

(a-47) State police

(a-48) Tourism.

(a-49) Transportation.

(a-50) Welfare.

(b) Salary ranges, Lower figure appears in the table and top figure in the range is listed below:

Hawaii: Energy, \$177,408; Fish and Wildlife, \$177,408; Highway, \$177,408; Licensing, \$168,936; Parks and Recreation, \$177,408; Post-Audit, \$177,408; Pre-Audit, \$177,408; Welfare, \$168,936.

Maryland: For these positions the salary in the chart is the actual salary and the following are the salary ranges: Adjutant General, \$114,874-\$153,532; Administration, \$114,874-\$153,532; Agriculture, \$114,874-\$153,532; Banking, \$73,612-\$118,197; Budget, \$133,069-\$177,977; Civil Rights, \$92,333-\$123,236; Commerce, \$133,069-\$177,977; Consumer Affairs, \$83,836-\$134,749; Corrections, \$133,069-\$177,977; Economic Development, \$133,069-\$177,977; Elections Administration, \$99,275-\$132,569; Emergency Management, \$114,784-\$153,532; Workforce Development, \$123,618-\$165,281; Energy, \$99,275-\$132,569; Environmental Protection, \$123,618-\$165,281; Finance, \$133,069-\$177,977; Fish and Wildlife—\$92,333-\$123,236; Health, \$133,069-\$177,977; Higher Education, \$123,618-\$165,281; Information Services, \$133,069-\$177,977; Insurance, \$133,069-\$177,977; Labor, \$123,618-\$165,281; Licensing, \$92,333-\$123,236; Mental Health shared duties, \$154,064-\$254,576 (vacant at press time) and \$114,874-\$153,532 (actual, \$140,526); Natural Resources, \$123,618-\$165,281; Parks and Recreation, \$78,596-\$126,186; Personnel, \$106,773-\$142,646; Planning, \$114,874-\$153,532; Post-Audit, \$53,193-\$85,401; Pre-Audit, \$99,275-\$132,569; Public Library, \$92,333-\$123,236; Public Utility Regulation—\$153,027-\$256,866, Purchasing \$85,902-\$114,600 (vacant at press time); Revenue, \$99,275-\$132,569; Social Services, \$133,069-\$177,977; Solid Waste Management, \$106,773-\$142,646; State Police, \$133,069-\$177,977; Tourism, \$106,773-\$142,646; Transportation, \$133,069-\$177,977; Welfare, \$92,333-\$123,236.

New York: Commerce, \$180,000; Personnel, \$180,000; Planning, \$180,000; Tourism, \$180,000.

Northern Mariana Islands: \$49,266 top of range applies to the following positions: Treasurer, Banking, Comptroller, Corrections, Employment Services, Fish and Wildlife, Highways, Insurance, Mental Health and Retardation, Parks and Recreation, Purchasing, Social/Human Services, Transportation.

(c) Responsibilities shared between:

Arkansas—Mental Health and Developmental Disabilities, Responsibilities shared between DHS DDS Commissioner Melissa Stone \$118,562 and State Hospital Chief Operating Officer James M. Scoggins \$134,406.

California—Health—Responsibilities shared between Director of Health Care Services (Vacant), \$215,124 and Director Sonia Angell Department of Public Health \$276,650.

California—Mental health & developmental disabilities—Responsibilities shared between Director of State Hospitals, \$215,119 and Director Nancy A. Bargemann of Developmental Services, \$215,124.

TABLE 4.11

Selected State Administrative Officials: Annual Salaries (continued)

Connecticut–Auditor–Responsibilities shared between John C. Geragosian, \$190,386 and Robert J. Kane, \$160,188.	position vacant; Administrator, Division of Wildlife, same department, \$88,632.
Connecticut–Fish And Wildlife–Responsibilities shared between Chief Richard Jacobson of Wildlife, \$156,516 and Director Peter Aarrestad of Inland and Marine Fisheries, \$133,476.	Nebraska–Finance–Responsibilities shared between, Auditor of Public Accounts, Charlie Janssen–\$85,000; Director of Administration, Gerry Oligmueller–\$164,303 and State Tax Commissioner, Tony Fulton–\$163,781.
Connecticut–Mental Health & Developmental Disabilities–Responsibilities shared between Commissioner Miriam Delphin-Rittmon Mental Health: \$165,600 and Commissioner Jordan Scheff, Dept. of Developmental Services: \$173,880.	Nevada–Elections Administration–Responsibilities shared between Secretary of State, \$102,898; Deputy Secretary of State for Elections, \$108,540 and Chief Deputy, Secretary of State, \$118,200.
Delaware–Administration The Dept. of Administration was abolished in 2005. Responsibilities are now shared between the Office of Management and Budget, General Services and Dept. of State.	Nevada–Health–Responsibilities shared between Richard Whitley, Director, Health and Human Services, \$128,998 and Cody Phinney, Division Administrator, DPBH, \$125,021.
Delaware–The Delaware Economic Development Office was abolished in FY 2019; most responsibilities assigned to a new public-private partnership.	Nevada–Mental Health–Responsibilities shared between Director, Health and Human Services, \$128,998 and Division Administrator, \$125,021.
Delaware–Mental Health–Responsibilities shared between Director, Division of Substance Abuse and Mental Health, Department of Health and Social Services, \$148,376 and Director, Division of Developmental Disabilities Service, same department, \$119,150.	Nevada–Public Library Development–Responsibilities shared between Director, Department of Tourism and Cultural Affairs, \$118,200 and Division Administrator, Library and Archives, \$98,880.
Delaware–Social Services–Function split between two cabinet positions: Secretary, Dept. of Health and Social Services : \$152,088 and Secretary, Dept. of Svcs. for Children, Youth and their Families, \$137,240.	Nevada–Welfare–Responsibilities shared between Richard Whitley, Director, Health and Human Services, \$128,998 and Steve Fisher, Division Administrator, Welfare and Support Services, \$118,200.
Hawaii–Administration–There is no single agency for Administration. The functions are divided amongst the Director of Budget and Finance, Director of Human Resources Development and the Comptroller.	New Jersey–General Services–Responsibilities shared between Maurice Griffin, Director, Division of Purchase and Property, Dept. of the Treasury, \$149,500 and Christopher Chianese, Director, Division of Property Management and Construction, Dept. of the Treasury, \$149,500.
Hawaii–Finance–Responsibilities shared between Director Craig K. Hirai of Budget and Finance, \$162,552 and Comptroller Curt T. Otaguro, \$154,812.	New Jersey–Mental Health–Responsibilities shared between Assistant Commissioner Valerie Mielke, Division of Mental Health Services, Dept. of Human Services, \$147,200 and position of Assistant Commissioner Jonathan Seifried, Division of Developmental Disabilities, Dept. of Human Services, \$143,750.
Idaho–Health–Responsibilities shared between 7 Directors–PHD1-\$114,192, PHD2-\$115,482, PHD3-\$107,120, PD4-\$146,869, PHD5-\$102,294, PHD6-\$115,190, PHD7-\$107,370.	New Jersey–Social Services–Responsibilities shared between Carole Johnson, Commissioner, Department of Human Services, \$175,000 and Christine Beyer, Commissioner, Department of Children and Families, \$175,000.
Indiana–Elections Administration–Responsibilities shared between Co-Directors Brad King, \$105,050 and Angela Nussmeyer, \$99,830.	New York–Elections Administration–Responsibilities shared between 2 co-chairs, \$25,000 each and 2 commissioners, \$25,000 each.
Kansas–Emergency Management–Responsibilities shared between Adjutant General, \$114,505 and deputy director, \$93,684.	New York–Responsibilities shared between Chair–Richard Kauffman, \$140,000 and President and CEO Alicia Barton, \$160,000.
Maryland–Mental Health–Responsibilities shared between Executive Director of Mental Hygiene Administration, salary range \$154,064-254,576 (position vacant at press time) and Secretary, Dept. of Disabilities, \$140,525, salary range \$114,874-\$153,532.	New York–Licensing–Responsibilities shared between Commissioner, State Education Department, \$210,000; Secretary of State, Department of State, \$160,000.
Massachusetts–Mental Health–Responsibilities shared between Commissioners Joan Mikula, \$157,982 and Elin M. Howe, \$153,511.	New York–Mental Health–Responsibilities shared between Commissioner of Office for People with Developmental Disabilities, \$210,000 and Commissioner of Office of Mental Health, \$210,000.
Michigan–Elections Administration–Responsibilities shared between Secretary of State, \$112,410 and Director of Elections, \$138,779.	Ohio–Finance–Responsibilities shared between, Assistant Director of Budget and Management, \$157,227 and Deputy Director, Office of Budget and Management, \$122,845.
Michigan–Fish and Wildlife–Responsibilities shared between Chief of Fisheries, Jim Dexter, \$138,779 and Chief of Wildlife, Vacant.	Ohio–Mental Health–Responsibilities shared between Director of Dept. of Developmental Disabilities, \$154,128 and Director, Dept. of Mental Health and Addiction Services, \$165,006.
Minnesota–Public Utility Regulation–Responsibilities shared between four commissioner's with salaries of \$140,000 for each.	Ohio–Social Services–Responsibilities shared between Director,
Missouri–Fish and Wildlife–Responsibilities shared between Administrator, Division of Fisheries, Department of Conservation,	

EXECUTIVE BRANCH

TABLE 4.11

Selected State Administrative Officials: Annual Salaries (continued)

<p>Dept. of Job and Family Services, \$174,678; Superintendent of Public Instruction Dept. of Education, \$209,997; Executive Director Opportunities for Ohioans with Disabilities, \$133,578 and Director of Dept. of Aging, \$133,578.</p> <p>Oklahoma—Public Utility Regulation—Responsibilities shared between three Commissioners, Commissioner Bob Anthony, \$114,713, Commissioner Dana Murphy, \$114,713 and Commissioner Jimmie Hiatt, \$116,713 and Timothy Rhodes, Director of Administration Div., \$142,000.</p> <p>Pennsylvania—Fish and Wildlife—Responsibilities shared between Executive Director (Fish), \$152,196 and Executive Director (Game), \$142,436.</p> <p>Rhode Island—Higher Education—Serves a dual role as Commissioner of Higher Education and as the President of the Community College of Rhode Island.</p> <p>Rhode Island—Social Services—Responsibilities shared between Commissioner, Office of Health and Human Services, \$141,828 and Director of the Dept. Human Service, \$135,000, and reports to the Commissioner, Office of Health and Human Services.</p> <p>South Carolina—Environmental protection—Responsibilities shared between Director Rick Toomey, \$181,689 (BS) and Director Robert Boyles, Jr., \$135,458 (B).</p> <p>South Carolina—Health—Responsibilities shared between Director of Health and Human Services Joshua Baker, \$181,689 and Director of Health and Environmental Control Rick Toomey, \$181,689, See also Environmental Protection.</p> <p>South Carolina—Mental Health—Responsibilities shared between Interim Director for Disabilities and Special Needs, Mary Poole, \$171,404 and Director of Mental Health, Mark W. Binkley \$181,689.</p> <p>Texas—Elections Administration—Responsibilities shared between Secretary of State, \$197,415; and Division Director, \$132,600.</p> <p>U.S. Virgin Islands—Community Affairs—Responsibilities for St. Thomas, \$74,400; St. Croix, \$76,500; St. John, \$74,400.</p> <p>Virginia—Public Utility Regulation—Functions shared between Wil-</p>	<p>liam F. “Bill” Stephens; Energy Regulation, \$175,100; Utility and Railroad Safety, Massoud Tahamtani, \$172,134.</p> <p>Wyoming—Mental Health—Responsibilities shared between State Hospital, Heather Babbitt, \$118,527 and Life Resource Center, William Rein, \$150,000.</p> <p>(d) These individuals have voluntarily taken no salary or a reduced salary:</p> <p>Connecticut—Governor Ned Lamont will forego his salary of \$150,000.</p> <p>Illinois—Governor Pritzker will not take his salary of \$181,670.</p> <p>Nevada—Governor Sisolak pledged to donate his salary to K–12 schools all four years of his term.</p> <p>North Dakota—Governor Doug Burgum has declined his salary of \$135,360.</p> <p>(e) 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.</p> <p>(g) A number of the employees receive a stipend for their length of service to the State (known as a longevity payment). This amount can vary significantly among employees and, depending on state turnover, can show dramatic changes in actual salaries from year-to-year.</p> <p>(h) Solid waste is managed by the Rhode Island Resource Recovery Corporation (RRIRRC). Although not a department of the state government, RIRRC is a public corporation and a component of the State of Rhode Island for financial reporting purposes. To be financially self-sufficient, the agency earns revenue through the sale of recyclable products, methane gas royalties and fees for its services.</p> <p>(i) Varies by department.</p> <p>(j) The Rhode Island Economic Development Corporation is a quasi-public agency. The salary shown is for the previous director.</p> <p>(k) Numerous licensing boards, too many to list.</p>
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STATE LEGISLATURES

TABLE 3.9

Legislative Compensation and Living Expense Allowances During Sessions, 2020

State	Salaries				
	Regular sessions		Annual salary	Mileage cents per mile	Session per diem rate
	Per diem salary	Limit on days			
Alabama	\$49,861	57.5/mile.	For overnight stays: \$85/d. For two or more days with overnight stays: \$100/d.
Alaska	\$50,400	57.5/mile.	\$287/d.
Arizona	\$24,000	57.5/mile.	For legislators residing within Maricopa County: \$35/d for the first 120 days of regular and special sessions and \$10/d for all following days. For legislators residing outside of Maricopa County: \$60/d for the first 120 days of regular and special sessions and \$20/d for all following days. Set by statute.
Arkansas	\$42,428	57.5/mile.	For legislators residing within 50 miles of the capitol: \$55/d. For legislators residing more than 50 miles from the capitol: \$151/d.
California	\$114,877	53/mile.	\$206/d.
Colorado	\$40,242 for legislators whose terms commence in or after Jan. 2019; \$30,000 for those whose terms began before Jan. 2019.	52/mile.	For legislators residing within 50 miles of the capitol: \$45/d. For legislators living more than 50 miles from the capitol: \$219/d. Set by the legislature (V).
Connecticut	\$28,000	57.5/mile.	No per diem is paid.
Delaware	\$47,291	40/mile.	No per diem is paid.
Florida	\$29,697	44.5/mile.	\$152/d for up to 50 days for senators and up to 60 days for representatives (V).
Georgia	\$17,342	57.5/mile. Tied to federal rate.	\$173/d (U). Set by the Legislative Services Committee.
Hawaii	\$62,604	57.5/mile.	For legislators who do not reside on Oahu: \$225/d. For legislators living on Oahu during the mandatory five-day recess only: \$10/d.
Idaho	\$18,415	57.5/mile.	For legislators residing within 50 miles of the capitol: \$71/d. For legislators residing more than 50 miles from the capitol: \$139/d.
Illinois	\$69,464	57.5/mile.	\$151/d.
Indiana	\$27,204	57.5/mile. Tied to federal rate.	\$184/d (U).
Iowa	\$25,000	39/mile.	\$169/d (U).
Kansas	\$88.66/d (C)	...	...	57.5/mile. One round trip per week.	\$151/d.
Kentucky	\$188/d	...	...	57.5/mile. Tied to federal rate.	\$166/d.
Louisiana	\$22,800 for senators; \$16,800 for representatives."	57.5/mile. Tied to federal rate.	\$161/d (U). Tied to federal rate.
Maine	\$14,862 for the first regular session. \$10,582 for the second regular session	44/mile.	\$38/d lodging (or mileage and tolls up to \$38/d in lieu of housing). \$32/d meals. Set by statute.
Maryland	\$50,330	57.5/mile. Legislators receive \$750/y as taxable income for in-district travel, but they may decline the allowance.	\$109/d for lodging. \$56/d for meals.
Massachusetts	\$66,256	No mileage reimbursement. Legislators residing within 50 miles of the statehouse receive an office expense stipend of \$16,248 that can be used for travel expenses. Legislators residing more than 50 miles from the statehouse receive \$21,664.	No per diem is paid. Legislators residing within 50 miles of the statehouse receive an office expense stipend of \$16,248 that can be used for travel expenses. Legislators residing more than 50 miles from the statehouse receive \$21,664.
Michigan	\$71,685	57.5/mile.	No per diem is paid. Legislators receive an expense allowance of \$10,800/y for session and interim (V). Set by the compensation commission.
Minnesota	\$46,500	57.5/mile. One round trip per week. Tied to federal rate.	\$86/d for senators; \$66/d for representatives.
Mississippi	\$23,500	57.5/mile.	\$151/d (U). Tied to federal rate.
Missouri	\$35,915	43/mile.	\$121/d (U). Tied to federal rate.
Montana	\$92.46 (L)	...	...	57.5/mile. Tied to federal rate.	\$120.11/d

See footnotes at end of table

TABLE 3.9
Legislative Compensation and Living Expense Allowances During Sessions, 2020 (continued)

State	Salaries		Annual salary	Mileage cents per mile	Session per diem rate
	Regular sessions	Limit on days			
Nebraska	\$12,000	57.5/mile. Tied to federal rate.	For legislators residing within 50 miles of the capitol: \$55/d. For legislators residing more than 50 miles from the capitol: \$151/d.
Nevada	\$164.69/d (C). Senators who are not up for reelection until 2022 receive \$159.89/d (C).	Up to 60 days.	...	57.5/mile. Tied to federal rate.	\$151/d.
New Hampshire	\$100	57.5/mile. Tied to federal rate. Legislators can instead choose the state mileage reimbursement option, which is 38/mile for the first 45 miles, and 19/mile thereafter. With this alternative method, the reimbursement is taxed as income, and legislators do not need to drive their personal vehicle.	No per diem is paid.
New Jersey	\$49,000	No mileage reimbursement.	No per diem is paid.
New Mexico	\$0	57.5/mile. Tied to federal rate.	\$192/d (V). Tied to federal rate.
New York	\$110,000	57.5/mile. Tied to federal rate.	For non-overnight travel: \$61/d. For overnight stays: \$176/d.
North Carolina	\$13,951	29/mile. One roundtrip per week.	\$104/d (U). Set by statute.
North Dakota	\$505/m until July 1, 2020. \$515/m after July 1, 2020.	57.5/mile. Tied to federal rate.	\$181/d until July 1, 2020. \$186/d after July 1, 2020.
Ohio	\$65,528	52/mile for legislators living outside Franklin County.	No per diem is paid.
Oklahoma	\$35,021	57.5/mile. Tied to federal rate.	\$166/d (U). Tied to federal rate.
Oregon	\$31,200	57.5/mile	\$151/d.
Pennsylvania	\$90,335	57.5/mile.	\$178/d.
Rhode Island	\$15,959	57.5/mile.	No per diem is paid.
South Carolina	\$10,400	58/mile. Tied to federal rate.	\$140/d.
South Dakota	\$11,892	One trip is paid at 5/mile, and the remaining are paid at 42/mile. One round trip per week.	\$151/d (L) (U).
Tennessee	\$24,316	47/mile.	For legislators residing within 50 miles of the capitol: \$61/d. For legislators residing more than 50 miles from the capitol: \$284/d (U). Tied to federal rate.
Texas	\$7,200	50/mile. \$1.21/mile for single, twin and turbo engine airplanes. Set by general appropriations bill.	\$221/d (U). Set by ethics commission.
Utah	\$393/d (C)	...	...	57/mile.	No per diem is paid. Legislators residing more than 100 miles from the capitol can receive expense reimbursement for meals and lodging.
Vermont	\$742.92/w during session.	57.5/mile. Tied to federal rate.	\$132/d lodging. \$66/d for meals.
Virginia	\$18,000 for senators; \$17,640 for delegates.	57.5/mile.	\$210/d.
Washington	\$48,731	57.5/mile.	\$120/d.
West Virginia	\$20,000	48.5/mile.	\$131/d (U). Set by compensation commission.
Wisconsin	\$52,999	51/mile. One roundtrip per week.	*\$115/d for senators. \$162 (with overnight) for \$81/d (no overnight) for representatives. Per diem can be claimed up to 90 days per year.
Wyoming	\$150/d	...	...	57.5/mile.	\$109/d (V). Set by legislature.

Source: National Conference of State Legislatures, 2020.

Key:

C – Calendar day

L – Legislative day

(U) – Unvouchered

(V) – Vouchered

... – Not applicable

STATE LEGISLATURES

TABLE 3.10

Legislative Compensation: Other Payments and Benefits

State	Legislator's compensation for office supplies, district offices and staffing	Insurance benefits				
		Health	Dental	Vision	Disability insurance	Life insurance benefits
Alabama	None	S.A.	S.A.	S.A.	None	None
Alaska	\$20,000/y Senators. \$12,000/y Representatives for postage, stationery and other legislative expenses. Staffing allowance determined by rules and presiding officers, depending on time of year.	S.A.	S.A.	S.A.	S.A.	S.A.
Arizona	None	S.A., S.P.P.	S.A., O.P.	S.A., O.P.	S.P.P.	S.P.P.
Arkansas	Up to \$3,600/y additional reimbursement for committee chairs, vice chairs and standing subcommittee chairs.	S.A.	S.A.	S.A.	S.A.	S.A.
California	Senate member expenses are paid directly and maintained by the Senate Rules Committee. Assembly member expenses are paid directly and maintained by the Assembly Rules Committee.	S.A., S.P.P.	(a)	(a)	Senators are covered by a long-term disability insurance policy; Assembly members do not have disability insurance coverage.	Senators are eligible for up to \$250,000 term coverage: members pay 10% of the age-based premium plus the taxable value on coverage above \$50,000. \$250,000 term policy for the Assembly: members pay the taxable value on coverage above \$50,000.
Colorado	None	S.A., S.P.P.—Amount differs according to plan selected	S.A., S.P.P.—Amount differs according to plan selected	(b)	None	S.A. State pays full amount for \$50,000 policy. Additional is optional at legislator's expense.
Connecticut	\$5,500 senators. \$4,500 representatives.	S.P.P.	S.P.P.	Some health insurance plans include discounts on eyewear.	S.A., O.P.	S.A., O.P.
Delaware	None	S.A.	S.A.	S.A.	S.A.	S.A.
Florida	\$44,452/y Senate district office expenses. \$39,534/y House district office expenses.	S.A.	S.A.	S.A., O.P.	S.P.	S.A. State pays for \$25,000 coverage.
Georgia	None	S.A.	S.A.	S.A.	S.A.	S.A.
Hawaii	Members receive \$13,804/y for legislative related expenses, including office supplies, postage, official travel etc.	S.A. (e)	S.A. (c)	S.A. (c)	None	S.A., S.P.
Idaho	\$2,500/y for unvouchered constituent expense.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.
Illinois	\$69,409/y for office expenses, including district offices and staffing.	S.A.	S.A.	S.A.	S.A.	S.A.
Indiana	None	S.A.	S.A.	S.A.	S.A.	S.A.
Iowa	\$300/m district constituency postage, travel, telephone and other expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
Kansas	\$7,083/y. Staffing allowances vary for leadership.	S.A.	S.A.	S.A.	S.A.	S.A.
Kentucky	\$1,789/y district expenses during interim.	S.A.	S.A.	S.A.	None	S.A.
Louisiana	\$2,000/m supplemental allowance for vouchered office expenses, rent and travel mileage in district. Newly elected members receive \$2,000 for office furniture allowance and \$500 upon each re-election Staff allowance based on promotional grade, beginning at \$27,300/y.	S.A., S.P.P.	S.A.—legislator pays 100%	S.A.—legislator pays 100%	O.P.—legislator pays 100%	O.P.—legislator pays 100%
Maine	None. However, supplies for staff offices are provided and paid for out of general legislative account.	S.A.—State pays up to 100% of legislator coverage and 50% of dependent coverage.	S.A., S.P.	O.P.	None	O.P.

See footnotes at end of table

TABLE 3.10

Legislative Compensation: Other Payments and Benefits (continued)

State	Legislator's compensation for office supplies, district offices and staffing	Insurance benefits				
		Health	Dental	Vision	Disability insurance	Life insurance benefits
Maryland	Senate—\$45,165/y plus one institutionally compensated legislative aide. House—\$54,732/y.	S.A.	S.A.	S.A.	S.A.	S.A.
Massachusetts	\$16,248/y office stipend for legislators who live 50 miles or less from the statehouse; \$21,664/y for members who live more than 50 miles from the statehouse.	S.A.	S.A.	S.A.	S.A.	S.A.
Michigan	Senate—No response House—\$104,000/y office allowance per maj. member. \$101,000/y office allowance per min. member.		No response		No response	No response
Minnesota	\$2,112/y postage allotment. No allowance for district offices.	S.A.	S.A.	None	S.A.	S.A.
Mississippi	None	S.A.	O.P.	O.P.	O.P.	S.A., S.P.P.—State pays 50% and legislator pays 50%.
Missouri	\$94,464/y for staff salaries. \$24,100/y for mailings, travel, supplies and other office expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
Montana	\$1,500/y for constituent services.	S.A.	S.A.	S.A.	None	S.A.
Nebraska	None	O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.
Nevada	None	S.A., O.P.	S.A., O.P.	S.A., O.P.	None	S.A., O.P.
New Hampshire	None	S.A., O.P.	S.A., O.P.	S.A., O.P.	None	None
New Jersey	\$135,000/y district office personnel. State provides stationery for each legislator and 10,000 postage stamps.	S.A. (d)	S.A. (d)	S.A. (d)	Permanent disability available if enrolled in pension plan.	Members enrolled in the pension plan—up to three times annual salary. Members enrolled in defined contribution plan—one and a half times annual salary. Members not covered by either plan—no death benefit.
New Mexico	None	S.A., O.P.	S.A., O.P.	S.A., O.P.	None	S.A., O.P.
New York	No response	No response	No response	No response	No response	No response
North Carolina	\$2,275 per biennium for office expenses. No staffing allowance.	S.A.	S.A.	S.A.	S.A., O.P.	S.A.
North Dakota	None	S.A., S.P.	S.A.—premium paid by legislator.	S.A.—premium paid by legislator.	None	S.A. State pays for \$7,000 term life policy.
Ohio	None	S.A.	S.A.	S.A.	S.A.	S.A.
Oklahoma	\$2,000/y for office supplies and expense.	S.A.		S.A.		S.A.
Oregon	\$65,939 per biennium for interim expenses. \$56,008 session staffing. \$4,880 for session services and supplies.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., O.P.	S.A., O.P.
Pennsylvania	\$20,000 per fiscal year for office expenses. Staffing is determined by leadership.	(e)	(e)	(e)	None	S.A.
Rhode Island	None	S.A.	S.A.	S.A.	None	None
South Carolina	\$1,000/m each member district expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
South Dakota	None	None	None	None	S.P.—accidental death/dismemberment ins. only.	None
Tennessee	\$1,000/m expenses in district.	S.A.	S.A.	S.A.	None	S.A. State pays first \$35,000 of the basic life insurance; remainder paid by legislator.
Texas	No response	No response	No response	No response	No response	No response
Utah	None	S.A., S.P.P.	S.A., S.P.P.	S.A.	S.A., S.P.	S.A., S.P.—State pays full premium for \$25,000 basic term life coverage.
Vermont	No response	No response	No response	No response	No response	No response

See footnotes at end of table

STATE LEGISLATURES

TABLE 3.10

Legislative Compensation: Other Payments and Benefits (continued)

State	Legislator's compensation for office supplies, district offices and staffing	Insurance benefits				
		Health	Dental	Vision	Disability insurance	Life insurance benefits
Virginia	Leaders: \$78,668/y staffing allowance. \$1,750/m office expense allowance. Legislators: \$57,783/y staffing allowance. \$1,250/m office expense allowance.	S.A., S.P.P.	S.A.	S.A., O.P.	None	S.A., S.P.—The state pays for basic group life insurance. Optional Life Insurance (up to 4x salary) available at legislator's expense.
Washington	\$9,000/y for legislative expenses, for which the legislator has not been otherwise entitled to reimbursement. No staffing allowance.	S.A.	S.A.	Included in health coverage.	S.A., S.P.P.	S.A., S.P.P.
West Virginia	None	O.P.	O.P.	O.P.	None	S.A., O.P.
Wisconsin	Senate: \$223,650 per biennium staffing allowance. \$55,955 per biennium office expenses. Assembly: \$20,000 per biennium session office expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
Wyoming	\$750/quarter through constituent service allowance.	None	None	None	None	None

Source: National Conference of State Legislatures, 2019.

Key:

(U)—Unvouchered.

(V)—Vouchered.

d—day.

m—month.

w—week.

y—year.

O.P.—Optional at legislator's expense.

S.A.—Same as state employees.

S.P.—State pays full amount.

S.P.P.—State pays portion and legislator pays portion.

(a) California: State pays for basic plan; enhanced coverage is available at an additional cost to member.

(b) Colorado: Vision is part of health coverage without extra cost.

(c) Hawaii: Several plans are available with differing employee contribution rates and copayments.

(d) New Jersey: Members appointed or elected after 5/21/10 must pay full cost of coverage.

(e) Pennsylvania: Legislators pay 1% of salary toward medical/hospital, dental, vision and prescription benefits.

TABLE 3.11

Additional Compensation for Senate Leaders

State	Presiding officer	Majority leader	Minority leader	Other leaders and committee chairs
Alabama	Lt. gov. holds this position.	None	None	None
Alaska	\$500/y	None	None	None
Arizona	(a)	(a)	(a)	None
Arkansas	Lt. gov. holds this position.	None	None	\$5,600/y pres. pro tem.
California	Lt. gov. holds this position.	None	None	None
Colorado	(b)	(b)	(b)	(b)
Connecticut	Lt. gov. holds this position.	\$8,835/y	\$8,835/y	Leaders: \$10,689/y pres. pro tem. \$6,446/y each for dep. maj. ldrs, dep. min. ldrs. \$4,241/y each for asst. maj. ldrs., asst. min. ldrs., maj. whips, min. whips. Committee chairs: \$4,241/y.
Delaware	Lt. gov. holds this position.	\$12,376/y	\$12,376/y	Leaders: \$19,983/y pres. pro tem. \$7,794/y each for maj. whips, min. whips. Committee chairs: \$11,459/y each for joint fin. Chair and vice chair. \$4,578/y each for capital improvement chair and vice chair.
Florida	\$11,484/year	None	None	None
Georgia	Lt. gov. holds this position.	\$200/m	\$200/m	Leaders: \$400/m pres. pro tem. \$100 floor leaders. Committee chairs: None.
Hawaii	\$7,500/y	None	None	None
Idaho	\$5,000/y	\$2,000	\$2,000	None
Illinois	\$27,477/y	\$20,649/y	\$27,477/y	Leaders: \$20,649/y each for asst. maj. ldrs., asst. min. ldrs., maj. caucus chairs, min. caucus chairs. Committee chairs: \$10,327/y.
Indiana	Lt. gov. holds this position.	\$5,500/y for maj. flr. leader	\$6,000/y min. flr. leader	Leaders: \$7,000/y pres. pro tem. \$5,500/y maj. caucus chair. \$4,000/y for majority whip. \$2,000/y for minority whip. Committee Chairs: \$1,000/y for each chair.
Iowa	\$12,500/y	\$12,500/y	\$12,500/y	Leaders: \$2,000/y pres. pro tem. Committee chairs: None.
Kansas	\$14,039/y	\$12,665/y	\$12,665/y	Leaders: \$7,165/y each for vice pres., asst. maj. ldrs, asst. min. ldrs. Committee chairs: \$11,290/y w&m chair.
Kentucky	\$47.35/d	\$37.40/d	\$37.40/d	Leaders: \$28.66/d each for maj. caucus chairs, min. caucus chairs, maj. caucus whips, min. caucus whips. Committee chairs: \$18.71/d.
Louisiana	\$15,200/y	None	None	Leaders: \$7,700/y pres. pro tem. Committee chairs: \$15,200/y joint budget chair.
Maine	50% of base salary/y	25% of base salary/y	12.5% of base salary/y	None
Maryland	\$15,041/y	None	None	None
Massachusetts	\$86,656/y	\$64,992/y	\$64,992/y	Leaders: \$54,160/y for pres. pro tem, \$37,912/y for asst. maj. ldrs and asst. min. ldrs. Committee leaders: \$70,408/y w&m chair. \$32,496/y division chairs. \$16,248/y for all other chairs. \$5,633/y vice chairs.
Michigan	Lt. gov. holds this position.	\$23,400/y	\$19,800/y	Leaders: \$10,800/y for maj. flr. ldr., \$9,000/y for min. flr. ldr. Committee chairs: \$6,300/y for app. cmte. chairs.
Minnesota	\$3,600/y	\$18,000/y	\$18,000/y	Leaders: \$3,600/y deputy ldrs. Committee chairs: \$3,600/y fin. chair and tax chair.
Mississippi	\$5,000/m	None	None	\$1,250/m pres. pro tem
Missouri	Lt. gov. holds this position.	\$1,500	\$1,500	Leaders: \$2,500 for pres. pro tem.
Montana	\$5/d during session	None	None	None
Nebraska	Lt. gov. holds this position.	None	None	None
Nevada	Lt. gov. holds this position.	None	None	None
New Hampshire	\$50/2-y term	None	None	None
New Jersey	\$16,333	None	None	None
New Mexico	Lt. gov. holds this position.	None	None	None
New York	No Response	No Response	No Response	No Response
North Carolina	Lt. gov. holds this position.	\$3,097/y	\$3,097/y	Leaders: \$24,200/year pres. pro tem. \$7,788/year deputy pres. pro tem.
North Dakota	Lt. gov. holds this position.	\$15/d during legislative sessions.	\$15/d during legislative sessions.	Leaders: \$10/d during session asst. ldrs. Committee chairs: \$10/d all standing cmtes.

See footnotes at end of table

STATE LEGISLATURES

TABLE 3.11

Additional Compensation for Senate Leaders (continued)

State	Presiding officer	Majority leader	Minority leader	Other leaders and committee chairs
Ohio	\$35,207/y	None	\$26,605/y	Leaders: \$26,605/y pres. pro tem. \$21,403/y asst. pres. pro tem. \$16,209 maj. whip. \$18,808/y asst. min. ldr. \$11,013/y min whip. \$2,909/y asst. min. whip. Committee chairs: \$13,500/y fin. chair. \$9,000/y each for fin. ranking min. member, fin. cmte standing subcmte chair, all other standing cmte chairs. \$7,500/y fin. vice chair. \$6,750/y each for ranking min. member fin. standing subcmte, vice chairs, ranking min. members, standing subcmte chairs. \$3,250/y standing subcmte ranking min. members.
Oklahoma	No Response	No Response	No Response	No Response
Oregon	\$2,600/month	None	None	None
Pennsylvania	Lt. gov. holds this position.	\$39,745/year	\$39,745/year	Leaders: \$49,716/y pres. pro tem. \$30,186/y maj. whips, min. whips. \$12,430/y each for maj. caucus secretaries, min. caucus secretaries, maj. policy chairs, min. policy chairs, maj. caucus admin., min. caucus admin. Committee chairs: \$30,186/y each for maj. app. chair, min. app. chair. \$18,832/y each for maj. caucus chair, min. caucus chair.
Rhode Island	\$15,959/y	None	None	None
South Carolina	Lt. gov. holds this position	None	None	Leaders: \$11,000/y pres. pro tem. Committee Chairs: \$600/y
South Dakota	Lt. gov. holds this position.	None	None	None
Tennessee	None	None	None	None
Texas	No Response	No Response	No Response	No Response
Utah	\$5,000/y	\$4,000/y	\$4,000/y	Leaders: \$3,000/y each for maj. whips, min. whips, asst. maj. whips, asst. min. whips. Committee leaders: \$3,000/y app. chair.
Vermont	Lt. gov. holds this position.	None	None	Leaders: \$482.50 bi-weekly pres. pro tem.
Virginia	None	None	None	None
Washington	Lt. gov. holds this position	\$9,259/y	\$4,629/y	None
West Virginia	\$150/d during session.	\$50/d during session	\$50/d during session	Leaders: \$150/d (up to 30 days) for a maximum of six add'l persons named by presiding officer. Committee chairs: \$150.00/d (up to 30 days) fin. & judiciary chairs.
Wisconsin	None	None	None	None
Wyoming	\$3/day	None	None	None

Source: National Conference of State Legislatures, 2019.

Key:

d—day

m—month

w—week

y—year

app.—Appropriations

w&m—Ways and means

Lt. gov.—lieutenant governor who is not a member of the Senate.

(a) Arizona. Generally approved for additional interim per diem.

(b) Colorado. All leaders receive \$99/d salary during interim when in attendance at committee or leadership matters.

TABLE 3.12

Additional Compensation for House/Assembly Leaders

State	Presiding officer	Majority leader	Minority leader	Other leaders and committee chairs
Alabama	\$18,000/y	None	None	None
Alaska	\$500/y	None	None	None
Arizona	(a)	(a)	(a)	(a)
Arkansas	\$5,883/y	None	None	None
California	\$16,567/y	\$8,284/y	\$16,567/y	Leaders: \$8,284/y second ranking min. ldr. Committee chairs: None.
Colorado	(b)	(b)	(b)	(b)
Connecticut	\$10,689/y	\$8,835/y	\$8,835/y	Leaders: \$6,446/y each for dep. spkr., dep. maj. ldrs., min. ldrs., asst. maj. ldrs., asst. min. ldrs. \$4,241/y each for maj. whips, min. whips. Committee chairs: \$4,241/y
Delaware	\$19,893/y	\$12,376/y	\$12,376/y	Leaders: \$7,794/y each for maj. whips, min. whips. Committee chairs: \$11,459/y each for joint fin. Chair and vice chair. \$4,578/y each for capital improvement chair and vice chair.
Florida	\$11,484/y	None	None	None
Georgia	\$6,811/m	\$200/m	\$200/m	Leaders: \$400/m for spkr. pro tem. \$100/m for gov's floor ldr. \$100/m for asst. floor ldr. Committee chairs: None.
Hawaii	\$7,500/y	None	None	None
Idaho	\$5,000/y	\$2,000	\$2,000	None
Illinois	\$27,477/y	\$23,230/y	\$27,277/y	Leaders: \$19,791/y each for dep. maj. ldrs., dep. min. ldrs. \$18,067/y each for asst. maj. ldrs., asst. min. ldrs and maj. conference chair. Committee chairs: \$10,327/y each for chairs.
Indiana	No Response	No Response	No Response	No Response
Iowa	\$12,500/y	\$12,500/y	\$12,500/y	Leaders: \$2,000/y spkr. pro tem. Committee chairs: None.
Kansas	\$14,039/y	\$12,665/y	\$12,665/y	Leaders: \$7,165/y each for spkr. pro tem, asst. maj. ldrs., asst. min. ldrs. Committee chairs: \$11,290/y app. chair.
Kentucky	\$47.35/d	\$37.40/d	\$37.40/d	Leaders: \$28.66/d each for maj. caucus chairs & whips, min. caucus chairs & whips. Committee chairs: \$18.71/d.
Louisiana	\$15,200/y	None	None	Leaders: \$13,700/y spkr. pro tem.
Maine	50% of base salary	25% of base salary	12.5% of base salary	None
Maryland	\$15,041/y	None	None	None
Massachusetts	\$86,656/y	\$64,992/y	\$64,992/y	Leaders: \$54,160/y for spkr. pro tem, \$37,912/y for asst. maj. ldrs and asst. min. ldrs. Committee leaders: \$70,408/y w&m chair. \$32,496/y division chairs. \$16,248/y for all other chairs. \$5,633/y vice chairs.
Michigan	\$24,300/y	None	\$19,800/y	Leaders: \$10,800/y for maj. floor ldr., \$9,000/y for min. flr. ldr., \$4,962/y for spkr. pro tem. Committee chairs: \$6,300/y for app. cmte. chairs.
Minnesota	\$18,000/y	\$18,000/y	\$18,000/y	None
Mississippi	No Response	No Response	No Response	No Response
Missouri	\$2,500/y	\$1,500/y	\$1,500/y	None
Montana	\$5/d during session	None	None	None
Nebraska				N/A—Unicameral legislature
Nevada	\$2/d during session	None	None	None.
New Hampshire	\$50/2-y term.	None	None	None
New Jersey	\$16,333	None	None	None
New Mexico	None	None	None	None
New York	No Response	No Response	No Response	No Response
North Carolina	\$24,200/y	\$3,097/y	\$3,097/y	Leaders: \$7,788/y spkr. pro tem.
North Dakota	\$15/d during session	\$15/d during session	\$15/d during session	Leaders: \$10/d for asst. ldrs. during session. Committee chairs: \$10/d for all standing cmtes.
Ohio	\$35,207/y	\$21,403/y maj. flr. ldr.	\$26,605/y	Leaders: \$26,605/y spkr. pro tem. \$16,209/y asst. maj. floor ldr. \$11,013/y maj. whip. \$5,815/y asst. maj. whip. \$18,808/y asst. min. floor ldr. \$11,013 min. whip. \$2,909/y asst. min. whip. Committee chairs: \$13,500/y fin. chair. \$9,000/y each for fin. ranking min. member, fin. cmte standing subcmte chair, all other standing cmte chairs. \$7,500/y fin. vice chair. \$6,750/y each for ranking min. member fin. standing subcmte, vice chairs, ranking min. members, standing subcmte chairs. \$3,250/y standing subcmte ranking min. members.
Oklahoma	\$16,354/y	\$11,276/y	\$11,276/y	Committee chairs: \$11,276/y each for app. chair, budget chair.
Oregon	\$2,600/m	None	None	None
Pennsylvania	No Response	No Response	No Response	No Response
Rhode Island	\$15,959/y	None	None	None
South Carolina	\$11,000/y	None	None	Leaders: \$3,600/y spkr. pro tem. Committee Chairs: \$650/y
South Dakota	None	None	None	None

See footnotes at end of table

STATE LEGISLATURES

TABLE 3.12

Additional Compensation for House/Assembly Leaders (continued)

State	Presiding officer	Majority leader	Minority leader	Other leaders and committee chairs
Tennessee	\$48,632/y	None	None	None
Texas	No Response	No Response	No Response	No Response
Utah	\$5,000/y	\$4,000/y	\$4,000/y	Leaders: \$3,000/y each for whips, asst. whips, minority caucus leaders and executive app. chair.
Vermont	\$482.50 bi-weekly.	None	None	None
Virginia	\$18,681/y	None	None	None
Washington	\$9,259/y; \$8,000/y eff. 7/1/2019.	None	\$4,629/y; \$4,000/y eff. 7/1/2019.	None
West Virginia	\$150/d during session.	\$50/d during session	\$50/d during session	Leaders: \$150/d (up to 30 days) for a maximum of six add'l persons named by presiding officer. Committee chairs: \$150.00/d (up to 30 days) fin. & judiciary chairs.
Wisconsin	\$25/m	None	None	None
Wyoming	\$3/d	None	None	None

Source: National Conference of State Legislatures, 2019.

Key:

d—day.

m—month.

w—week.

y—year.

app.—Appropriations

w&m—Ways and means

(a) Arizona. Generally approved for additional interim per diem.

(b) Colorado. All leaders receive \$99/d salary during interim when in attendance at committee or leadership matters.

TABLE 3.13
State Legislative Retirement Benefits

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Alabama	None available.			
Alaska	Optional	Four tiers. Varies depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart.	Four tiers. Varies depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart.	Four tiers. Varies depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart.
Arizona	Mandatory	No requirements, same as other federal qualified defined contribution plans.	Employee: 8%; Employer: 6%	2016 information: 4% x years of credited service x highest 3 yr. average in the past 10 years The benefit is capped at 80% of FAS. An elected official may purchase service credit in the plan for service earned in a non-elected position by buying it at an actuarially determined amount. AZ SB 1609 of 2011—For those elected to office after 1/1/2012: 3% x years of credited service x highest 5 yr. average in the past 10 years The benefit is capped at 75% of FAS.
Arkansas	Mandatory for those legislators first elected in 2003 or after. Optional for those elected before 2003.	Age 65 with 10 years of service; 55/12; any age with 28 years of service; any age if serving in the General Assembly on 7/1/79; any age if in elected office on 7/1/79 with 17½ years of service. As a regular employee, 65/5 or any age/28 years. Members of the contributory plan established in 2005 must have a minimum of 10 years legislative service if they have only legislative state employment.	Members pay 5%, state pays 15.32%	(Years of service) x (Final Average Compensation—high 3 years) x (Multiplier—2.00 for contributory members; 1.75 for service rendered prior to 7/1/07 and 1.72 for service after 7/1/07 for non-contributory members) = Retirement Annual Benefit
California	Legislators elected after 1990 are not eligible for retirement benefits for legislative service.			
Colorado	Mandatory	PERA: age 65 with 5 years of service; age 55 with 35 years of service; when age + service equals 85 or more (min. age of 55). State Defined Contribution Plan (DCP): no age requirement and immediate vesting.	Employee: 8% (inc. to 10% by 7/1/21)	PERA: 2.5% x FAS x years of service, capped at 100% of FAS. DCP benefit depends upon contributions and investment return.
Connecticut	Mandatory	Age 60 with 25 years credited service; age 62 with 10–25 years credited service; age 62 with 5 years actual state service. If elected after 2011—age 63 with 25 years of vesting service or age 65 with 10–25 years of vesting service. Reduced benefit available with earlier retirement ages.	Employee 2%	(1.33% x average annual salary) + (5% x average salary over "breakpoint") x credited service up to 35 years; 2003—\$36,400; 2004—\$38,600; 2005—\$40,900; 2006—\$43,400; 2007—\$46,000; 2008—\$48,800; 2009—\$51,700. After 2009—increase breakpoint by 6% per year rounded to nearest \$100.
Delaware	Mandatory. DE HB 81 of 2011—Mandatory for those elected after January 1, 2012.	Elected before 2012—Age 60 with 5 years of credited service; or 55 with 10 years of service. Elected after 2012—65 with 10 years of service; or 60 with 20 years of service. Vesting at 10 years.	Elected before 2012—3% of annual compensation in excess of \$6,000. Elected after 2012—5% of annual compensation in excess of \$6,000.	2% x FAS x years of service before 1997 + 1.85% times FAS times years of service from 1997 on. FAS = average of highest 3 years.
Florida	Optional.	DB Plan: Six to eight years to vest depending on the start date of service: Retirement at age 62 with at least 6 service years or 30 years of service regardless of age; or, Retirement at age 65 with at least 8 service years or 33 years of service regardless of age. DC Plan: One year to vest, retirement at any age.	Legislator contribution is 3%; employer contribution is 56.75%	DB plan—3% x years of creditable service x average final compensation (average of highest 5 years). DC plan—dependent upon investment experience.
Georgia	Optional.	Vested after 8 years. Age 62 with 8 years of service; age 60 with reduction for early retirement.	Employee: 3.75% + \$7/m.	\$36/month for each year of service.
Hawaii	Optional	Age 60 and 10 years service for normal retirement.	9.8% of monthly base salary.	3% x years of service x average final compensation.

See footnotes at end of table

STATE LEGISLATURES

TABLE 3.13

State Legislative Retirement Benefits (continued)

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Idaho	Mandatory; same plan as public employees (PERSI) except legislators are automatically vested.	Age 65 with 5 years of service; reduced benefit at age 55 with 5 years of service.	7.16% paid by member, 11.94% paid by employer.	Average monthly salary for highest 42 consecutive months x 2% x months of credited service.
Illinois	Optional; not the same as the State Employees' Retirement System. Only state senators, representatives and statewide elected officials have the option to participate.	Tier 1—age 55 with 8 years of service or age 62 with 4 years of service. Tier 2—age 67 with 8 years of service or age 62 with 8 years of service reduced ½ of 1% for each month.	11.5% of salary (includes contributions for retirement annuity and survivors annuity) or 9.5% of salary as contributions for just retirement annuity (no survivor annuity).	First 4 yrs x 3.0% = 12%; next 2 yrs x 3.5% = 7.0%; next 2 yrs x 4.0% = 8.0%; next 4 yrs x 4.5% = 18.0%; next 8 yrs x 5.0% = 40.0%
Indiana	Mandatory	Age 65 with 10 years of service; age 60 with at least 15 years of service or at least age 55 and years of service plus age equal at least 85. Reduced benefits available for those age 55 with at least 10 years of service.	5% paid by legislator, 7% paid by state contribution.	DB plan—monthly benefit: Lesser of (a) \$40 x years of General Assembly service completed before 11/8/89; or (b) 1/12 of the average of the three highest consecutive years of General Assembly service salary. DC plan—numerous options for withdrawing accumulations in accord with IRS regulations. Loans are available. A participant in both plans may receive a benefit from both plans.
Iowa	Optional. Same as state employees plan (IPERS).	Age 65; age 62 with 20 years of service; Rule of 88; age 55 with reduced benefits.	6.29% paid by legislator, 9.44% paid by state.	2% x FAS. x years of service for first 30 years, + 1% x FAS x years in excess of 30 but no more than 5 in excess of 30. FAS is average of 3 highest years taken at June 2012, or average of 5 highest years.
Kansas	Legislators may elect to join the state retirement program unless they have already retired from state employment. Those individuals receive an 8% of income deposit by the state into a deferred compensation plan.	2016 info—Age 65; age 62 with 5 years of service, or when age plus years of service equals 85.	6% of the annualized salary.	2016 information—3 highest years x 1.75% x years of service + 12= monthly benefit.
Kentucky	Optional. Those who opt out are covered by the state employees' plan. Legislators who were first elected prior to 1/1/2014 are eligible for the DB plan. Legislators first elected after 1/1/14 are eligible for the hybrid plan.	DB Plan: Vesting after 5 years of legislative service of 8 years of state governmental service. Age 65 for normal retirement benefits. Hybrid Plan: Age 65 with 5 years of active service credit or age 57 with 30 years of service.	DB Plan: Members electing to participate in the plan prior to 9/1/2008 contribute 5% of creditable compensation. Members electing to participate in the plan on or after 9/1/2008 contribute 6% of creditable compensation. Hybrid Plan: Members contribute 6% of creditable compensation, employer contributes 4%.	DB Plan: Final compensation x service credit rate x years of service. Final compensation is calculated as the average of the member's three highest years of legislative creditable compensation. Hybrid Plan: Multiple options available. Primary option is to receive monthly allowance payable for life by having accumulated account balance annuitized.
Louisiana	Not available			
Maine	Mandatory	Age 60 if 10 years of service on 7/1/93; age 62 if less than 10 years of service on 7/1/93. Reduced benefit available for earlier retirement.	7.65% legislators; employer contribution is actuarially determined.	2% of average final compensation (the average of the 3 high salary years) x years of service.
Maryland	Mandatory	Age 60 with 8 years; age 50 with 8+ years creditable service for early reduced retirement.	7% of annual salary.	2016 info: 3% of legislative salary for each year of service up to 22 years 3 months. Benefits are recalculated when legislative salaries are changed.
Massachusetts	Mandatory unless they are already receiving a pension from the Massachusetts State Employee Retirement System.	Vesting after 10 years. Eligible to retire at age 55 or 60 after 10 years of service depending on their hire date, eligible to retire at any age after 20 years of service.	9%, although some legislators are grandfathered at lower rates.	Age factor x years of creditable service x FAS. FAS = average of highest 60 or 36 months depending on when service began.
Michigan	Optional. Same as state employee retirement plan.	Age 55 with 5 years or when age plus years of service equal 70. Employee contributions are immediately vested. Employer contributions are vested as follows: Zero after one year; 50% after two years; 75% after three years; 100% after four years.	For legislators elected before 3/31/97—7–10% for (DB) plan. Elected after 3/31/97—(DC) plan, the state contributes 4% of salary. Members may contribute up to 3% of salary. The state will match the member's contribution in addition to the state 4% contribution.	Vesting for contributions to 401(k)—2 years of service vested 50%; 3 years vested 75% and 4 years vested 100%.

See footnotes at end of table

TABLE 3.13
State Legislative Retirement Benefits (continued)

<i>State</i>	<i>Participation</i>	<i>Requirements for regular retirement</i>	<i>Employee contribution rate</i>	<i>Benefit formula</i>
Minnesota	Mandatory. Legislators elected since 1997 participate in a mandatory retirement plan called the Unclassified Plan; it is a defined contribution 401 (a) plan. Legislators elected prior to 1997 participate in the Legislators Plan which was closed to new members at that time; it is a defined benefit pension plan. All members may choose to participate in the Minnesota deferred compensation plan 457 (b).	Legislators Retirement Plan (LRP) before 7/1/97—62 years with 6 years of service and fully vested. LRP members do not have Social Security coverage. Defined Contribution Plan (DCP) since 1997—age 55 and immediate vesting. DCP members have Social Security coverage.	LRP—9%. DCP—5.75% (inc. to 6% 7/1/19) from member, 6% (inc. to 6.25% 7/1/19) from state.	LRP—2.5% x high 5 year average salary x years of service. DCP benefits depend upon contributions and investment return.
Mississippi	Mandatory	Age 60 with 4 or more years of service, or 25 years of service.	Regular—15.75% state, 9.00% member. Supplemental Legislative Retirement Plan—7.40% state, 3.00% member.	Legislators who qualify for regular state retirement benefits also automatically qualify for the legislators' supplemental benefits. Regular—2% x average compensation x years of service up to and including 25 years of service + 2.5% x average compensation x service in excess of 25 years. Average compensation is calculated using the highest 4 years of compensation. Supplement—1% x average compensation x years of legislative service through 25 years + 1.25% x average compensation x years of service in excess of 25.
Missouri	Mandatory. The retirement plan for Legislators is calculated differently from the plan for other state employees.	For those hired on or before 12/31/2010—vesting at 6 years of service. Age 55; service in three full biennial assemblies (6 years) or Rule of 80. For those entering system after 1/1/2011—vesting at 6 years of service. Age 62; service in three full biennial assemblies (6 years) or the Rule of 90 with a minimum age of 55.	For those hired on or before 12/31/2010—non-contributory. For those entering system after 1/1/2011—contribution of 4% of salary.	For those hired on or before 12/31/2010—monthly pay divided by 24 x years of creditable service, capped at 100% of salary. Benefit is adjusted by the percentage increase in pay for an active legislator. For those entering system after 1/1/2011—no change.
Montana	Optional. Same as state employees retirement plan.	Members hired before 7/1/11—Age 60 with at least 5 years service; age 65 regardless of years of service; or 30 years of service regardless of age. After 7/1/11—vesting at 5 years. Age 65 with 5 years service, or age 70 and in active service.	7.9% employee and 8.67% employer for DB and DC plan.	2016 info: DB plan—Membership Service Factor (see below) x years of Service Credit x HAC. More than 5 years and less than 10 years of membership service—1.5% Less than 30 years of membership service—1.7857% 30 years or more of membership service—2%
Nebraska	None available			
Nevada	Mandatory, but a legislator, within 30 days after he/she is first elected or appointed, may elect not to participate; a decision to terminate participation in the plan cannot be reversed. The legislators' retirement system is separate from the state employee retirement plan.	Must have at least 10 years of service, be age 60, and no longer be a legislator in order to retire without benefit reduction. A legislator who is no longer serving, has at least 10 years of service, but is under the age of 60 can elect to wait to receive his/her benefit until the age of 60 or begin receiving a reduced benefit prior to the age of 60.	15% of session salary.	Number of years (not to exceed 30) x \$25 = monthly allowance.
New Hampshire	None available			
New Jersey	Mandatory	Age 60; no minimum service requirement.	7.5%	3% x FAS x years of service. FAS = higher of three highest years or three final years. Benefit is capped at 2/3 of FAS. Other formulas apply if a legislator also has other service covered by the Public Employee Retirement System.
New Mexico	Optional	Age 65 with 5 years of service or at any age with 10 years of legislative service.	\$600 per year.	11% of the per diem rate in effect on the first day of the calendar year that the legislator retires x 60 and further multiplied by credited service as a legislator.

See footnotes at end of table

STATE LEGISLATURES

TABLE 3.13
State Legislative Retirement Benefits (continued)

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
New York	Detailed information set forth in Your Retirement Plan: Legislative and Executive Plan, published by New York State Office of the State Comptroller.	Detailed information set forth in Your Retirement Plan: Legislative and Executive Plan, published by New York State Office of the State Comptroller.	Detailed information set forth in Your Retirement Plan: Legislative and Executive Plan, published by New York State Office of the State Comptroller.	Detailed information set forth in Your Retirement Plan: Legislative and Executive Plan, published by New York State Office of the State Comptroller.
North Carolina	Mandatory	Age 65 with 5 years of service; reduced benefit available at earlier ages.	7%.	Highest annual compensation x 4.02% x years of creditable service.
North Dakota	None available.			
Ohio	Optional. OPERS offers three plans for retirement—the traditional plan (a defined benefit plan); the member directed plan (a defined contribution plan); and the combined plan.	Varies depending upon plan. Detailed information set forth in Legislative Benefits, Privileges, and Restrictions of Office.	Varies depending upon plan. Detailed information set forth in Legislative Benefits, Privileges, and Restrictions of Office.	Varies depending upon plan. Detailed information set forth in Legislative Benefits, Privileges, and Restrictions of Office.
Oklahoma	Mandatory. Same as state employees retirement plan.	Vesting at 8 years. If member joined plan before 11/1/11: Age 62 with 6 years of service. If member joined plan after 11/1/11: Age 65 with 6 years of service. Early retirement with reduced benefits at age 55 or 60 with 10 years of service.	3.5% of total compensation.	2% FAS x total years of service. FAS = average of 3 or 5, depending on when member joined plan, highest years of last 10.
Oregon	Optional	OPSRP for general service members is age 65, or age 58 with 30 years of retirement credit. Tier 2—60 years or 30 years of retirement credit. Tier 1—58 or 30 years of retirement credit.	OPRSP DC component—employees contribute 6% of salary. DB component—non-contributory. 457 plans—members may contribute amounts to limits set by IRS.	OPRSP individual account component, or DC component—at retirement, employees may receive the IAP as a lump-sum payment or in equal installments over a 5, 10, 15 or 20-year period. DB component—benefit calculation is 1.5 percent x final average salary x years of service.
Pennsylvania	Optional. Same as state employee retirement plan.	Vesting at 10 years. Retirement age is 55 with 3 years of credited service or according to the Rule of 92 with a minimum of 35 years of service.	7.5% or 8.25% depending on plan.	Annual accrual rate x final average salary x credited years of service. FAS = average of 3 final years of service.
Rhode Island	None available.			
South Carolina	Optional (but not available to anyone first elected to the General Assembly after November 2012). Legislators elected after 2012 have the option of participating in the state employee retirement plan.	2016 information: Age 60 with 8 years of service. 30 years of service regardless of age. Act 278, Laws of 2012—SCRS: vesting at 8 years; retirement benefits at age 65 with 8 years of service or in accord with the Rule of 90. Reduced benefits are available at age 60 with 8 years of service. ORP: immediate vesting in employer contributions.	2016 information: 10% 11% as of January 1, 2013. Act 278, Laws of 2012—SCRS: 7% as of July 1, 2012, rising to 8% on July 1, 2014. ORP: 7% + 5% employer contribution, immediately vested.	2016 information: 4.82% x earnable compensation x years of service. “Earnable compensation” means 40 x the daily rate of remuneration, plus \$12,000, of a member of the General Assembly, as from time to time in effect. Act 278, Laws of 2012—SCRS: 2.25% x years of service x final average compensation, which is the average of the member’s 5 highest years of earned compensation. ORP: upon retirement a member may annuitize the balance in the account or take a lump sum or partial distribution. Federal provisions apply.
South Dakota	None available.			
Tennessee	Optional. Same as state employees retirement plan.	Hybrid plan—Vesting at 5 years, age 60 or any combination of age and service to equal 80. Legacy plan—Vesting at 4 years, age 55.	State contributes 4% toward defined benefit, 5% into 401K Member contributes 5% toward defined benefit, 2% into 401K. Legacy Plan—19.66% for original members.	Hybrid plan—\$57.28 x years of service. Legacy plan—\$89.72 x years of service.
Texas	Optional	Age 60 with 8 years of service; or age 50 with 12 years of service.	9.5%	2.3% x district judge’s salary x length of service, with the monthly benefit capped at the level of a district judge’s salary, and adjusted when such salaries are increased. Various annuity options are available. In September 2018, a district judge’s salary was set at \$140,000 a year.

See footnotes at end of table

TABLE 3.13
State Legislative Retirement Benefits (continued)

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Utah	Optional	Age 62 with 10 years and an actuarial reduction; age 65 with 4 years of service for full benefits.	Non-contributory. For the DC plan, employer will contribute 10% of compensation, which will vest after four years of service. Employees may, but are not required, to contribute.	\$30.40/month (as of July 2018) x years of service; adjusted semi-annually according to consumer price index up to a maximum increase of 2%. An additional \$3.50/month for each year of service is payable to elected and appointed legislators who were members of this plan before March 1, 2000.
Vermont	None available. Deferred compensation plan available.			
Virginia	Mandatory. Eligibility for various plans based on membership date. Same as state employees plan.	Plan 1—Age 50 with 30 years of service (unreduced); age 55 with 5 years of service; age 50 with 10 years (reduced). Plan 2—When age and service = 90; or normal Social Security retirement age with 5 years of service (unreduced); age 60 with 5 years of service (reduced). Hybrid plan—When age and service = 90; or normal Social Security retirement age with 5 years of service (unreduced); age 60 with 5 years of service (reduced).	Plan 1—members who qualify do not make an employee contribution. Plan 2—5% of creditable compensation. Hybrid plan—mandatory and voluntary contributions to defined benefit and defined contribution components.	Plan 1—1.7% of average final compensation x years of service (average over highest 36 consecutive months). Plan 2—1.65% of average final compensation x years of service (average over highest 60 consecutive months). Hybrid plan—1.65% of average final compensation x years of service (average over highest 60 consecutive months).
Washington	Optional. If before an election the legislator belonged to a state public retirement plan, he or she may continue in that plan by making contributions. Otherwise, new legislators may join PERS Plan 2 or Plan 3.	Plan 2—age 65 with 5 years of service credit. Plan 3—age 65 with 10 years of service credit for the DB side of the plan; immediate benefits (subject to federal restrictions) on the DC side of the plan. The member may choose various options for investment of contributions to the DC plan.	Plan 2—employee contribution of 7.41% for 2019. Plan 3—no required member contribution for the DB component. The member may contribute from 5% to 15% of salary to the DC component.	Plan 2—2% x years of service credit x average final compensation. Plan 3—DB is 1% x service credit years x average final compensation. DC benefit depends upon the value of accumulations.
West Virginia	Optional	Age 55, if years of service + age equal 80.	Before 10/1/87—7%. After 10/1/87—5%.	2% x final average salary x years of service. Final average salary is based on 3 highest years out of last 10 years.
Wisconsin	Mandatory. Same as state employees retirement plan.	Age 62 for members who began employment before 1/1/17; Age 65 for members who began employment on or after 1/1/17. Age 55 with reduced benefits.	2019 contribution rate is 6.6% of monthly gross salary to their state pension. The employer matches this for a total contribution of 13.2%.	Final average monthly earnings x creditable service x formula multiplier x age reduction factor (if any) = monthly amount. Final average monthly earnings is calculated by adding the highest earnings for three calendar years and dividing this total by the creditable service earned during these years and then dividing by 12.
Wyoming	Optional—Deferred 457 Plan.		\$20 minimum monthly contribution is required to participate.	

Source: National Conference of State Legislatures, 2019.

Key:

COLA—Cost of living adjustment.

CPI—Consumer price index.

DB—Defined Benefit.

DC—Defined Contribution.

FAS—Final average salary.

None available—No retirement benefit provided.

OPERS—Ohio Public Employee's Retirement System.

OPSRP—Oregon Public Employee's Retirement System.

PERA—Public Employee Retirement Association.

PERS—Public Employee's Retirement System.

TABLE 3.8
Method of Setting Legislative Compensation

State	Method
Alabama	Constitutional Amendment 57
Alaska	Compensation Commission; Alaska Stat. §24.10.100, §24.10.101; §39.23.200 thru 39.23.260
Arizona	Compensation Commission Send to a Public Vote Arizona Revised Statutes 41-1103 and 41-1904
Arkansas	Amendment 70, Ark. Stat. Ann. §10-2-212 et seq.
California	State Constitution - Art. III, §8, which establishes a compensation commission.
Colorado	Colorado Stat. 2-2-307 (1)
Connecticut	Conn. Gen. Stat. Ann. §2-9a; The General Assembly takes independent action pursuant to recommendations of a compensation commission.
Delaware	Del. Code Ann. Title 29, §710 et seq.; §§3301-3304; Are implemented automatically if not rejected by resolution.
Florida	Florida Statutes §11.13(1); statute provides members same percentage increase as state employees
Georgia	Ga. Code Ann. §45-7-4 and §28-1-8
Hawaii	Hawaii State Constitution Article XVI §3.5; Legislative Salary Commission recommendations take effect unless rejected by concurrent resolution
Idaho	Idaho Code 67-406a and 406b; Citizen's Committee on Legislative Compensation makes recommendations that the legislature can reduce or reject, but not increase
Illinois	25 ILCS 120-Compensation Review Act and 25 ILCS 115-General Assembly Compensation Act
Indiana	IC 2-3-1-1: An amount equal to 18% of the annual salary of a judge under IC 33-38-5-6, as adjusted under IC 33-38-5-8.1.
Iowa	Iowa Code Ann. §2.10; Iowa Code Ann. §2A.1 thru 2A.5
Kansas	Kan. Stat. Ann. §46-137a et seq.; §75-3212
Kentucky	Kentucky Rev. Stat. Ann. §6.226-229. The Kentucky committee has not met since 1995; the most recent pay raise was initiated and passed by the General Assembly.
Louisiana	La. Rev. Stat. 24:31 & 31.1
Maine	Maine Constitution Article IV, part third, §7 and 3 MRSA, §2 and 2-A. Increase in compensation is presented to the legislature as legislation; the legislature must enact and the governor must sign into law. Takes effect only for subsequent legislatures.
Maryland	Article III, §15. Commission meets before each four-year term of office and presents recommendations to the General Assembly for action. Recommendations may be reduced or rejected.
Massachusetts	Massachusetts Gen. Laws Ann. ch. 3, §59, 10. In 1998, the voters passed a legislative referendum that, starting with the 2001 session, members will receive an automatic increase or decrease according to the median household income for the commonwealth for the following two-year period.
Michigan	Article IV §12. Compensation Commission recommends legislature by majority vote; must approve or reduce for change to be effective for the session immediately following the next general election.
Minnesota	Minn. Stat. Ann §3.099 et seq.; §15A.082; The Council submits salary recommendations to the presiding officers by May 1 in odd numbered years.
Mississippi	Miss. Code Ann. 5-1-41
Missouri	Art. III, §§16, 34; Mo. Ann. Stat. §21.140; Recommendations are adjusted by legislature or governor if necessary.
Montana	Mont. Laws 5-2-301; Tied to executive broadband pay plan.
Nebraska	Neb. Const. Art. III, §7; Neb. Rev. Stat. 50-123.01
Nevada	§218.210-§218.225
New Hampshire	Art. XV, part second
New Jersey	Article IV Sec. IV 7, 8; NJSA 52:10A-1; NJSA 52:14-15.111-114
New Mexico	Art. IV, §10; 2-1-8 NMSA
New York	Constitution - Art. 3, §6; Consolidated Laws of NY - Legislative Law, Section 5.
North Carolina	N.C.G.S. 120-3
North Dakota	NDCC 54-03-10 and 54-03-20
Ohio	Art. II, §31; Ohio Rev. Code Ann. title 1 ch. 101.27 thru 101.272
Oklahoma	Okla. Stat. Ann. title 74, §291 et seq.; Art V, §21; Title 74, §291.2 et seq.; Legislative Compensation Board
Oregon	Or. Rev. Stat. §171.072
Pennsylvania	Pa. Cons. Stat. Ann. 46 PS §5; 65 PS §366.1 et seq.; Legislators receive annual cost of living increase that is tied to the Consumer Price Index.
Rhode Island	Art. VI, §3
South Carolina	S.C. Code Ann. 2-3-20 and the annual General Appropriations Act
South Dakota	Art. III, §6 and Art. XXI, §2; S.D. Codified Laws Ann. §20402 et seq.
Tennessee	Art. II, §23; Tenn. Code Ann. §3-1-106 et seq.
Texas	Art. III, §24; In 1991, a constitutional amendment was approved by voters to allow Ethics Commission to recommend the salaries of members. Any recommendations must be approved by voters to be effective. The provision has yet to be used.
Utah	Art. VI, §9; Utah Code Ann. §36-2-2, et seq.
Vermont	Vt. Stat. Ann. title 32, §1051 and §1052
Virginia	Art. IV, §5; Va. Code Ann. §30-19.11 thru §30-19.14
Washington	Article II §§23 and 43.03.060, Washington Rev. Code Ann. §43.03.028. The salary commission sets salaries of the legislature and other state officials based on market study and input from citizens.
West Virginia	Art. 6, §33; W. Va. Code §4-2A-1 et seq.; Submits by resolution and must be concurred by at least four members of the commission. The Legislature must enact the resolution into law and may reduce, but shall not increase, any item established in such resolution.
Wisconsin	Wisconsin Statutes §§20.923 and 230.12, created by Chapter 90, Laws of 1973, and amended by 1983 Wisconsin Acts 27 and 33. Generally, compensation is determined as part of the state compensation plan for non-represented employees and is approved by vote of the joint committee on employment relations.
Wyoming	Wyo. Stat. §28-5-101 thru §28-5-105

Source: National Conference of State Legislatures 2016.