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March 15, 2023

Representative Melissa Hortman
Speaker of the House

Senator Bobby Joe Champion
President of the Senate

Representative Jamie Long
House Majority Leader

Senator Kari Dziedzic
Senate Majority Leader

Representative Lisa Demuth
House Minority Leader

Senator Mark Johnson
Senate Minority Leader

Representative Ginny Klevorn
Chair, State and Local Government Finance
and Policy Committee

Senator Erin Murphy
Chair, State and Local Government and Veterans
Committee

Representative Liz Olson
Chair, Ways and Means Committee

Senator John Marty
Chair, Finance Committee

Governor Tim Walz

Chief Justice Lorie S. Gildea

Dear Governor Walz, Chief Justice Gildea, Representatives and Senators,

We are writing to you on behalf of the Legislative Salary Council. The Minnesota Constitution, Article IV, section 9, and Minnesota Statutes 2022, section 15A.0825 establishes the Legislative Salary Council (Council) whose responsibility is to prescribe the salaries of Minnesota state legislators by March 31st of each odd-numbered year. The Council has held three meetings and considered all forms of legislative compensation, the budget forecast, and an extensive amount of other data and analysis, as reflected in the attached report.

Based on our consideration of these materials and our extended discussion, the Legislative Salary Council prescribes that salaries of Minnesota senators and representatives be set at \$51,750, effective July 1, 2023.

Our report provides detail regarding our process, the data and reports that we considered, and the testimony that we received in the course of our work.

Our Council also wishes to communicate our high level of concern regarding the Legislature's historical use of per diem as a significant element of compensation for members. This issue has been raised by each of the three Councils that have preceded the current Council. We believe that per diems are a highly non-transparent form of compensation, comprising almost 25% of legislator pay. Per diems consist of an inexplicably divergent system of payments between the House and the Senate, and which is seemingly unrelated to expenses that members actually incur. We strongly believe that higher, publicly-established base salaries determined by this Council, combined with the replacement of per diems with reimbursement of expenses, would bring greater accountability and transparency to the Minnesota Legislature.

The Legislative Salary Council strongly requests that the House of Representatives and the Minnesota Senate take action to make legislators' compensation more transparent by replacing per diem with reimbursement of expenses for their members. Council members have also indicated an unwillingness to increase salaries without elimination, or at least substantial reform, of the current per diem system. The Legislative Salary Council will carefully consider what changes have been made to the per diem system when making its salary determination in 2025.

We want to thank staff who presented invaluable information to the Council from the House of Representatives, the Department of Administration, Minnesota Management and Budget, and the Legislative Reference Library. We also appreciate the staff support we received from the Office of the Attorney General and the Legislative Coordinating Commission.

A list of the members of the Council is included in our report's Appendix. Each of the members worked diligently and thoughtfully as we executed our responsibility to prescribe legislative salaries. We are honored to serve on the Legislative Salary Council and carry out this duty adopted by Minnesota's citizens through the Constitutional amendment.

Respectfully submitted,

James Fleming, Chair
Legislative Salary Council

Denny Laufenburger, Vice Chair
Legislative Salary Council



Legislative Salary Council

2023 Report of the Legislative Salary Council

March 15, 2023

This report is submitted by the Legislative Salary Council (Council), established under the Minnesota Constitution, Article IV, section 9, and Minnesota Statutes 2022, section 15A.0825.

This report contains a section headed “per diem” that expresses the Council’s concern both about the relationship between salary, which is within the Council’s purview, and per diem payments, which are not; and about the lack of transparency and lack of consistency in the way that per diem payments operate. The Council’s past reports have raised this issue but, as far as the Council knows, the House and Senate have not taken any action in response. It may be that the House and Senate do not recognize a problem, or recognize it but are unwilling or unable to address it; but it may also be that the Council’s prior reports have raised the issue too subtly. To avoid any chance that the fault lies with the Council’s approach, this report addresses the issue specifically, including the potential consequences of continued legislative inaction.

Prescribed Salaries

As provided in the Minnesota Constitution, Article IV, section 9, and Minnesota Statutes 2022, section 15A.0825, the Legislative Salary Council prescribes the salary of legislators at \$51,750, effective July 1, 2023.

Background

The citizens of Minnesota voted on November 8, 2016, to amend their Constitution by establishing a Legislative Salary Council to prescribe salaries of Minnesota’s legislators. The duties and other terms are specified in state statute, section 15A.0825.

The Chief Justice of the Supreme Court and the Governor appointed members to fill their respective vacancies in early 2023. A list of the members is included in the Appendix.

The Council met three times between mid-February and March 31, 2023, the deadline for the Council to submit its determination. The Council met in person in the Capitol Complex, but away from settings where legislators meet. The Council’s meetings were a hybrid model, with members meeting largely in person, but members were able to participate via Zoom if necessary. All meetings were open to the public, and to the extent practical, livestreamed on the LCC’s YouTube page. All meetings were recorded and posted to the LCC website. The Council voted on its prescribed salary for Minnesota’s 67 senators and 134 representatives at its meeting on March 10, 2023.

Process

The Council was organized by electing Mr. James Fleming to serve as Chair, and Mr. Denny Laufenburger as Vice Chair. It heard a presentation by the Data Practices Office of the Department of Administration on the State’s Open Meeting Law and Minnesota Government Data Practices Act, and adopted data practices policies recommended by the Department. The Council requested and received substantial data regarding compensation of legislators. The Council received background on compensation policies for members, and data reflecting

rates, costs, payments, and expenditures of the various components of legislative compensation.

The statute establishing the Council proscribes members of the legislature from communicating with Council members between the Council's first meeting and the submission of this report. To improve Council members' understanding of compensation issues, former legislators were invited to speak to the Council. Their presentations were very informative and instructive. A list of those former members is included in the Appendix.

As required by statute, the Council considered the financial status of the State, as indicated in the State's budget forecast. James Schowalter, Commissioner of Minnesota Management and Budget, provided an in-depth explanation of the most recent budget forecast from February 2023.

The Council considered other data: National Conference of State Legislatures' data on salary and compensation for legislatures in other states, salaries of county board members, and a variety of indicators of inflation.

The Council continues to consider per diem payments primarily as a form of compensation that amounts to additional salary. The issue of per diem is discussed separately in this report.

Comparable Salaries

The Council reviewed other comparable positions and salaries. The jobs of legislators are unique, especially in their time demands. The Council clearly heard that most legislators work more than full time when they are in regular session, with committee hearings being held from early morning until well into the evening. Members attend meetings in their districts and engage with constituents on weekends as well. These meetings and engagements also occur during the legislative interims.

Regular session varies: In odd-numbered years, session begins on the first Monday after the first Tuesday in January and adjourns the third week of May. This longer session is when the legislature enacts the biennial budget, funding state government for two years.

In even-numbered years, the Legislature typically convenes (based on agreement between legislative leaders) the end of January or early February, and then adjourns the third week of May. Between regular sessions, the Governor may call legislators back into special session. In 2021 the Senate had 19 special session days, while the House had 16. There were no special sessions in 2022.

Presentations by former legislators indicated consistent themes on serving in the Minnesota Legislature:

- Serving in the Legislature reflects a commitment to public service. While legislative salaries may not be a significant determining factor in deciding to run for office,

there is an increasing sense that salaries are a factor for members deciding not to run for re-election, especially those with young families, or those in Greater Minnesota where it may be more difficult to find part-time work compatible with serving in the Legislature.

- The level of salary does not reflect the work involved, which is more than full time during the legislative session, while including substantial obligations during the interim as well.
- Salary levels are such that they are generally adequate for those who are at the beginning or at the end of their careers, and are inadequate for those in the middle who have families to support.
- There was consensus that current salaries should be increased. However, there were differing perspectives whether salaries should be high enough to support a legislator and their family, versus that of salaries not being at a level that is seen as a way to make a living solely through a legislative career.

Other themes were similar to those presented to previous councils and included in their reports.

County Commissioners

The Council again examined the salaries of county commissioners, who hold elected office, and serve in parallel functions, but at the county level. As with legislators, there is also a variation in the time demands for county commissioners. Some counties consider their commissioners to be full-time, while others clearly serve in a more time-limited capacity.

Data on a sampling of current commissioner salaries shows:

Sampling of county commissioner salaries				
County	Annual salary		County	Annual salary
Hennepin	\$113,566		Olmsted	\$50,470
Ramsey	\$97,588		Stearns	\$39,954
Anoka	\$75,192		Scott	\$75,186
Dakota	\$88,463		Washington	\$72,488
Carver	\$74,651		Clay	\$34,569

Between 2020 and 2022, the salaries of the Metropolitan area county commissioners, excluding Hennepin and Ramsey Counties, increased an average of 3.5%. Hennepin County Commissioner pay did not increase, while Ramsey County Commissioner pay increased 0.5% over the two-year period.

Other State Legislatures

The National Conference of State Legislatures publishes survey data on compensation paid to legislators across the country. A report for 2022 is included in the Appendix. A review of that data indicates a wide variance in salary, per diem rates, and the number of days legislatures are in session. This permits comparisons with similar assumptions with other states:

Comparison of salaries and per diem with other selected Legislatures			
State	Salary	Percent increase from 2020	Per diem
Minnesota	\$48,250	3.8%	Senate: \$86 House: \$66
Iowa	\$25,000	0.0%	\$175
Wisconsin	\$55,141	4.0%	Senate: Up to \$115 Assembly: Up to \$153
North Dakota	\$518/month	0.6%	\$193
South Dakota	\$13,957	17.4%	\$155
Washington	\$ 57,876	9.7%	\$185

Rationale

The Council considered numerous points of information in determining the salary to be effective July 2023. These include, but are not limited to the following:

- Inflation, as measured by CPI-U, increased by 7.04% in 2021 and 6.45% in 2022.
- State employee collective bargaining agreements provided 2.5% and 2.5% across the board increases effective July 1, 2021, and July 1, 2022, respectively.
- Social security benefits increased 5.9% and 8.7% effective December 2021 and December 2022.
- Private sector pay increased 5.0% and 5.1% effective December 2021 and December 2022.
- The five non-urban Metropolitan County (7 county Metro Area excluding Ramsey and Hennepin counties) commissioner salaries increased 3.5% since the Salary Council's last determination in 2021.
- The Salary Council makes a single salary determination effective July of the odd-numbered year. Many of the salary comparisons that the Council considered consisted of two adjustments over a two-year period. The adjustment made by this Council explicitly takes into account this two-year period in order to keep Legislator salaries whole in real economic terms.
- MMB's most recent budget forecast projects a general fund balance of \$17.5 billion in FY 24-25, of which \$12.5 billion remains from the previous biennium. The forecast references estimates of inflation for the next three years: 2.9% for FY 24, 2.1% for FY 25, and 2.2% for FY 26 and FY 27.

As it did in previous hearing processes, the Council considered what it had heard and the materials it had reviewed during their meetings. This information included:

- Presentations and comments by former legislators.
- National survey data published by the National Conference of State Legislatures.
- All of the elements of legislators' compensation, with a particular focus on those components that are treated as income.
- The budget forecasts issued by Minnesota Management and Budget.
- Salaries of county commissioners and other government employees.

In determining its prescribed salary, the Council focused on the testimony of one of the former members, who suggested that legislator compensation be based on 90% of the median household income of Minnesota families. The Council found this approach sound for assessing the increase to current legislative salaries. The Council received data reflecting median incomes of \$77,706 and \$72,926 (average nonfarm wages for an individual).¹ The Council opted to use \$72,926 as its base, with 90% of that amount totaling \$65,633. The Council adjusted this figure by 5.3%, reflecting an adjustment for forecasted inflation and wage growth over the next two-year period, and reached the amount of \$3,500. This amount was added to the current salary (\$48,250) to determine the new salary level \$51,750. Ultimately, the Council agreed to add \$3,500 to the current salary, representing a 7.25% increase.

The Council understands that it is setting the salary not just for those presently serving in the Legislature, but also for those who may desire to serve in the future. Unless Minnesota's Legislature has a reasonable salary level, it will not be able to attract and retain legislators with the best skills and experience to represent their constituents.

As required in the Council's statute, the Council considered the state's most recent budget forecast. Minnesota Management and Budget reported that the agency anticipates a surplus of about \$17.5 billion for the FY 24-25 biennium. The Council's salary determination is estimated as having a cost of \$810,854 per year, which includes the salary increase of \$3,500 and the impact of the increased salary on Social Security and retirement contributions.

The Council's extended discussions resulted in a salary determination of \$51,750 effective July 1, 2023, adopted on a vote of 11-0, with 5 members absent.

Per Diem

The second significant point of discussion was the continuing payment of per diems by the Senate and the House of Representatives. Consistent with previous Councils, the Legislative Salary Council contends that legislators need to be made whole for their costs of coming to St. Paul for five months each odd-numbered year and four months each even-numbered year to carry out the people's business. However, payments of flat dollar amounts do not reflect members' actual expenses that are incurred. That these flat dollar amounts are significantly

¹ The data for non-wage farm wages is found in the Governor's 2024-2025 Biennial Budget proposal, page 36 <https://mn.gov/mmb-stat/000/az/forecast/2023/budget-and-economic-forecast/february.pdf>

and inexplicably different between the House and the Senate (\$66 vs. \$86) supports the concern that these amounts have little to do with expenses. This point is highlighted by the IRS, which treats these payments as income for members who live within 50 miles of the Capitol, and by the State of Minnesota which pays retirement on per diem, thus recognizing per diem as compensation. While not every legislator accepts per diem or the full amount, the average per member payments in 2021 (the long budget session) was \$8,324 in the House and \$10,594 in the Senate.

Legislative Salary Council members strongly believe that, for most legislators, per diems are a non-transparent form of additional salary. Many Council members have indicated they would support a higher increase in salary if per diem were eliminated. Council members have also indicated an unwillingness to increase salaries without elimination, or at least substantial reform, of the current per diem system.

The Council believes that higher, publicly-established base salaries determined by this Council, combined with the replacement of per diems with reimbursement of expenses, would bring greater accountability and transparency to the Minnesota Legislature. The Legislative Salary Council, whose membership in the next biennium will likely be comprised of the same members as the current Council, strongly requests that the House of Representatives and the Minnesota Senate take action to make legislators' compensation more transparent by replacing per diem with reimbursement of expenses for their members. The Legislative Salary Council will carefully consider that change when making its salary determination in 2025.

Other Benefits

Insurance

By law, Minnesota Statutes 43A.24, subd. 2, legislators participate in the health insurance program provided to all state employees. The insurance program includes health, dental, and life insurance.

Premiums vary based on whether the legislator elects single or family coverage. Other costs, such as co-pays, co-insurance and deductibles depend on which tier of services the member elects. Members participate in the same manner as state employees.

Annual premiums for 2023 are:

Annual insurance premiums			
		Legislator contribution	State contribution
Health	Single coverage	\$462	\$8,778
	Family coverage	\$3,152	\$24,021
Dental	Single coverage	\$162	\$351
	Family coverage	\$665	\$854
Life insurance			\$67

Council members note:

- The State health and dental insurance plan represents a significant benefit paid to legislators.
- Given that legislators typically work full time for the Legislature four or five months a year, but substantially less the remaining part of the year, it would be difficult to obtain other insurance while they serve. Some Council members noted that part-time employment is a challenge for many Minnesotans, who are not offered the opportunity to participate in this comprehensive insurance program.

Retirement

Under state law, members participate in a state retirement program, Minnesota Statutes chapter 352D. This is a defined contribution program where the State contributes 6.25%, while the legislator contributes 6.0%. Participation is mandatory. The member's salary and per diem payments for regular and special sessions are included when calculating the contributions. Each legislator can direct the investment of the legislator's account in the plan in a variety of investment funds selected by the State Board of Investment.

At any time after employment ends, the legislator may withdraw the value of the legislator's account, including both employee and employer contributions, in a lump sum, which may be rolled, to continue the tax deferral, into an individual retirement account ("IRA"). A withdrawal forfeits the right to elect a retirement annuity at age 55. At age 55 or later, provided legislative service has ended, the legislator may elect a distribution in the form of a lump sum or an annuity. The annuity, which is a monthly benefit paid for the life of the legislator, is calculated based on the account balance and the age of the legislator at the annuity starting date. In exchange for a lower monthly amount, the legislator may elect a joint and survivor annuity that pays a survivor benefit to a beneficiary after the death of the legislator. These options are also available if a legislator becomes totally and permanently disabled. Annuities are eligible for post-retirement adjustments (sometimes called "COLAs").

Retirement contributions based on average per diem payments paid in 2022 are:

State retirement contribution (6.25%)		
	House	Senate
Salary: \$48,250	\$3,016	\$3,016
Average per diem (2022)		
House: \$6,384	\$399	
Senate: \$9,653		\$603

Expense Reimbursements and Allowances

Members of the legislature receive other payments for certain expenses they incur to carry-out the duties of their office. They are also reimbursed for expenses they incur for attending approved conferences or trips.

Mileage

Representatives who live more than 50 miles from the Capitol are reimbursed for their mileage from their homes to the Capitol, limited to one round trip per week during session and 15 trips during interim unless related to interim committee work. Representatives are also reimbursed for mileage for travel in their legislative districts during the interim, with a maximum of \$850 per month. (There are exceptions for districts with greater than 1,000 square miles.) Representatives must present documentation to receive interim district mileage.

During session, senators who live more than 50 miles from the Capitol are reimbursed for their mileage to and from the Capitol. Senators are also reimbursed for their mileage for constituent and district meetings. Senators must present documentation to receive the constituent and district mileage.

All mileage reimbursement is based on the federal mileage rate.

Lodging

Members who live more than 50 miles from the Capitol may be reimbursed for lodging expenses. All reimbursements must be documented by receipts or lease agreements.

Representatives may be reimbursed for rent, and related lodging expenses such as furniture rental, local telephone, internet access service, basic media service, utilities, renter's insurance, non-refundable fees, and parking. The maximum amount is \$2,200 per month. The House of Representatives limits the total of these reimbursements to a maximum of \$39,600 over the two-year length of their terms, unless they are a chair, or part of leadership (Speaker, Majority Leader and Minority Leader).

Senators may be reimbursed for rent, utilities, and furniture rental. The maximum reimbursement is \$2,200 per month.

Communications

Members may receive reimbursement for communications expenses.

Representatives may request a communications expense allowance of up to \$125 per month for internet service, an additional phone line, optional telephone services, wireless services, or other communication services needed to maintain frequent and reliable communication with constituents, house staff, and other government officials.

Senators may receive reimbursement for communications expenses up to \$200 per month for items such as telephone and Internet services.

For both senators and representatives, if receipts are provided, these will be treated as an expense. If there is no receipt, it will be treated as income and taxed.

Leadership Pay

Under Minnesota Statutes section 3.099, Subdivision 3, the Senate and the House Rules Committees may designate additional pay of up to 140% for leadership positions in each body.

“Subd. 3. **Leaders.** The senate Committee on Rules and Administration for the senate and the house of representatives Committee on Rules and Legislative Administration for the house of representatives may each designate for their respective body up to three leadership positions to receive up to 140 percent of the compensation of other members.”

Budget Forecast

The Council’s statute, section 15A.0825, subdivision 7, requires it to take into account the most recent budget forecast. At its March 1 meeting, the Council received a presentation on the state budget from Commissioner James Schowalter, based on the February 2023 forecast. The forecast shows a projected surplus of \$17.5 billion for the FY 2024-2025 biennium. Revenues are expected to exceed spending through FY 2027.

Conclusion

The Council adopted its salary determination at its meeting on March 10, 2023, and decided its report should follow the Council’s previous reports with updates for the information the Council reviewed this year. It directed the chair and vice chair to work with staff to prepare the report, submit the report as provided in statute, and share a final copy with all members. These actions were approved on a 10-0 vote, with 6 members absent.

An appendix of key documents is attached.

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Appendix A

Constitutional Amendment

CONSTITUTION OF THE STATE OF MINNESOTA

Adopted October 13, 1857

Generally Revised November 5, 1974

Article 1.	Bill of rights.	Article 8.	Impeachment and removal from office.
Article 2.	Name and boundaries.	Article 9.	Amendments to the constitution.
Article 3.	Distribution of the powers of government.	Article 10.	Taxation.
Article 4.	Legislative department.	Article 11.	Appropriations and finances.
Article 5.	Executive department.	Article 12.	Special legislation; local government.
Article 6.	Judiciary.	Article 13.	Miscellaneous subjects.
Article 7.	Elective franchise.	Article 14.	Public highway system.

ARTICLE IV LEGISLATIVE DEPARTMENT

Sec. 9. **Compensation.** The salary of senators and representatives shall be prescribed by a council consisting of the following members: one person who is not a judge from each congressional district appointed by the chief justice of the Supreme Court, and one member from each congressional district appointed by the governor. If Minnesota has an odd number of congressional districts, the governor and the chief justice must each appoint an at-large member in addition to a member from each congressional district. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the most members in the legislature. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the second-most members in the legislature. None of the members of the council may be current or former legislators, or the spouse of a current legislator. None of the members of the council may be current or former lobbyists registered under Minnesota law. None of the members of the council may be a current employee of the legislature. None of the members of the council may be a current or former judge. None of the members of the council may be a current or former governor, lieutenant governor, attorney general, secretary of state, or state auditor. None of the members of the council may be a current employee of an entity in the executive or judicial branch. Membership terms, removal, and compensation of members shall be as provided by law. The council must prescribe salaries by March 31 of each odd-numbered year, taking into account any other legislative compensation provided to legislators by the state of Minnesota, with any changes in salary to take effect on July 1 of that year. Any salary increase for legislators authorized in law by the legislature after January 5, 2015, is repealed.

[Amended, November 8, 2016]

Appendix B

Statute

15A.0825 LEGISLATIVE SALARY COUNCIL.

Subdivision 1. **Membership.** (a) The Legislative Salary Council consists of the following members:

(1) one person, who is not a judge, from each congressional district, appointed by the chief justice of the supreme court; and

(2) one person from each congressional district, appointed by the governor.

(b) If Minnesota has an odd number of congressional districts, the governor and the chief justice must each appoint an at-large member, in addition to a member from each congressional district.

(c) One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the most members in the legislature. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the second most members in the legislature.

(d) None of the members of the council may be:

(1) a current or former legislator, or the spouse of a current legislator;

(2) a current or former lobbyist registered under Minnesota law;

(3) a current employee of the legislature;

(4) a current or former judge; or

(5) a current or former governor, lieutenant governor, attorney general, secretary of state, or state auditor.

Subd. 2. **Initial appointment; convening authority; first meeting.** Appointing authorities must make their initial appointments by January 2, 2017. The governor shall designate one member to convene and chair the first meeting of the council. The first meeting must be before January 15, 2017. At its first meeting, the council must elect a chair from among its members. Members that reside in an even-numbered congressional district serve a first term ending January 15, 2019. Members residing in an odd-numbered congressional district serve a first term ending January 15, 2021.

Subd. 3. **Terms.** (a) Except for initial terms and for the first term following redistricting, a term is four years or until new appointments are made after congressional redistricting as provided in subdivision 4. Members may serve no more than two full terms or portions of two consecutive terms.

(b) If a member ceases to reside in the congressional district that the member resided in at the time of appointment as a result of moving or redistricting, the appointing authority who appointed the member must appoint a replacement who resides in the congressional district to serve the unexpired term.

Subd. 4. **Appointments following redistricting.** Appointing authorities shall make appointments within three months after a congressional redistricting plan is adopted. Members that reside in an even-numbered district shall be appointed to a term of two years following redistricting. Members that reside in an odd-numbered district shall be appointed to a term of four years following redistricting.

Subd. 5. **Removal; vacancies.** Members may be removed only for cause, after notice and a hearing, for missing three consecutive meetings, or as a result of redistricting. The chair of the council or a designee shall inform the appointing authority of a member missing three consecutive meetings. After the second consecutively missed meeting and before the next meeting, the chair or a designee shall notify the member in writing that the member may be removed for missing the next meeting. In the case of a vacancy on the

council, the appointing authority shall appoint a person to fill the vacancy for the remainder of the unexpired term.

Subd. 6. **Compensation.** Members shall be compensated under section 15.059, subdivision 3.

Subd. 7. **Duties.** By March 31 of each odd-numbered year, the council must prescribe salaries for legislators to take effect July 1 of that year. In setting salaries, the council must take into account any other legislative compensation provided to the legislators by the state and the most recent budget forecast. The council must submit a report by March 31 of each odd-numbered year with the prescribed salaries to the governor, the majority and minority leaders of the senate and the house of representatives, the chairs of the committees in the senate and the house of representatives with jurisdiction over the legislature's budget, and the chairs of the committees in the senate and house of representatives with jurisdiction over finance. The report must describe the council's rationale for selecting the prescribed salaries.

Subd. 8. **Chair.** The council shall elect a chair from among its members.

Subd. 9. **Staffing.** The Legislative Coordinating Commission shall provide administrative and support services for the council.

Subd. 10. **No ex parte communications.** Members may not have any communication with a member of the legislature during the period after the first meeting is convened under subdivision 2 and the date the legislator salaries are submitted under subdivision 7.

History: 2014 c 282 s 1; 2017 c 40 art 1 s 3

Appendix C

Council Member Roster

Legislative Salary Council Members

Per [Minnesota Statutes 15A.0825](#), the Legislative Salary Council consists of 16 members: one person, who is not a judge, from each congressional district, appointed by the chief justice of the Supreme Court; and one person from each congressional district, appointed by the governor. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the most members in the legislature. The remaining half must belong to a political party that has the second most members in the legislature.

Member	Appointed By	Congressional District
Thomas Bartholomew	Governor	Second District
David Dingee	Chief Justice	Fourth District
Dyan Ebert	Chief Justice	Sixth District
Gregory Egan	Governor	Fourth District
Jim Fleming	Governor	Fifth District
Beth Jenson Prouty	Chief Justice	Second District
Frank Jewell	Governor	Eighth District
Paul Krabbenhoft	Governor	Seventh District
Pamela Langseth	Governor	Third District
Denny Laufenburger	Governor	Sixth District
Brian Melendez	Chief Justice	Fifth District
Joe Morley	Chief Justice	Eighth District
Austin Peterson	Chief Justice	Seventh District
Tanwi Prigge	Chief Justice	Third District
Steve Robinson	Governor	First District
Kenneth White	Chief Justice	First District

Appendix D

Former Members Testifying

Legislative Salary Council
March 15, 2023

Former members of the Minnesota Legislature that provided testimony:

- Michelle Benson, former member of the Minnesota Senate
- Barb Haley, former member of the Minnesota House of Representatives
- Ryan Winkler, former member of the Minnesota House of Representatives

Appendix E

MMB February Budget Forecast



BUDGET AND ***ECONOMIC FORECAST***



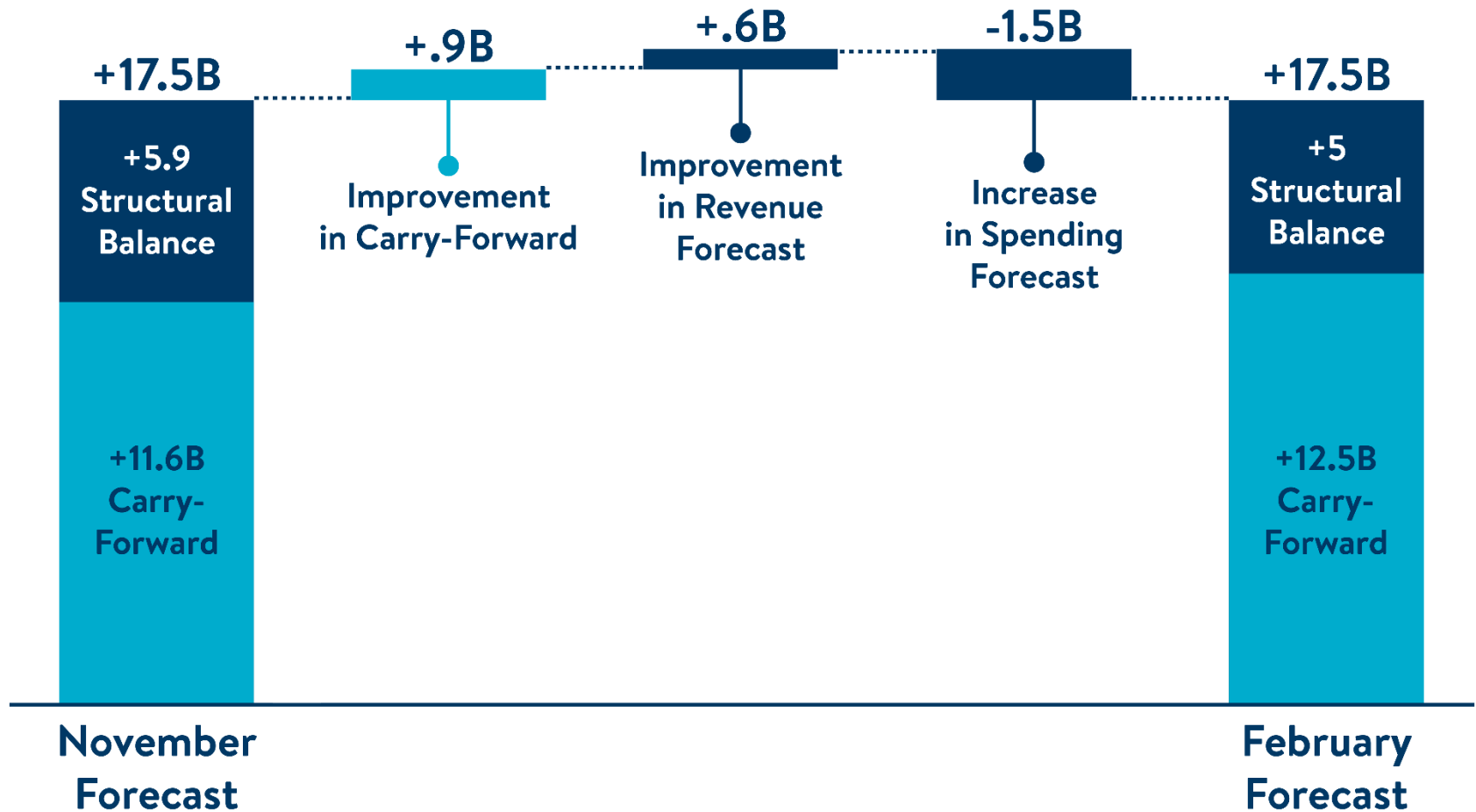
FEBRUARY 2023

Produced by Minnesota Management and Budget

State Budget Outlook Stable

- The projected general fund balance in FY 2024-25 is now \$17.5 billion, of which \$12.5 billion is leftover from previous biennium.
- Higher FY 2023 collections, higher profits growth raise income & corporate tax revenue forecasts.
- Statutory inclusion of inflation raises spending forecast.
- Revenues expected to exceed spending through FY 2027.
- U.S. economic outlook improves; lower inflation, milder recession expected this year.

FY 2024-25 Projected Balance



FY 2024-25 Forecast Changes

(\$ in millions)	FY 2024-25 Nov. Forecast*	FY 2024-25 Feb. Forecast	Forecast Change
Beginning Balance	\$15,188	\$16,053	\$865
Revenues	60,177	60,776	599
Total Spending	53,957	55,493	1,536
<i>Base Spending</i>	53,957	54,071	113
<i>Estimated Inflation</i>	-	1,423	1,423
Reserve & Cash Flow	3,202	3,202	-
Stadium Reserve	684	678	(6)
Budgetary Balance	\$17,521	\$17,455	\$(66)

*November fiscal information adjusted for Ch. 1 (Federal Conformity) and Ch. 8 (Attorney General Appropriation) and minor error corrections.

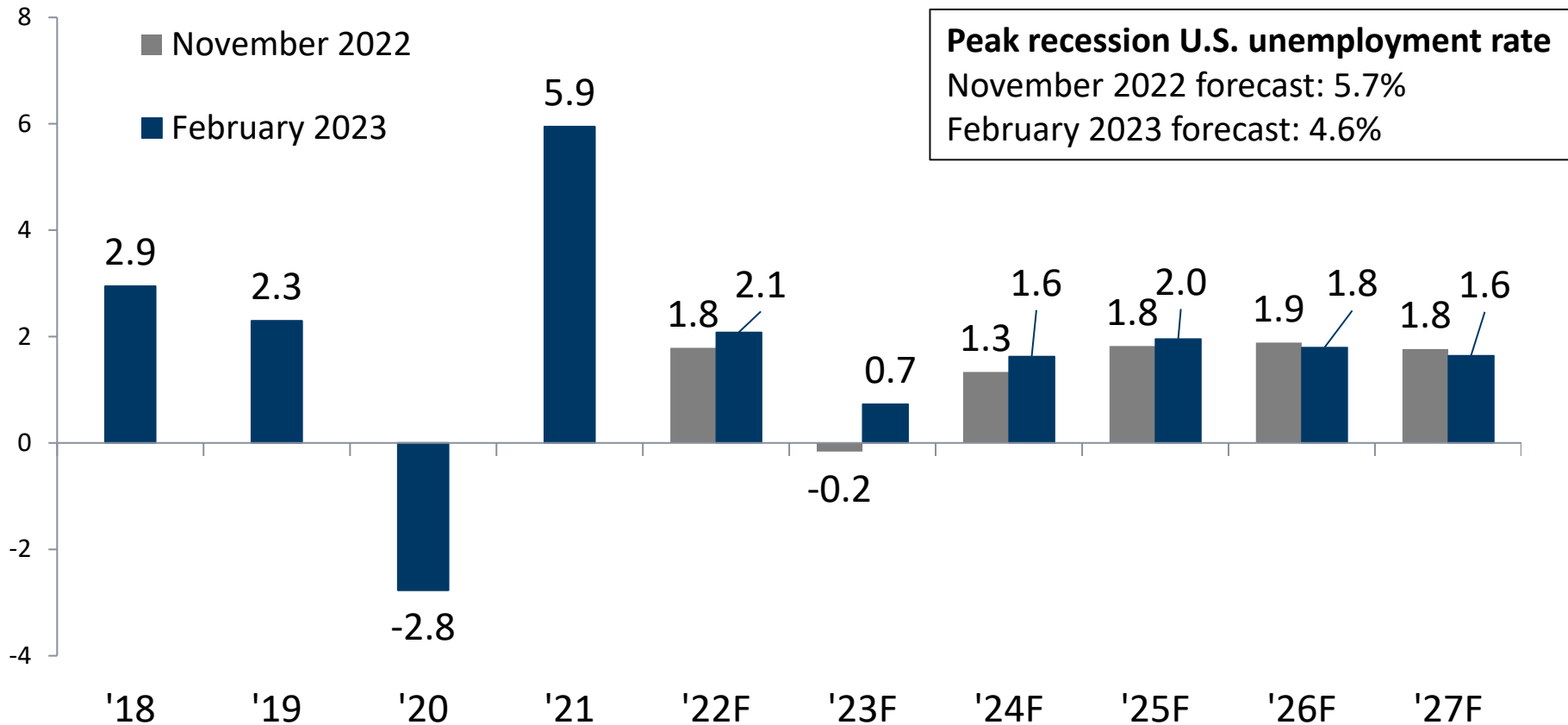
Economic and Revenue Outlook

- U.S. Economic Outlook
- Minnesota Labor Market
- Revenue Forecast
- Forecast Risks

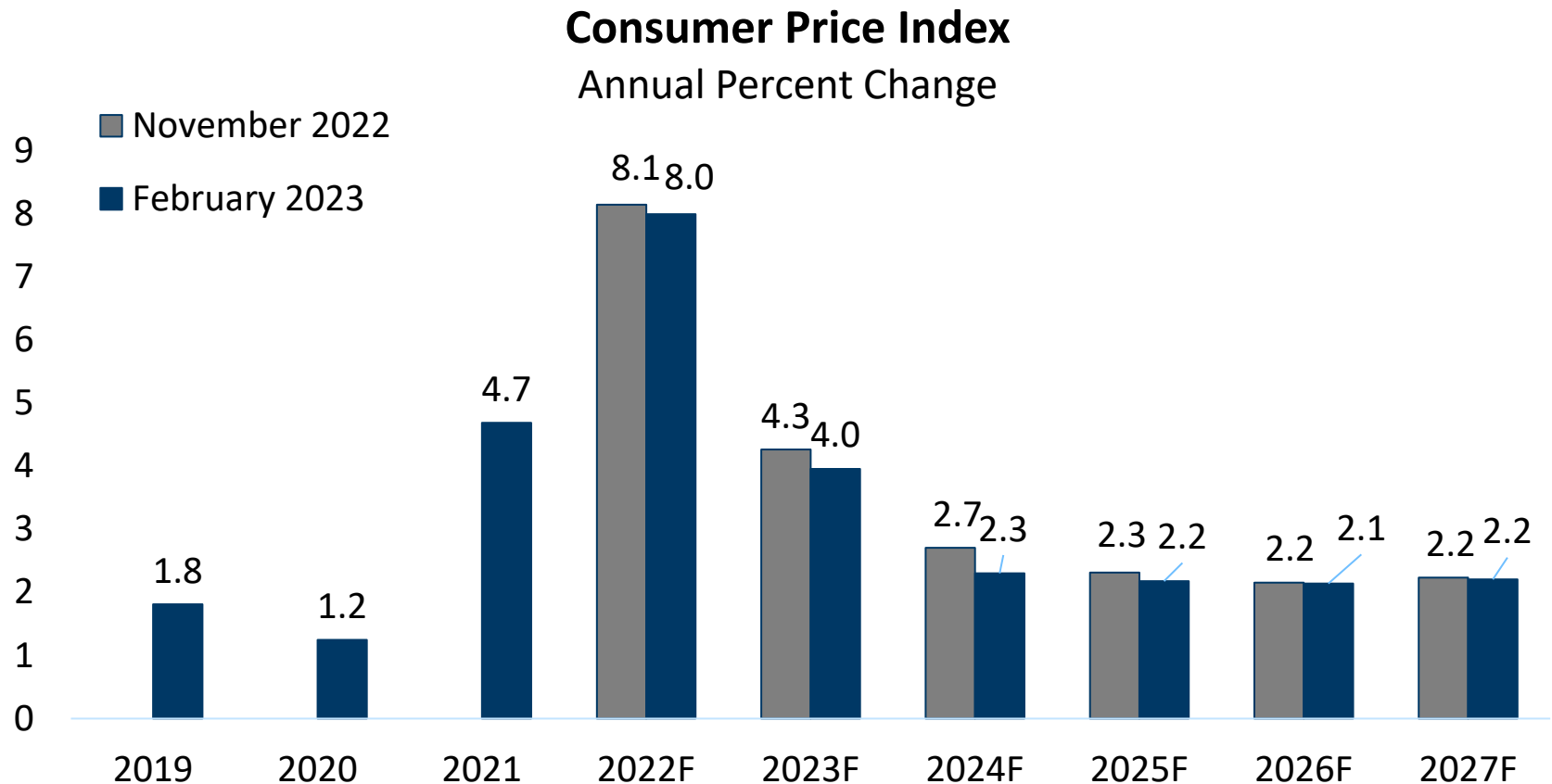


U.S. Economic Outlook Improves; Mild Recession Still Expected

U.S. Real Gross Domestic Product
Annual Percent Change



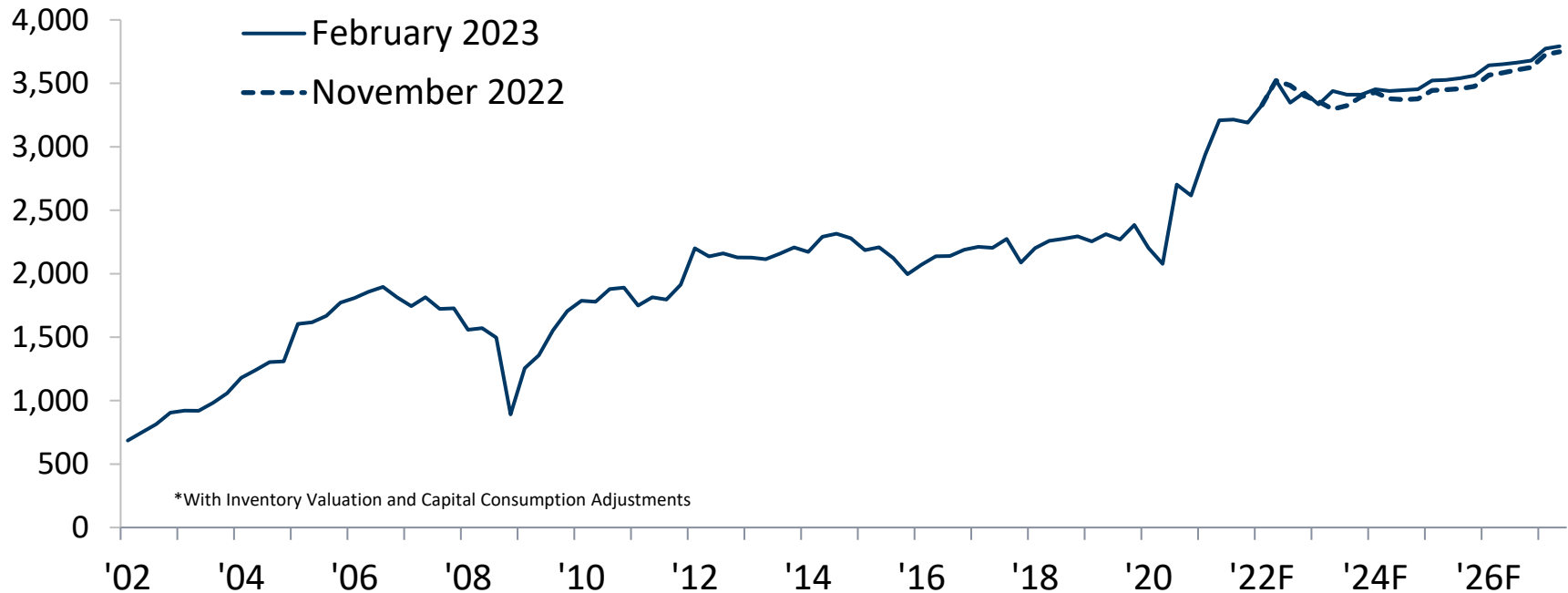
Inflation Expected to Settle Beyond 2023



Source: U.S. Bureau of Economic Analysis (BEA), IHS Economics (IHS)

U.S. Corporate Profits Forecast

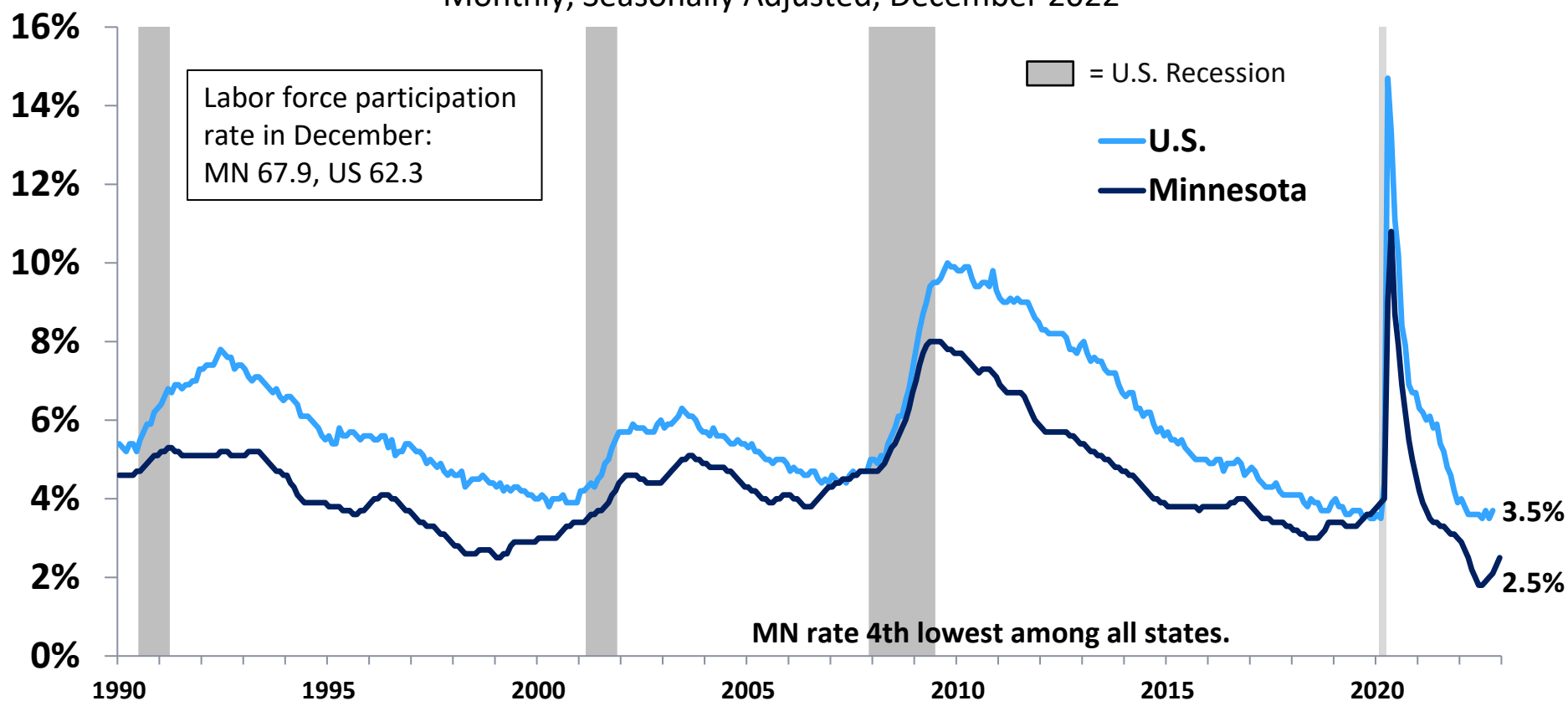
U.S. Corporate Profits Before Tax* Billions of Dollars, Annual Rate



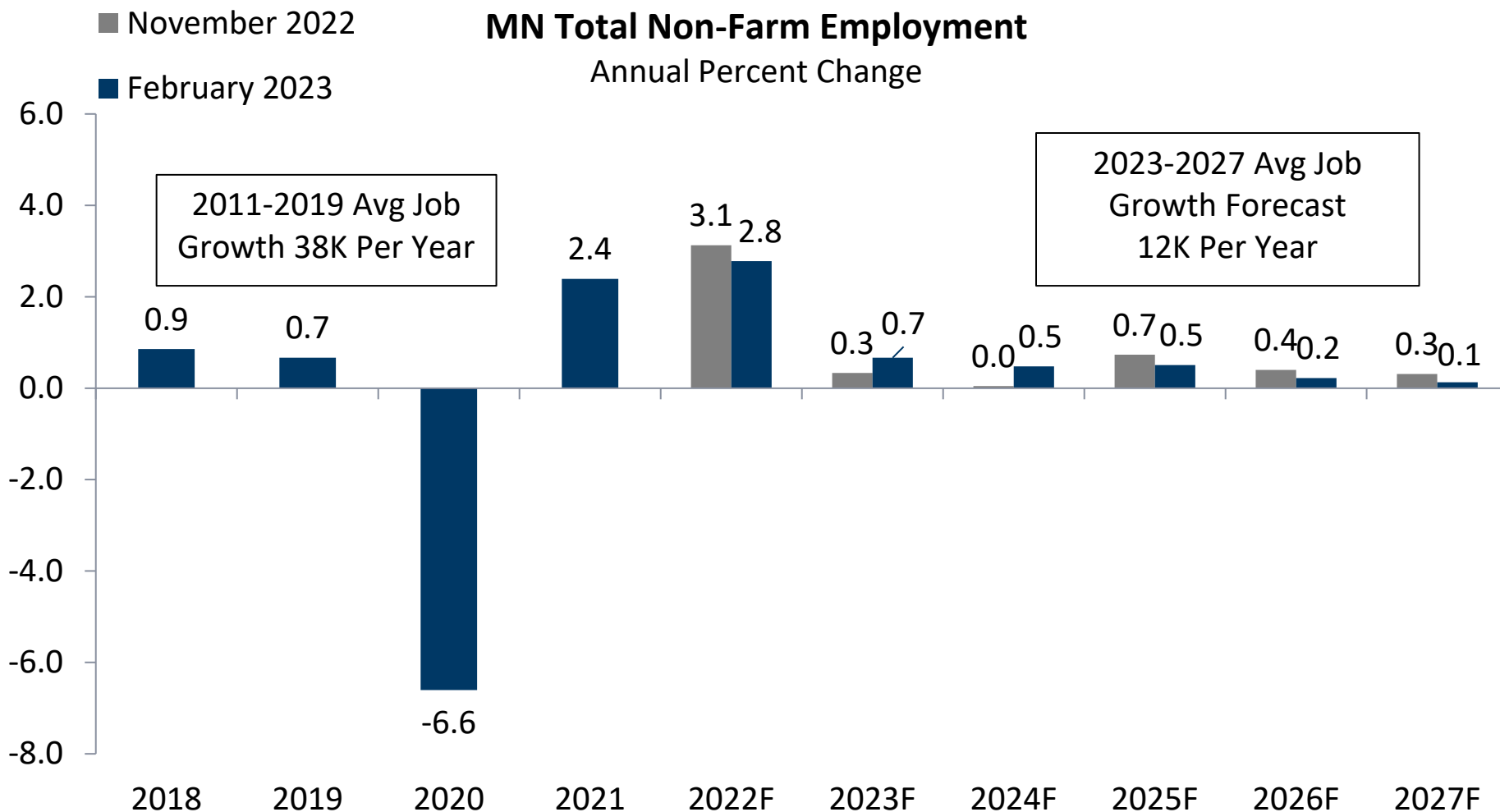
Source: U.S. Bureau of Economic Analysis (BEA); IHS Economics; Minnesota Management & Budget (MMB)

Minnesota's Labor Market

Unemployment Rate
Monthly, Seasonally Adjusted, December 2022



Minnesota's Labor Market



Revenue Forecast

(\$ in millions)

	FY 2022-23		FY 2024-25	
	Feb. 2023 Forecast	Forecast Change	Feb. 2023 Forecast	Forecast Change
Individual Income Tax	\$32,367	\$408	\$32,661	\$563
General Sales Tax	14,053	(39)	15,130	(26)
Corporate Franchise Tax	5,587	404	4,575	125
All Other Revenue	8,675	(19)	8,411	(64)
Total Revenues	\$60,681	\$753	\$60,776	\$599

Forecast Risks



Spending and Long Term Budget Outlook



Recent Legislation Drives Spending Change

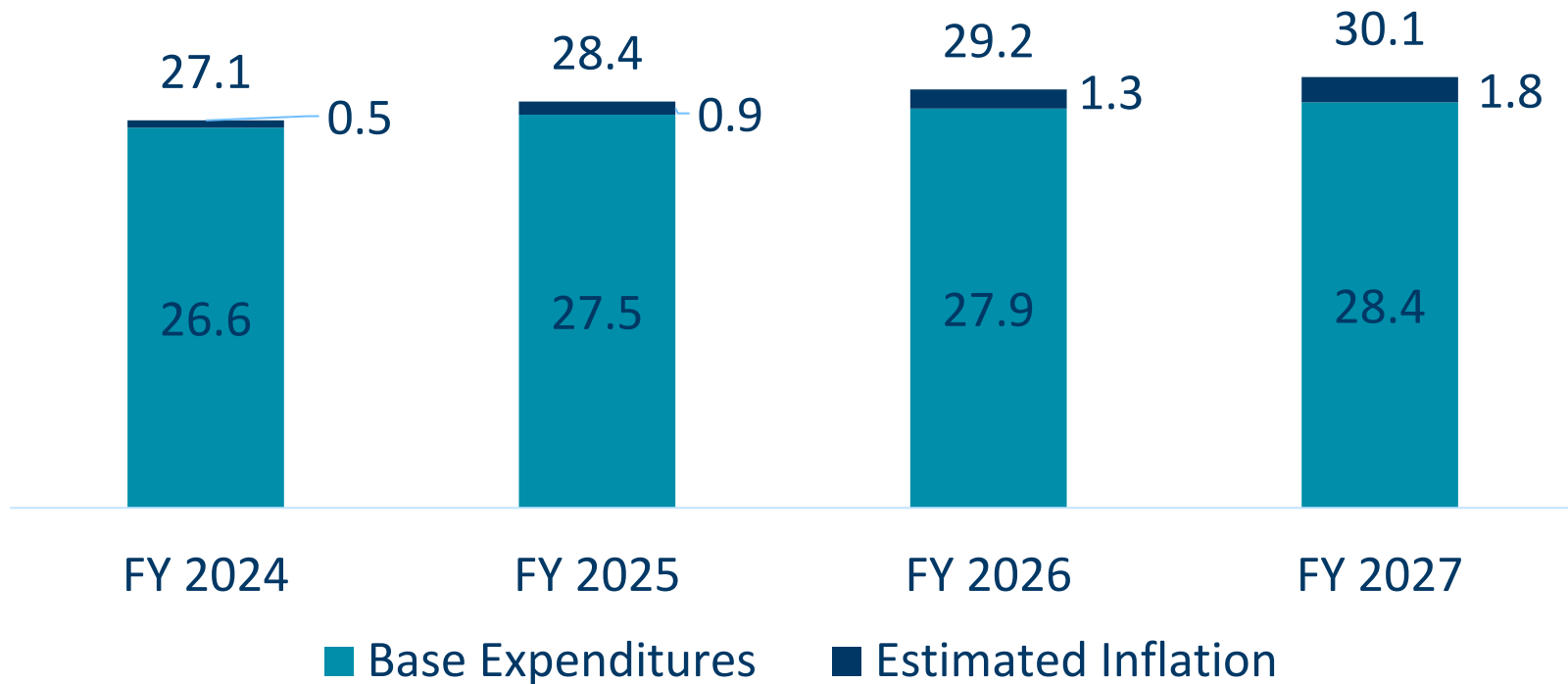
(\$ in millions)

	FY 2022-23		FY 2024-25	
	Feb. 2023 Forecast	Forecast Change	Feb. 2023 Forecast	Forecast Change
E-12 Education	\$20,184	\$(40)	\$21,302	\$50
Health and Human Services	15,208	(26)	17,814	3
Property Tax Aids and Credits	4,641	(7)	4,435	(38)
Debt Service	1,140	-	1,140	(7)
All Other	10,481	(39)	9,380	105
<i>Estimated Inflation</i>	-	-	1,423	1,423
Total Spending	\$51,655	\$(112)	\$55,493	1,536

Estimated Inflation Increases Spending Estimates

General Fund Spending by Year

\$ in billions



Long Term Budget Outlook

(\$ in millions)	FY 2024-25	FY 2026-27	Biennial Growth	Annualized % Growth
Forecast Revenues	\$60,776	\$64,730	\$3,954	3.2%
Projected Spending*	55,493	59,364	3,871	3.4%
Structural Balance	\$5,283	\$5,366		
<i>*Estimated Inflation Included Above</i>	<i>[\$1,423]</i>	<i>[\$3,090]</i>		



BUDGET *AND* ***ECONOMIC FORECAST***



FEBRUARY 2023

Produced by Minnesota Management and Budget

Appendix F

Legislator Per Diem and Expenses

Legislator Per Diems and Expenses (2013 - 2022)

Legislative Salary Council (1/31/2023)

Senate Members - Average Payments

Year Paid	Maximum Per Diem	Session Per Diem	Interim Per Diem	Per Diems		Total Amount Paid in Per Diem	Number of Regular Session Days	Number of Special Session Days	Insurance & Retirement			Reimbursed Expenses				
				Special Session	Per Diem Total				Single: 95% by state	Family: 85% by state	Retirement by state 6.25%	Lodging	Mileage	Other Travel	District Travel	Other Expenses
2013	\$86	\$10,976	\$868	\$69	\$11,913	\$798,142	62	1	\$6,038	\$15,999	\$1,868	\$5,227	\$2,798	\$264	N/A	\$1,293
2014	\$86	\$6,670	\$1,234	\$0	\$7,904	\$529,562	44		\$6,304	\$16,704	\$1,868	\$5,730	\$2,431	\$257	N/A	\$2,113
2015	\$86	\$10,965	\$1,034	\$96	\$12,095	\$810,340	65	1	\$5,989	\$16,388	\$1,868	\$6,315	\$2,699	\$609	N/A	\$2,008
2016	\$86	\$6,361	\$1,318	\$0	\$7,679	\$514,505	42		\$6,432	\$17,601	\$1,868	\$6,456	\$1,880	\$258	N/A	\$1,966
2017	\$86	\$11,751	\$479	\$0	\$12,230	\$819,373	62	4	\$6,992	\$19,132	\$2,284	\$7,187	\$1,861	\$237	N/A	\$1,709
2018	\$86	\$5,854	\$2,420	\$0	\$8,274	\$554,379	40		\$7,191	\$19,678	\$2,700	\$7,269	\$2,149	\$248	N/A	\$1,764
2019	\$86	\$10,947	\$1,160	\$0	\$1,160	\$794,398	59	1	\$7,407	\$20,268	\$3,272	\$7,379	\$2,612	\$828	N/A	\$2,628
2020	\$86	\$8,038	\$616	\$535	\$9,189	\$615,688	38	17	\$7,988	\$21,860	\$3,671	\$7,917	\$1,611	\$151	N/A	\$1,544
2021	\$86	\$9,685	\$351	\$558	\$10,594	\$815,703	60	19	\$8,356	\$22,865	\$3,105	\$7,083	\$1,558	\$6	N/A	\$1,358
2022	\$86	\$9,155	\$498	\$0	\$9,653	\$646,749	55		\$8,606	\$23,550	\$3,105	\$8,086	\$1,478	\$189	N/A	\$1,464

House Members - Average Payments

Year Paid	Maximum Per Diem	Session Per Diem	Interim Per Diem	Per Diems		Total Amount Paid in Per Diem	Number of Regular Session Days	Number of Special Session Days	Insurance & Retirement			Reimbursed Expenses				
				Special Session	Per Diem Total				Single: 95% by State	Family: 85% by state	Retirement by state 6.25%	Lodging	Mileage	Other Travel	District Travel	Other Expenses
2013	\$66	\$7,325	\$490	\$65	\$7,880	\$1,103,255	62	1	\$6,038	\$15,999	\$2,017	\$3,628	\$1,576	\$135	\$709	\$702
2014	\$66	\$4,768	\$644	\$0	\$5,413	\$725,280	44		\$6,304	\$16,704	\$1,912	\$3,212	\$1,257	\$73	\$824	\$764
2015	\$66	\$7,297	\$503	\$25	\$7,826	\$1,142,567	65	1	\$5,989	\$16,388	\$2,087	\$4,111	\$1,576	\$148	\$642	\$1,067
2016	\$66	\$4,524	\$571	\$0	\$5,096	\$682,820	41		\$6,432	\$17,601	\$1,913	\$3,247	\$1,125	\$26	\$593	\$1,085
2017	\$66	\$8,239	\$455	\$118	\$8,813	\$1,180,895	62	4	\$6,992	\$19,132	\$2,548	\$12,589	\$1,503	\$145	\$549	\$914
2018	\$66	\$5,253	\$558	\$0	\$5,812	\$778,780	40		\$7,191	\$19,678	\$2,447	\$9,740	\$1,254	\$68	\$705	\$1,263
2019	\$66	\$6,836	\$625	\$36	\$7,497	\$1,117,032	59	1	\$7,407	\$20,268	\$3,008	\$5,268	\$1,629	\$242	\$575	\$1,083
2020	\$66	\$5,182	\$461	\$975	\$6,618	\$893,453	38	16	\$7,988	\$21,860	\$3,036	\$4,073	\$1,149	\$39	\$405	\$1,280
2021	\$66	\$7,174	\$332	\$818	\$8,324	\$1,132,033	60	16	\$8,356	\$22,865	\$3,334	\$5,263	\$1,424	\$249	\$408	\$1,301
2022	\$66	\$5,999	\$385	\$0	\$6,384	\$868,221	56		\$8,606	\$23,550	\$3,250	\$4,589	\$1,290	\$336	\$536	\$1,328

Appendix G

NCSL 2022 Legislator Compensation Data

National Conference of State Legislatures
2022 Legislative Compensation and Travel Expense Allowances During Regular Sessions

State	Salaries		Mileage Reimbursement Rate (cents per mile)	Session Per Diem Rate
	Per Diem Salary	Annual Salary		
Alabama	n/a	\$53,956	58.5/mile.	For overnight stays: \$85/day. For two or more days with overnight stays: \$100/day.
Alaska	n/a	\$50,400	58.5/mile.	For legislators whose permanent residence is not in Juneau: up to \$307/day. For Juneau legislators: no per diem.
Arizona	n/a	\$24,000	58.5/mile. <i>Tied to the federal rate.</i>	The session per diem rate for state legislators residing in Maricopa County is \$35/day for the first 120 days of regular and special sessions and \$10/day for all following days. For legislators residing outside of Maricopa County, one hundred percent of the average of the six highest months of the annual federal per diem rate for Maricopa county, including lodging, as determined by the United States general services administration. The director of the department of administration shall determine this amount annually (currently \$220/day) for the first 120 days of regular and special sessions and half that amount (currently \$110/day) for all following days. This is set in statute, but will change each year as the US general services administration adjusts the federal rates.
Arkansas	n/a	\$44,357	58.5/mile. Tied to the federal rate.	For legislators residing within 50 miles of the capitol: \$59/day. For legislators residing more than 50 miles from the capitol: \$1515/day.
California	n/a	\$119,702	58.5/mile.	\$211/day for Senators and \$214/day for Representatives.
Colorado	n/a	\$40,242	58.5/mile.	For legislators residing within 50 miles of the capitol: \$45/day. For legislators living more than 50 miles from the capitol: \$234/day. <i>Set by the legislature. Vouchered.</i>
Connecticut	n/a	\$28,000	58.5/mile. <i>Tied to federal rate.</i>	No per diem is paid.
Delaware	n/a	\$48,237	40/mile.	Legislators do not receive a per diem but do receive a stipend worth \$7,481.00 that is divided by 26 pays (\$287.73 a paycheck).

State	Salaries		Mileage Reimbursement Rate (cents per mile)	Session Per Diem Rate
	Per Diem Salary	Annual Salary		
Florida* (2021 Compensation Data)	n/a	\$29,697	44.5/mile.	\$152/day for up to 50 days for senators and up to 60 days for representatives. <i>Vouchered.</i>
Georgia	n/a	\$17,341	59/mile.	\$247/day. <i>Set by the Legislative Services Committee. Unvouchered.</i>
Hawaii	n/a	\$62,604	58.5/mile.	For legislators who do not reside on Oahu: \$225/day. For legislators living on Oahu during the mandatory five-day recess only: \$10/day. Legislators who do not reside on Oahu also receive reimbursement for their air travel costs to commute from their home island to Oahu.
Idaho	n/a	\$18,875	58.5/mile.	For legislators residing within 50 miles of the capitol: \$71/day. For legislators residing more than 50 miles from the capitol: \$139/day.
Illinois	n/a	\$70,645	58.5/mile.	\$155/day.
Indiana	n/a	\$28,791.00	58.5/mile. <i>Tied to federal rate.</i>	\$196/day. <i>Unvouchered.</i>
Iowa	n/a	\$25,000	39/mile.	\$175/day. <i>Unvouchered.</i> During the interim, hotel stays are covered for two-day meetings or with prior approval.
Kansas	\$88.66/session day.	n/a	56/mile. <i>One round trip per week.</i>	\$155/day. Tied to CONUS.
Kentucky	\$188.22/calendar day.	n/a	58.5/mile. <i>Tied to federal rate.</i>	\$170.50/day.
Louisiana	n/a	\$16,800	58.5/mile. <i>Tied to federal rate.</i>	\$160/day. <i>Tied to federal rate. Unvouchered.</i>
Maine	n/a	\$15,417 for the first regular session. \$10,999 for the second regular session.	The mileage reimbursement rate increased from \$0.44 to \$0.45 per mile effective July 1, 2021, and will increase to \$0.46 per mile effective October 1, 2022. Legislators are eligible to be reimbursed for tolls paid in traveling to and from sessions of the Legislature or in the performance of duly authorized committee assignments.	The session per diem rate for state legislators is \$38/day for lodging (or one round-trip mileage in lieu of lodging for the first day of travel in a week and up to \$38/day in lieu of lodging for subsequent days of travel during the same week, plus actual tolls). \$32/day for meals. This is set by statute.
Maryland	n/a	\$50,330	58.5/mile. <i>Legislators receive \$750/year as taxable income for in-district travel, but they may decline the allowance.</i>	\$106/day for lodging. \$56/day for meals.

State	Salaries		Mileage Reimbursement Rate (cents per mile)	Session Per Diem Rate
	Per Diem Salary	Annual Salary		
Massachusetts	n/a	\$70,537	No mileage reimbursement. <i>Legislators residing within 50 miles of the statehouse receive an office expense stipend of \$17,043 that can be used for travel expenses. Legislators residing more than 50 miles from the state house receive \$22,723.</i>	No per diem is paid. <i>Legislators residing within 50 miles of the statehouse receive an office expense stipend of \$17,043 that can be used for travel expenses. Legislators residing more than 50 miles from the state house receive \$22,723.</i>
Michigan	n/a	\$71,685	58.5/mile. <i>Tied to federal rate.</i>	No per diem is paid. <i>Legislators receive an expense allowance of \$10,800/year for session and interim. Set by the compensation commission. Vouchered.</i>
Minnesota	n/a	\$46,500	58.5/mile. <i>One round trip per week. Tied to federal rate.</i>	For senators: \$86/day. For representatives: \$66/day. Additional compensation for communication, living expenses and district travel may be possible.
Mississippi	n/a	\$23,500	58.5/mile.	\$155/day. <i>Tied to federal rate. Unvouchered.</i>
Missouri	n/a	\$36,813	49/mile.	\$124/day. <i>Tied to federal rate. Unvouchered.</i>
Montana	\$100.46/legislative day.	n/a	58.6/mile. <i>Tied to federal rate.</i>	\$126.12/day. For additional expenses, legislators also receive a primary \$3,000 stipend and a secondary amount between \$1,000 and \$4,000 depending on the square mileage of a legislator's district.
Nebraska	n/a	\$12,000	58.5/mile. <i>Tied to federal rate.</i>	For legislators residing within 50 miles of the capitol: \$59/day. For legislators residing more than 50 miles from the capitol: \$155/day.
Nevada	2021 Data: \$164.69/calendar day up to 60 days. <i>Senators who are not up for reelection until 2022 receive \$159.89/calendar day.</i>	n/a	58.5/mile. <i>Tied to federal rate.</i>	2021 Data: \$151/day. Travel allowance of \$10,000/session, and additional \$900/session leadership allowance. Per the Nevada Constitution, the Speaker and the Lieutenant Governor, as President of the Senate, each receive an additional allowance of \$2 per diem during the time of their actual attendance as presiding officers. Committee chairs also receive an additional \$900 allowance.
New Hampshire	n/a	\$100	58.5/mile. <i>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.</i>	No per diem is paid.

State	Salaries		Mileage Reimbursement Rate (cents per mile)	Session Per Diem Rate
	Per Diem Salary	Annual Salary		
New Jersey	n/a	\$49,000	No mileage reimbursement.	No per diem is paid.
New Mexico	n/a	\$0	58.5/mile. <i>Tied to federal rate.</i>	\$165/day (January and February); \$194/day (March). <i>Tied to federal rate. Vouchered. It goes up to \$202 for FY23 on July 1, 2022.</i>
New York	n/a	\$110,000	58.5/mile <i>Tied to federal rate.</i>	For non-overnight travel: \$61/day. For overnight stays: \$183/day.
North Carolina	n/a	\$13,951	29/mile. <i>One round trip per week.</i>	\$104/day. <i>Set by statute. Unvouchered.</i> For additional expenses, legislators receive \$559/month.
North Dakota	n/a	\$518/month. \$526/month starting July 1, 2021; \$537/month starting July 1 2022.	58.5/mile. <i>Tied to federal rate.</i>	\$186/day. \$189/day starting July 1, 2021; \$193/day starting July 1, 2022.
Ohio	n/a	\$68,674	55/mile <i>for legislators living outside Franklin County.</i>	No per diem is paid.
Oklahoma	n/a	\$47,500	58.5/mile. <i>Tied to federal rate.</i>	\$168/day. <i>Tied to federal rate. Unvouchered.</i> The per diem rate for Oklahoma legislators in the interim (non-session months), approximately June through January, is \$25/day and limited to 20 days, without prior permission of each respective house's leader. This is governed by statute.
Oregon	n/a	\$33,852	58.5/mile. <i>Tied to federal rate.</i>	\$151/day.
Pennsylvania	n/a	\$95,432	58.5/mile. <i>Tied to federal rate.</i>	\$178/day for Representatives. \$181/day for Senators.
Rhode Island	n/a	\$16,835	56/mile.	No per diem is paid.
South Carolina	n/a	\$10,400	58.5/mile. <i>Tied to federal rate.</i>	\$185.38/day. <i>Tied to federal rate with additional amount added to match average hotel rate in Columbia, SC.</i> All legislators in SC (House and Senate) receive a monthly payment of \$1,000 that we label “in-district” expenses.
South Dakota	n/a	\$13,957	One trip is paid at 5/mile, and the remaining are paid at 42/mile. <i>One round trip per week.</i>	\$155/day. <i>Legislative days only. Unvouchered. The per diem rate is the amount fixed for the per diem allowance that is authorized by the United States Internal Revenue Service per SDCL 2-4-2.</i>

State	Salaries		Mileage Reimbursement Rate (cents per mile)	Session Per Diem Rate
	Per Diem Salary	Annual Salary		
Tennessee	n/a	\$24,316	47/mile. Until November of 2022, then it will be adjusted to \$.585 per mile.	For legislators residing within 50 miles of the capitol: \$61/day. For legislators residing more than 50 miles from the capitol: \$295/day. <i>Currently tied to federal rate. Unvouchered. Beginning in November of 2022, Members will be granted the meals and incidentals amount equal to the allowance granted federal employees for expenses in the Nashville area. For lodging, the higher of:</i> 1. <i>The annual average hotel rate for the previous calendar year in the Nashville central business district as provided by the Nashville Convention and Visitors Corporation or their successor organization if obtainable, or</i> 2. <i>The allowance granted federal employees for lodging expenses in the Nashville area.</i>
Texas	n/a	\$7,200	58.4/mile. \$1.515/mile for single, twin and turbo engine airplanes. <i>Set by general appropriations bill.</i> Legislators also receive reimbursement for transportation costs for one roundtrip home each week.	\$221/day. <i>Set by ethics commission. Unvouchered.</i>
Utah	\$285/legislative day.	n/a	56/mile.	No per diem is paid. For Senate: Legislators residing more than 100 miles from the capitol can receive up to \$100/day. For House: Legislators residing more than 40 miles from the capitol can receive up to \$100/day. For House:
Vermont	n/a	\$742.92/week during session.	58.5/mile. <i>Tied to federal rate.</i>	\$75/day for remote. \$127/night for lodging and \$69/day for meals for in person.
Virginia	n/a	\$18,000 for senators. \$17,640 for delegates.	58.5/mile.	\$209/day.
Washington	n/a	\$57,876	58.5/mile. <i>Tied to federal rate.</i>	\$185/day. <i>Per diem is now tied to 89% of the federal per diem rate and will be reviewed for accuracy each November.</i>
West Virginia	n/a	\$20,000	48.5/mile.	\$131/day. <i>Set by compensation commission. Unvouchered.</i>

State	Salaries		Mileage Reimbursement Rate (cents per mile)	Session Per Diem Rate
	Per Diem Salary	Annual Salary		
Wisconsin	n/a	\$55,141	51/mile. <i>Senators can claim one round trip per week. Representatives can claim two round trips to the Capitol per week, unless they stay over night and then they can only claim one round trip.</i>	For the Senate: \$115/day for senators who reside outside of Dane County; those in Dane County receive \$57.50. \$153 (with overnight) or \$76.50/day (no overnight) for representatives. <i>The Senate has no limitation on the total number of days that a member may claim per diem. Some other restrictions apply, such as a prohibition on claiming per diem on weekends unless the senator is in actual attendance of session or a meeting of a standing committee of which the senator is a member.</i> For the Assembly: Representative can claim 153 per diem days in the first year and 80 in the second year of the session. The per diem rate for the Assembly is \$153 for overnight and \$76.50 for non-overnight and for Dane County legislators.
Wyoming	\$150/day.	n/a	59/mile.	\$109/day. <i>Set by legislature. Vouchered.</i> Legislators also receive an additional \$300/month; 1/2 salary for 1 day of preparation for each day the legislator is engaged in work for the Management Council or any committee; and 1/2 salary for each day the member travels to and from an interim activity for which he/she is entitled to receive a salary.

Appendix H

Elected Officials Salaries

Elected Official Salaries
Legislative Salary Council – 2/1/2023

Table 1: Constitutional Officers Salaries 2003 - 2021

	% of Governor’s Salary	1/6/03	1/1/04	7/1/05	7/1/06	7/1/07	7/1/08	2009-2012	7/1/13	7/1/14	1/1/15	7/1/15	1/1/16	7/1/16	7/1/17	7/1/18	7/1/19	7/1/20	7/1/21
Percent of Increase	-	-	-	-	-	-	-	-	-	-	3.0%	-	3.0%	-	-	-	-	-	-
Governor	-	120,303	-	-	-	-	-	-	-	-	123,912	-	127,629	-	-	-	-	-	-
Attorney General	95%	114,288	-	-	-	-	-	-	-	-	117,716	-	121,248	-	-	-	-	-	-
Auditor	85%	102,257	-	-	-	-	-	-	-	-	105,325	-	108,485	-	-	-	-	-	-
Sec. of State	75%	90,227	-	-	-	-	-	-	-	-	92,934	-	95,722	-	-	-	-	-	-
Lt. Governor	65%	78,197	-	-	-	-	-	-	-	-	80,543	-	82,959	-	-	-	-	-	-

Table 2: Judges Salaries 2003 - 2021

	1/6/03	1/1/04	7/1/05	7/1/06	7/1/07	7/1/08	2009-2012	7/1/13	7/1/14	1/1/15	7/1/15	1/1/16	7/1/16	7/1/17	7/1/18	7/1/19	7/1/20	7/1/21
Percent of Increase	-	-	1.5%	1.5%	3.0%	3.0%	0.0%	4.0%	3.0%	-	4.0%	-	4.0%	2.5%	2.5%	2.5%	2.5%	2.5%
Supreme Ct. Chief Justice	-	146,920	149,124	151,361	155,902	160,579	-	167,002	172,012	-	178,893	-	186,048	190,699	195,467	200,354	205,362	210,497
Supreme Ct. Assoc. Justice	-	133,564	135,567	137,601	141,729	145,981	-	151,820	156,375	-	162,630	-	169,135	173,363	177,697	182,140	186,693	191,361
Ct. of Appeals Chief Judge	-	132,144	134,126	136,138	140,222	144,429	-	150,206	154,712	-	160,901	-	167,337	171,520	175,808	180,203	184,708	189,326
Ct. of Appeals Judge	-	125,852	127,740	129,656	133,546	137,552	-	143,054	147,346	-	153,240	-	159,369	163,353	167,437	171,623	175,914	180,312
District Court Chief Judge	-	124,047	125,908	127,797	131,631	135,580	-	141,003	145,233	-	151,042	-	157,084	161,011	165,037	169,162	173,392	177,726
District Court Judge	-	118,141	119,913	121,712	125,363	129,124	-	134,289	138,318	-	143,851	-	149,605	153,345	157,178	161,108	165,136	169,264

Table 3: Legislator Salaries 2003 - 2021

	1/4/99	1/6/03	1/1/04	7/1/05	7/1/06	7/1/07	7/1/08	2009-2012	7/1/13	7/1/14	1/1/15	7/1/15	1/1/16	7/1/16	7/1/17	7/1/18	7/1/19	7/1/20	7/1/21
Percent of Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44.5%	-	3.3%	-	3.8%
Legislators	31,140	-	-	-	-	-	-	-	-	-	-	-	-	-	45,000	-	46,500	-	48,250

Appendix I

County Commissioner Salaries

League Mn Cities
Local govt Salary & benefits Survey
7/6/2022

Elected Officials
County Commissioners

Organization	Annual Base Salary	Organization	Annual Base Salary
Aitkin County	\$34,715	Le Sueur County	\$32,180
Anoka County	\$75,192	Lincoln County	\$16,000
Becker County	\$24,602	Lyon County	\$20,604
Beltrami County	\$32,487	Mahnomen County	\$17,669
Benton County	\$30,765	Marshall County	\$24,000
Big Stone County	\$15,644	Martin County	\$25,820
Blue Earth County	\$42,765	McLeod County	\$31,292
Brown County	\$26,705	Mille Lacs County	\$17,305
Carlton County	\$24,938	Morrison County	\$34,882
Carver County	\$74,651	Mower County	\$24,200
Cass County	\$29,248	Murray County	\$21,000
Chippewa County	\$25,334	Nicollet County	\$36,551
Chisago County	\$33,395	Nobles County	\$20,816
Clay County	\$34,569	Norman County	\$18,000
Clearwater County	\$20,742	Olmsted County	\$50,470
Cook County	\$22,394	Otter Tail County	\$41,639
Cottonwood County	\$21,750	Pennington County	\$22,500
Crow Wing County	\$42,295	Pine County	\$21,844
Dakota County	\$88,463	Pipestone County	\$22,734
Dodge County	\$24,034	Polk County	\$32,209
Douglas County	\$29,800	Pope County	\$22,000
Faribault County		Ramsey County	\$97,588
Fillmore County	\$24,693	Red Lake County	\$18,847
Freeborn County		Redwood County	\$26,915
Hennepin County	\$113,566	Renville County	\$30,939
Goodhue County	\$23,233	Rice County	\$38,126
Houston County	\$19,016	Rock County	\$20,698
Hubbard County	\$25,760	Roseau County	\$23,526
Isanti County	\$36,324	Scott County	\$75,186
Itasca County	\$34,500	Sherburne County	\$53,726
Jackson County	\$20,401	Sibley County	\$35,027
Kanabec County	\$23,678	St. Louis County	
Kandiyohi County	\$39,943	Stearns County	\$39,954
Kittson County	\$24,507	Steele County	\$23,300
Koochiching County	\$15,064	Stevens County	\$18,488
Lac qui Parle County	\$22,050	Swift County	
Lake County	\$24,480	Todd County	\$33,393
Lake of the Woods County	\$21,500	Wadena County	\$18,474
		Washington County	\$72,488
		Watonwan County	\$23,010
		Wilkin County	\$18,086
		Winona County	\$24,237
		Wright County	\$53,807

Appendix J

Salary Comparisons

Table 1: State of Minnesota % Change 2017 - 2022

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

Table 2: Legislator Salaries (NCSL) 2016 - 2022

Legislature	2016	2018	2019	2020	2021	2022	% Change 2022/2020
Iowa	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	0.0%
Wisconsin (full time legislature)	\$50,950	\$50,950	\$52,999	\$52,999	\$55,141	\$55,141	4.0%
North Dakota	\$172/day	\$177/day	\$495/month	\$515/month	\$518/month	\$518/month	0.6%
South Dakota	\$6,000	\$6,000	\$11,379	\$11,892	\$12,851	\$13,957	17.4%
Minnesota	\$31,140	\$45,000	\$46,500	\$46,500	\$48,250	\$48,250	3.8%

Table 3: County Commissioner Salaries 2016 - 2022

County	2016	2018	2020	2022	% Change 2022/2020
Anoka	\$64,000	\$67,488	\$71,593	\$75,192	5.0%
Carver	\$62,064	NA	\$72,294	\$74,651	3.3%
Dakota	\$75,000	\$77,450	\$85,869	\$88,463	3.0%
Scott	\$59,930	\$62,627	\$72,306	\$75,186	4.0%
Washington	\$52,713	\$52,713	\$70,720	\$72,488	2.5%
5 County average ²	\$62,741	\$65,070	\$74,556	\$77,196	3.5%
Hennepin	\$108,000	\$110,796	\$113,566	\$113,566	0.0%
Ramsey	\$90,000	\$92,423	\$97,102	\$97,588	0.5%

Table 4: Inflation and Other Major Indicators 2017 - 2022

	December 2017	December 2018	December 2019	December 2020	December 2021	December 2022
Inflation (CPI-U)	-	1.91%	2.29%	1.36%	7.04%	6.45%
Social Security rate increase	2.00%	2.80%	1.60%	1.30%	5.90%	8.70%
Private sector ³	2.80%	3.10%	3.00%	2.80%	5.00%	5.10%

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

² Does not include Hennepin and Ramsey counties. US. Private industry, Table 1, Wages & Salaries, U.S.

³ Bureau of Labor Statistics: Economic News Release: [Employment Cost Index Sum. US. Private industry, Table 1, Wages & Salaries, U.S.](#)