



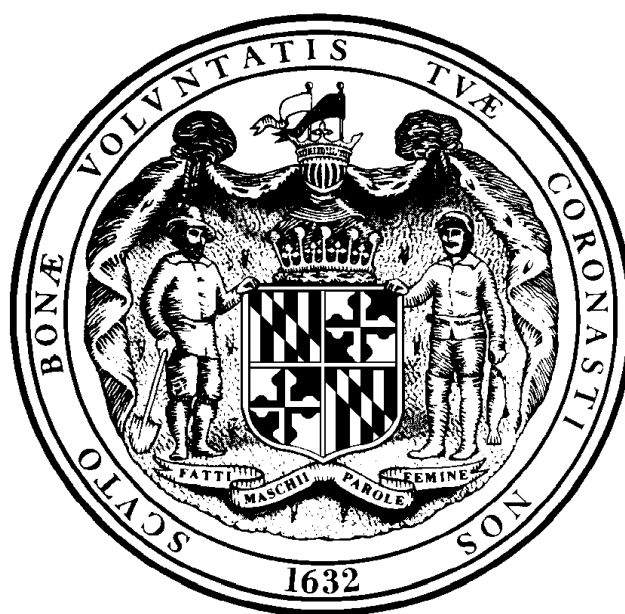
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# Report of the Governor's Salary Commission

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Annapolis, Maryland  
January 2026

# REPORT OF THE GOVERNOR'S SALARY COMMISSION



ANNAPOLIS, MARYLAND  
JANUARY 2026

# Governor's Salary Commission

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Bruce M. Plaxen, **Chair**  
Jamar R. Brown  
Eleanor M. Carey  
Susanne Brogan  
Anissa M. Walker

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President  
President  
Speaker  
Speaker

## Serving Ex-officio

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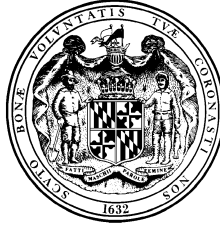
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## Governor's Salary Commission

January 22, 2026

The Honorable Wes Moore  
Governor of Maryland

The Honorable Bill Ferguson  
President of the Senate

The Honorable Aruna Miller  
Lieutenant Governor of Maryland

The Honorable Joseline A. Peña-Melnyk  
Speaker of the House of Delegates

Dear Governor Moore, Lt. Governor Miller, President Ferguson, and Speaker Peña-Melnyk:

The Governor's Salary Commission has completed its thirteenth quadrennial study as directed by the Maryland Constitution. It is our privilege to report the commission's conclusions. In accordance with the provisions of Article II §21A of the Maryland Constitution, the commission recommends that the salary of the Governor and Lieutenant Governor be increased for the four year term of office, 2027 through 2030, as indicated in the following table:

| <b><u>Governor</u></b> |           | <b><u>Lieutenant Governor</u></b> |           |
|------------------------|-----------|-----------------------------------|-----------|
| First Year             | \$195,000 | First Year                        | \$175,000 |
| Second Year            | 202,000   | Second Year                       | 180,000   |
| Third Year             | 202,000   | Third Year                        | 180,000   |
| Fourth Year            | 210,000   | Fourth Year                       | 185,000   |

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

| <b><u>Attorney General</u></b> |           | <b><u>Secretary of State</u></b> |           |
|--------------------------------|-----------|----------------------------------|-----------|
| <b><u>Comptroller</u></b>      |           |                                  |           |
| <b><u>Treasurer</u></b>        |           |                                  |           |
| First Year                     | \$175,000 | First Year                       | \$120,000 |
| Second Year                    | 180,000   | Second Year                      | 124,000   |
| Third Year                     | 180,000   | Third Year                       | 124,000   |
| Fourth Year                    | 185,000   | Fourth Year                      | 128,000   |

The members of the Governor's Salary Commission trust that you find these suggestions helpful. We enjoyed this opportunity to serve the citizens of Maryland and would be pleased to meet with you and the members of the General Assembly to discuss the commission's work and proposals.

Respectfully submitted,



Bruce M. Plaxen, Chairman



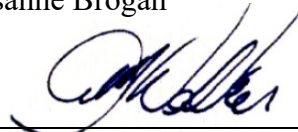
Jamar R. Brown



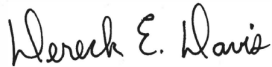
Susanne Brogan



Eleanor M. Carey



Anissa M. Walker



Dereck E. Davis, State Treasurer

# **Governor's Salary Commission 2025 Interim Membership Roster**

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

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

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

Susanne Brogan  
Anissa M. Walker

## **Serving Ex-officio**

Treasurer Dereck E. Davis

## **Committee Staff**

Thomas S. Elder  
Eric F. Pierce

## **Support Staff**

Lauren Porter



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# Report Summary

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The Governor's Salary Commission met once in December 2025 and once in January 2026 to perform its constitutionally required quadrennial task of recommending annual salary levels for Maryland's Governor and Lieutenant Governor (see **Appendix 1**). In developing its recommendation, the commission examined various data including salary trends among key administrative posts in the Maryland State government, salaries paid to other governors and lieutenant governors nationally, salaries paid to Maryland county executives, and changes to salaries of State employees over the last 23 fiscal years.

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

For the 2023 through 2026 term of office, the annual salary for the Governor and Lieutenant Governor increased from \$184,000 to \$195,000 and \$165,000 to \$175,000, respectively. In crafting its recommendation, the commission noted that between calendar 2023 and 2026, projected inflation, as measured by the change in the Consumer Price Index, is expected to increase by approximately 9.2%. The commission also noted that while the salaries of both the Governor and Lieutenant Governor rank in approximately the top quintile of Governor and Lieutenant Governor salaries nationally, the salaries have not kept pace with inflation.

Accordingly, the commission recommends the following salary increases for the Governor and Lieutenant Governor for the 2027 through 2030 term of office:

## **Governor**

|             |           |
|-------------|-----------|
| First Year  | \$195,000 |
| Second Year | 202,000   |
| Third Year  | 202,000   |
| Fourth Year | 210,000   |

## **Lieutenant Governor**

|             |           |
|-------------|-----------|
| First Year  | \$175,000 |
| Second Year | 180,000   |
| Third Year  | 180,000   |
| Fourth Year | 185,000   |

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

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

For the 2023 through 2026 term of office, the annual salary for the Comptroller, the Treasurer, and the Attorney General increased from \$165,000 to \$175,000 and the annual salary for the Secretary of State increased from \$112,500 to \$120,000. Because the same inflationary factors affected the salaries of Maryland's other constitutional officers, and in recognition that some of the deputies to those constitutional officers have salaries

significantly higher than their principals, the commission recommends salary increases as follows:

**Comptroller, Treasurer and  
Attorney General**

|             |           |
|-------------|-----------|
| First Year  | \$175,000 |
| Second Year | 180,000   |
| Third Year  | 180,000   |
| Fourth Year | 185,000   |

**Secretary of State**

|             |           |
|-------------|-----------|
| First Year  | \$120,000 |
| Second Year | 124,000   |
| Third Year  | 124,000   |
| Fourth Year | 128,000   |

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

The salaries would be in effect for the term of office 2027 through 2030 and may not be increased during the term of office except as provided in the proposed legislation.

# Introduction

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

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

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

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

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

Salaries resulting from these actions take effect at the beginning of the next term of office, *i.e.*, January 2027.

## **Prior Commission Reports**

There have been 12 prior salary commission reports (**Appendix 3**). The General Assembly adopted, without modification, the joint resolution incorporating the salary recommendations of the first three commissions. The General Assembly amended the joint resolution of the fourth commission's recommendations by reducing the recommended salary of the Governor and Lieutenant Governor. The fifth commission in 1994 recommended no increase for the Governor and Lieutenant Governor. As no change was recommended in 1994, no action was required by the General Assembly in 1994. The General Assembly rejected the increases recommended by the sixth commission in 1998. The General Assembly adopted the increases recommended by the seventh commission in 2002. The General Assembly rejected the increases recommended by the eighth and ninth commissions in 2006 and 2010, respectively. The General Assembly adopted the increases recommended by the tenth commission in 2014. The eleventh commission in 2018 recommended no increase for the Governor and Lieutenant Governor. As no change was recommended in 2018, no action was required by the General Assembly in 2018. Most recently, the General Assembly adopted the increases recommended by the twelfth commission in 2022.

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

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

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

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

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

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

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

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

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

The twelfth commission recommended, and the General Assembly adopted, increases to the salaries for the Governor and the Lieutenant Governor (totaling \$15,000 and \$25,500, respectively, over a four-year phase-in period) to account for the change in the CPI since 2018, the last year in which the salaries had been increased.

The first commission also reviewed other gubernatorial benefits. It proposed legislation revising the Governor's pension plan. The adopted plan remained in effect until 2003 with few changes. One change to the pension plan, which was recommended by the 1985 commission and adopted by the 1986 General Assembly, was the incorporation of a cost-of-living adjustment similar to that provided State employees under the State Employees' Pension System (CPI with a 3% cap). A second change to the plan adopted by the 1990 General Assembly increased the pension of a two-term Governor from one-third to one-half of the final salary. The 2002 commission recommended legislation to amend the pension provisions to make the pension allowance for all Governors calculated as a percentage of the current salary of a Governor. The

2003 General Assembly adopted the legislation. The 2014 General Assembly raised the age at which Governors begin receiving pension payments from 55 years of age to 62 years of age and made changes recommended by the tenth commission that for purposes of the retiree health benefit, Governors vest immediately upon taking office and accrue one-sixteenth of the maximum State benefit for each year served.

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

## **Activities in 2025-2026**

The commission met once in December 2025 and once in January 2026. At the first meeting, the commission received a briefing that covered a review of salary data from other states, economic data, and internal data from Maryland State salaries and positions, and came to the conclusion that an increase in the salaries for the Governor, Lieutenant Governor, and Maryland's other constitutional officers was warranted. The commission also discussed the levels and phasing of the salary increases.

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

# **Compensation Theory**

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

## **Relationship to Salaries Paid to Other Maryland Officials**

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

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

## **A Commensurate Wage**

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

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

receive other unique retirement and personal benefits, which are discussed in the Personal Benefits of Elected Office section of this document.

## **Comparability with Other States**

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

## **Other Considerations**

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

# Review of Compensation Data

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## Salaries Paid to Other Maryland Officials

The commission reviewed salaries paid to cabinet secretaries, the Judiciary, the mayor of Baltimore City, county executives of the largest counties, and State employees. The commission noted that the Governor was paid \$184,000 in 2023. At that time, the Governor made more than all comparable State constitutional officers and all deputies except one. In 2026, the Governor's salary is now less than the maximum salary of all but two cabinet secretaries, lower than all of the State's classifications of judges, and is also less than the salary for all of the deputy constitutional officer positions. This significant change reflects the fact that while inflation rates, personal salaries, and salaries for key State officials have risen, the Governor and other constitutional officer salaries have increased more slowly. As in the past commission cycles, the current commission recognizes that it is important to hire qualified individuals to run major State departments, which might necessitate a salary that is greater than that of the Governor's. **Appendix 4** provides the salary history of selected Maryland State officials.

As shown in **Appendix 5**, the 2024 salaries for the Mayor of Baltimore City and the county executives for Baltimore, Howard, Montgomery and Prince George's counties all exceeded that of the Governor. In 2022, the salaries for the Mayor of Baltimore City and the county executives in Howard, Montgomery and Prince George's counties exceeded that of the Governor.

## Gubernatorial Salaries – Other States

The commission also compared the salary of the Governor of Maryland to that of other states. The 2023 salary of \$184,000 paid to the Maryland Governor ranks eleventh in the nation. As shown in **Appendix 9** through **Appendix 11**, the national salary ranking for Maryland's Governor (eleventh) is somewhat higher than it would be if the Governor's salary was based on population (Maryland ranks eighteenth) but is somewhat lower than it would be if based on per capita income (Maryland ranks tenth). Maryland's ranking in these key measures did not change significantly between 2021 and 2023 – it fell from ninth to eleventh in overall gubernatorial salary, rose one place in the ranking in terms of state population, and fell from seventh to tenth in the per capita income ranking.



## Salary Determinations

---

The commission reviewed salary and related information summarized earlier in this report and recommends the following increases in the salaries of the Governor and Lieutenant Governor for the term of office 2027 through 2030:

| <u>Governor</u> |           | <u>Lieutenant Governor</u> |           |
|-----------------|-----------|----------------------------|-----------|
| First Year      | \$195,000 | First Year                 | \$175,000 |
| Second Year     | 202,000   | Second Year                | 180,000   |
| Third Year      | 202,000   | Third Year                 | 180,000   |
| Fourth Year     | 210,000   | Fourth Year                | 185,000   |

The commission's recommendation for salary increases was made due to increases in the Consumer Price Index (CPI) over the past four years as well as concerns regarding the potential need for more significant increases in later years should salaries remain flat over the next four years. Between calendar 2023 and 2026, the projected CPI change is an increase of approximately 9.0%. The commission noted a larger increase in salary based on the anticipation of future inflation was not warranted because actual levels of inflation could vary greatly from projections.

The commission recommends that the Governor's salary be maintained at the current level in 2027, with a 3.6% increase in 2028, no increase in 2029, and a 4.0% increase in 2030. As a result, by the end of the next term in 2030, the Governor's salary will be \$210,000. As shown in **Exhibit 1**, the Governor's 2030 salary will still be slightly less than the current average salary of the State's three highest paid county executives (Howard, Montgomery, and Prince George's counties).

---

**Exhibit 1**  
**Select Local, State, and National Compensation Data**  
**Fiscal 2023**

| <u>Position</u>                                  | <u>Salary</u> |
|--------------------------------------------------|---------------|
| Maryland Governor                                | \$184,000     |
| Top 15 Gubernatorial Salaries (Average)          | 202,916       |
| Maryland Cabinet Secretaries (Average)           | 196,333       |
| Top 3 Maryland Mayor/County Executives (Average) | 226,487       |

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; local personnel offices; Department of Legislative Services

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With respect to Maryland's other constitutional officers, the commission believes that the current salary parity of the Attorney General, the Comptroller, and the Treasurer with the Lieutenant Governor should be continued for the next term of office. In addition, the salary of the Secretary of State should continue to be set at a level below that of the other constitutional offices and cabinet secretaries to reflect the position's less significant role in State government. This is commensurate with previous commission decisions. Overall, the commission noted that these remaining constitutional officer positions faced the same growing inflation rates as the Governor's salary. In addition, the deputies for the Attorney General, the Comptroller, and the Treasurer all have higher salaries than the heads of those agencies. Therefore, the commission recommends the following salary increases for Maryland's other constitutional officers:

| <b>Comptroller, Treasurer, and</b> |           |                           |           |
|------------------------------------|-----------|---------------------------|-----------|
| <u>Attorney General</u>            |           | <u>Secretary of State</u> |           |
| First Year                         | \$175,000 | First Year                | \$120,000 |
| Second Year                        | 180,000   | Second Year               | 124,000   |
| Third Year                         | 180,000   | Third Year                | 124,000   |
| Fourth Year                        | 185,000   | Fourth Year               | 128,000   |

## **Personal Benefits of Elected Office**

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

### **Governor's Retirement Provisions**

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

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

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

### **Lieutenant Governor/Constitutional Officers' Retirement Provisions**

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

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

## **Other Benefits**

The Governor and the other constitutional officers are eligible to participate in other employee benefit programs in the same manner as State employees. Depending on the program, the State pays 100% of costs, the State and the employees share the cost, or employees pay 100% of the costs. The following benefits are included:

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

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

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

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



## **Other Aspects of Elected Office**

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

### **Transportation**

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

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

### **Security**

The provision of a security detail for the Governor reflects the visibility of the office, the fact that decisions made by a Governor will at times adversely affect some individuals, and the threat of violence. For these reasons, a Governor needs security whether at home, in the office, attending meetings or conferences, or traveling. The number of security personnel and their deployment is primarily a judgment to be made by the Maryland State Police.

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

## **Government House**

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

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

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

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

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**2025/2026**

**Commission Recommendations**

**Action**

***Governor***

Adopted.

|             |           |
|-------------|-----------|
| First Year  | \$195,000 |
| Second Year | 202,000   |
| Third Year  | 202,000   |
| Fourth Year | 210,000   |

***Lieutenant Governor***

Adopted.

***Attorney General***

***Comptroller***

***Treasurer***

|             |           |
|-------------|-----------|
| First Year  | \$175,000 |
| Second Year | 180,000   |
| Third Year  | 180,000   |
| Fourth Year | 185,000   |

***Secretary of State***

Adopted.

|             |           |
|-------------|-----------|
| First Year  | \$120,000 |
| Second Year | 124,000   |
| Third Year  | 124,000   |
| Fourth Year | 128,000   |

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

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

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

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

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**2021/2022**

**Commission Recommendations**

**Action**

***Governor***

Adopted.

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

***Lieutenant Governor***

Adopted.

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

**Suggested Following Salaries**

***Attorney General***

Adopted.

***Comptroller***

Adopted.

***Treasurer***

Adopted.

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

***Secretary of State***

Adopted.

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

## 2017/2018

### Commission Recommendations

### Action

*No Recommendations.*

None.

## 2013/2014

### Commission Recommendations

### Action

#### *Governor*

Adopted.

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

#### *Lieutenant Governor*

Adopted.

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

### Suggested Following Salaries Per Governor's Request

#### *Attorney General*

Adopted.

#### *Comptroller*

Adopted.

#### *Treasurer*

Adopted.

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

#### *Secretary of State*

Adopted.

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

## **Other**

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

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

## **2009/2010**

### **Commission Recommendations**

### **Action**

#### ***Governor***

Rejected. Remains at \$150,000.

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

#### ***Lieutenant Governor***

Rejected. Remains at \$125,000.

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

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

#### ***Attorney General***

Rejected. Remains at \$125,000.

#### ***Comptroller***

Rejected. Remains at \$125,000.

#### ***Treasurer***

Rejected. Remains at \$125,000.

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

#### ***Secretary of State***

Rejected. Remains at \$87,500.

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

## 2005/2006

### **Commission Recommendations**

### **Action**

#### ***Governor***

Rejected. Remains at \$150,000.

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

#### ***Lieutenant Governor***

Rejected. Remains at \$125,000.

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

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

#### ***Attorney General***

Rejected. Remains at \$125,000.

#### ***Comptroller***

Rejected. Remains at \$125,000.

#### ***Treasurer***

Rejected. Remains at \$125,000.

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

#### ***Secretary of State***

Rejected. Remains at \$87,500.

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

## 2001/2002

### **Commission Recommendations**

### **Action**

#### ***Governor***

Adopted.

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

#### ***Lieutenant Governor***

Adopted.

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

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

#### ***Attorney General***

Adopted.

#### ***Comptroller***

Adopted.

#### ***Treasurer***

Adopted.

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

#### ***Secretary of State***

Adopted.

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

### **Other**

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

## 1997/1998

### Commission Recommendations

### Action

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

### Suggested Following Salaries Per Governor's Request

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

## 1993/1994

### Commission Recommendations

### Action

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

### Suggested Following Salaries Per Governor's Request

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

## 1989/1990

### Commission Recommendations

### Action

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

### Suggested Following Salaries Per Governor's Request

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

### Other

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

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

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

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

## 1985/1986

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

### Other

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

## 1981/1982

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

### Other

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

## 1977/1978

### Commission Recommendations

### Action

**Governor** \$60,000

Adopted.

**Lieutenant Governor** \$52,500

Adopted.

### Other

*Proposed legislation establishing pension for Governors leaving office after January 17, 1979 – one-third of Governor's highest salary with cost-of-living increases per State Employees' Retirement System.*

**Bill enacted with amendment eliminating cost-of-living provision.**

Proposed legislation consolidating appropriations relating to the operation of Government House.

**Amended bill vetoed by Governor but recommendation substantially implemented through budgetary action of Governor Hughes but repealed by action of Governor Schaefer.**

Proposed legislation establishing a \$20,000 transition allowance for Governors leaving office after January 17, 1979.

**Bill failed.**

**Appendix 4**  
**Salaries of Selected Maryland State**  
**Officials Fiscal 2019-2026\***

|                                       | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>% Change</u><br><u>2019-2022</u> | <u>2023</u> | <u>2024</u> | <u>2025</u> | <u>2026</u> | <u>% Change</u><br><u>2023-2026</u> |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| <b>Constitutional Officers*</b>       |             |             |             |             |                                     |             |             |             |             |                                     |
| Governor                              | \$180,000   | \$180,000   | \$180,000   | \$180,000   | 0.00%                               | \$184,000   | \$188,000   | \$192,000   | \$195,000   | 5.98%                               |
| Lieutenant Governor                   | 149,500     | 149,500     | 149,500     | 149,500     | 0.00%                               | 165,000     | 170,000     | 173,000     | 175,000     | 6.06%                               |
| Attorney General                      | 149,500     | 149,500     | 149,500     | 149,500     | 0.00%                               | 165,000     | 170,000     | 173,000     | 175,000     | 6.06%                               |
| Comptroller                           | 149,500     | 149,500     | 149,500     | 149,500     | 0.00%                               | 165,000     | 170,000     | 173,000     | 175,000     | 6.06%                               |
| Treasurer                             | 149,500     | 149,500     | 149,500     | 149,500     | 0.00%                               | 165,000     | 170,000     | 173,000     | 175,000     | 6.06%                               |
| Secretary of State                    | 105,500     | 105,500     | 105,500     | 105,500     | 0.00%                               | 112,500     | 116,000     | 118,500     | 120,000     | 6.67%                               |
| <b>Deputy Constitutional Officers</b> |             |             |             |             |                                     |             |             |             |             |                                     |
| Attorney General                      | \$153,532   | \$156,603   | \$162,109   | \$167,006   | 8.78%                               | \$167,006   | \$207,412   | \$214,812   | \$233,561   | 39.85%                              |
| Comptroller                           | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                               | 193,595     | 223,345     | 249,011     | 362,977     | 87.49%                              |
| Treasurer                             | 153,532     | 156,603     | 162,109     | 167,006     | 8.78%                               | 167,006     | 192,671     | 249,011     | 251,502     | 50.59%                              |
| <b>Judiciary</b>                      |             |             |             |             |                                     |             |             |             |             |                                     |
| Judge, Supreme Court                  | \$186,433   | \$186,433   | \$191,433   | \$196,433   | 5.36%                               | \$231,433   | \$216,433   | \$226,433   | \$236,433   | 2.16%                               |
| Ch. Judge, Supreme Court              | 205,433     | 205,433     | 210,433     | 215,433     | 4.87%                               | 250,433     | 235,433     | 245,433     | 255,433     | 2.00%                               |
| Judge, Appellate Court                | 173,633     | 173,633     | 178,633     | 183,633     | 5.76%                               | 209,433     | 203,633     | 213,633     | 223,633     | 6.78%                               |
| Ch. Judge, Appellate Court            | 176,633     | 176,633     | 181,633     | 186,633     | 5.66%                               | 221,633     | 206,633     | 216,633     | 226,633     | 2.26%                               |
| Judge, Circuit Court                  | 164,433     | 164,433     | 169,433     | 174,433     | 6.08%                               | 209,433     | 194,433     | 204,433     | 214,433     | 2.39%                               |
| Judge, District Court                 | 151,333     | 151,333     | 156,333     | 161,333     | 6.61%                               | 196,333     | 181,333     | 191,333     | 201,333     | 2.55%                               |
| Ch. Judge, District Court             | 173,633     | 173,633     | 178,633     | 183,633     | 5.76%                               | 218,633     | 203,633     | 213,633     | 223,633     | 2.29%                               |

|                              | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>% Change<br/>2019-2022</u> | <u>2023</u> | <u>2024</u> | <u>2025</u> | <u>2026</u> | <u>% Change<br/>2023-2026</u> |
|------------------------------|-------------|-------------|-------------|-------------|-------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| <b>Cabinet Secretaries</b>   |             |             |             |             |                               |             |             |             |             |                               |
| Superintendent of Schools    | \$236,000   | \$240,720   | \$236,000   | \$275,000   | 16.53%                        | \$310,000   | \$310,000   | \$343,747   | \$360,500   | 16.29%                        |
| Aging                        | 153,532     | 156,603     | 162,109     | 167,006     | 8.78%                         | 167,006     | 207,412     | 231,248     | 174,146     | 4.28%                         |
| Planning                     | 153,532     | 156,603     | 162,109     | 167,006     | 8.78%                         | 167,006     | 207,412     | 214,812     | 233,561     | 39.85%                        |
| Emergency Management         |             |             |             |             |                               | 167,006     | 223,345     | 249,011     | 251,502     | 50.59%                        |
| Veterans                     | 114,600     | 116,892     | 121,002     | 124,658     | 8.78%                         | 124,658     | 207,412     | 214,812     | 233,561     | 87.36%                        |
| Budget and Management        | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                         | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| Information Technology       | 177,977     | 177,977     | 187,919     | 193,595     | 8.78%                         | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| General Services             | 153,532     | 156,603     | 187,919     | 193,595     | 26.09%                        | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| Service and Civic Innovation |             |             |             |             |                               |             |             |             | 233,561     | N/A                           |
| Transportation               | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                         | 193,595     | 322,343     | 354,979     | 354,979     | 83.36%                        |
| Natural Resources            | 165,281     | 168,587     | 174,513     | 179,785     | 8.78%                         | 179,785     | 322,343     | 359,383     | 362,977     | 101.90%                       |
| Agriculture                  | 153,532     | 156,603     | 162,109     | 167,006     | 8.78%                         | 167,006     | 223,345     | 249,011     | 187,337     | 12.17%                        |
| Health                       | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                         | 279,407     | 322,343     | 359,383     | 362,977     | 29.91%                        |
| Human Services               | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                         | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| Labor                        | 165,281     | 168,587     | 174,513     | 179,785     | 8.78%                         | 179,785     | 322,343     | 359,383     | 362,977     | 101.90%                       |
| Public Safety                | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                         | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| Higher Education Commission  | 165,281     | 168,587     | 174,513     | 179,785     | 8.78%                         | 179,785     | 207,412     | 249,011     | 251,502     | 39.89%                        |
| Housing                      | 165,281     | 168,587     | 174,513     | 179,785     | 8.78%                         | 179,785     | 322,343     | 359,383     | 362,977     | 101.90%                       |
| Commerce                     | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                         | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| Environment                  | 165,281     | 168,587     | 187,919     | 193,595     | 17.13%                        | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| Juvenile Services            | 177,977     | 181,537     | 187,919     | 193,595     | 8.78%                         | 193,595     | 322,343     | 359,383     | 362,977     | 87.49%                        |
| State Police                 | 177,977     | 181,537     | 271,215     | 279,407     | 56.99%                        | 279,407     | 322,343     | 359,383     | 362,977     | 29.91%                        |

\* Salary levels reflect actual budgeted amounts from fiscal 2019 through 2022. For constitutional officers, fiscal 2023 through 2026 correspond to calendar years.

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

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

**Appendix 5**  
**Mayor and County Executive Salaries**  
**Fiscal 2014-2024**

| <b><u>County</u></b>   | <b><u>2014</u></b> | <b><u>2018</u></b> | <b><u>2022</u></b> | <b><u>2024</u></b> | <b><u>% Change<br/>2022-2024</u></b> | <b><u>% Change<br/>2018-2024</u></b> |
|------------------------|--------------------|--------------------|--------------------|--------------------|--------------------------------------|--------------------------------------|
| Anne Arundel County    | \$130,000          | \$139,000          | \$142,000          | \$142,000          | 0%                                   | 2%                                   |
| Baltimore City         | 159,380            | 175,926            | 194,189            | 204,020            | 5%                                   | 16%                                  |
| Baltimore County       | 150,000            | 175,000            | 175,000            | 192,000            | 10%                                  | 10%                                  |
| Harford County         | 105,136            | 131,939            | 145,297            | 165,557            | 14%                                  | 25%                                  |
| Howard County          | 163,482            | 180,492            | 202,217            | 227,012            | 12%                                  | 26%                                  |
| Montgomery County      | 180,250            | 192,769            | 192,769            | 223,791            | 16%                                  | 16%                                  |
| Prince George's County | 180,474            | 209,998            | 218,998            | 228,658            | 4%                                   | 9%                                   |

Source: MACo – Fiscal 2024 Survey (County Employee Salaries)

## Appendix 6

### Comparison of Maryland State Retirement and Pension Systems

|                                                                                                                                           | <u>General<br/>Assembly</u>                                 | <u>Governor</u>  | <u>Judges</u>                      | <u>Employees and<br/>Teachers<br/>Pension Systems<sup>1</sup></u>                      | <u>State Police</u>                 | <u>Law<br/>Enforcement<br/>Officers' System</u> | <u>Correctional<br/>Officers'<br/>System</u>                      |
|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------|------------------------------------|----------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------------|-------------------------------------------------------------------|
| <b>Participation</b>                                                                                                                      | Mandatory                                                   | Automatic        | Condition of<br>employment         | Condition of<br>employment                                                             | Condition of<br>employment          | Condition of<br>employment                      | Condition of<br>employment                                        |
| <b>Vesting</b>                                                                                                                            |                                                             |                  |                                    |                                                                                        |                                     |                                                 |                                                                   |
| Hired on or Before<br>6/30/11                                                                                                             | 8 years of<br>service                                       | One full term    | Immediate                          | 5 years of<br>service                                                                  | 5 years of<br>service               | 5 years of<br>service                           | 5 years of<br>service                                             |
| <i>Hired on or After<br/>7/1/11; or Judges<br/>Hired on or After<br/>7/1/12</i>                                                           | <i>No change</i>                                            | <i>No change</i> | <i>5 years of<br/>service</i>      | <i>10 years of<br/>service</i>                                                         | <i>10 years of<br/>service</i>      | <i>10 years of<br/>service</i>                  | <i>10 years of<br/>service</i>                                    |
| <b>Employee<br/>Contributions<sup>2</sup></b>                                                                                             | 7.0% of salary,<br>for 22 years,<br>3 months                | None             | 8.0% of<br>salary, for<br>16 years | 7.0% of salary                                                                         | 8.0% of salary                      | 7.0% of salary                                  | 5.0% of salary                                                    |
| <b>Service Retirement Conditions</b>                                                                                                      |                                                             |                  |                                    |                                                                                        |                                     |                                                 |                                                                   |
| Hired on or Before<br>6/30/11; or<br>Legislators with<br>Creditable Service<br>Before 1/14/15; or a<br>Governor Serving<br>Before 1/21/15 | Age 60; or<br>age 50 with<br>8 years,<br>reduced<br>benefit | Age 55           | Age 60                             | Age 62 or<br>30 years<br>of service;<br>or age 55 with<br>15 years,<br>reduced benefit | Age 50 or<br>22 years of<br>service | Age 50 or<br>25 years of<br>service             | 20 years of<br>service or<br>age 55 with<br>5 years of<br>service |

|                                                                                                                                                                                                           | <u>General<br/>Assembly</u>                                            | <u>Governor</u>                                                                                                          | <u>Judges</u>                                                                                               | <u>Employees and<br/>Teachers<br/>Pension Systems<sup>1</sup></u>                                                                                                                                       | <u>State Police</u>                                                             | <u>Law<br/>Enforcement<br/>Officers' System</u>                                                                                                                                                                                     | <u>Correctional<br/>Officers'<br/>System</u>                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| <i>Hired on or After<br/>7/1/11; or Judges<br/>Hired on or After<br/>7/1/12; or Legislators<br/>with No Creditable<br/>Service Before<br/>1/14/15; or a<br/>Governor Serving on<br/>or Before 1/21/15</i> | <i>Age 62; or<br/>age 55 with<br/>8 years,<br/>reduced<br/>benefit</i> | <i>Age 62</i>                                                                                                            | <i>Age 60 with<br/>5 years of<br/>service</i>                                                               | <i>Age 65 with<br/>10 years of<br/>service or<br/>Rule of 90<sup>3</sup>; or<br/>age 60 with<br/>15 years,<br/>reduced benefit</i>                                                                      | <i>Age 50 or<br/>25 years of<br/>service</i>                                    | <i>No change</i>                                                                                                                                                                                                                    | <i>Age 55 with<br/>10 years of<br/>service</i>                                    |
| <b>Allowance</b>                                                                                                                                                                                          |                                                                        |                                                                                                                          |                                                                                                             |                                                                                                                                                                                                         |                                                                                 |                                                                                                                                                                                                                                     |                                                                                   |
| Hired on or Before<br>6/30/11                                                                                                                                                                             | 3.0% of<br>current<br>legislative<br>salary per year<br>of service     | One-third of<br>current annual<br>salary for<br>one term; or<br>one-half of<br>current annual<br>salary for<br>two terms | Two-thirds of<br>active judge<br>salary at<br>16 years<br>(reduced<br>benefit for<br>less than<br>16 years) | 1.2% of salary<br>for years of<br>service prior to<br>7/1/98; plus<br>1.8% of salary<br>for years of<br>service on or<br>after 7/1/98<br>(calculated on<br>highest<br>3 consecutive<br>years of salary) | 2.55% per year<br>of service<br>(calculated on<br>highest 3 years<br>of salary) | 2.0% per year<br>if subject to the<br>LEOPS<br>modified<br>pension<br>benefit;<br>otherwise 2.3%<br>for first<br>30 years and<br>1.0% for each<br>year thereafter<br>(calculated on<br>highest<br>3 consecutive<br>years of salary) | 1.8% per year<br>of service<br>(calculated on<br>highest<br>3 years of<br>salary) |
| <i>Hired on or After<br/>7/1/11</i>                                                                                                                                                                       | <i>No change</i>                                                       | <i>No change</i>                                                                                                         | <i>No change</i>                                                                                            | <i>1.5% of salary<br/>(calculated on<br/>highest<br/>5 consecutive<br/>years of salary)</i>                                                                                                             | <i>Calculated on<br/>highest 5 years<br/>of salary</i>                          | <i>Calculated on<br/>highest<br/>5 consecutive<br/>years of salary</i>                                                                                                                                                              | <i>Calculated on<br/>highest<br/>5 years of<br/>salary</i>                        |

|                                                     | <u>General<br/>Assembly</u>                                                                                            | <u>Governor</u>                                                                                                                                                            | <u>Judges</u>                          | <u>Employees and<br/>Teachers<br/>Pension Systems<sup>1</sup></u>                                                                          | <u>State Police</u>                                                                                                                    | <u>Law<br/>Enforcement<br/>Officers' System</u>                                                                                            | <u>Correctional<br/>Officers'<br/>System</u>                                                                                                   |
|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Post-retirement Adjustments<sup>4</sup></b>      |                                                                                                                        |                                                                                                                                                                            |                                        |                                                                                                                                            |                                                                                                                                        |                                                                                                                                            |                                                                                                                                                |
| Service Credit Earned<br>on or Before 6/30/11       | Based on<br>salary of<br>active<br>legislators                                                                         | Based on<br>salary of<br>current<br>Governor                                                                                                                               | Based on<br>salary of<br>active judges | Limited to<br>3.0% of initial<br>benefit                                                                                                   | Unlimited<br>annual COLA                                                                                                               | Limited to<br>3.0% of initial<br>benefit                                                                                                   | Unlimited<br>annual COLA                                                                                                                       |
| <i>Service Credit Earned<br/>on or After 7/1/11</i> | <i>No change</i>                                                                                                       | <i>No change</i>                                                                                                                                                           | <i>No change</i>                       | <i>Limited to<br/>2.5% in any<br/>year that the<br/>system earns<br/>the assumed<br/>rate of return;<br/>otherwise<br/>limited to 1.0%</i> | <i>Limited to 2.5%<br/>in any year that<br/>the system earns<br/>the assumed<br/>rate of return;<br/>otherwise<br/>limited to 1.0%</i> | <i>Limited to<br/>2.5% in any<br/>year that the<br/>system earns<br/>the assumed<br/>rate of return;<br/>otherwise<br/>limited to 1.0%</i> | <i>Limited to<br/>2.5% in any<br/>year that the<br/>system earns<br/>the assumed<br/>rate of return;<br/>otherwise<br/>limited to<br/>1.0%</i> |
| <b>Ordinary Disability Retirement</b>               |                                                                                                                        |                                                                                                                                                                            |                                        |                                                                                                                                            |                                                                                                                                        |                                                                                                                                            |                                                                                                                                                |
| Conditions                                          | Active<br>legislator must<br>have 8 years<br>of service and<br>be certified<br>disabled by<br>the BOT<br>medical board | General<br>Assembly<br>adopts<br>resolution by<br>a 3/5 vote that<br>Governor is<br>unable to<br>perform duties<br>of office due<br>to physical or<br>mental<br>disability | Incapacitated<br>for duty              | Incapacitated<br>for duty after<br>5 years<br>eligibility<br>service                                                                       | Incapacitated<br>for duty after<br>5 years<br>eligibility<br>service                                                                   | Incapacitated<br>for duty after<br>5 years<br>eligibility<br>service                                                                       | Incapacitated<br>for duty after<br>5 years<br>eligibility<br>service                                                                           |

|                                         | <u>General<br/>Assembly</u>                            | <u>Governor</u>                                                                                     | <u>Judges</u>                                                                 | <u>Employees and<br/>Teachers<br/>Pension Systems<sup>1</sup></u>          | <u>State Police</u>                                                      | <u>Law<br/>Enforcement<br/>Officers' System</u>                          | <u>Correctional<br/>Officers'<br/>System</u>                               |
|-----------------------------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Allowance                               | 3.0% of current legislative salary per year of service | If in first term, one-third of current annual salary; if in second term, one-half of current salary | Service retirement (with minimum of 33.3% of salary after 3 years of service) | Service retirement projected to age 62                                     | Service retirement with minimum of 35.0% of salary                       | Service retirement projected to age 50                                   | Service retirement with minimum of 25.0% of salary                         |
| <b>Accidental Disability Retirement</b> |                                                        |                                                                                                     |                                                                               |                                                                            |                                                                          |                                                                          |                                                                            |
| Conditions                              | Not applicable                                         | Not applicable                                                                                      | Not applicable                                                                | Permanently and totally disabled by accident in the performance of duty    | Permanently and totally disabled by accident in the performance of duty  | Permanently and totally disabled by accident in the performance of duty  | Permanently and totally disabled by accident in the performance of duty    |
| Allowance                               | Not applicable                                         | Not applicable                                                                                      | Not applicable                                                                | Two-thirds of salary plus annuity based on member contributions            | Two-thirds of salary plus annuity based on member contributions          | Two-thirds of salary plus annuity based on member contributions          | Two-thirds of salary plus annuity based on member contributions            |
| <b>Line-of-duty Death Benefit</b>       |                                                        |                                                                                                     |                                                                               |                                                                            |                                                                          |                                                                          |                                                                            |
| Conditions                              | Not applicable                                         | Not applicable                                                                                      | Killed with death arising out of or in the course of performance of duties    | Killed with death arising out of or in the course of performance of duties | Dies with death arising out of or in the course of performance of duties | Dies with death arising out of or in the course of performance of duties | Killed with death arising out of or in the course of performance of duties |

|           | <u>General<br/>Assembly</u> | <u>Governor</u> | <u>Judges</u>                                                                                                   | <u>Employees and<br/>Teachers<br/>Pension Systems<sup>1</sup></u>                                               | <u>State Police</u>                                                                                             | <u>Law<br/>Enforcement<br/>Officers' System</u>                                                                 | <u>Correctional<br/>Officers'<br/>System</u>                                                                    |
|-----------|-----------------------------|-----------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Allowance | Not applicable              | Not applicable  | Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents | Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents | Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents | Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents | Two-thirds of salary plus annuity based on member contributions; payable to spouse, children, dependent parents |

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

COLA: cost-of-living adjustment

LEOPS: Law Enforcement Officers' Pension System

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

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

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

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

Source: Department of Legislative Services

**Appendix 7**  
**General Salary Increases, Increments, and Other Compensation**  
**Fiscal 2003-2026**

**State Employees**

| <b><u>Fiscal Year</u></b> | <b><u>Date of Increase</u></b> | <b><u>General Salary Increase</u></b>  | <b><u>Increments</u></b> | <b><u>Police, Natural Resources Police, and Park Ranger Salary Increases</u></b> | <b><u>Maximum Deferred Compensation Match by State</u></b> | <b><u>Pay-for-performance Bonuses</u></b> | <b><u>Annual Salary Review Reclassifications</u></b> | <b><u>Other</u></b>                                                            |
|---------------------------|--------------------------------|----------------------------------------|--------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------------------|
| 2003                      |                                | None                                   | None                     |                                                                                  | \$500                                                      | None                                      | None                                                 |                                                                                |
| 2004                      |                                | None                                   | None                     |                                                                                  | None                                                       | None                                      | None                                                 |                                                                                |
| 2005                      | 7/1/2004                       | \$752                                  | On time                  |                                                                                  | None                                                       | None                                      | Yes <sup>(1)</sup>                                   |                                                                                |
| 2006                      | 7/1/2005                       | 1.5%                                   | On time                  |                                                                                  | \$400                                                      | None                                      | Yes <sup>(2)</sup>                                   |                                                                                |
| 2007                      | 7/1/2006                       | \$900, \$1,400, or 2.0% <sup>(3)</sup> | On time                  | 2.0% extra, 9.0% extra for State police (primarily DGS and DHMH officers)        | \$600                                                      | None                                      | Yes <sup>(4)</sup>                                   | 2 steps on standard salary schedule; 1 step on the physician's salary schedule |
| 2008                      | 7/1/2007                       | 2.0%                                   | On time                  |                                                                                  | \$600                                                      | None                                      | None                                                 |                                                                                |
| 2009                      | 7/1/2008                       | 0.5% <sup>(5)</sup>                    | On time                  |                                                                                  | \$600                                                      | None                                      | Yes <sup>(6)</sup>                                   | 2-5-day furlough enacted <sup>(7)</sup>                                        |
| 2010                      |                                | None                                   | None                     |                                                                                  | \$0                                                        | None                                      | None                                                 | 3-1- day furlough enacted <sup>(8)</sup>                                       |
| 2011                      |                                | None                                   | None                     |                                                                                  | \$0                                                        | None                                      | None                                                 | 3-10-day furlough enacted <sup>(9)</sup>                                       |
| 2012                      |                                | None                                   | None                     | Negotiated increments                                                            | \$0                                                        | \$750 bonus <sup>(10)</sup>               | None                                                 | Furloughs ended                                                                |
| 2013                      | 1/1/2013                       | 2.0%                                   | None                     |                                                                                  | \$0                                                        | None                                      | Yes <sup>(11)</sup>                                  |                                                                                |

**State Employees**

| <b><u>Fiscal Year</u></b> | <b><u>Date of Increase</u></b> | <b><u>General Salary Increase</u></b> | <b><u>Increments</u></b> | <b><u>Police, Natural Resources Police, and Park Ranger Salary Increases</u></b> | <b><u>Maximum Deferred Compensation Match by State</u></b> | <b><u>Pay-for-performance Bonuses</u></b> | <b><u>Annual Salary Review Reclassifications</u></b> | <b><u>Other</u></b> |
|---------------------------|--------------------------------|---------------------------------------|--------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------|------------------------------------------------------|---------------------|
| 2014                      | 1/1/2014                       | 3.0%                                  | 4/1/2014                 | Negotiated increments                                                            | \$0                                                        | None                                      | Yes <sup>(12)</sup>                                  |                     |
| 2015                      | 1/1/2015                       | 2.0%                                  | On time                  | Negotiated increments                                                            | \$0                                                        | None                                      | Yes <sup>(13)</sup>                                  |                     |
| 2016                      | 7/1/2015                       | 2.0%                                  | None                     |                                                                                  | \$0                                                        | None                                      | Yes <sup>(14)</sup>                                  |                     |
| 2017                      |                                | None                                  | On time                  | Negotiated increments                                                            | \$0                                                        | None                                      | Yes <sup>(15)</sup>                                  |                     |
| 2018                      |                                | None                                  | None                     | Negotiated increments                                                            | \$0                                                        | None                                      | None                                                 |                     |
| 2019                      | 1/1/19;<br>4/1/19              | 2%;<br>0.5% <sup>(16)</sup>           | None                     | 2% and negotiated increments                                                     | 0                                                          | \$500 <sup>(16)</sup>                     | Yes <sup>(17)</sup>                                  |                     |
| 2020                      | 7/1/19;<br>1/1/20              | 3%;<br>1% <sup>(18)</sup>             | None                     | 5% and negotiated increments                                                     | 0                                                          | None                                      | Yes <sup>(19)</sup>                                  |                     |
| 2021                      | 1/1/2021                       | 2%                                    | None                     | 0.05%                                                                            | 0                                                          | None                                      | Yes <sup>(20)</sup>                                  |                     |
| 2022                      | 1/1/2022                       | 1% <sup>(21)</sup>                    | 1/1/2022                 | 4% and negotiated increments                                                     | 0                                                          | \$1,000/\$1,500 <sup>(22)</sup>           | Yes <sup>(23)</sup>                                  |                     |
| 2023                      | 7/1/22;<br>11/1/22             | 3%;<br>4.5%                           | On time                  | 7% and negotiated increments <sup>(24)</sup>                                     | 0                                                          | None                                      | Yes <sup>(25)</sup>                                  |                     |
| 2024                      | 7/1/2023                       | 2%                                    | On time <sup>(26)</sup>  | 5% and negotiated increments                                                     | 600                                                        | None                                      | Yes <sup>(27)</sup>                                  |                     |
| 2025                      | 7/1/2024                       | 3%                                    | On time <sup>(28)</sup>  | 5% and negotiated increments                                                     | 600                                                        | None                                      | Yes <sup>(29)</sup>                                  |                     |
| 2026                      | 7/1/2025                       | 1%                                    | On time <sup>(30)</sup>  |                                                                                  | 600                                                        | None                                      | None                                                 |                     |

DGS: Department of General Services

DHMH: Department of Health and Mental Hygiene

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

- (2) The fiscal 2006 ASR provided a one-grade salary adjustment for the Deputy State Fire Marshal classification series.
- (3) Fiscal 2007 general salary increases were \$900 for employees making less than \$45,000 at the end of fiscal 2006, \$1,400 for employees making \$70,000 or more, and 2% for those remaining.
- (4) The fiscal 2007 ASR provided reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, ALJ, and teachers' aides.
- (5) A 2.0% cost-of-living increase was included in the fiscal 2009 budget. However, a furlough for State employees by Executive Order 01.01.2008.20 on December 16, 2008, reduced employee salaries by an average of approximately 1.5%. General Assembly members are constitutionally exempt from furloughs.
- (6) The fiscal 2009 ASR provided reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialists, veteran services, cemetery workers, call center specialists, complex tax auditors, tax consultants, retirement benefits counselors, medical care specialists, dental workers, financial regulators, deputy fire marshals, lead aviation maintenance technicians, police communications operators, and civilian helicopter pilots.
- (7) State employee salaries were reduced through furlough in fiscal 2009 by Executive Order 01.01.2008.20 in December 2008. The salaries for employees earning \$40,000 were reduced by the value of two days' salary; those earning between \$40,000 and \$59,999 were reduced by the value of four days' salary; and those earning \$60,000 or above were reduced by five days' salary. Public safety positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.
- (8) State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 are furloughed for an additional three days, those between \$50,000 and \$99,999 for an extra four days; and those earning over \$100,000 are furloughed for an additional five days. The result was an average salary reduction of approximately 2.6%.
- (9) State employee salaries were reduced through furloughs and salary reductions in fiscal 2011 by Executive Order 01.01.2010.11 in May 2010. The structure mirrors the fiscal 2010 program.
- (10) The fiscal 2012 budget provided employees with a one-time \$750 bonus.
- (11) The fiscal 2013 ASR provided upgrades to the following classifications: contribution tax auditors, Maryland correctional enterprise industries representative I and II, and regional managers. Two new classes were also created – nutrient management specialist III and forensic behavioral specialists.
- (12) The fiscal 2014 ASR provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessment and Taxation assessors; personnel classifications at the Maryland Department of Health (MDH), the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police (DSP). Parole and probation agents at DPSCS that are an agent I receive a one-grade increase, agent II and senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management (DBM) are moved into four-level class series.

- <sup>(13)</sup> The fiscal 2015 ASR provided one grade for the following classifications: psychologist positions statewide, DBM operating and capital analysts; park technicians at the Department of Natural Resources; direct care workers and geriatric assistants at MDH; psychiatrists, alcohol and drug counselors, and criminal justice social workers at DPSCS; and loan writers at the Department of Housing and Community Development. The ASR also included funds to provide equity for the planning series at the Department of Planning and MDH and a \$3,000 hire bonus and a \$3,000 retention bonus for registered nurses at MDH.
- <sup>(14)</sup> The fiscal 2016 ASR provided a one-grade increase to wage and hour investigators and administrators at the Employment Standards and Prevailing Wage Programs at the Department of Labor, Licensing, and Regulation.
- <sup>(15)</sup> The fiscal 2017 ASR provided for step increases for building security officers; a one-grade increase for DGS procurement officers; salary parity with detective for the warrant apprehension job series at DPSCS; step increases for Department of Housing and Urban Development fiscal staff; and polygraph operators at DSP and DPSCS.
- <sup>(16)</sup> Employees received a 2% increase on January 1, 2019, and a 0.5% increase on April 1, 2019. The April salary increase, as well as a \$500 bonus effective at the same time, were contingent on fiscal 2018 general fund revenues exceeding the December 2017 estimate by at least \$75 million, which they did.
- <sup>(17)</sup> The fiscal 2019 ASR provided for step increases for airport firefighters, security attendants and licensed practical nurses at Clifton T. Perkins Hospital, fire safety inspectors, and police communication operators.
- <sup>(18)</sup> Employees received a 3% increase on July 1, 2019. With the exception of employees represented by the American Federation of State, County, and Municipal Employees (AFSCME), employees received a 1% increase on January 1, 2020.
- <sup>(19)</sup> The fiscal 2020 ASR provided for a one step increase for alcohol and drug counselors, mental health professional counselors, park services associates, registered nurses, epidemiologists, and environmental compliance specialists; and salary restructures for procurement employees and correctional officers.
- <sup>(20)</sup> The fiscal 2021 ASR provided for a one step increase for approximately 200 classifications, primarily in those with high vacancy rates.
- <sup>(21)</sup> Members of AFSCME received an additional 1% cost-of-living adjustment on 1/1/22.
- <sup>(22)</sup> AFSCME employees that were part of a grievance against the State related to pandemic response and premium pay also received a \$2,500 bonus.
- <sup>(23)</sup> The fiscal 2022 ASR provides for targeted salary increases for fiscal specialists, fire protection engineers, and principals; it also increases all State employees hourly wage to at least \$15 per hour.
- <sup>(24)</sup> Members of the State Law Enforcement Officers Labor Alliance also received the 11/1/22 4.5% salary increase.
- <sup>(25)</sup> The fiscal 2023 ASR provided funding for a 6% salary increase for registered nurses who were members of AFT-Healthcare, as well as funding for salary increases for police communications operators, aircraft maintainers, and other positions.
- <sup>(26)</sup> An additional increment was provided for AFSCME-represented employees.

<sup>(27)</sup> The fiscal 2024 ASR provided funding for nearly 6,000 positions across a wide range of high vacancy positions.

<sup>(28)</sup> An additional increment would be provided to employees continuously employed since June 30, 2019.

<sup>(29)</sup> The fiscal 2025 ASR provides funding for salary increases for nearly 4,000 positions across State agencies.

<sup>(30)</sup> The fiscal 2026 budget funds salary step increases for employees represented by a bargaining unit. Employees not represented by a bargaining unit are excluded

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

**Appendix 8**  
**Salaries of Constitutional Officers – 2023**

| <b>State or Other<br/>Jurisdiction</b> | <b>Governor</b> | <b>Lt. Governor</b> | <b>Secretary<br/>of State</b> | <b>Attorney<br/>General</b> | <b>Treasurer</b> | <b>Comptroller</b> |
|----------------------------------------|-----------------|---------------------|-------------------------------|-----------------------------|------------------|--------------------|
| Alabama                                | \$131,800       | \$71,924            | \$67,296                      | \$201,444                   | \$92,906         | \$174,504          |
| Alaska                                 | 145,000         | 114,991             | <sup>(a)</sup>                | 169,708                     | 219,996          | n/a                |
| Arizona                                | 95,000          | <sup>(b)</sup>      | 70,000                        | 90,000                      | 70,000           | 154,000            |
| Arkansas                               | 158,739         | 46,705              | 101,323                       | 146,355                     | 95,694           | 150,703            |
| California                             | 224,020         | 168,015             | 168,015                       | 194,587                     | 179,215          | 179,215            |
| Colorado                               | 90,000          | 164,009             | 102,000                       | 118,000                     | 93,360           | 169,428            |
| Connecticut                            | 226,711         | 206,062             | 206,062                       | 206,062                     | 206,062          | 206,062            |
| Delaware                               | 171,000         | 83,884              | 146,375                       | 155,949                     | 127,177          | 155,640            |
| Florida                                | 141,400         | 135,515             | 188,103                       | 139,988                     | 139,988          | <sup>(g)</sup>     |
| Georgia                                | 180,000         | 96,609              | 123,637                       | 144,169                     | 190,000          | 140,000            |
| Hawaii                                 | 184,860         | 183,804             | n/o                           | 183,804                     | 183,804          | 170,784            |
| Idaho                                  | 151,400         | 52,990              | 128,690                       | 146,730                     | 128,690          | 128,690            |
| Illinois                               | 205,700         | 163,500             | 175,700                       | 186,400                     | 163,500          | 163,500            |
| Indiana                                | 134,051         | 109,118             | 94,760                        | 113,965                     | 94,760           | <sup>(d)</sup>     |
| Iowa                                   | 130,000         | 103,212             | 103,212                       | 123,669                     | 103,212          | n/o                |
| Kansas                                 | 110,707         | 170,130             | 86,003                        | 98,901                      | 86,003           | 102,198            |
| Kentucky                               | 164,355         | 139,725             | 139,725                       | 139,725                     | 139,725          | 110,000            |
| Louisiana                              | 125,185         | 110,741             | 110,741                       | 115,000                     | 110,741          | <sup>(c)</sup>     |
| Maine                                  | 70,000          | <sup>(h)</sup>      | 100,339                       | 143,499                     | 109,325          | 135,179            |
| <b>Maryland</b>                        | <b>184,000</b>  | <b>165,000</b>      | <b>112,500</b>                | <b>165,000</b>              | <b>165,000</b>   | <b>165,000</b>     |
| Massachusetts                          | 222,185         | 198,165             | 187,433                       | 222,639                     | 238,794          | 184,661            |
| Michigan                               | 159,300         | 111,510             | 112,410                       | 112,410                     | 198,916          | 170,977            |
| Minnesota                              | 127,629         | 82,959              | 95,722                        | 121,248                     | <sup>(f)</sup>   | <sup>(f)</sup>     |
| Mississippi                            | 122,160         | 60,000              | 90,000                        | 108,960                     | 90,000           | <sup>(c)</sup>     |
| Missouri                               | 140,596         | 90,862              | 113,200                       | 122,332                     | 113,200          | 132,530            |
| Montana                                | 118,397         | 90,140              | 101,718                       | 145,566                     | <sup>(c)</sup>   | 133,205            |
| Nebraska                               | 105,000         | 75,000              | 85,000                        | 95,000                      | 85,000           | n/a                |
| Nevada                                 | 170,062         | 72,367              | 116,994                       | 160,412                     | 116,994          | 116,994            |
| New Hampshire                          | 146,172         | <sup>(h)</sup>      | 127,049                       | 141,390                     | 126,144          | 140,348            |
| New Jersey                             | 175,000         | 175,000             | 175,000                       | 175,000                     | 175,000          | 175,000            |
| New Mexico                             | 110,000         | 85,000              | 85,000                        | 95,000                      | 85,000           | 149,558            |
| New York                               | 250,000         | 210,000             | 194,182                       | 220,000                     | 196,000          | 220,000            |
| North Carolina                         | 165,750         | 146,421             | 146,421                       | 146,421                     | 146,421          | 183,084            |
| North Dakota                           | 143,646         | 111,727             | 114,486                       | 169,162                     | 114,486          | n/o                |
| Ohio                                   | 171,059         | 186,867             | 126,360                       | 126,360                     | 126,360          | <sup>(c)</sup>     |
| Oklahoma                               | 147,000         | 114,713             | 140,000                       | 132,825                     | 114,713          | 125,000            |
| Oregon                                 | 98,600          | <sup>(b)</sup>      | 77,000                        | 82,220                      | 77,000           | n/o                |
| Pennsylvania                           | 229,642         | 192,897             | 165,341                       | 191,061                     | 191,061          | 174,397            |
| Rhode Island                           | 163,295         | 137,510             | 137,510                       | 146,107                     | 137,510          | 170,028            |

| <b><u>State or Other<br/>Jurisdiction</u></b> | <b><u>Governor</u></b> | <b><u>Lt. Governor</u></b> | <b><u>Secretary<br/>of State</u></b> | <b><u>Attorney<br/>General</u></b> | <b><u>Treasurer</u></b> | <b><u>Comptroller</u></b> |
|-----------------------------------------------|------------------------|----------------------------|--------------------------------------|------------------------------------|-------------------------|---------------------------|
| South Carolina                                | 106,078                | 46,545                     | 135,000                              | 208,000                            | 164,000                 | 151,000                   |
| South Dakota                                  | 139,100                | 120,787                    | 120,910                              | 133,750                            | 120,910                 | 139,100                   |
| Tennessee                                     | 204,336                | 72,948 <sup>(h)</sup>      | 222,252                              | 199,332                            | 222,252                 | 222,252                   |
| Texas                                         | 153,750                | 7,200                      | 197,415                              | 153,750                            | <sup>(e)</sup>          | 153,750                   |
| Utah                                          | 182,900                | 164,610                    | <sup>(a)</sup>                       | 173,755                            | 164,610                 | <sup>(f)</sup>            |
| Vermont                                       | 201,136                | 81,390                     | 127,546                              | 152,714                            | 127,546                 | <sup>(c)</sup>            |
| Virginia                                      | 175,000                | 36,321                     | 209,190                              | 150,000                            | 183,750                 | 192,743                   |
| Washington                                    | 198,257                | 124,127                    | 145,714                              | 187,543                            | 162,555                 | n/o                       |
| West Virginia                                 | 150,000                | 20,000 <sup>(h)</sup>      | 95,000                               | 95,000                             | 95,000                  | <sup>(d)</sup>            |
| Wisconsin                                     | 165,568                | 87,423                     | 78,583                               | 160,680                            | 72,551                  | 118,394                   |
| Wyoming                                       | 140,000                | <sup>(b)</sup>             | 160,000                              | 193,815                            | 125,000                 | <sup>(d)</sup>            |

n/a: not available

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

(a) Lieutenant Governor.

(b) Secretary of State.

(c) Administration.

(d) Auditor.

(e) Comptroller.

(f) Finance.

(g) Treasurer

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

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

**Appendix 9**  
**State Ranking of Governor's Salaries**

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>2023</u></b> | <b><u>2021</u></b> | <b><u>% Change</u></b> |
|--------------------|---------------------|--------------------|--------------------|------------------------|
| 1                  | New York            | \$250,000          | \$225,000          | 11%                    |
| 2                  | Pennsylvania        | 229,642            | 201,729            | 14%                    |
| 3                  | Connecticut         | 226,711            | 150,000            | 51%                    |
| 4                  | California          | 224,020            | 209,747            | 7%                     |
| 5                  | Massachusetts       | 222,185            | 185,000            | 20%                    |
| 6                  | Illinois            | 205,700            | 181,670            | 13%                    |
| 7                  | Tennessee           | 204,336            | 198,780            | 3%                     |
| 8                  | Vermont             | 201,136            | 184,100            | 9%                     |
| 9                  | Washington          | 198,257            | 182,179            | 9%                     |
| 10                 | Hawaii              | 184,860            | 165,048            | 12%                    |
| <b>11</b>          | <b>Maryland</b>     | <b>184,000</b>     | <b>180,000</b>     | <b>2%</b>              |
| 12                 | Utah                | 182,900            | 160,746            | 14%                    |
| 13                 | Georgia             | 180,000            | 175,000            | 3%                     |
| 14                 | New Jersey          | 175,000            | 175,000            | 0%                     |
| 15                 | Virginia            | 175,000            | 175,000            | 0%                     |
| 16                 | Ohio                | 171,059            | 159,182            | 7%                     |
| 17                 | Delaware            | 171,000            | 171,000            | 0%                     |
| 18                 | Nevada              | 170,062            | 149,573            | 14%                    |
| 19                 | North Carolina      | 165,750            | 150,969            | 10%                    |
| 20                 | Wisconsin           | 165,568            | 152,756            | 8%                     |
| 21                 | Kentucky            | 164,355            | 152,181            | 8%                     |
| 22                 | Rhode Island        | 163,295            | 145,755            | 12%                    |
| 23                 | Michigan            | 159,300            | 159,300            | 0%                     |
| 24                 | Arkansas            | 158,739            | 151,838            | 5%                     |
| 25                 | Texas               | 153,750            | 153,750            | 0%                     |
| 26                 | Idaho               | 151,400            | 138,302            | 9%                     |
| 27                 | West Virginia       | 150,000            | 150,000            | 0%                     |
| 28                 | Oklahoma            | 147,000            | 147,000            | 0%                     |
| 29                 | New Hampshire       | 146,172            | 134,581            | 9%                     |
| 30                 | Alaska              | 145,000            | 145,000            | 0%                     |
| 31                 | North Dakota        | 143,646            | 135,360            | 6%                     |
| 32                 | Florida             | 141,400            | 130,273            | 9%                     |
| 33                 | Missouri            | 140,596            | 133,821            | 5%                     |
| 34                 | Wyoming             | 140,000            | 105,000            | 33%                    |
| 35                 | South Dakota        | 139,100            | 116,400            | 20%                    |
| 36                 | Indiana             | 134,051            | 121,331            | 10%                    |
| 37                 | Alabama             | 131,800            | 127,833            | 3%                     |
| 38                 | Iowa                | 130,000            | 130,000            | 0%                     |
| 39                 | Minnesota           | 127,629            | 127,629            | 0%                     |
| 40                 | Louisiana           | 125,185            | 130,000            | -4%                    |
| 41                 | Mississippi         | 122,160            | 122,160            | 0%                     |
| 42                 | Montana             | 118,397            | 118,397            | 0%                     |

| <u>Rank</u> | <u>State</u>   | <u>2023</u> | <u>2021</u> | <u>% Change</u> |
|-------------|----------------|-------------|-------------|-----------------|
| 43          | Kansas         | 110,707     | 110,707     | 0%              |
| 44          | New Mexico     | 110,000     | 110,000     | 0%              |
| 45          | South Carolina | 106,078     | 106,078     | 0%              |
| 46          | Nebraska       | 105,000     | 105,000     | 0%              |
| 47          | Oregon         | 98,600      | 98,600      | 0%              |
| 48          | Arizona        | 95,000      | 95,000      | 0%              |
| 49          | Colorado       | 90,000      | 92,700      | -3%             |
| 50          | Maine          | 70,000      | 70,000      | 0%              |

n/a: not available

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

(a) Lieutenant Governor.

(b) Secretary of State.

(c) Administration.

(d) Auditor.

(e) Comptroller.

(f) Finance.

(g) Treasurer

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

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

**Appendix 10**  
**Governors' Salaries Ranked by Population**

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>2023 Salary</u></b> | <b><u>Population 2023</u></b> |
|--------------------|---------------------|---------------------------|-------------------------------|
| 1                  | California          | \$224,020                 | 39,198,693                    |
| 2                  | Texas               | 153,750                   | 30,727,890                    |
| 3                  | Florida             | 141,400                   | 22,904,868                    |
| 4                  | New York            | 250,000                   | 19,737,367                    |
| 5                  | Pennsylvania        | 229,642                   | 13,017,721                    |
| 6                  | Illinois            | 205,700                   | 12,642,259                    |
| 7                  | Ohio                | 171,059                   | 11,824,034                    |
| 8                  | Georgia             | 180,000                   | 11,064,432                    |
| 9                  | North Carolina      | 165,750                   | 10,881,189                    |
| 10                 | Michigan            | 159,300                   | 10,083,356                    |
| 11                 | New Jersey          | 175,000                   | 9,379,642                     |
| 12                 | Virginia            | 175,000                   | 8,734,685                     |
| 13                 | Washington          | 198,257                   | 7,857,320                     |
| 14                 | Arizona             | 95,000                    | 7,473,027                     |
| 15                 | Tennessee           | 204,336                   | 7,148,304                     |
| 16                 | Massachusetts       | 222,185                   | 7,066,568                     |
| 17                 | Indiana             | 134,051                   | 6,880,131                     |
| <b>18</b>          | <b>Maryland</b>     | <b>184,000</b>            | <b>6,217,062</b>              |
| 19                 | Missouri            | 140,596                   | 6,208,038                     |
| 20                 | Wisconsin           | 165,568                   | 5,930,405                     |
| 21                 | Colorado            | 90,000                    | 5,901,339                     |
| 22                 | Minnesota           | 127,629                   | 5,753,048                     |
| 23                 | South Carolina      | 106,078                   | 5,387,830                     |
| 24                 | Alabama             | 131,800                   | 5,117,673                     |
| 25                 | Louisiana           | 125,185                   | 4,588,071                     |
| 26                 | Kentucky            | 164,355                   | 4,550,595                     |
| 27                 | Oregon              | 98,600                    | 4,253,653                     |
| 28                 | Oklahoma            | 147,000                   | 4,063,882                     |
| 29                 | Connecticut         | 226,711                   | 3,643,023                     |
| 30                 | Utah                | 182,900                   | 3,443,222                     |
| 31                 | Iowa                | 130,000                   | 3,218,414                     |
| 32                 | Nevada              | 170,062                   | 3,214,363                     |
| 33                 | Arkansas            | 158,739                   | 3,069,463                     |
| 34                 | Kansas              | 110,707                   | 2,951,500                     |
| 35                 | Mississippi         | 122,160                   | 2,943,172                     |
| 36                 | New Mexico          | 110,000                   | 2,121,164                     |
| 37                 | Nebraska            | 105,000                   | 1,987,864                     |
| 38                 | Idaho               | 151,400                   | 1,971,122                     |
| 39                 | West Virginia       | 150,000                   | 1,770,495                     |
| 40                 | Hawaii              | 184,860                   | 1,441,387                     |
| 41                 | New Hampshire       | 146,172                   | 1,402,199                     |

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>2023 Salary</u></b> | <b><u>Population 2023</u></b> |
|--------------------|---------------------|---------------------------|-------------------------------|
| 42                 | Maine               | 70,000                    | 1,399,646                     |
| 43                 | Montana             | 118,397                   | 1,131,302                     |
| 44                 | Rhode Island        | 163,295                   | 1,103,429                     |
| 45                 | Delaware            | 171,000                   | 1,036,423                     |
| 46                 | South Dakota        | 139,100                   | 918,305                       |
| 47                 | North Dakota        | 143,646                   | 789,047                       |
| 48                 | Alaska              | 145,000                   | 736,510                       |
| 49                 | Vermont             | 201,136                   | 648,708                       |
| 50                 | Wyoming             | 140,000                   | 585,067                       |

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

**Appendix 11**  
**Governors' Salaries Ranked by Per Capita Income**

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>2023 Salary</u></b> | <b><u>Per Capita Income</u></b> |
|--------------------|---------------------|---------------------------|---------------------------------|
| 1                  | Connecticut         | \$226,711                 | \$90,235                        |
| 2                  | Massachusetts       | 222,185                   | 89,947                          |
| 3                  | Wyoming             | 140,000                   | 83,038                          |
| 4                  | New York            | 250,000                   | 81,932                          |
| 5                  | New Jersey          | 175,000                   | 81,584                          |
| 6                  | California          | 224,020                   | 81,196                          |
| 7                  | Washington          | 198,257                   | 81,087                          |
| 8                  | Colorado            | 90,000                    | 80,169                          |
| 9                  | New Hampshire       | 146,172                   | 79,267                          |
| <b>10</b>          | <b>Maryland</b>     | <b>184,000</b>            | <b>75,476</b>                   |
| 11                 | South Dakota        | 139,100                   | 74,155                          |
| 12                 | Virginia            | 175,000                   | 73,890                          |
| 13                 | Minnesota           | 127,629                   | 72,673                          |
| 14                 | Alaska              | 145,000                   | 72,398                          |
| 15                 | Illinois            | 205,700                   | 71,761                          |
| 16                 | North Dakota        | 143,646                   | 71,545                          |
| 17                 | Nebraska            | 105,000                   | 71,517                          |
| 18                 | Florida             | 141,400                   | 70,057                          |
| 19                 | Pennsylvania        | 229,642                   | 68,057                          |
| 20                 | Vermont             | 201,136                   | 67,918                          |
| 21                 | Rhode Island        | 163,295                   | 67,769                          |
| 22                 | Texas               | 153,750                   | 67,503                          |
| 23                 | Oregon              | 98,600                    | 67,467                          |
| 24                 | Hawaii              | 184,860                   | 67,269                          |
| 25                 | Nevada              | 170,062                   | 66,698                          |
| 26                 | Montana             | 118,397                   | 66,181                          |
| 27                 | Maine               | 70,000                    | 65,447                          |
| 28                 | Wisconsin           | 165,568                   | 64,872                          |
| 29                 | Delaware            | 171,000                   | 64,591                          |
| 30                 | Utah                | 182,900                   | 64,544                          |
| 31                 | Kansas              | 110,707                   | 63,513                          |
| 32                 | Tennessee           | 204,336                   | 63,479                          |
| 33                 | Arizona             | 95,000                    | 63,032                          |
| 34                 | Iowa                | 130,000                   | 62,688                          |
| 35                 | Missouri            | 140,596                   | 62,435                          |
| 36                 | North Carolina      | 165,750                   | 62,233                          |
| 37                 | Ohio                | 171,059                   | 61,740                          |
| 38                 | Indiana             | 134,051                   | 61,386                          |
| 39                 | Michigan            | 159,300                   | 61,206                          |
| 40                 | Oklahoma            | 147,000                   | 60,853                          |
| 41                 | Georgia             | 180,000                   | 60,006                          |

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>2023 Salary</u></b> | <b><u>Per Capita Income</u></b> |
|--------------------|---------------------|---------------------------|---------------------------------|
| 42                 | Idaho               | 151,400                   | 59,201                          |
| 43                 | Louisiana           | 125,185                   | 58,996                          |
| 44                 | South Carolina      | 106,078                   | 57,766                          |
| 45                 | Arkansas            | 158,739                   | 56,547                          |
| 46                 | Kentucky            | 164,355                   | 55,667                          |
| 47                 | New Mexico          | 110,000                   | 55,457                          |
| 48                 | Alabama             | 131,800                   | 54,612                          |
| 49                 | West Virginia       | 150,000                   | 52,963                          |
| 50                 | Mississippi         | 122,160                   | 49,661                          |

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

## Appendix 12

### State Ranking of Lieutenant Governor Salaries – 2023

| <u>Rank</u> | <u>State</u>    | <u>Salary</u>         |
|-------------|-----------------|-----------------------|
| 1           | New York        | \$210,000             |
| 2           | Connecticut     | 206,062               |
| 3           | Massachusetts   | 198,165               |
| 4           | Pennsylvania    | 192,897               |
| 5           | Ohio            | 186,867               |
| 6           | Hawaii          | 183,804               |
| 7           | New Jersey      | 175,000               |
| 8           | Kansas          | 170,130               |
| 9           | California      | 168,015               |
| <b>10</b>   | <b>Maryland</b> | <b>165,000</b>        |
| 11          | Utah            | 164,610               |
| 12          | Colorado        | 164,009               |
| 13          | Illinois        | 163,500               |
| 14          | North Carolina  | 146,421               |
| 15          | Kentucky        | 139,725               |
| 16          | Rhode Island    | 137,510               |
| 17          | Florida         | 135,515               |
| 18          | Washington      | 124,127               |
| 19          | South Dakota    | 120,787               |
| 20          | Alaska          | 114,991               |
| 21          | Oklahoma        | 114,713               |
| 22          | North Dakota    | 111,727               |
| 23          | Michigan        | 111,510               |
| 24          | Louisiana       | 110,741               |
| 25          | Indiana         | 109,118               |
| 26          | Iowa            | 103,212               |
| 27          | Georgia         | 96,609                |
| 28          | Missouri        | 90,862                |
| 29          | Montana         | 90,140                |
| 30          | Wisconsin       | 87,423                |
| 31          | New Mexico      | 85,000                |
| 32          | Delaware        | 83,884                |
| 33          | Minnesota       | 82,959                |
| 34          | Vermont         | 81,390                |
| 35          | Nebraska        | 75,000                |
| 36          | Tennessee       | 72,948 <sup>(b)</sup> |
| 37          | Nevada          | 72,367                |
| 38          | Alabama         | 71,924                |
| 39          | Mississippi     | 60,000                |

| <u>Rank</u> | <u>State</u>   | <u>Salary</u>         |
|-------------|----------------|-----------------------|
| 40          | Idaho          | 52,990                |
| 41          | Arkansas       | 46,705                |
| 42          | South Carolina | 46,545                |
| 43          | Virginia       | 36,321                |
| 44          | West Virginia  | 20,000 <sup>(b)</sup> |
| 45          | Texas          | 7,200                 |
| 46          | Arizona        | <sup>(a)</sup>        |
| 47          | Maine          | <sup>(b)</sup>        |
| 48          | New Hampshire  | <sup>(b)</sup>        |
| 49          | Oregon         | <sup>(a)</sup>        |
| 50          | Wyoming        | <sup>(a)</sup>        |

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

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

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

**Appendix 13**  
**State Ranking of Comptroller Salaries – 2023**

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>Salary</u></b> |
|--------------------|---------------------|----------------------|
| 1                  | Tennessee           | \$222,252            |
| 2                  | New York            | 220,000              |
| 3                  | Connecticut         | 206,062              |
| 4                  | Virginia            | 192,743              |
| 5                  | Massachusetts       | 184,661              |
| 6                  | North Carolina      | 183,084              |
| 7                  | California          | 179,215              |
| 8                  | New Jersey          | 175,000              |
| 9                  | Alabama             | 174,504              |
| 10                 | Pennsylvania        | 174,397              |
| 11                 | Michigan            | 170,977              |
| 12                 | Hawaii              | 170,784              |
| 13                 | Rhode Island        | 170,028              |
| 14                 | Colorado            | 169,428              |
| <b>15</b>          | <b>Maryland</b>     | <b>165,000</b>       |
| 16                 | Illinois            | 163,500              |
| 17                 | Delaware            | 155,640              |
| 18                 | Arizona             | 154,000              |
| 19                 | Texas               | 153,750              |
| 20                 | South Carolina      | 151,000              |
| 21                 | Arkansas            | 150,703              |
| 22                 | New Mexico          | 149,558              |
| 23                 | New Hampshire       | 140,348              |
| 24                 | Georgia             | 140,000              |
| 25                 | South Dakota        | 139,100              |
| 26                 | Maine               | 135,179              |
| 27                 | Montana             | 133,205              |
| 28                 | Missouri            | 132,530              |
| 29                 | Idaho               | 128,690              |
| 30                 | Oklahoma            | 125,000              |
| 31                 | Wisconsin           | 118,394              |
| 32                 | Nevada              | 116,994              |
| 33                 | Kentucky            | 110,000              |
| 34                 | Kansas              | 102,198              |
| 35                 | Alaska              | n/a                  |
| 36                 | Florida             | (d)                  |
| 37                 | Indiana             | (b)                  |
| 38                 | Iowa                | n/o                  |
| 39                 | Louisiana           | (a)                  |
| 40                 | Minnesota           | (c)                  |

| <u>Rank</u> | <u>State</u>  | <u>Salary</u> |
|-------------|---------------|---------------|
| 41          | Mississippi   | (a)           |
| 42          | Nebraska      | n/a           |
| 43          | North Dakota  | n/o           |
| 44          | Ohio          | (a)           |
| 45          | Oregon        | n/o           |
| 46          | Utah          | (c)           |
| 47          | Vermont       | (a)           |
| 48          | Washington    | n/o           |
| 49          | West Virginia | (b)           |
| 50          | Wyoming       | (b)           |

n/a: not available

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

(a) Administration.

(b) Auditor.

(c) Finance.

(d) Treasurer

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

**Appendix 14**  
**State Ranking of Treasurer Salaries – 2023**

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>Salary</u></b> |
|--------------------|---------------------|----------------------|
| 1                  | Massachusetts       | \$238,794            |
| 2                  | Tennessee           | 222,252              |
| 3                  | Alaska              | 219,996              |
| 4                  | Connecticut         | 206,062              |
| 5                  | Michigan            | 198,916              |
| 6                  | New York            | 196,000              |
| 7                  | Pennsylvania        | 191,061              |
| 8                  | Georgia             | 190,000              |
| 9                  | Hawaii              | 183,804              |
| 10                 | Virginia            | 183,750              |
| 11                 | California          | 179,215              |
| 12                 | New Jersey          | 175,000              |
| <b>13</b>          | <b>Maryland</b>     | <b>165,000</b>       |
| 14                 | Utah                | 164,610              |
| 15                 | South Carolina      | 164,000              |
| 16                 | Illinois            | 163,500              |
| 17                 | Washington          | 162,555              |
| 18                 | North Carolina      | 146,421              |
| 19                 | Florida             | 139,988              |
| 20                 | Kentucky            | 139,725              |
| 21                 | Rhode Island        | 137,510              |
| 22                 | Idaho               | 128,690              |
| 23                 | Vermont             | 127,546              |
| 24                 | Delaware            | 127,177              |
| 25                 | Ohio                | 126,360              |
| 26                 | New Hampshire       | 126,144              |
| 27                 | Wyoming             | 125,000              |
| 28                 | South Dakota        | 120,910              |
| 29                 | Nevada              | 116,994              |
| 30                 | Oklahoma            | 114,713              |
| 31                 | North Dakota        | 114,486              |
| 32                 | Missouri            | 113,200              |
| 33                 | Louisiana           | 110,741              |
| 34                 | Maine               | 109,325              |
| 35                 | Iowa                | 103,212              |
| 36                 | Arkansas            | 95,694               |
| 37                 | West Virginia       | 95,000               |
| 38                 | Indiana             | 94,760               |
| 39                 | Colorado            | 93,360               |
| 40                 | Alabama             | 92,906               |

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|--------------|---------------|
| 41          | Mississippi  | 90,000        |
| 42          | Kansas       | 86,003        |
| 43          | Nebraska     | 85,000        |
| 44          | New Mexico   | 85,000        |
| 45          | Oregon       | 77,000        |
| 46          | Wisconsin    | 72,551        |
| 47          | Arizona      | 70,000        |
| 48          | Minnesota    | (c)           |
| 49          | Montana      | (a)           |
| 50          | Texas        | (b)           |

(a) Administration.

(b) Comptroller.

(c) Finance.

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

**Appendix 15**  
**State Ranking of Attorney General Salaries – 2023**

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>Salary</u></b> |
|--------------------|---------------------|----------------------|
| 1                  | Massachusetts       | \$222,639            |
| 2                  | New York            | 220,000              |
| 3                  | South Carolina      | 208,000              |
| 4                  | Connecticut         | 206,062              |
| 5                  | Alabama             | 201,444              |
| 6                  | Tennessee           | 199,332              |
| 7                  | California          | 194,587              |
| 8                  | Wyoming             | 193,815              |
| 9                  | Pennsylvania        | 191,061              |
| 10                 | Washington          | 187,543              |
| 11                 | Illinois            | 186,400              |
| 12                 | Hawaii              | 183,804              |
| 13                 | New Jersey          | 175,000              |
| 14                 | Utah                | 173,755              |
| 15                 | Alaska              | 169,708              |
| 16                 | North Dakota        | 169,162              |
| <b>17</b>          | <b>Maryland</b>     | <b>165,000</b>       |
| 18                 | Wisconsin           | 160,680              |
| 19                 | Nevada              | 160,412              |
| 20                 | Delaware            | 155,949              |
| 21                 | Texas               | 153,750              |
| 22                 | Vermont             | 152,714              |
| 23                 | Virginia            | 150,000              |
| 24                 | Idaho               | 146,730              |
| 25                 | North Carolina      | 146,421              |
| 26                 | Arkansas            | 146,355              |
| 27                 | Rhode Island        | 146,107              |
| 28                 | Montana             | 145,566              |
| 29                 | Georgia             | 144,169              |
| 30                 | Maine               | 143,499              |
| 31                 | New Hampshire       | 141,390              |
| 32                 | Florida             | 139,988              |
| 33                 | Kentucky            | 139,725              |
| 34                 | South Dakota        | 133,750              |
| 35                 | Oklahoma            | 132,825              |
| 36                 | Ohio                | 126,360              |
| 37                 | Iowa                | 123,669              |
| 38                 | Missouri            | 122,332              |
| 39                 | Minnesota           | 121,248              |
| 40                 | Colorado            | 118,000              |

|    |               |         |
|----|---------------|---------|
| 41 | Louisiana     | 115,000 |
| 42 | Indiana       | 113,965 |
| 43 | Michigan      | 112,410 |
| 44 | Mississippi   | 108,960 |
| 45 | Kansas        | 98,901  |
| 46 | Nebraska      | 95,000  |
| 47 | New Mexico    | 95,000  |
| 48 | West Virginia | 95,000  |
| 49 | Arizona       | 90,000  |
| 50 | Oregon        | 82,220  |

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

**Appendix 16**  
**State Ranking of Secretary of State Salaries – 2023**

| <b><u>Rank</u></b> | <b><u>State</u></b> | <b><u>Salary</u></b> |
|--------------------|---------------------|----------------------|
| 1                  | Tennessee           | \$222,252            |
| 2                  | Virginia            | 209,190              |
| 3                  | Connecticut         | 206,062              |
| 4                  | Texas               | 197,415              |
| 5                  | New York            | 194,182              |
| 6                  | Florida             | 188,103              |
| 7                  | Massachusetts       | 187,433              |
| 8                  | Illinois            | 175,700              |
| 9                  | New Jersey          | 175,000              |
| 10                 | California          | 168,015              |
| 11                 | Pennsylvania        | 165,341              |
| 12                 | Wyoming             | 160,000              |
| 13                 | North Carolina      | 146,421              |
| 14                 | Delaware            | 146,375              |
| 15                 | Washington          | 145,714              |
| 16                 | Oklahoma            | 140,000              |
| 17                 | Kentucky            | 139,725              |
| 18                 | Rhode Island        | 137,510              |
| 19                 | South Carolina      | 135,000              |
| 20                 | Idaho               | 128,690              |
| 21                 | Vermont             | 127,546              |
| 22                 | New Hampshire       | 127,049              |
| 23                 | Ohio                | 126,360              |
| 24                 | Georgia             | 123,637              |
| 25                 | South Dakota        | 120,910              |
| 26                 | Nevada              | 116,994              |
| 27                 | North Dakota        | 114,486              |
| 28                 | Missouri            | 113,200              |
| <b>29</b>          | <b>Maryland</b>     | <b>112,500</b>       |
| 30                 | Michigan            | 112,410              |
| 31                 | Louisiana           | 110,741              |
| 32                 | Iowa                | 103,212              |
| 33                 | Colorado            | 102,000              |
| 34                 | Montana             | 101,718              |
| 35                 | Arkansas            | 101,323              |
| 36                 | Maine               | 100,339              |
| 37                 | Minnesota           | 95,722               |
| 38                 | West Virginia       | 95,000               |
| 39                 | Indiana             | 94,760               |
| 40                 | Mississippi         | 90,000               |

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|--------------|---------------|
| 41          | Kansas       | 86,003        |
| 42          | Nebraska     | 85,000        |
| 43          | New Mexico   | 85,000        |
| 44          | Wisconsin    | 78,583        |
| 45          | Oregon       | 77,000        |
| 46          | Arizona      | 70,000        |
| 47          | Alabama      | 67,296        |
| 48          | Alaska       | (a)           |
| 49          | Hawaii       | n/o           |
| 50          | Utah         | (a)           |

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

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

Source: The Council of State Governments; *The Book of the States*, 2023 Edition; Population Data – U.S. Census Bureau, July 2023

Bill No.: \_\_\_\_\_

Drafted by: Michael

Requested: \_\_\_\_\_

Committee: \_\_\_\_\_

By: **Leave Blank****SENATE JOINT RESOLUTION**

A Senate Joint Resolution concerning

**Governor's Salary Commission – Salary Recommendations for Governor and  
Lieutenant Governor**

FOR the purpose of establishing the salaries to be paid the Governor and Lieutenant Governor, as directed by Article II, Section 21A of the Maryland Constitution, for the 4–year term of office beginning January 20, 2027.

WHEREAS, Article II, Section 21A of the Maryland Constitution established a seven–member Governor's Salary Commission composed of the State Treasurer, three members appointed by the President of the Senate, and three members appointed by the Speaker of the House of Delegates. The Governor's Salary Commission is currently constituted as follows: Dereck E. Davis, State Treasurer; Jamar R. Brown, Esq.; Eleanor M. Carey, Esq.; Bruce M. Plaxen, appointed by the President of the Senate; and Susanne Brogan; Anissa M. Walker, appointed by the Speaker of the House of Delegates. The Commission elected Bruce M. Plaxen as Chair; and

WHEREAS, Under Article II, Section 21A of the Maryland Constitution, this Joint Resolution may be amended to decrease, but not increase, the salaries recommended by the Governor's Salary Commission. The salaries may not be decreased below their January 2026 levels. If the General Assembly fails to adopt a Joint Resolution in accordance with Article II, Section 21A within 50 calendar days after introduction of this Joint Resolution, the salaries recommended by the Governor's Salary Commission shall apply effective January 20, 2027. If the General Assembly amends this Joint Resolution, the salaries

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

WHEREAS, At the meetings conducted in December 2025, the Commission evaluated gubernatorial compensation relative to a number of principles: changes in the cost of living, maintenance of a reasonable differential between the Governor's salary and of other major State officials in Maryland as well as Maryland county executives, and acceptable comparability with salaries of the governors of other states. The Commission selected tentative salaries for the two offices and solicited public views regarding its proposals. Thereafter, the Commission made its final determinations which are presented in this Joint Resolution and discussed in the Commission's Report, dated January 2026; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That under Article II, Section 21A of the Maryland Constitution, the annual salaries recommended by the Governor's Salary Commission be adopted as follows, to be effective January 20, 2027, for the 4-year term of office:

Governor:

For the first year, \$195,000;

For the second year, \$202,000;

For the third year, \$202,000; and

For the fourth year, \$210,000; and

Lieutenant Governor:

For the first year, \$175,000;

For the second year, \$180,000;

For the third year, \$180,000; and

For the fourth year, \$185,000; and be it further

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

Legislative Services to the Governor of Maryland; the Lieutenant Governor; and the Secretary of Budget and Management.

Bill No.: \_\_\_\_\_

Drafted by: Michael

Requested: \_\_\_\_\_

Committee: \_\_\_\_\_

By: **Leave Blank**

**A BILL ENTITLED**

AN ACT concerning

**Constitutional Officers – Salaries**

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

BY repealing and reenacting, with amendments,

Article – State Government

Section 4–103, 5–104, 6–103, and 7–107

Annotated Code of Maryland

(2021 Replacement Volume and 2025 Supplement)

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

**Article – State Government**

4–103.

The Comptroller’s annual salary shall be:

(1)     ~~[\$165,000]~~ **\$175,000** for the first year of the term beginning January  
**[2023] 2027;**

(2) ~~[\$170,000]~~ **\$180,000** starting on the first anniversary of the beginning of the term;

(3) ~~[\$173,000]~~ **\$180,000** starting on the second anniversary of the beginning of the term; and

(4) ~~[\$175,000]~~ **\$185,000** starting on the third anniversary of the beginning of the term and thereafter.

5–104.

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

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

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

(1) ~~[\$165,000]~~ **\$175,000** for the first year of appointment beginning January, ~~[2023]~~ **2027**;

(2) ~~[\$170,000]~~ **\$180,000** starting on the first anniversary after appointment;

(3) ~~[\$173,000]~~ **\$180,000** starting on the second anniversary after appointment; and

(4) ~~[\$175,000]~~ **\$185,000** starting on the third anniversary after appointment and thereafter.

6–103.

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

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

(1) ~~[\$165,000]~~ **\$175,000** for the first year of the term beginning January, ~~[2023]~~ **2027**;

(2) ~~[\$170,000]~~ **\$180,000** starting on the first anniversary of the beginning of the term;

(3) ~~[\$173,000]~~ **\$180,000** starting on the second anniversary of the beginning of the term; and

(4) ~~[\$175,000]~~ **\$185,000** starting on the third anniversary of the beginning of the term and thereafter.

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

7-107.

The Secretary of State's annual salary shall be:

(1) ~~[\$112,500]~~ **\$120,000** for the first year of appointment beginning January, ~~[2023]~~ **2027**;

(2) ~~[\$116,000]~~ **\$124,000** starting on the first anniversary after appointment;

(3) ~~[\$118,500]~~ **\$124,000** starting on the second anniversary after appointment; and

(4) ~~[\$120,000]~~ **\$128,000** starting on the third anniversary after appointment and thereafter.

SECTION 2. AND BE IT FURTHER ENACTED, That, in accordance with Article III, § 35 of the Maryland Constitution, this Act may not be construed to extend or apply to the salary or compensation of the Comptroller, Treasurer, Attorney General, or Secretary of State while serving in a term of office beginning before the effective date of this Act, but the provisions of this Act concerning the salary or compensation of the Comptroller, Treasurer, Attorney General, or Secretary of State shall take effect at the beginning of the next following term of office. This limitation does not apply to an individual appointed or elected after the effective date of this Act to fill out an unexpired term.

SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2026.