



NATIONAL CONFERENCE
of STATE LEGISLATURES

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State	Compensation Commissions
Alabama	None -- Section 2. The annual basic compensation for each member of the Legislature and the President of the Senate shall be the median annual household income in Alabama...
Alaska	Sec. 39.23.500. Compensation commission established. (a) The State Officers Compensation Commission is established. The commission is composed of five members who are state residents appointed by the governor. Commission meets at the call of the chair.
Arizona	Constitution Article 5, Section 12. Compensation of elective state officers; commission on salaries for elective state officers Governor receives recommendations from Commission, sends to Legislature.
Arkansas	Const. Art. 19, § 31. Independent citizens commission. (b)(1) There is created an independent citizens commission for the purpose of setting salaries of elected constitutional officers of the executive department, members of the General Assembly, justices, judges, and prosecuting attorneys as provided in this section. (2)(A) Each member of the independent citizens commission shall serve a term of four (4) years. (B) A person shall not serve more than two (2) terms on the independent citizens commission. (3) The independent citizens commission shall consist of seven (7) members as follows: (A) Two (2) members appointed by the Governor; (B) Two (2) members appointed by the President Pro Tempore of the Senate; (C) Two (2) members appointed by the Speaker of the House of Representatives; and (D) One (1) member appointed by the Chief Justice of the Supreme Court. ... (d) The independent citizens commission shall have the duty to review and adjust as it deems necessary the salaries for the following positions: (1) Governor; (2) Lieutenant Governor; (3) Attorney General; (4) Secretary of State; (5) Treasurer of State; (6) Auditor of State; (7) Commissioner of State Lands; (8) Member of the General Assembly; (9) Chief Justice of the Supreme Court; (10) Justice of the Supreme Court; (11) Chief Judge of the Court of Appeals; (12) Judge of the Court of Appeals; (13) Circuit court judge;

State	Compensation Commissions
	<p>(14) District court judge; and (15) Prosecuting attorney.</p> <p>(e)...(3) Upon satisfying (e)(2)(A)(i)-(iii) of this section, the independent citizens commission may file the adjusted salary with the Auditor of State. (4) An adjustment to a salary shall be effective ten (10) days after it is filed with the Auditor of State.</p> <p>...</p> <p>(j) No later than ninety (90) days before the commencement of a regular session, the independent citizens commission shall provide recommendations to the President Pro Tempore of the Senate and the Speaker of the House of Representatives concerning the amounts to be paid to members of the General Assembly for:</p> <p>(1) Per diem; (2) Reimbursement for expenses; and (3) Reimbursement for mileage.</p>
California	<p>CONSTITUTION ARTICLE 3, SEC. 8. (a) The California Citizens Compensation Commission is hereby created and shall consist of seven members appointed by the Governor. The commission shall establish the annual salary and the medical, dental, insurance, and other similar benefits of state officers.</p>
Connecticut	<p>Sec. 2-9a. Compensation Commission for elected state officers and General Assembly members. (a)(1) There is created a Compensation Commission consisting of eleven members, three of whom shall be appointed by the Governor, two of whom shall be appointed by the president pro tempore of the Senate, two of whom shall be appointed by the speaker of the House of Representatives, two of whom shall be appointed by the minority leader of the Senate and two of whom shall be appointed by the minority leader of the House of Representatives. All members of said commission shall be appointed on or before July 1, 1971, and quadrennially thereafter, to serve for a term of four years. No person shall be appointed to said commission who is an official or employee of the state of Connecticut or any department, agency or political subdivision thereof, or who is an official or employee of any agency or institution more than ten per cent of the gross annual income of which is from state funds. Members shall not be compensated for their services as such but shall be reimbursed for all necessary expenses incurred in the performance of their duties.</p> <p>(b) The Compensation Commission shall recommend to the General Assembly, on or before February fifteenth, in odd-numbered years, legislative proposals for salary, expenses, pension, workers' compensation and any other benefits to be paid to the Governor, Lieutenant Governor, Secretary of the State, Attorney General, Treasurer, Comptroller and members of the General Assembly. In its discretion, the commission also may submit its recommendation for such legislative proposals, on or before February fifteenth in even-numbered years. The General Assembly shall take action on such proposals at the session to which they are submitted. No proposals for legislative salary, if enacted by the General Assembly, shall become effective until the first Wednesday following the first Monday of the January succeeding the next election of members of the General Assembly. No proposals for salaries shall be effective as to the Governor, Lieutenant Governor, Secretary of the State, Attorney General, Treasurer and Comptroller until the first Wednesday following the first Monday of the January succeeding the next election of said officers. Any other proposals of benefits, if</p>

State	Compensation Commissions
	<p>enacted, shall be applicable with respect to the incumbents in the offices covered. Said commission may recommend different rates of salary, expenses and allowances for members of the General Assembly for session and interim periods and may recommend rates of salary, expenses and allowances for members of the General Assembly who are officers which are different from that established for other members.</p>
Delaware	<p>§ 3301 Established; composition; qualifications; terms of office.</p> <p>There is established a commission known as the "Delaware Compensation Commission," hereinafter referred to as the "Commission," consisting of 6 members, 2 of whom shall be appointed by the Governor, 1 by the President Pro Tempore of the Senate and 1 by the Speaker of the House of Representatives. The fifth member shall be the President of the Delaware Round Table. The Director of the Office of Management and Budget of the State shall serve as an ex officio and nonvoting member of the Commission. The appointees shall be persons not holding any public office nor employed substantially full-time with compensation by this State while serving on this Commission. Those appointed shall serve for a 6 year term. Any member is eligible for reappointment.</p> <p>§ 3304 Effect of Commission report.</p> <p>The remuneration for all offices specified in § 3303 of this title established by the report shall take effect and have the force and effect of law as of July 1 following submission, unless the General Assembly shall by joint resolution reject the report in its entirety within 30 days following the commencement of its session.</p>
Hawaii	<p>Constitution Article 16, Section 3.5. There shall be a commission on salaries as provided by law, which shall review and recommend salaries for the justices and judges of all state courts, members of the legislature, department heads or executive officers of the executive departments and the deputies or assistants to department heads of the executive departments as provided by law, excluding the University of Hawaii and the department of education.</p> <p>The recommended salaries submitted shall become effective as provided in the recommendation, unless the legislature disapproves the entire recommendation as a whole by adoption of a concurrent resolution prior to adjournment sine die of the legislative session in which the recommendation is submitted.</p>
Idaho	<p>Statute 67-406. COMPENSATION AND MILEAGE OF MEMBERS OF LEGISLATURE. Each member of the legislature shall receive for his services compensation and expenses in accordance with rates established by the citizens' committee on legislative compensation authorized in section 67-406b, Idaho Code.</p> <p>History: [67-406] 1921, ch. 4, sec. 1, p. 6; sec. 65-406; am. 1947, ch. 2, sec. 1, p. 4; am. 2009, ch. 52, sec. 4, p. 136.]</p> <p>The rates thus established shall be the rates applicable for the two (2) year period specified unless prior to the twenty-fifth legislative day of the next regular biennial session, by concurrent resolution the senate and house of representatives shall reject said rates of compensation and expenses and declare the same to be inoperative.</p>
Illinois	<p>Statute 25 ILCS 115/1</p> <p>Sec. 1. Each member of the General Assembly shall receive an annual salary of \$28,000 or as set by the Compensation Review Board, whichever is greater.</p>

State	Compensation Commissions
Iowa	<p>None.</p> <p>1968 Constitutional Amendment 28 [28] Amendment 5. Section twenty-five (25) of Article three (III) of the Constitution of the State of Iowa is hereby repealed and the following adopted in lieu thereof:</p> <p style="padding-left: 40px;">Compensation and expenses of General Assembly. SECTION 25. Each member of the General Assembly shall receive such compensation and allowances for expenses as shall be fixed by law but no General Assembly shall have the power to increase compensation and allowances effective prior to the convening of the next General Assembly following the session in which any increase is adopted.</p>
Maine	<p>§2-B. State Compensation Commission</p> <p>1. State Compensation Commission; membership. The State Compensation Commission, established in Title 5, section 12004-G, subsection 26-D and referred to in this section as the "commission," consists of 5 members. The commission may submit legislation required to implement its recommendations.</p>
Maryland	<p>Constitution Article 3, Section 15</p> <p>... (2)Any compensation and allowances paid to members of the General Assembly shall be as established by a commission known as the General Assembly Compensation Commission. Commission meets every four years and presents recommendations to the General Assembly for action. Recommendations may be reduced or rejected, but not increased.</p>
Massachusetts	<p>None. Salary tied to the median household income for the commonwealth.</p>
Michigan	<p>I Constitution Article 4, Sec. 12.</p> <p>The state officers compensation commission is created which subject to this section shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor, the attorney general, the secretary of state, and the justices of the supreme court.</p> <p>If legislature does not vote recommendations down, new salaries take effect.</p>
Minnesota	<p><u>Constitution Article IV, Sec. 9. Compensation.</u></p> <p>The salary of senators and representatives shall be prescribed by a council consisting of the following members: one person who is not a judge from each congressional district appointed by the chief justice of the Supreme Court, and one member from each congressional district appointed by the governor. If Minnesota has an odd number of congressional districts, the governor and the chief justice must each appoint an at-large member in addition to a member from each congressional district. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the most members in the legislature. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the second-most members in the legislature. None of the members of the council may be current or former legislators, or the spouse of a current legislator. None of the members of the council may be current or former lobbyists registered under Minnesota law. None of the members of the council may be a current employee of the legislature. None of the members of the council may be a current or former judge. None of</p>

State	Compensation Commissions
	<p>the members of the council may be a current or former governor, lieutenant governor, attorney general, secretary of state, or state auditor. None of the members of the council may be a current employee of an entity in the executive or judicial branch. Membership terms, removal, and compensation of members shall be as provided by law. The council must prescribe salaries by March 31 of each odd-numbered year, taking into account any other legislative compensation provided to legislators by the state of Minnesota, with any changes in salary to take effect on July 1 of that year. Any salary increase for legislators authorized in law by the legislature after January 5, 2015, is repealed. [Amended, November 8, 2016]</p> <p>Statute 15A.082 COMPENSATION COUNCIL. Subdivision 1.Creation. A Compensation Council is created each odd-numbered year to assist the legislature in establishing the compensation of constitutional officers, justices of the Supreme Court, judges of the Court of Appeals and district court, and the heads of state and metropolitan agencies included in section 15A.0815.</p> <p>Subd. 3.Submission of recommendations. (a) By April 1 in each odd-numbered year, the Compensation Council shall submit to the speaker of the house and the president of the senate salary recommendations for constitutional officers, justices of the supreme court, and judges of the court of appeals and district court. The recommended salary for each other office must take effect on the first Monday in January of the next odd-numbered year, with no more than one adjustment, to take effect on January 1 of the year after that. The salary recommendations for judges and constitutional officers take effect if an appropriation of money to pay the recommended salaries is enacted after the recommendations are submitted and before their effective date. Recommendations may be expressly modified or rejected.</p> <p>Subd. 4.Criteria. In making compensation recommendations, the council shall consider the amount of compensation paid in government service and the private sector to persons with similar qualifications, the amount of compensation needed to attract and retain experienced and competent persons, and the ability of the state to pay the recommended compensation.</p> <p>15A.0825 LEGISLATIVE SALARY COUNCIL. Subd. 7.Duties. By March 31 of each odd-numbered year, the council must prescribe salaries for legislators to take effect July 1 of that year. In setting salaries, the council must take into account any other legislative compensation provided to the legislators by the state and the most recent budget forecast. The council must submit a report by March 31 of each odd-numbered year with the prescribed salaries to the governor, the majority and minority leaders of the senate and the house of representatives, the chairs of the committees in the senate and the house of representatives with jurisdiction over the legislature's budget, and the chairs of the committees in the senate and house of representatives with jurisdiction over finance. The report must describe the council's rationale for selecting the prescribed salaries.</p>

State	Compensation Commissions
New Jersey	<p>Statute 52:14-15.115 "Public Officers Salary Review Commission."</p> <p>13. a. There is hereby established a commission to be known as the "Public Officers Salary Review Commission."</p> <p>b. The commission shall review the salaries of the Governor, cabinet officers, members of the Board of Public Utilities, members of the Casino Control Commission, Workers' Compensation judges, members of the Legislature, members of the State Commission of Investigation, Justices of the Supreme Court, judges of the Superior Court, judges of the Tax Court, administrative law judges and county prosecutors and shall submit a report to the Governor and Legislature with proposed recommendations, if any, concerning changes in these salaries.</p>
New York	Ch. 60, Laws of 2015 – establishes a Commission on Legislative, Judicial and Executive Compensation to make recommendations
Oklahoma	<p>Constitution Article V, Section 21. Conflict of interests prohibited - Board on Legislative Compensation.</p> <p>A. The Legislature shall enact laws to prohibit members of the Legislature from engaging in activities or having interests which conflict with the proper discharge of their duties and responsibilities.</p> <p>B. The Board on Legislative Compensation is hereby created.</p> <p>Said Board shall each two years review the compensation paid to the members of the Legislature and shall be empowered to change such compensation; such change to become effective on the fifteenth day following the succeeding general election.</p> <p>Compensation Commission will be mandatory starting with next year's session.</p>
Utah	<p>Constitution Article VI, Section 9. [Compensation of legislators -- Citizens' salary commission.]</p> <p>The Legislature shall not increase the salaries of its members on its own initiative, but shall provide by law for the appointment by the Governor of a citizens' salary commission to make recommendations concerning the salaries of members of the Legislature. Upon submission of the commission's recommendations, the Legislature shall by law accept, reject or lower the salary but may not, in any event, increase the recommendation.</p>
Washington	<p>SECTION 1 SALARIES FOR LEGISLATURE, ELECTED STATE OFFICIALS, AND JUDGES -- INDEPENDENT COMMISSION -- REFERENDUM. Salaries for members of the legislature, elected officials of the executive branch of state government, and judges of the state's supreme court, court of appeals, superior courts, and district courts shall be fixed by an independent commission created and directed by law to that purpose. No state official, public employee, or person required by law to register with a state agency as a lobbyist, or immediate family member of the official, employee, or lobbyist, may be a member of that commission.</p> <p>Any change of salary shall be filed with the secretary of state and shall become law ninety days thereafter without action of the legislature or governor, but shall be subject to referendum petition by the people, filed within the ninety-day period.</p>

State	Compensation Commissions
West Virginia	<p>Constitution Article 6, Section 33. Compensation and expenses of members.</p> <p>Members of the Legislature shall receive such compensation in connection with the performance of their respective duties as members of the Legislature and such allowances for travel and other expenses in connection therewith as shall be (1) established in a resolution submitted to the Legislature by the Citizens Legislative Compensation Commission hereinafter created, and (2) thereafter enacted into general law by the Legislature at a regular session thereof, subject to such requirements and conditions as shall be prescribed in such general law. The Legislature may in any such general law reduce but shall not increase any item of compensation or expense allowance established in such resolution.</p>