
First Meeting 2017

**Presentation to the
Governor's Salary Commission**

**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

December 2017

Organization Items

- Selection of chairman by commission members
- Need for commission members to be sworn in by Clerk of the Court
- Reimbursement for meals and mileage
- Letter from the Governor requesting the commission to make salary level recommendations for the other constitutional officers
- Other items

Constitutional and Legal Issues

- Concurrence of at least five members is required for any formal commission action
- Written recommendation on salaries submitted to Executive and Legislature within 10 days of the start of session (January 19, 2018)
- Commission may not recommend salaries lower than current salaries
- Recommendations in the form of a joint resolution must be introduced no later than the fifteenth day of the session
- If the commission recommends no salary change, a joint resolution shall not be introduced
- The General Assembly may lower any recommended increase but may not decrease the salaries below current levels, and the General Assembly may not increase the salaries recommended by the commission

Summary of 2013 Salary Commission Recommendations

Commission Recommendations

Action

Governor

Adopted

First Year (2015)	\$165,000
Second Year (2016)	170,000
Third Year (2017)	175,000
Fourth Year (2018)	180,000

Lieutenant Governor

Adopted

First Year (2015)	\$137,500
Second Year (2016)	141,500
Third Year (2017)	145,500
Fourth Year (2018)	149,500

Summary of 2013 Salary Commission Recommendations (Cont.)

Commission Recommendations Pursuant to Governor's Request

Action

**Attorney General
Comptroller
Treasurer**

Adopted

First Year (2015)	\$137,500
Second Year (2016)	141,500
Third Year (2017)	145,500
Fourth Year (2018)	149,500

Secretary of State

Adopted

First Year (2015)	\$96,500
Second Year (2016)	99,500
Third Year (2017)	102,500
Fourth Year (2018)	105,500

Summary of 2013 Salary Commission Recommendations (Cont.)

Commission Recommendations

Action

Governor – Retiree Health

For purposes of the retiree health benefit, future governors vest immediately upon assuming office and accrue 1/16 of the maximum State subsidy for each year served

Adopted

Governor – Pension

Increase age at which future governors begin receiving pension payments from 55 to 62 years of age

Adopted

Compensation Principles

- Relation to salaries paid to other Maryland officials
- Salary sufficient to attract highly qualified individuals

Exhibits

Maryland

- Exhibit 1 – General Salary Increases, Increments, and Other Compensation
- Exhibit 2 – Salaries of Selected Maryland State Officials
- Exhibit 3 – Mayor and County Executive Salaries
- Exhibit 4 – Comparison of Maryland State Retirement and Pension Plans

State Comparisons

- Exhibit 5 – Salaries of Constitutional Officers – 2013
- Exhibit 6 – State Ranking of Governors' Salaries
- Exhibit 7 – Governors' Salaries Ranked by State General Revenues
- Exhibit 8 – Governors' Salaries Ranked by Population
- Exhibit 9 – Governors' Salaries Ranked by Per-capita Income
- Exhibit 10 – State Ranking of Lieutenant Governor Salaries
- Exhibit 11 – State Ranking of Comptroller Salaries
- Exhibit 12 – State Ranking of Treasurer Salaries
- Exhibit 13 – State Ranking of Attorney General Salaries
- Exhibit 14 – State Ranking of Secretary of State Salaries

Exhibit 1
State Employee Compensation History
General Salary Increases, Increments, and other Compensation
Fiscal 2003-2018

<u>Fiscal Year</u>	<u>Date of Increase</u>	<u>State Employees General Salary Increase</u>	<u>Increments</u>	<u>Police, Natural Resources Police, and Park Ranger Salary Increases</u>	<u>Maximum Deferred Compensation Match by State</u>	<u>Pay-for-Performance Bonuses</u>	<u>Annual Salary Review Reclassifications</u>	<u>Other</u>
2003		None	None		\$500	None	None	
2004		None	None		None	None	None	
2005	7/1/2004	\$752	On time		None	None	Yes ¹	
2006	7/1/2005	1.5%	On time		400	None	Yes ²	
2007	7/1/2006	\$900, \$1,400, or 2% ³	On time	2% extra, 9% extra for State police (primarily DGS and MDH officers)	600	None	Yes ⁴	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% ⁵	On time		600	None	Yes ⁶	2-5- day furlough enacted ⁷
2010		None	None		0	None	None	3-10-day furlough enacted ⁸
2011		None	None		0	None	None	3-10-day furlough enacted ⁹
2012		None	None	Negotiated increments	0	\$750 bonus ¹⁰	None	Furloughs ended
2013	1/1/2013	2.0%	None		0	None	Yes ¹¹	
2014	1/1/2014	3.0%	4/1/2014	Negotiated increments	0	None	Yes ¹²	
2015	1/1/2015	2.0%	On time	Negotiated increments	0	None	Yes ¹³	
2016	7/1/2015	2.0%	None		0	None	Yes ¹⁴	

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

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

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

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

³Fiscal 2007 general salary increases are \$900 for employees making less than \$45,000 at the end of fiscal 2006, \$1,400 for employees making \$70,000 or more, and 2.0% for those remaining.

⁴The fiscal 2007 annual salary review provided reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, administrative law judges, and teachers' aides.

⁵A 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.

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

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

⁸State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 are furloughed for an additional three days, those between \$50,000 and \$99,999 are furloughed for extra four days; and those earning over \$100,000 are furloughed for additional five days. The result was an average salary reduction of approximately 2.6%.

⁹State 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.

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

¹¹The fiscal 2013 annual salary review provided upgrades to the following classifications: contribution tax auditors, Maryland correctional enterprise industries representative I, II, and regional managers. Two new classes were also created: nutrient management specialist III and forensic behavioral specialists.

¹²The fiscal 2014 annual salary review provided one grade for the following classifications: emergency medical services' communication officer staff; State Department of Assessments and Taxation assessors; personnel classifications at the Maryland Department of Health (MDH), the Department of Human Services, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the Department of State Police. Parole and Probation agents at DPSCS that are Agent 1, receive a one-grade increase, Agent II and Senior currently at base, step 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management are moved into 4-level class series.

¹³The fiscal 2015 annual salary review provided one grade for the following classifications: psychologist positions, Department of Budget and Management operating and capital analysts; park technicians at the Department of Natural Resources; direct care workers and geriatric assistants at MDH; physician program manager III (psychiatrists), alcohol and drug counselors, and social worker, criminal justice at the Department of Public Safety and Correctional Services; loan underwriter at the Department of Housing and Community Development; pay equity for the planner series at the Department of Planning and MDH; registered nurses at MDH receive a \$3,000 hire bonus and a \$3,000 retention bonus at 24/7 facilities.

¹⁴The fiscal 2016 annual salary review provided a one-grade increase to wage and hour investigators and administrators at the Employment Standards and Prevailing Wage Programs at the Department of Labor, Licensing and Regulation.

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

Exhibit 2
Salaries of Selected Maryland State Officials
Fiscal 2011-2018

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2011- 2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>% Change 2015- 2018</u>
Constitutional Officers										
Governor	\$150,000	\$150,000	\$150,000	\$150,000	0.00%	\$150,000	\$165,000	\$175,000	\$180,000	20.00%
Lieutenant Governor	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,000	149,500	19.60%
Attorney General	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,500	149,500	19.60%
Comptroller	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,500	149,500	19.60%
Treasurer	125,000	125,000	125,000	125,000	0.00%	125,000	137,500	145,500	149,500	19.60%
Secretary of State	87,500	87,500	87,500	87,500	0.00%	87,500	96,500	102,500	105,500	20.57%
Deputy Constitutional Officers										
Attorney General	\$143,270	\$143,270	\$143,270	\$146,136	2.00%	\$150,521	\$153,532	\$153,532	\$153,532	2.00%
Comptroller	154,235	154,235	154,235	157,320	2.00%	139,407	142,196	154,152	154,152	10.58%
Treasurer	127,762	127,762	136,706	139,441	9.14%	143,625	153,532	153,532	153,532	6.90%
Judiciary										
Judge, Court of Appeals	\$162,352	\$162,352	\$162,352	\$166,908	2.81%	\$171,600	\$176,433	\$176,433	\$176,433	2.82%
Ch. Judge Court of Appeals	181,353	181,353	181,353	185,908	2.51%	190,600	195,433	195,433	195,433	2.54%
Judge, Special Appeals	149,552	149,552	149,552	154,108	3.05%	158,800	163,633	163,633	163,633	3.04%
Ch. Judge Ct. Spec. Appeals	152,552	152,552	152,552	157,108	2.99%	161,900	166,633	166,633	166,633	2.92%
Judge, Circuit Court	140,352	140,352	140,352	144,908	3.25%	149,600	154,433	154,433	154,433	3.23%
Judge, District Court	127,252	127,252	127,252	131,108	3.03%	136,500	141,333	141,333	141,333	3.54%
Ch. Judge, District Court	149,552	149,552	149,552	154,108	3.05%	158,800	163,633	163,633	163,633	3.04%
Superintendent of Schools	\$195,000	\$195,000	\$195,000	\$210,000	7.69%	\$210,000	\$210,000	\$210,000	\$236,000	12.38%
Aging	124,848	124,848	124,848	127,345	2.00%	131,166	140,506	137,749	137,749	5.02%

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

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

Exhibit 3
Mayor and County Executive Salaries
Fiscal 2006-2014

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

Source: Local personnel offices

Exhibit 4
Comparison of Maryland State Retirement and Pension Plans

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Participation	Mandatory	Automatic	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment
Vesting							
Hired on or Before 6/30/11	8 years of service	One full term	Immediate	5 years of service	5 years of service	5 years of service	5 years of service
Hired on or After 7/1/11; or Judges Hired on or After 7/1/12	<i>No change</i>	<i>No change</i>	<i>5 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>	<i>10 years of service</i>
Employee Contributions²	7.0% of salary, for 22 years, 3 months (was 5.0%)	None	8.0% of salary, for 16 years (was 6.0%)	7.0% of salary (was 5.0%)	8.0% of salary	7.0% of salary (was 4.0%)	5.0% of salary
Service Retirement Conditions							
Hired on or Before 6/30/11; or Legislators with Creditable Service before 1/14/15; or a Governor Serving Before 1/21/15	Age 60; or age 50 with 8 years, reduced benefit	Age 55	Age 60	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 50 or 22 years of service	Age 50 or 25 years of service	20 years of service or age 55 with 5 years of service

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<i>Hired on or After 7/1/11; or Judges Hired on or After 7/1/12; or Legislators with No Creditable Service Before 1/14/15; or a Governor Serving On or After 1/21/15</i>	<i>Age 62; or age 55 with 8 years, reduced benefit</i>	<i>Age 62</i>	<i>Age 60 with 5 years of service</i>	<i>Age 65 with 10 years of service or Rule of 90³; or age 60 with 15 years, reduced benefit</i>	<i>Age 50 or 25 years of service</i>	<i>No change</i>	<i>Age 55 with 10 years of service</i>
Allowance							
Hired on or Before 6/30/11	3.0% of current legislative salary per year of service	1/3 of current annual salary for one term; or 1/2 of current annual salary for two terms	2/3 of active judge salary at 16 years	1.2% of salary for years of service prior to 7/1/98; plus 1.8% of salary for years of service on or after 7/1/98 (calculated on highest 3 consecutive years of salary)	2.55% per year of service (calculated on highest 3 years of salary)	2.0% per year if subject to the LEOPS modified pension benefit; otherwise 2.3% for first 30 years and 1.0% for each year thereafter (calculated on highest 3 consecutive years of salary)	1.8% per year of service (calculated on highest 3 years of salary)

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
<i>Hired on or After 7/1/11</i>	<i>No change</i>	<i>No change</i>	<i>No change</i>	<i>1.5% of salary (calculated on highest 5 consecutive years of salary)</i>	<i>Calculated on highest 5 years of salary</i>	<i>Calculated on highest 5 consecutive years of salary</i>	<i>Calculated on highest 5 years of salary</i>
Post Retirement Adjustments⁴							
<i>Service Credit Earned on or Before 6/30/11</i>	<i>Based on salary of active legislators</i>	<i>Based on salary of current Governor</i>	<i>Based on salary of active judges</i>	<i>Limited to 3.0% of initial benefit</i>	<i>Unlimited annual cost-of- living adjustment (COLA)</i>	<i>Limited to 3.0% of initial benefit</i>	<i>Unlimited annual COLA</i>
<i>Service Credit Earned on or After 7/1/11</i>	<i>No change</i>	<i>No change</i>	<i>No change</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>	<i>Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%</i>

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Ordinary Disability Retirement							
Conditions	Active legislator must have 8 years of service and be certified disabled by the BOT medical board	General Assembly adopts resolution by 3/5 th vote that Governor is unable to perform duties of office due to physical or mental disability	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service
Allowance	3.0% of current legislative salary per year of service	If in first term, 1/3 of current annual salary; if in second term, 1/2 of current salary	Service retirement with minimum of 33.3% of salary	Service retirement projected to age 62	Service retirement with minimum of 35.0% of salary	Service retirement projected to age 50	Service retirement with minimum of 25.0% of salary
Accidental Disability Retirement							
Conditions	Not applicable	Not applicable	Not applicable	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Allowance	Not applicable	Not applicable	Not applicable	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions

BOT: Board of Trustees for the State Retirement and Pension System
LEOPS: Law Enforcement Officers' Pension System

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

² 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.

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

⁴ 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

Exhibit 5
Salaries of Constitutional Officers – 2017

<u>State</u>	<u>Governor</u>	<u>Lt. Governor</u>	<u>Secretary of State</u>	<u>Attorney General</u>	<u>Treasurer</u>	<u>Comptroller</u>
Alabama	\$119,950	\$60,830	\$85,248	\$168,002	\$85,248	\$138,305
Alaska	145,000	115,000	(a)	141,156	154,824	133,332
Arizona	95,000	(b)	70,000	90,000	70,000	140,000
Arkansas	141,000	42,315	90,000	130,000	85,000	n/o
California	190,103	142,577	142,577	165,126	152,081	152,081
Colorado	90,000	150,000	68,500	80,000	68,500	126,540
Connecticut	150,000	110,000	110,000	110,000	110,000	110,000
Delaware	171,000	79,053	128,090	145,707	113,874	147,870
Florida	130,273	124,851	141,000	128,972	(f)	128972
Georgia	139,339	91,609	123,637	139,169	165,000	n/a
Hawaii	152,544	148,800	n/o	148,800	148,800	141,720
Idaho	122,597	42,909	104,207	124,000	104,207	104,207
Illinois	177,412	135,669	156,541	156,541	135,669	135,669
Indiana	121,331	93,296	81,020	97,468	81,020	(d)
Iowa	130,000	103,212	103,212	123,669	103,212	n/o.
Kansas	99,636	54,000	86,003	98,901	86,003	115,000
Kentucky	142,976	121,550	121,550	121,550	121,550	108,286
Louisiana	130,000	115,000	115,000	115,000	115,000	237,500
Maine	70,000	(h)	90,730	119,038	82,534	112,091
Maryland	170,000	141,500	99,500	141,500	141,500	141,500
Massachusetts	151,800	122,058	136,402	136,402	133,277	176,624
Michigan	159,300	111,510	112,410	112,410	174,204	143,176
Minnesota	127,629	82,959	95,722	121,248	(i)	(i)
Mississippi	122,160	60,000	90,000	108,960	90,000	(c)
Missouri	133,821	86,484	107,746	116,437	107,746	98,681
Montana	111,569	86,362	92,236	123,499	(e)	111,682
Nebraska	105,000	75,000	85,000	95,000	85,000	107,525
Nevada	149,573	63,648	102,898	141,086	102,898	102,898
New Hampshire	127,443	(h)	105,930	117,913	105,930	106,575
New Jersey	175,000	141,000	(a)	140,000	141,000	141,000
New Mexico	110,000	85,000	85,000	95,000	85,000	118,000
New York	179,000	151,500	120,800	151,500	127,000	151,500
North Carolina	144,349	127,561	127,561	127,561	127,561	158,501
North Dakota	132,964	103,221	105,770	157,009	99,881	131,136
Ohio	148,304	150,404	109,553	109,553	109,553	165,734
Oklahoma	147,000	114,713	140,000	132,825	114,713	120,000
Oregon	98,600	(b)	77,000	82,220	72,000	n/o

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

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) Pre-audit.

(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.

(i) \$68,680 part time.

(j) Lieutenant Governor receives additional pay when serving as acting governor.

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

Exhibit 6
State Ranking of Governors' Salaries

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

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>
44	Wyoming	105,000	105,000	0.00%
46	Kansas	99,636	99,636	0.00%
47	Oregon	98,600	93,600	5.34%
48	Arizona	95,000	95,000	0.00%
49	Colorado	90,000	90,000	0.00%
50	Maine	70,000	70,000	0.00%

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

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

Exhibit 7
Governors' Salaries Ranked by State General Revenues

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

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>General Revenue \$ in Thousands</u>
37	Nebraska	105,000	105,000	0.00%	13,826,992
38	Hawaii	152,544	117,312	30.03%	12,106,506
39	West Virginia	150,000	150,000	0.00%	11,635,145
40	North Dakota	132,964	116,999	13.65%	9,199,370
41	Maine	70,000	70,000	0.00%	8,654,763
42	Idaho	122,597	117,000	4.78%	8,548,657
43	New Hampshire	127,443	113,834	11.96%	8,521,615
44	Rhode Island	132,710	129,210	2.71%	7,976,226
45	Alaska	145,000	145,000	0.00%	7,404,982
46	Delaware	171,000	171,000	0.00%	7,192,928
47	Wyoming	105,000	105,000	0.00%	6,860,025
48	Montana	111,569	108,167	3.15%	6,022,679
49	South Dakota	112,214	100,972	11.13%	4,896,753
50	Vermont	166,046	142,542	16.49%	4,824,809

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

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

Exhibit 8
Governors' Salaries Ranked by Population

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

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

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

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

Exhibit 9
Governors' Salaries Ranked by Per Capita Income

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

<u>Rank</u>	<u>State</u>	<u>2017 Salary</u>	<u>2013 Salary</u>	<u>% Change</u>	<u>Per Capita Income</u>
45	Idaho	122,597	117,000	4.78%	39,470
46	Kentucky	142,976	153,970	-7.14%	38,926
47	Alabama	119,950	*	—	38,896
48	New Mexico	110,000	110,000	0.00%	38,474
49	West Virginia	150,000	150,000	0.00%	36,624
50	Mississippi	122,160	122,160	0.00%	35,484

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

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

Exhibit 10
State Ranking of Lieutenant Governor Salaries

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

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

n/a: not available

^(a)Secretary of State function.

^(b)In Maine, New Hampshire, Tennessee, and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee and West Virginia, the Speaker of the Senate bears the statutory title of Lieutenant Governor.

^(c)\$68,680 part-time.

^(d)Lieutenant Governor receives additional pay when serving as acting Governor.

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

Exhibit 11
State Ranking of Comptroller Salaries

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

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

n/a: not available

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

(a) Auditor or pre-audit function.

(b) Finance function.

(c) Administrative function.

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

Exhibit 12
State Ranking of Treasurer Salaries

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

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

(a) Finance function.

(b) Administrative function.

(c) Comptroller function.

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

Exhibit 13
State Ranking of Attorney General Salaries

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

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

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

Exhibit 14
State Ranking of Secretary of State Salaries

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

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

n/a: not available

^(a)Lieutenant Governor function.

^(b)No specific administrative official or agency in charge of function.

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