

# MAINE STATE LEGISLATURE

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# **MAINE STATE COMPENSATION COMMISSION FINAL REPORT**

**JANUARY 2020**

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## **MEMBERS:**

**Vendean Vafiades**, Chair, Appointed by the Commission  
**Christine Brawn**, Appointed by the President of the Senate  
**Joyce Oreskovich**, Appointed by the President of the Senate  
**Kathryn Rand**, Appointed by the Speaker of the House  
**Timothy Schneider**, Appointed by the Speaker of the House

**Members:**

Vendean Vafiades, Chair  
Christine Brawn  
Joyce Oreskovich  
Kathryn Rand  
Timothy Schneider


**Staff:**

Julie Jones, Senior Legislative Analyst  
Lauren Metayer, Legislative Analyst

**STATE OF MAINE****STATE COMPENSATION COMMISSION**

TO: Members, 129<sup>th</sup> Legislature

Senator Ned Claxton, Chair  
Representative Danny Martin, Chair  
Joint Standing Committee on State and Local Government

FROM: Hon. Vendean Vafiades, Chair   
State Compensation Commission

DATE: January 15, 2020

SUBJ: State Compensation Commission report pursuant to Title 3, section 2-B,  
subsection 2

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In accordance with 3 MRSA section 2-B, sub section 2, the State Compensation Commission submits its January, 2020 Final Report. We thank you for the opportunity to review and recommend changes to the compensation and benefits of those who serve in Maine's three branches of government.

During the process of researching and considering our responsibilities, the Commission members developed an even greater respect and appreciation of all who serve and support the people of Maine. The Commission feels strongly that our proposed recommendations are necessary to move Maine's public servants' compensation from last in the nation to a more fair and reasonable level. The Commission is available to meet with you to discuss our thoughts and the specifics of the report.

The report includes draft legislation of recommended statutory changes related to the functioning of the Commission. The report does not include draft legislation for the numerous recommended changes in compensation given that the State and Local Government Committee is authorized under 3 MRSA section 2-B to introduce a bill based on our final report. If requested by the Committee, the Commission would also be happy to prepare its own separate legislation advancing the report recommendations, as allowed by our statutory charge.

As Chair of the Commission, I want to thank the members of the Commission for their thoughtful, prepared, focused and collegial service. The Commission also thanks the staff of the Office of Fiscal and Program Review for their professional, substantive and responsive support of the Commission.

Respectfully submitted on behalf of the Commission,

Hon. Vendean Vafiades, Chair

cc:

Janet T. Mills, Governor  
Hon. Leigh Ingalls Saufley, Chief Justice of the Maine Supreme Judicial Court  
Members, Joint Standing Committee on State and Local Government  
Jeremy Kennedy, Chief of Staff, Governor's Office  
Ted Glessner, State Court Administrator  
Clerk of the House  
Secretary of the Senate  
Grant Pennoyer, Executive Director, Executive Director, Legislative Council  
Legislative Staff Office Directors  
Members, State Compensation Commission

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### INTRODUCTION

The rights of Maine citizens are supported and protected by our democratic institutions of government, which in turn rely on the talent and dedication of the people who serve in those institutions. These committed individuals ensure that an independent judiciary, and a representative legislature and Governor support a functioning, accessible democracy.

With greater political polarization and increasingly critical attitudes toward the actions of government, serving in legislative, judicial and executive offices is harder than ever. Our elected officials and judges sacrifice their personal and family time, their privacy, and opportunities for professional advancement and financial gain to serve. Demonstrating support and respect for those who serve in these positions is vital.

These realities have been at the forefront of the Maine State Compensation Commission's work. Our recommendations for meaningful changes in compensation and related benefits for those who represent the State of Maine are rooted in our respect and appreciation of those who are willing to serve. The success of Maine's democratic institutions relies on them.

"In the final analysis, a democratic government represents the sum total of the courage and the integrity of its individuals. It cannot be better than they are."

***Eleanor Roosevelt, 1963***

## PURPOSE

The State Compensation Commission (SCC or Commission), described in 3 M.R.S. § 2-B, is composed of five members and is tasked with reviewing: <sup>1</sup>

1. Compensation of Legislators, representatives of Indian tribes, Secretary and Assistant Secretary of the Senate and Clerk and Assistant Clerk of the House of Representatives, including all payments for salaries, meals, housing, travel, mileage, constituent services and all other expenses and allowances, and for additional services by the President of the Senate, Speaker of the House of Representatives and members of legislative leadership;
2. Compensation for justices and judges, including all payments for salaries, meals, housing, travel, mileage and all other expenses and allowances, and for additional services by any justice or judge; and
3. Compensation for the Governor, including all payments for salaries, meals, housing, travel, mileage, constituent services and all other expenses and allowances.

## PROCESS

During six public meetings, the Commission met with 12 individuals and conducted a public hearing to gather information and opinions pertaining to the compensation issues the commission was charged with reviewing. A complete list of the persons who participated in the Commission meetings is included as Appendix I.

In addition to meeting with these individuals, the Commission:

- Reviewed prior SCC and Judicial Compensation Commission reports;
- Reviewed recent legislation related to compensation changes for the governor, legislators, judges and justices;
- Collected data on the compensation history for the governor, legislators, judges and justices;
- Compared where Maine's Governor, legislators, judges and justices rank nationally and regionally for compensation received;
- Reviewed data on Maine household median, household mean, and per capita incomes;
- Reviewed benefit packages offered to the governor, legislators, judges and justices;
- Examined case load and administrative support available to judges and justices in Maine;
- Invited comments from current members of legislative leadership and the Chief Justice of the Supreme Judicial Court; and
- Held a public hearing on December 16, 2019 to gather additional comments on draft recommendations.

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<sup>1</sup> PL 2017, c. 242 and PL 2019, c.384 changed the statutory requirements of the Commission, removing Constitutional Officers from the positions the SCC must review, and adding the compensation of justices and judges, as well as the Governor.

## SUMMARY CONCLUSIONS AND RECOMMENDATIONS

### Legislature

The Commission finds that current legislative pay does not adequately compensate legislators for their dedicated public service, and likely has the effect of discouraging qualified Mainers from running for, or remaining in, the Legislature.

Maine State Senators and Representatives currently receive a stipend of \$14,862.48 for the first legislative session, which typically lasts 6 months, and \$10,581.92 for the second session, which typically lasts 4 months.

Compensation for legislators should be enough to make it financially possible for any qualified Mainer to serve. Each of the current and former legislators who testified before the Commission indicated that they viewed their work in the Legislature as a public service. They did not seek the office for the salary and benefits, nor expect to be compensated at a level comparable to what they might earn in private life. However, if legislative compensation is too low, the financial sacrifice of serving may be so great that it prevents some Mainers from serving, compromising the State's vision of a broad-based citizen legislature.

Legislative compensation has not kept pace with inflation over the last thirty years. For example, legislators in the 114<sup>th</sup> Legislature in 1990 received \$16,500, for the two-year term which, adjusted for inflation, would be approximately \$31,807 in 2019 dollars. Meanwhile, over the same time span, the demands on legislators have increased. Serving constituents has become a year-round responsibility. With the advent of email, texting, and use of social media as an important tool of communication, legislators are expected to be in constant communication with their peers, constituents, advocacy groups, and the public, even when the Legislature is not in session.

The current reimbursement rates for travel and lodging are also too low. The current mileage rate for legislators is 44¢ per mile for one round trip per week, and 44¢ per mile each subsequent day up to \$38 per day. The rate of 44¢ per mile is just 75% of the federal mileage rate of 58¢ per mile, which is calculated annually by the IRS to fully compensate drivers for the cost of using their personal vehicle. Legislators need to be in Augusta when the legislature is in session, which requires many legislators to travel long distances from their homes. The farther a legislator drives, the greater the shortfall, especially after mileage is capped at \$38 per day. The lodging rate, which is linked to the mileage rate and set at \$38 per day, is also too low. Of 13 Augusta area hotels and bed & breakfasts reviewed in the fall of 2019, only 2 locations offered rates at or below \$38 per day during the legislative session.

Finally, while the Senate President, Speaker and other leadership receive higher pay than legislators to compensate for additional responsibilities, committee chairs do not, though these positions involve substantial additional administrative, leadership, and time commitments.

To address these shortcomings, the Commission makes the following recommendations:

**1. Increase base compensation for Legislators to a total of \$32,000 per two-year term.<sup>2</sup>**

As noted above, this would effectively match the stipend to that of legislators in 1990, adjusted for inflation, addressing the erosion of compensation over the intervening 30 years. This level is roughly equivalent to the annual per capita income in Maine of \$32,095, so that compensation for two years of legislative service is on par with one year of the average Maine worker's salary.

**2. Increase mileage rate to the federal rate.**

Raising this rate to the current federal level more accurately reflects the costs of travel, including wear and tear on a personal vehicle. The current federal rate is 58¢ per mile.

**3. Increase lodging rate to equal benefit received in mileage rate.**

This equalizes the increased mileage rate with the lodging rate so that neither staying in a hotel or traveling back and forth from home each day is incentivized or penalized.

**4. Grant Legislative Council authority to approve an additional stipend for committee chairs.**

The Legislative Council is in the best position to recognize the increased demands of committee chairs and determine if an additional stipend is warranted and the amount of any approved stipend.

**5. Maintain the current process for setting salaries for the Secretary and Assistant Secretary of the Senate, and the Clerk and Assistant Clerk of the House of Representatives. Further, amend Title 3 §2-B by removing these positions from the purview of the SCC.**

The current process for setting these salaries, which relies in part on statute and on the Legislative Council, is sufficient to attract individuals to the position and compensates these individuals similarly to other legislative staff.

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<sup>2</sup> The Constitution of Maine, Article IV, Section 7 prohibits any law which would increase the compensation of legislators to take effect during the Legislative session that it was enacted. As such, these recommendations would take effect with the start of the 130<sup>th</sup> Legislature.



## Judiciary

The Commission finds that Maine's judicial salaries are the lowest in the country and this ranking does not reflect the respect and value that Maine holds for its judges and justices.

Maine judges and justices rank 51<sup>st</sup> in national salary rankings for associate justices of the courts of last resort (our Supreme Judicial Court) and judges and justices of general jurisdiction trial courts<sup>3</sup> and are paid just 70% of the compensation received by their federal colleagues.

Maine judges and justices' compensation of \$133,286 for trial judges and \$142,209 for Supreme Court associate justices are the lowest in New England by over \$20,000. Pay in the past 10 years for Maines judges and justices has barely kept up with inflation, while some Commissioner positions in the executive branch have increased by 30-50%.

Maine judges have a heavy workload and hear a full range of cases including criminal, civil, and family matters. They do most of their own research and writing of decisions and lack significant administrative and clerk support.<sup>4</sup> Judges and justices have little flexibility in their schedule and most travel to numerous courts throughout the State. Judges and justices' personal and volunteer interests are restricted, and they are limited in their ability to participate fully in their community.

Given the range of cases heard by trial judges, a bench with a broad range of experience is optimal. Judges and justices are recruited from a pool of attorneys who, as a class, are compensated higher than the average wage, and for whom accepting a judgeship may mean a significant reduction in salary. Despite the comparatively low compensation and the personal impact of the position, to date Maine has been able to attract highly qualified attorneys to serve.

However, the Commission is concerned that current judicial compensation may threaten the continued ability to attract and retain the highly qualified and dedicated jurists that Maine now enjoys. The comparatively low compensation has made it more difficult to attract trial, defense, and business attorneys to serve. There also is evidence that the low compensation received by judges and justices has led some to leave the bench, with several individuals recently choosing to leave earlier than planned without seeking the opportunity to work as Active Retired Judges.

The position of Active Retired Judge (ARJ) status is crucial to support the work of the sitting trial judges. ARJs fill in for a judge who is sick or has a family problem and provide some relief and flexibility for sitting judges. Further, ARJs are extremely valuable in filling in if there is a scheduling problem or a need to clear up caseload backlogs. Given these important functions of ARJs, the trend of individuals choosing to forgo ARJ status is especially problematic.

To address these shortcomings, the Commission makes the following recommendations:

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<sup>3</sup> The national rankings include the District of Columbia, Northern Mariana Islands, Puerto Rico, Guam, and the Virgin Islands.

<sup>4</sup> The Maine Judicial branch has 56 positions for trial judges and justices and only 17 positions for law clerks to work with those judges. In New Hampshire, each of the judges in its trial court has a dedicated law clerk.

- 1. Increase salaries so that Maine judges and justices' salaries rank 35<sup>th</sup> nationally, increasing the salary of District Court judges and Superior Court justices to \$150,000, Supreme Judicial Court justices to \$169,000 and the Chief Justice of the Supreme Judicial Court to \$184,000.**

The Commission believes that maintaining an independent judiciary is critical to a well-functioning democracy, and this salary adjustment better ensures that a broad range of qualified individuals are recruited and continue to serve. Increasing judicial salaries to a rank of 35<sup>h</sup> nationally would also bring them in line with where Maine ranks in terms of median household income (See Appendix II).

- 2. Increase the per diem pay for Active Retired Judges from \$350 to \$500.**

As discussed above, these positions are crucial for the efficient and effective management of caseloads to benefit the public, and also provide some flexibility and support for sitting judges. Additional compensation will encourage retiring judges to transition to these important positions.

- 3. Increase the additional compensation for serving as Chief and Deputy Chief Judge of the trial courts to \$10,000 additional for the Chief Judges and \$5,000 additional for the Deputy Chief Judges.**

The recommended increases for Deputy Chief Judges, the District Court Chief Judge, and the Superior Court Chief Justice are based on the additional administrative responsibilities required of the trial court leaders including scheduling and supervising judges and assigning and managing caseloads.

- 4. Grant the Chief Justice authority to approve an annual longevity payment to judges and justices at certain anniversary dates in recognition of years of service in the Maine judiciary.**

All Maine District Court judges receive the same annual salary regardless of their years of service on the bench. The same is true for Maine Superior Court justices. While this is the case in the federal court system, and in most court systems in the country, it is not the case for others in public service in Maine. Public employees in Maine, and most employees in the private sector, are placed on a salary range with rates of pay increasing annually to the top of the range. Maine state employees also receive an annual payment ("longevity stipend") at 15, 20, 30, etc. years in recognition of their service to the state of Maine.

## Governor

The Commission finds that the Maine Governor's salary is embarrassingly low, suggesting a disrespect for the position and making Maine an outlier from the rest of the country.

The Maine Governor's annual salary is the lowest in the nation at \$70,000 and has not changed since 1987. Among New England states, the next closest state is New Hampshire at \$134,581, almost double the salary of the Maine Governor. All who testified before the Commission on the Governor's compensation agreed that the salary is far too low.

Even though Maine ranks last in the nation for governor's salary, the executive branch in Maine is strong. For example, unlike the majority of states (43), Maine does not have a lieutenant governor, placing all executive authority and responsibility in the Governor. Further, the Maine Governor has strong veto and appointment powers compared with other states.<sup>5,6</sup>

Salary is not the primary motivator for a Mainer to seek the governor's office, and the Commission does not expect the pool of interested candidates to change if the salary were increased. However, the Commission strongly believes that the current level of compensation does not comport with the level of effort expected from our chief executive, nor does it adequately reflect the dignity and respect Maine people hold for this office.

The Governor also receives an annual expense account in the amount of \$30,000. The expense account was established by law in 1943 at \$10,000, was increased to \$15,000 in 1953, and was increased to \$30,000 in 1990. While expenses of any sort have increased over that time, the amount appropriated has not kept up with any escalated costs.

To address these shortcomings, the Commission makes the following recommendations:<sup>7</sup>

### **1. Raise the Governor's salary to \$130,000 per year, effective in 2022.**

This would bring the salary of Maine's governor to 35<sup>th</sup> in the nation, and nearly equivalent to that of neighboring New Hampshire. The ranking of 35<sup>th</sup> is also where Maine ranks nationally in Median Household Income (see Appendix II). The change also partially accounts for the effect of inflation since the current salary of \$70,000 was set by the Legislature in 1987. Adjusted for inflation, that would be \$161,911 in 2019 dollars. The Commission believes it is appropriate to compensate the governor at an equivalent standing to Maine's median household income as compared among the 50 states.

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<sup>5</sup> The Governors: Powers. Council of State Governments. Numbers referenced do not include American Samoa, Guam, CNMI, and Puerto Rico.

<sup>6</sup> The Powers of the Governor in North Carolina: Where the Weak Grow Strong—Except for the Governor: [https://nccppr.org/wp-content/uploads/2017/02/The Powers of the Governor of NC.pdf](https://nccppr.org/wp-content/uploads/2017/02/The_Powers_of_the_Governor_of_NC.pdf) (Maine Governor appointment power page 30).

<sup>7</sup> While the SCC is only required to review Governor's compensation in the last year of a gubernatorial term, the Commission determined that it was more efficient to review the Governor's salary and benefits at the same time as the legislators and judges.

The Constitution of Maine, Article V, Section 6 states that the compensation for the Governor may not be increased while the Governor is in office. As a result, this recommendation would not take effect until 2022 with a new gubernatorial term.

**2. Increase the Governor's Expense Account to \$40,000 each fiscal year.**

Created in 1943, the Governor's expense account is a long-standing component of a Maine governor's total compensation package. While the legislative record does not indicate what motivated the Legislature to create the expense account at that time, the Commission believes it is important to enable a governor to be as free as possible from personal financial stress. The account has not kept pace with inflation, and adjusting for inflation from its 1990 amount would exceed the amount the Commission is recommending, with the inflation adjusted amount totaling \$59,173. This increase to \$40,000 would not become effective until after the next gubernatorial election in 2022.

## **OTHER PROPOSED LEGISLATION**

1. Changes to the SCC statute (3 MRSA §2-B):
  - a. There should be a clearer process for nominating the 5<sup>th</sup> member of the commission, with the 5<sup>th</sup> member to serve as chair and appointed jointly by the Maine Speaker of the House and the Maine Senate President.
  - b. Amend the statute which requires the commission to meet 15 days after members are nominated to the commission to 15 days after the end of session.
  - c. Amend the statute changing which legislative positions the SCC must review (see recommendation 5 in legislative section).
2. Change references in statute so that salary received by individuals nominated in special elections matches the compensation received by other legislators.

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## **APPENDIX I: Individuals who testified before the Commission**

For copies of any testimony provided by the individuals below, please see the State Compensation Commission website: <http://legislature.maine.gov/ofpr/state-compensation-commission/9663>

1. Joshua Tardy, Esq., Maine Judicial Nominations Advisory Committee
2. Ted Glessner, Maine State Court Administrator
3. Julia Finn, Esq., Legislative Analyst for the Judicial Branch
4. Dennis Corliss, Chief of Finance and Administration for the Judicial Branch
5. Dawna Lopatosky, Legislative Finance Director for the Legislature
6. Representative Christopher Babbidge
7. Marge Kilkelly, Former Member of the House and Senate
8. Senator Dana Dow, Senate Minority Leader
9. Representative Matt Moonen, House Majority Leader
10. Senator Michael Carpenter
11. Chief Justice Leigh Saufley, Chief Justice of the Maine Supreme Judicial Court
12. Amy A. Quinlan, Esq. Director of Court Communications for the Judicial Branch

## APPENDIX II: State Income Rankings, 2018

State	Median Household Income	Rank (Median)	Mean Household Income	Rank (Mean)	Per Capita Income	Rank (Per Capita)
Alabama	\$49,861	45	\$69,091	46	\$27,525	45
Alaska	74,346	8	96,080	12	35,735	13
Arizona	59,246	27	80,477	25	30,530	35
Arkansas	47,062	48	66,766	47	26,626	47
California	75,277	6	107,384	5	37,124	11
Colorado	71,953	11	96,218	11	38,057	9
Connecticut	76,348	5	111,303	2	44,026	1
Delaware	64,805	16	84,896	19	33,745	20
Florida	55,462	37	79,968	26	31,359	29
Georgia	58,756	28	82,489	21	31,187	31
Hawaii	80,212	3	103,162	6	35,255	14
Idaho	55,583	36	73,369	40	27,816	44
Illinois	65,030	15	91,424	14	35,801	12
Indiana	55,746	34	73,733	38	29,369	39
Iowa	59,955	25	77,173	32	31,559	26
Kansas	58,218	30	78,972	29	31,456	28
Kentucky	50,247	44	69,724	44	27,823	43
Louisiana	47,905	46	69,225	45	27,274	46
<b>Maine</b>	<b>55,602</b>	<b>35</b>	<b>73,935</b>	<b>37</b>	<b>32,095</b>	<b>23</b>
Maryland	83,242	1	109,774	4	41,522	4
Massachusetts	79,835	4	110,501	3	43,349	2
Michigan	56,697	31	77,682	31	31,508	27
Minnesota	70,315	13	93,047	13	37,192	10
Mississippi	44,717	49	61,944	49	24,160	50
Missouri	54,478	39	75,013	35	30,498	36
Montana	55,328	38	72,648	42	30,680	33
Nebraska	59,566	26	78,793	30	31,771	24
Nevada	58,646	29	81,039	24	31,604	25
New Hampshire	74,991	7	97,994	10	39,521	5
New Jersey	81,740	2	114,853	1	42,815	3
New Mexico	47,169	47	66,752	48	26,529	48
New York	67,844	14	100,422	8	38,884	8
North Carolina	53,855	40	76,693	33	30,737	32
North Dakota	63,837	18	82,435	22	34,848	16
Ohio	56,111	33	76,151	34	31,293	30
Oklahoma	51,924	43	71,632	43	28,011	42
Oregon	63,426	19	85,235	18	34,058	17
Pennsylvania	60,905	21	83,765	20	33,960	18
Rhode Island	64,340	17	86,601	16	34,999	15
South Carolina	52,306	42	72,742	41	28,957	41
South Dakota	56,274	32	74,046	36	29,953	37
Tennessee	52,375	41	73,456	39	29,284	40
Texas	60,629	24	85,780	17	30,641	34
Utah	71,414	12	91,096	15	29,756	38
Vermont	60,782	22	79,514	28	33,956	19
Virginia	72,577	10	100,884	7	38,900	7
Washington	74,073	9	99,762	9	39,119	6
West Virginia	44,097	50	61,707	50	26,179	49
Wisconsin	60,773	23	79,656	27	33,032	22
Wyoming	61,584	20	81,935	23	33,522	21

**Source: American Community Survey, 2018**

## APPENDIX III: Historical salary information for the Legislature

Legislator Salary, Allowance and Reimbursement History (as of 10/12/2019)

	114th			115th			116th			117th			118th		
	1st	2nd		1st	2nd		1st	2nd		1st	2nd		1st	2nd	
	FY End	FY End		FY End	FY End		FY End	FY End		FY End	FY End		FY End	FY End	
	6/30/89	6/30/90		6/30/91	6/30/92		6/30/93	6/30/94		6/30/95	6/30/96		6/30/97	6/30/98	
1 Indian Representatives	\$100/day	\$100/day		\$110/day	\$110/day		\$110/day	\$110/day		\$110/day	\$110/day		\$110/day	\$110/day	
2 Rep / Senator	9,900.00	6,600.00		10,500.00	7,125.00		10,500.00	7,500.00		9,975.00	7,500.00		10,500.00	7,500.00	
3 Assist. Maj. & Min. Leaders	11,137.50	7,425.00		11,812.50	8,015.63		11,812.50	8,437.50		11,221.88	8,437.50		11,812.50	8,437.50	
4 Majority & Minority Leaders	12,375.00	8,250.00		13,125.00	8,906.25		13,125.00	9,375.00		12,468.75	9,375.00		13,125.00	9,375.00	
5 President & Speaker	14,850.00	9,900.00		15,750.00	10,687.50		15,750.00	11,708.90		14,962.50	11,250.00		15,750.00	11,250.00	
Special Session Per Diem	55.00	55.00		100.00	100.00		100.00	100.00		100.00	100.00		100.00	100.00	
Special Session Per Diem - Rep/Sen	\$ 55.00	\$ 55.00		\$ 100.00	\$ 100.00		\$ 100.00	\$ 100.00		\$ 100.00	\$ 100.00		\$ 100.00	\$ 100.00	
Special Session - President/Speaker	\$ 55.00	\$ 55.00		\$ 100.00	\$ 100.00		\$ 100.00	\$ 100.00		\$ 100.00	\$ 100.00		\$ 100.00	\$ 100.00	
President/Speaker pro tempore															
Successor salary	\$180 * wks rem CY	\$120 * wks rem CY		\$210 * wks rem CY	\$150 * wks rem CY		\$210 * wks rem CY	\$150 * wks rem CY		\$210 * wks rem CY	\$150 * wks rem CY		\$210 * wks rem CY	\$150 * wks rem CY	
Per diem (interim)	\$ 55.00	\$ 55.00		\$ 55.00	\$ 55.00		\$ 55.00	\$ 55.00		\$ 55.00	\$ 55.00		\$ 55.00	\$ 55.00	
Mileage	\$0.22/mile	\$0.22/mile		\$0.22/mile	\$0.22/mile		\$0.22/mile	\$0.22/mile		\$0.22/mile	\$0.22/mile		\$0.22/mile	\$0.23/mile (7/1/97)	
Tolls (Leg sessions & comm assign)	actual	actual		actual	actual		actual	actual		actual	actual		actual	actual	
Meal allowance	\$ 26.00	\$ 26.00		\$ 32.00	\$ 32.00		\$ 32.00	\$ 32.00		\$ 32.00	\$ 32.00		\$ 32.00	\$ 32.00	
Housing allowance	\$ 34.00	\$ 34.00		\$ 38.00	\$ 38.00		\$ 38.00	\$ 38.00		\$ 38.00	\$ 38.00		\$ 38.00	\$ 38.00	
Mileage in lieu of housing (max)	\$ 34.00	\$ 34.00		\$ 38.00	\$ 38.00		\$ 38.00	\$ 38.00		\$ 38.00	\$ 38.00		\$ 38.00	\$ 38.00	
Housing reimbursement (interim)	single-room	single-room		single-room	single-room		single-room	single-room		single-room	single-room		single-room	single-room	
Out of State Travel	actual	actual		actual	actual		actual	actual		actual	actual		actual	actual	
Constituent Service Allowance - Sen	\$ 500.00	\$ 500.00		\$ 1,000.00	\$ 1,000.00		\$ 1,000.00	\$ 1,000.00		\$ 1,000.00	\$ 1,000.00		\$ 1,000.00	\$ 1,000.00	
Constituent Service Allowance - Rep	\$ 500.00	\$ 500.00		\$ 750.00	\$ 750.00		\$ 750.00	\$ 750.00		\$ 750.00	\$ 750.00		\$ 750.00	\$ 750.00	

PL 1987, c. 816 Pt. KK increase legislator salary beginning with the first Wednesday of December, 1988 (114th Legislature) from \$9,000 to \$9,900 in the first year and from \$6,000 to \$6,600 in the second year. (Effective 4/28/1988)

PL 1989, c. 501 established the salary for the 115th Legislature at \$10,500 in the first year and \$7,500 in the second (the \$7,500 was later reduce by 5% to provide budget savings); authorized the member of the Penobscot Indian Nation and the member of the Passamaquoddy Indian Tribe to be compensated at \$110 per day for each day's attendance during the 1st and 2nd regular sessions; increased the meal allowance from \$26 to \$32; increased the constituent service allowance from \$500 to \$1,000 for Senators and to \$750 for Representatives; increased the special session per diem from \$55 to \$100; and increased successor pay from \$180 and \$120 to \$210 and \$150. (PL 1989, c. 600 and PL 1989, c. 878 further amended PL 1989, c. 501 to establish an effective date of December 5, 1990.)

PL 1991, c. 4 authorized legislators who are recipients of retirement benefits from the federal Social Security Administration to request to receive \$9,000 each year, allowing session pay totaling \$18,000 to be equalized across two years. (Effective December 14, 1990)

PL 1991, c. 662 reduced the salary for the 2nd Regular Session of the 115th Legislature by 5% as part of the Legislature's budget reduction plan. The original amount was \$7,500. (A similar 5% reduction was also made to the salary for the First Regular Session of the 117th Legislature in conjunction with the Legislature's budget reduction package for the budget cycle ending 6/30/1995. Source: 117th Legislature Compensation and Benefit Booklet.)

PL 1997, c. 824 Authorized the presiding officers to establish policies for allowances for the day immediately preceding the session, including whether or not the full amount or a portion of the allowance will be paid and whether receipts are required. (Effective 9/19/1997)



	119th		120th		121st		122nd		123rd	
	1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd
	FY End 6/30/99	FY End 6/30/00	FY End 6/30/01	FY End 6/30/02	FY End 6/30/03	FY End 6/30/04	FY End 6/30/05	FY End 6/30/06	FY End 6/30/07	FY End 6/30/08
1 Indian Representatives	\$110/day	\$110/day	\$110/day	\$110/day	\$110/day	\$110/day	\$110/day	\$110/day	\$110/day	\$110/day
2 Rep / Senator	10,500.00	7,500.00	10,815.00	7,987.65	11,383.90	8,131.41	11,384.01	8,748.00	12,713.04	9,316.00
3 Assist. Maj. & Min. Leaders	11,812.50	8,437.50	12,166.88	8,986.11	12,806.97	9,147.85	12,806.97	9,841.51	14,302.08	10,480.53
4 Majority & Minority Leaders	13,125.00	9,375.00	13,518.75	9,984.56	14,229.93	10,164.28	14,230.04	10,935.02	15,891.00	11,645.02
5 President & Speaker	15,750.00	11,250.00	16,222.50	11,981.47	17,075.96	12,197.15	17,075.96	13,122.00	19,070.04	13,974.00
Special Session Per Diem - Rep/Sen	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
Special Session - President/Speaker	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
President/Speaker pro tempore										
Successor salary	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY
Per diem (interim)	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00
Mileage	\$0.24/mile (7/1/98)	\$0.26/mile (1/1/00)	\$0.28/mile (1/1/01)	\$0.30/mile (7/1/01)	\$0.32/mile (7/1/02)	\$0.32/mile	\$0.32/mile	\$0.36/mile (1/1/06)	\$0.38/mile (1/1/07)	\$0.40/mile (7/1/07)
Tolls (Leg sessions & comm assign)	actual	actual	actual	actual	actual	actual	actual	actual	actual	actual
Meal allowance	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00
Housing allowance	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00
Mileage in lieu of housing (session max)	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00
Housing reimbursement (interim)	single-room	single-room	single-room	single-room	single-room	single-room	single-room	single-room	single-room	single-room
Out of State Travel	actual	actual	actual	actual	actual	actual	actual	actual	actual	actual
Constituent Service Allowance - Sen	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Constituent Service Allowance - Rep	\$ 750.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00

PL 1999, c. 509, set the salary for the 120th Legislature at \$10,815 in the 1st year and \$7,725 in the 2nd year of each biennium beginning with the first Wednesday of Dec., 2000. Thereafter the law authorized COLAs, adjusted each December 1 by the percentage change in the CPI for the most recently concluded fiscal year, not to exceed 5%. It also increased the constituent service allowance for Senators from \$1,000 to \$2,000 and for Representatives from \$750 to \$1,500. (Effective December 18, 1999)

PL 2001, c. 504 amended the statute to change the timing of the constituent services allowance payment from "at the start of each regular session" to "January" and added language allowing legislators to request the first payment in December prior to the start of the first regular session. (Effective July 25, 2002)

PL 2003, c. 20, Pt. F, amended the statute to say that no member may receive a COLA for the 2nd Reg. Session of the 121st Legislature or the 1st Reg. Session of the 122nd Legislature. (Effective July 1, 2003)

PL 2003, c. 691 amended the language related to special session compensation of \$100 for every day's attendance (changed "shall each be compensated" to "must each be compensated") and adds language indicating if a special session is called during the time period specified for a first or second regular session, the special session per diem does not apply. (Retroactive to January 30, 2004)

	124th		125th		126th		127th		128th	
	1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd
	FY End	FY End	FY End	FY End	FY End	FY End	FY End	FY End	FY End	FY End
	6/30/09	6/30/10	6/30/11	6/30/12	6/30/13	6/30/14	6/30/15	6/30/16	6/30/17	6/30/18
1 Indian Representatives	13,526.00	9,661.00	13,852.00	9,661.00	13,852.00	9,661.00	14,073.63	9,884.29	14,271.35	10,131.20
2 Rep / Senator	13,526.00	9,661.00	13,852.00	9,661.00	13,852.00	9,661.00	14,073.63	9,884.29	14,271.35	10,131.20
3 Assist. Maj. & Min. Leaders	15,216.75	10,868.63	15,583.50	10,868.63	15,583.50	10,868.63	15,832.83	11,119.83	16,055.27	11,398.40
4 Majority & Minority Leaders	16,907.50	12,076.25	17,315.00	12,076.25	17,315.00	12,076.25	17,592.04	12,355.36	17,839.19	12,665.60
5 President & Speaker	20,289.50	14,491.50	20,778.00	14,491.50	20,778.00	14,491.50	21,110.45	14,826.44	21,407.03	15,200.00
Special Session Per Diem - Rep/Sen	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
Special Session - President/Speaker	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
President/Speaker pro tempore										
Successor salary	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY	\$210 * wks rem CY	\$150 * wks rem CY
Per diem (interim)	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00	\$ 55.00
Mileage	\$0.42/mile (7/1/08) & \$0.44/mile (1/1/09)	\$0.44/mile	\$0.44/mile	\$0.44/mile	\$0.44/mile	\$0.44/mile	\$0.44/mile	\$0.44/mile	\$0.44/mile	\$0.44/mile
Tolls (Leg sessions & comm assign)										
Meal allowance	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00	\$ 32.00
Housing allowance	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00
Mileage in lieu of housing (session max)	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00	\$ 38.00
Housing reimbursement (interim)	single-room actual	single-room actual	single-room actual	single-room actual	single-room actual	single-room actual	single-room actual	single-room actual	single-room actual	single-room actual
Out of State Travel										
Constituent Service Allowance - Sen	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Constituent Service Allowance - Rep	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00

PL 2009, c. 213, Pt. LL, amended the statute to say that no member may receive a COLA for the 2nd Reg. Session of the 124th. (Also lapsed savings from reducing the length of Second Reg. 124th and First Reg. 125th sessions by one week each.)

PL 2009, c. 431 authorized the member of the Penobscot Indian Nation and the Passamaquoddy Indian Tribe to be paid a salary equal to the salary of members of the Senate and House of Representatives, including COLA. Prior to the change these members were compensated at \$110 per day. A retro-active payment was made 7/8/09 to bring total payments for the recently completed session (124th 1st Regular in FY 2009) to \$13,526. (Effective June 17, 2009)

PL 2009, c. 636, amended the statute to include the member of the Houlton Band of Maliseet Indians beginning with the Second Regular Session of the 125th Legislature. (Effective July 12, 2010)

PL 2011, c. 380, Pt. QQQQ, amended the statute to say that no member may receive a COLA for the 2nd Reg. Session of the 125th Legislature or the 1st and 2nd Reg. Sessions of the 126th Legislature and that any percentage change in CPI for fiscal years ending in June 30, 2011, 2012 and 2013 may not be applied to base salary. It also reduced the maximum CPI from 5% to 3% beginning with the fiscal year ending 6/30/2014.

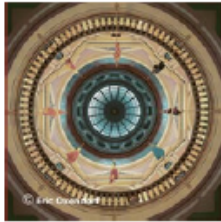
		129th	
		1st	2nd
		FY End	FY End
		6/30/19	6/30/20
1	Indian Representatives	14,862.48	10,581.92
2	Rep / Senator	14,862.48	10,581.92
3	Assist. Maj. & Min. Leaders	16,720.32	11,904.72
4	Majority & Minority Leaders	18,578.16	13,227.44
5	President & Speaker	22,293.72	15,872.88
	Special Session Per Diem - Rep/Sen	\$ 100.00	\$ 100.00
	Special Session - President/Speaker	\$ 100.00	\$ 100.00
	President/Speaker pro tempore		
	Successor salary	\$210 * wks rem CY	\$150 * wks rem CY
	Per diem (interim)	\$ 55.00	\$ 55.00
	Mileage	\$0.44/mile	\$0.44/mile
	Tolls (Leg sessions & comm assign)	actual	actual
	Meal allowance	\$ 32.00	\$ 32.00
	Housing allowance (session)	\$ 38.00	\$ 38.00
	Mileage in lieu of housing (session max)	\$ 38.00	\$ 38.00
	Housing reimbursement (interim)	single-room	single-room
	Out of State Travel	actual	actual
	Constituent Service Allowance - Sen	\$ 2,000.00	\$ 2,000.00
	Constituent Service Allowance - Rep	\$ 1,500.00	\$ 1,500.00

## APPENDIX IV: Variation among state Legislatures

Source: NCSL

# Full- and Part-Time Legislatures

6/14/2017



It seems like an easy question: Which legislatures are full-time and which ones are part-time? But with 50 different formulas for designing a state legislature, it's difficult to paint this issue in black and white. So we've done it in green, gray and gold.

Being a legislator doesn't just mean attending legislative sessions and voting on proposed laws. State legislators also spend large amounts of time assisting constituents, studying state issues during the interim and campaigning for election. These activities go on throughout the year. Any assessment of the time requirements of the job should include all of these elements of legislative life.

Beyond that point, NCSL prefers to look more broadly at the capacity of legislatures to function as independent branches of government, capable of balancing the power of the executive branch and having the information necessary to make independent, informed policy decisions. To measure the capacity of legislatures, it's important to consider the amount of time legislators spend on the job, the amount they are compensated and the size of the legislature's staff.

NCSL has grouped the 50 state legislatures into three major categories: Green, Gray and Gold-and for those who want to know more, NCSL has provided some shading within those categories.

## Green Legislatures (Full-time, well-paid, large staff)

Green legislatures require the most time of legislators, usually 80 percent or more of a full-time job. They have large staffs. In most Green states, legislators are paid enough to make a living without requiring outside income. These legislatures are more similar to Congress than are the other state legislatures. Most of the nation's largest population states fall in this category. Because there are marked differences within the category, we have subdivided the Green states. Those in Green



generally spend more time on the job because their sessions are longer and their districts larger than those in Green Lite. As a result, they tend to have more staff and are compensated at a higher rate. Within subcategories, states are listed alphabetically.

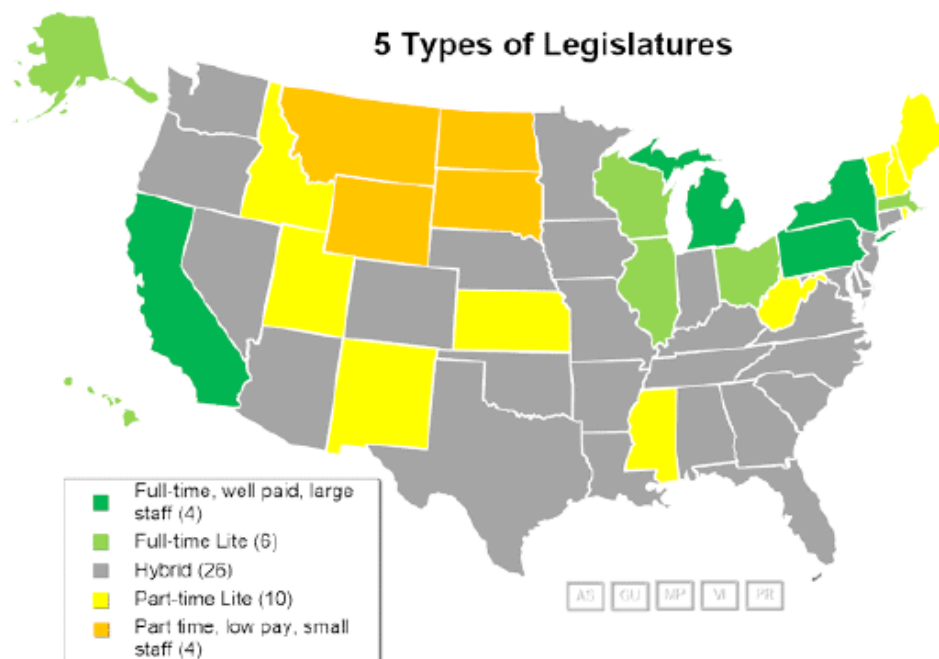
## Gray Legislatures (Hybrid)

Legislatures in the Gray category are hybrids. Legislatures in these states typically say that they spend more than two-thirds of a full time job being legislators. Although their income from legislative work is greater than that in the Gold states, it's usually not enough to allow them to make a living without having other sources of income. Legislatures in the Gray category have intermediate sized staff. States in the middle of the population range tend to have Gray legislatures.

## Gold Legislatures (Part-time, low pay, small staff)

In the Gold states, on average lawmakers spend the equivalent of half of a full-time job doing legislative work. The compensation they receive for this work is quite low and requires them to have other sources of income in order to make a living. The Gold states have relatively small staffs. They are often called traditional or citizen legislatures and they are most often found in the smallest population, more rural states. Again, NCSL has divided these states into two groups. The legislatures in Gold are the most traditional or citizen legislatures. The legislatures in Gold Lite are slightly less traditional. States are listed alphabetically within subcategories.

Table 1 shows the breakdown of states by category. Table 2 shows the average scores for the Green, Gray and Gold states for time on the job, compensation and staff size. For 2017 legislator compensation figures, take a look at the latest figures.



**Table 1. Green, Gray and Gold Legislatures**

Green	Green Lite		Gray	Gold Lite	Gold
California	Alaska	Alabama	Minnesota	Idaho	Montana
		Arizona		Kansas	North Dakota
Michigan	Hawaii	Arkansas	Missouri	Maine	South Dakota
New York	Illinois	Colorado	Nebraska	Mississippi	Wyoming
Pennsylvania	Massachusetts	Connecticut			
	Ohio	Delaware	Nevada	New Hampshire	
	Wisconsin	Florida		New Mexico	
		Georgia	New Jersey	Rhode Island	
		Indiana	North Carolina		
		Iowa	Oklahoma	Utah	
		Kentucky	Oregon	Vermont	
		Louisiana	South Carolina		
		Maryland	Tennessee	West Virginia	
			Texas		
			Virginia		
			Washington		

Source: NCSL 2008

**Table 2. Average Job Time, Compensation and Staff Size by Category of Legislature**

Category of Legislature	Time on the Job (1)	Compensation (2)	Total Staff (3)
Green	84%	\$82,358	1,250
Gray	74%	\$41,110	469
Gold	57%	\$18,449	160

**Notes:**

1. Estimated proportion of a full-time job spent on legislative work including time in session, constituent service, interim committee work, and election campaigns. *Source: 2014 NCSL survey of all state legislators.*

2. Estimated average annual compensation of legislators including salary, per diem, and any other unvouchered expense payments. *Source: NCSL 2014.*

3. Average number of staff--partisan and nonpartisan--working for the legislature. *Source: NCSL 2015.*

## APPENDIX V: Judicial Salary Comparisons by State and Territory, 2019

### Salaries and Rankings for Appellate and General-Jurisdiction Judges - Listed Alphabetically by State Name

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries as of July 1, 2019). Salaries are ranked from highest to lowest, with the highest salary for each position having a rank of "1." The lowest salary has a rank of "55" except for intermediate appellate courts, which exists in only 40 states.

	Highest Court		Intermediate Appellate Court		General-Jurisdiction Court		General-Jurisdiction Court Adjusted for Cost-of-Living Index		
	Salary	Rank	Salary	Rank	Salary	Rank	Factor	Salary	Rank
Alabama	\$172,998	32	\$169,212	22	\$133,901	47	94.3	\$141,971	32
Alaska	\$205,176	10	\$193,836	8	\$189,720	8	129.1	\$146,900	26
Arizona	\$159,685	39	\$154,534	31	\$149,383	35	108.1	\$138,174	38
Arkansas	\$174,925	30	\$169,672	20	\$168,096	21	90.2	\$186,434	3
California	\$253,189	1	\$237,365	1	\$207,424	3	144.9	\$143,143	30
Colorado	\$188,151	18	\$180,697	13	\$173,248	17	111.6	\$155,242	18
Connecticut	\$191,178	17	\$179,552	14	\$172,663	18	130.9	\$131,875	44
Delaware	\$196,245	15			\$184,444	10	110.2	\$167,381	7
District of Columbia	\$223,700	5			\$210,900	1	158.5	\$133,053	41
Florida	\$220,600	6	\$169,554	21	\$160,688	26	104.3	\$154,135	19
Georgia	\$175,600	28	\$174,500	17	\$173,714	16	96.8	\$179,405	5
Guam	\$151,008	45	\$151,008	32	\$150,010	34			
Hawaii	\$229,668	4	\$212,784	4	\$207,084	5	135.0	\$153,373	20
Idaho	\$155,200	41	\$145,200	36	\$139,200	43	97.4	\$142,870	31
Illinois	\$240,016	2	\$225,900	2	\$207,291	4	112.9	\$183,658	4
Indiana	\$182,030	23	\$176,948	16	\$151,137	32	95.9	\$157,658	13
Iowa	\$178,304	25	\$161,588	27	\$150,444	33	96.6	\$155,743	16
Kansas	\$145,641	49	\$140,940	39	\$128,636	52	96.7	\$133,009	42
Kentucky	\$142,362	50	\$136,631	41	\$130,926	51	95.4	\$137,288	39
Louisiana	\$174,583	31	\$163,331	25	\$156,972	30	99.6	\$157,578	14
Maine	\$142,210	51			\$133,286	49	118.9	\$112,088	51
Maryland	\$186,433	21	\$173,633	18	\$164,433	23	131.1	\$125,405	49
Massachusetts	\$200,984	14	\$190,087	10	\$184,694	9	131.5	\$140,463	34
Michigan	\$164,610	37	\$160,695	28	\$146,721	39	93.6	\$156,771	15
Minnesota	\$182,139	22	\$171,624	19	\$161,108	25	105.1	\$153,274	21
Mississippi	\$152,250	44	\$144,827	37	\$136,000	45	89.4	\$152,077	23
Missouri	\$178,641	24	\$163,301	26	\$153,957	31	92.9	\$165,760	8
Montana	\$149,681	46			\$136,896	44	100.1	\$136,714	40
Nebraska	\$176,299	26	\$167,484	23	\$163,077	24	98.5	\$165,631	9
Nevada	\$170,000	34	\$165,000	24	\$160,000	27	110.0	\$145,468	27
New Hampshire	\$175,837	27			\$164,911	22	124.8	\$132,172	43
New Jersey	\$201,842	13	\$191,534	9	\$181,000	12	124.7	\$145,146	28
New Mexico	\$148,207	48	\$140,797	40	\$133,757	48	101.7	\$131,520	45
New York	\$233,400	3	\$215,700	3	\$210,900	1	146.9	\$143,583	29
North Carolina	\$149,115	47	\$142,947	38	\$135,236	46	95.9	\$141,000	33
North Dakota	\$160,149	38			\$146,746	38	104.7	\$140,195	35
Northern Mariana Islands	\$126,000	54	\$126,000	42	\$120,000	54			
Ohio	\$172,200	33	\$160,500	29	\$147,600	37	94.9	\$155,485	17
Oklahoma	\$154,174	42	\$146,059	35	\$139,298	42	93.9	\$148,378	25
Oregon	\$154,040	43	\$150,980	33	\$142,136	40	115.6	\$122,926	50
Pennsylvania	\$211,027	7	\$199,116	6	\$183,184	11	107.1	\$171,061	6
Puerto Rico	\$120,000	55	\$105,000	43	\$89,600	55			
Rhode Island	\$187,549	19			\$168,856	20	121.8	\$138,653	37
South Carolina	\$202,057	12	\$197,005	7	\$191,954	6	100.3	\$191,349	1
South Dakota	\$140,315	52			\$131,059	50	100.4	\$130,501	46
Tennessee	\$193,488	16	\$187,044	11	\$180,600	13	95.1	\$189,888	2
Texas	\$168,000	35	\$158,500	30	\$149,000	36	99.5	\$149,680	24
Utah	\$187,500	20	\$178,950	15	\$170,450	19	104.3	\$163,495	11
Vermont	\$166,868	36			\$158,635	29	123.0	\$128,983	48
Virgin Islands	\$209,805	9			\$178,240	14			
Virginia	\$202,896	11	\$186,426	12	\$175,826	15	106.5	\$165,095	10
Washington	\$210,732	8	\$200,603	5	\$190,985	7	119.3	\$160,125	12
West Virginia	\$136,000	53			\$126,000	53	97.3	\$129,535	47
Wisconsin	\$159,297	40	\$150,280	34	\$141,773	41	101.1	\$140,194	36
Wyoming	\$175,000	29			\$160,000	27	104.4	\$153,223	22
Mean	\$ 178,346		\$ 170,171		\$ 160,069				
Median	\$ 172,998		\$ 169,212		\$ 160,000				
Range	\$ 120,000 to \$ 253,189		\$ 105,000 to \$ 237,365		\$ 89,600 to \$ 210,900				

The figures presented use the C2ER Cost-of-Living Index. The Council for Community and Economic Research-C2ER is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. Due to the rounding of C2ER factors to the nearest hundredth for publication purposes, user calculations of our adjusted salary figures may not equate to the published totals. More detailed information can be found at [www.c2er.org](http://www.c2er.org).

## APPENDIX VI: Judicial salary comparisons, New England states

The table below lists the salaries and rankings for associate justices of the courts of last resort, associate judges of intermediate appellate courts, and judges of general jurisdiction trial courts (actual salaries and cost-of-living-adjusted salaries as of January 6, 2019).

	Highest Court		Appellate Court Intermediate		General-Jurisdiction Court		General-Jurisdiction Court) Adjusted for Cost-of Living Index)		
	Salary	Rank	Salary	Rank	Salary	Rank	Factor	Salary	Rank
Connecticut	\$185,610	15	\$174,323	16	\$167,634	17	123.6	\$135,626	44
Maine	\$138,070	49			\$129,397	46	114.2	\$113,307	51
Massachusetts	\$200,984	10	\$190,087	8	\$184,694	7	125.9	\$146,699	33
New Hampshire	\$175,837	24			\$164,911	20	119.6	\$137,885	41
Rhode Island	\$183,872	16			\$165,545	19	117.3	\$141,130	38
Vermont	\$163,757	35			\$155,677	26	117.6	\$132,378	47
<b>Mean</b>	<b>\$174,688</b>		<b>\$182,205</b>		<b>\$161,310</b>			<b>\$134,504</b>	
<b>Median</b>	<b>\$179,855</b>		<b>\$182,205</b>		<b>\$165,228</b>			<b>\$136,756</b>	
<b>Range</b>	<b>\$138,070 to \$200,984</b>		<b>\$174,323 to \$190,087</b>		<b>\$129,397 to \$184,694</b>			<b>\$113,307 to \$146,699</b>	

Note: The figures presented use the C2ER Cost-of-Living Index. The Council for Community and Economic Research-C2ER is the most widely accepted U.S. source for cost-of-living indices, with nearly 400 reporting jurisdictions across America. Due to the rounding of C2ER factors to the nearest hundredth for publication purposes, user calculations of our adjusted salary figures may not equate to the published totals. More detailed information can be found at [www.c2er.org](http://www.c2er.org).



**APPENDIX VII: Historical salary information for the Maine Supreme Judicial Court,  
the Superior Court, and the District Court**

**SUPREME JUDICIAL COURT SALARY HISTORY**

	<b>CHIEF JUSTICE</b>			<b>ASSOCIATE JUSTICE</b>		
	<b>Salary</b>	<b>% Change</b>	<b>Difference</b>	<b>Salary</b>	<b>% Change</b>	<b>Difference</b>
7/1/1985	\$61,698			\$58,760		
7/1/1986	\$68,485	11.0%	\$6,787	\$65,224	11.0%	\$6,464
7/1/1987	\$75,333	10.0%	\$6,848	\$71,746	10.0%	\$6,522
7/1/1988	\$81,165	7.7%	\$5,832	\$77,300	7.7%	\$5,554
9/4/1989	\$84,412	4.0%	\$3,247	\$80,392	4.0%	\$3,092
7/1/1990	////	0.0%	////	////	0.0%	////
7/1/1991	\$87,788	4.0%	\$3,376	\$83,608	4.0%	\$3,216
7/1/1992	////	0.0%	////	////	0.0%	////
7/1/1993	////	0.0%	////	////	0.0%	////
7/1/1994	////	0.0%	////	////	0.0%	////
7/1/1995	\$90,158	2.7%	\$2,370	\$85,865	2.7%	\$2,257
7/1/1996	\$92,412	2.5%	\$2,254	\$88,012	2.5%	\$2,147
7/1/1997	\$95,453	3.3%	\$3,040	\$90,909	3.3%	\$2,897
7/1/1998	\$111,000	16.3%	\$15,548	\$96,000	5.6%	\$5,091
7/1/1999	\$112,776	1.6%	\$1,776	\$97,536	1.6%	\$1,536
7/1/2000	\$115,821	2.7%	\$3,045	\$100,169	2.7%	\$2,633
7/1/2001	\$119,759	3.4%	\$3,938	\$103,575	3.4%	\$3,406
7/1/2002	\$121,316	1.3%	\$1,557	\$104,922	1.3%	\$1,346
7/1/2003	////	0.0%	////	////	0.0%	////
7/1/2004	////	0.0%	////	////	0.0%	////
7/1/2005	\$125,463	3.4%	\$4,147	\$108,498	3.4%	\$3,576
7/1/2006	\$129,854	3.5%	\$4,391	\$112,295	3.5%	\$3,797
7/1/2007	\$132,971	2.4%	\$3,116	\$114,992	2.4%	\$2,696
7/1/2008	\$138,294	4.0%	\$5,324	\$119,594	4.0%	\$4,602
7/1/2009	\$138,138	0.0%	(\$156)	\$119,477	0.0%	(\$117)
7/1/2010	////	0.0%	////	////	0.0%	////
7/1/2011	////	0.0%	////	////	0.0%	////
7/1/2012	////	0.0%	////	////	0.0%	////
7/1/2013	\$142,298	3.0%	\$4,160	\$123,081	3.0%	\$3,604
7/1/2014	\$149,413	5.0%	\$7,115	\$129,235	5.0%	\$6,154
7/1/2015	\$149,855	0.3%	\$442	\$129,618	0.3%	\$383
7/1/2016	\$150,454	0.4%	\$599	\$130,136	0.4%	\$518
7/1/2017	\$154,981	3.0%	\$4,526	\$134,056	3.0%	\$3,920
7/1/2018	\$159,640	3.0%	\$4,659	\$138,070	3.0%	\$4,014
7/1/2019	\$164,424	3.0%	\$4,784	\$142,210	3.0%	\$4,139

Note: //// indicates no change in salary.

## SUPERIOR COURT SALARY HISTORY

CHIEF JUSTICE				ASSOCIATE JUSTICE			
	Salary	% Change	Difference		Salary	% Change	Difference
7/1/1985	\$60,734				\$57,841		
7/1/1986	\$66,806	10.0%	\$6,072		\$63,625	10.0%	\$5,784
7/1/1987	\$72,151	8.0%	\$5,345		\$68,715	8.0%	\$5,090
7/1/1988	\$76,755	6.4%	\$4,604		\$73,100	6.4%	\$4,385
9/4/1989	\$79,825	4.0%	\$3,070		\$76,024	4.0%	\$2,924
7/1/1990	////	0.0%	////		////	0.0%	////
7/1/1991	\$83,018	4.0%	\$3,193		\$79,065	4.0%	\$3,041
7/1/1992	////	0.0%	////		////	0.0%	////
7/1/1993	////	0.0%	////		////	0.0%	////
7/1/1994	////	0.0%	////		////	0.0%	////
7/1/1995	\$85,260	2.7%	\$2,241		\$81,200	2.7%	\$2,135
7/1/1996	\$87,391	2.5%	\$2,131		\$83,230	2.5%	\$2,030
7/1/1997	\$90,275	3.3%	\$2,884		\$85,976	3.3%	\$2,746
7/1/1998	\$94,000	4.1%	\$3,725		\$90,000	4.7%	\$4,025
7/1/1999	\$95,504	1.6%	\$1,504		\$91,440	1.6%	\$1,440
7/1/2000	\$98,083	2.7%	\$2,579		\$93,909	2.7%	\$2,469
7/1/2001	\$101,417	3.4%	\$3,335		\$97,102	3.4%	\$3,193
7/1/2002	\$102,736	1.3%	\$1,318		\$98,364	1.3%	\$1,262
7/1/2003	////	0.0%	////		////	0.0%	////
7/1/2004	////	0.0%	////		////	0.0%	////
7/1/2005	\$106,236	3.4%	\$3,500		\$101,732	3.4%	\$3,367
7/1/2006	\$109,954	3.5%	\$3,718		\$105,292	3.5%	\$3,561
7/1/2007	\$112,593	2.4%	\$2,639		\$107,816	2.4%	\$2,523
7/1/2008	\$117,098	4.0%	\$4,505		\$112,145	4.0%	\$4,329
7/1/2009	\$116,981	-0.10%	(\$117)		\$111,969	-0.16%	(\$176)
7/1/2010	////	0.0%	////		////	0.0%	////
7/1/2011	////	0.0%	////		////	0.0%	////
7/1/2012	////	0.0%	////		////	0.0%	////
7/1/2013	\$120,510	3.0%	\$3,530		\$115,347	3.0%	\$3,378
7/1/2014	\$126,536	5.0%	\$6,026		\$121,114	5.0%	\$5,767
7/1/2015	\$126,906	0.3%	\$371		\$121,482	0.3%	\$368
7/1/2016	\$127,414	0.4%	\$508		\$121,968	0.4%	\$486
7/1/2017	\$131,248	3.0%	\$3,834		\$125,632	3.0%	\$3,664
7/1/2018	\$135,179	3.0%	\$3,931		\$129,397	3.0%	\$3,765
7/1/2019	\$139,235	3.0%	\$4,056		\$133,286	3.0%	\$3,890

Note: //// indicates no change in salary.

## DISTRICT COURT SALARY HISTORY

CHIEF JUDGE				DEPUTY CHIEF JUDGE				ASSOCIATE JUDGE			
	Salary	% Change	Difference	Salary	% Change	Difference	Salary	% Change	Difference		
7/1/1985	\$58,442			\$57,050			\$55,659				
7/1/1986	\$64,286	10.0%	\$5,844	\$62,756	10.0%	\$5,706	\$61,225	10.0%	\$5,566		
7/1/1987	\$69,429	8.0%	\$5,143	\$67,776	8.0%	\$5,020	\$66,123	8.0%	\$4,898		
7/1/1988	\$73,695	6.1%	\$4,266	\$71,930	6.1%	\$4,154	\$70,176	6.1%	\$4,053		
9/4/1989	\$76,632	4.0%	\$2,937	\$74,808	4.0%	\$2,878	\$72,983	4.0%	\$2,807		
7/1/1990	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/1991	\$79,697	4.0%	\$3,065	\$77,800	4.0%	\$2,992	\$75,902	4.0%	\$2,919		
7/1/1992	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/1993	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/1994	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/1995	\$81,849	2.7%	\$2,152	\$79,900	2.7%	\$2,101	\$77,952	2.7%	\$2,049		
7/1/1996	\$83,896	2.5%	\$2,046	\$81,898	2.5%	\$1,998	\$79,900	2.5%	\$1,949		
7/1/1997	\$86,658	3.3%	\$2,763	\$84,591	3.3%	\$2,693	\$82,544	3.3%	\$2,643		
7/1/1998	\$94,000	8.5%	\$7,342	\$92,000	8.8%	\$7,409	\$90,000	9.0%	\$7,457		
7/1/1999	\$95,504	1.6%	\$1,504	\$93,472	1.6%	\$1,472	\$91,440	1.6%	\$1,440		
7/1/2000	\$98,083	2.7%	\$2,579	\$95,996	2.7%	\$2,524	\$93,909	2.7%	\$2,469		
7/1/2001	\$101,417	3.4%	\$3,335	\$99,260	3.4%	\$3,264	\$97,102	3.4%	\$3,193		
7/1/2002	\$102,736	1.3%	\$4,653	\$100,550	1.3%	\$1,290	\$98,364	1.3%	\$1,262		
7/1/2003	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/2004	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/2005	\$106,236	3.4%	\$3,500	\$103,955	3.4%	\$3,405	\$101,732	3.4%	\$4,630		
7/1/2006	\$109,954	3.5%	\$3,718	\$107,593	3.5%	\$3,638	\$105,292	3.5%	\$3,561		
7/1/2007	\$112,593	2.4%	\$2,639	\$110,175	2.4%	\$2,582	\$107,816	2.4%	\$2,523		
7/1/2008	\$117,098	4.0%	\$4,505	\$114,582	4.0%	\$4,407	\$112,145	4.0%	\$4,329		
7/1/2009	\$116,981	-0.10%	(\$117)	\$114,465	-0.10%	(\$117)	\$111,969	-0.16%	(\$176)		
7/1/2010	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/2011	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/2012	////	0.0%	////	////	0.0%	////	////	0.0%	////		
7/1/2013	\$120,510	3.0%	\$3,530	\$117,918	3.0%	\$3,453	\$115,347	3.0%	\$3,378		
7/1/2014	\$126,536	5.0%	\$6,026	\$123,814	5.0%	\$5,896	\$121,114	5.0%	\$5,767		
7/1/2015	\$126,906	0.3%	\$371	\$124,194	0.3%	\$380	\$121,482	0.3%	\$368		
7/1/2016	\$127,414	0.4%	\$508	\$124,691	0.4%	\$497	\$121,968	0.4%	\$486		
7/1/2017	\$131,248	3.0%	\$3,834	\$128,440	3.0%	\$3,749	\$125,632	3.0%	\$3,664		
7/1/2018	\$135,179	3.0%	\$3,931	\$132,288	3.0%	\$3,848	\$129,397	3.0%	\$3,765		
7/1/2019	\$139,235	3.0%	\$4,056	\$136,261	3.0%	\$3,973	\$133,286	3.0%	\$3,890		

Note: //// indicates no change in salary.

## APPENDIX VIII: Ranking of Governors salaries by state and territory, 2019

State or other jurisdiction	Salary	Ranking
California	\$201,680	1
New York	200,000	2
Pennsylvania	194,850	3
Tennessee	194,112	4
Massachusetts	185,000	5
Washington	183,072	6
Vermont	178,274	7
Illinois	177,412	8
Georgia	175,000	9
New Jersey	175,000	9
Virginia	175,000	9
Delaware	171,000	12
Maryland	170,000	13
Michigan	159,300	14
Hawaii	158,700	15
Texas	153,750	16
Ohio	153,650	17
Wisconsin	152,756	18
Connecticut	150,000	19
Utah	150,000	19
West Virginia	150,000	19
U.S. Virgin Islands	150,000	19
Nevada	149,573	23
Kentucky	148,781	24
Arkansas	148,134	25
Oklahoma	147,000	26
Rhode Island	145,755	27
Alaska	145,000	28
North Carolina	144,349	29
Idaho	138,302	30
New Hampshire	134,581	31
Missouri	133,821	32
Florida	130,273	33
Iowa	130,000	34
Louisiana	130,000	34
Guam	130,000	34
<i>Maine (as recommended)</i>	<i>130,000</i>	<i>34</i>
North Dakota	129,096	37
Minnesota	127,629	38
Mississippi	122,160	39
Indiana	121,331	40
Alabama	120,395	41
Montana	115,505	42
South Dakota	113,961	43
New Mexico	110,000	44
South Carolina	106,078	45
Nebraska	105,000	46
Wyoming	105,000	46
Kansas	99,636	48
Oregon	98,600	49
Arizona	95,000	50
Colorado	90,000	51
American Samoa	90,000	51
<i>Maine (current)</i>	<i>70,000</i>	<i>53</i>
CNMI	70,000	53
Puerto Rico	70,000	53

Source: The Council of State Governments survey of governors' offices, March 2019.

Note: Maine is highlighted in yellow, other New England States are highlighted in green.

## **APPENDIX IX: Draft legislation of other proposed recommendations**

**An Act to amend the Laws Governing the State Compensation Commission and Salary for Legislators who fill a seat that becomes vacant during a session.**

**Be it enacted by the People of the State of Maine as follows:**

**Sec. 1. 3 MRSA §2** is amended to read:

### **§2. Salary, expenses and travel of Members of the Legislature and representatives of Indian tribes**

If a member of the Legislature dies or otherwise vacates the office, the successor is entitled to a salary from the date of seating, ~~computed as follows: two hundred ten dollars per week times the number of weeks remaining in the calendar year if the vacancy occurs in the first year and \$150 per week for the number of weeks remaining in the calendar year if the vacancy occurs in the 2nd year~~ that is equal to the total salary paid to an individual Legislator for a full session divided by the total number of pay periods in a session, multiplied by the number of pay periods remaining in the session when the successor is seated.

**Sec. 2. 3 MRSA §2-B, sub-§1** is amended to read:

**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 appointed in January of every odd-numbered year at the first regular session of each Legislature as follows:

- A. Two members appointed by the President of the Senate;
- B. Two members appointed by the Speaker of the House; and
- C. One member appointed ~~by a majority of the members appointed under paragraphs A and B~~ jointly by the President of the Senate and the Speaker of the House, who serves as chair of the commission.

The 5 members must be residents of the State and appointed from the public. A person may not be appointed who is currently or has previously been a Legislator or a legislative employee.

All members must be appointed for a term to coincide with the legislative biennium. A vacancy must be filled in the same manner as the original appointment for the balance of the unexpired term.

The members of the commission are entitled to a per diem, expenses and allowances at the same rate as Legislators.

**Sec. 3. 3 MRSA §2-B, sub-§2** is further amended to read:

**2. Duties of commission.** No later than January 15th of every even-numbered year the commission shall submit to the Legislature and the joint standing committee of the Legislature having jurisdiction over state and local government matters a final report of the commission. In the last year of each gubernatorial term of office, the report must contain a recommendation for compensation of the Governor as established in Title 2, section 1. A report under this subsection must contain:

A. A description of the commission's activities;

B. The recommendations of the commission:

(1-A) For the report required in the last year of a gubernatorial term, for compensation for the Governor, including all payments for salaries, meals, housing, travel, mileage, constituent services and all other expenses and allowances;

(1-B) For compensation for justices and judges, including all payments for salaries, meals, housing, travel, mileage and all other expenses and allowances, and for additional services by any justice or judge. Nothing in this subparagraph prevents the judicial branch from making recommendations to the Governor or Legislature for compensation for justices and judges, including, but not limited to, recommendations made by the Chief Justice of the Supreme Judicial Court in preparing the budget of the judicial branch as required by Title 4, section 1; and

(1-C) For compensation of Legislators, representatives of Indian tribes, ~~Secretary and Assistant Secretary of the Senate and Clerk and Assistant Clerk of the House of Representatives~~, including all payments for salaries, meals, housing, travel, mileage, constituent services and all other expenses and allowances, and for additional services by the President of the Senate, Speaker of the House of Representatives and members of legislative leadership;

D. Drafts of any legislation required to implement its recommendations; and

E. Any other material and recommendations that commission members may wish to submit.

Before reporting as required in this subsection and subsequent to giving public notice, the commission shall hold a public hearing on the report. Subsequent to reporting, the commission shall meet, if requested, with the Governor, the Legislative Council and legislative committees to discuss the report.

The joint standing committee of the Legislature having jurisdiction over state and local government matters may introduce a bill based upon the final report of the commission.

**Sec. 4. 3 MRSA §2-B, sub-§2** is further amended to read:

**3. Appointments; meetings.** The Executive Director of the Legislative Council must be notified by the presiding officers once the appointment of the initial 4 members has been made. Within 15 days ~~of the appointment of the initial 4 members~~ after final adjournment of a legislative session in odd-numbered years, the Chair of the Legislative Council shall call and convene the first meeting of the commission.