

Brennan Center for Justice

Judicial Selection: Significant Figures

States utilize a great variety of methods to select judges. Here, the judicial selection landscape is distilled into some notable patterns.

May 8, 2015

State judges are selected in a [dizzying assortment of methods](#). Which method is used depends on the state, the level of court, and the type of vacancy being filled. For example, when a vacancy opens up in the middle of a judge's term, in most states, the governor makes an interim appointment to fill the seat. In contrast, in most states, when sitting judges seek another term, they must participate in some type of popular election. The Brennan Center, as part of [Rethinking Judicial Selection](#), distilled the judicial selection landscape into some principal trends. These are the significant figures of judicial selection in the states.

I. WHAT ARE THE MOST COMMON WAYS OF SELECTING JUDGES?

- Most states use elections as some part of their selection process – 39 states use some form of election at some level of court. Of the 38 states where elections are used to select judges to the high court:
 - In 16 states, judges are appointed by the governor and reselected in unopposed retention elections.
 - In 15 states, judges are selected in contested nonpartisan elections.
 - In 7 states, judges are selected in contested partisan elections, including New Mexico, which uses a hybrid system that includes partisan elections.
- Appointments are also a common aspect of judicial selection. At the high court level:
 - In 9 states, judges are appointed by the governor. Judges serve life terms in three of these states. In the other six, judges can be reappointed to additional terms by the governor. In the District of Columbia the president appoints judges to the D.C. Court of Appeals.
 - In another 16 states, judges are initially appointed by the governor and reselected in unopposed retention elections. In addition, in New Mexico, judges are initially appointed by the governor, must then compete in a partisan election during the next general election, and then are reselected in unopposed retention elections.
 - In a total of 26 states and D.C., the governor appoints judges to their first term from a list of candidates provided by a nominating commission.
- Although most selection processes center around executive appointment or popular elections, 16 states provide avenues for legislative influence.
 - In 2 states, judges are appointed by the state legislature and in another 14 states the governor's judicial nominee is subject to confirmation by one or both state legislative

bodies. The federal Legislature confirms the president's appointments to the D.C. Court of Appeals.

II. WHAT DO JUDGES DO AFTER SERVING THEIR FIRST TERM?

- In 3 states, judges of general jurisdiction do not ever face reselection, instead serving a single lengthy term.
 - In Rhode Island, judges are appointed by the governor to a life term with no age limit.
 - In Massachusetts and New Hampshire, the governor appoints judges to a single term lasting up to mandatory retirement at age 70.
- Retention elections are the most common reselection method in state high courts.
 - In 19 states, high court judges who finish a term may stand for additional terms in uncontested yes/no retention elections.

III. HOW DOES SELECTION DIFFER ACROSS DIFFERENT LEVELS OF COURTS?

- Contested elections are more commonly used to select judges to lower courts than to state high courts.
 - Nonpartisan elections are used to select judges to trial courts in 21 states, while only 15 states select high court judges this way.
 - Partisan elections are used in 11 states to select judges to state trial courts. Just seven states use partisan elections to select high court judges.
- Conversely, gubernatorial appointment is more commonly used to select judges to full terms at state high courts than at the trial level.
 - While 26 states and DC use gubernatorial appointment to fill initial terms on their high courts, just 20 states and DC do the same at the trial courts.

IV. WHICH STATES TAKE UNIQUE APPROACHES TO JUDICIAL SELECTION?

- Hawaii takes a novel approach to reappointing judges who are already on the bench.
 - Judges approaching the end of their term may apply to the state Judicial Selection Commission seeking reappointment for another term. The commission, which also serves as a judicial nominating commission, determines whether the incumbent judge is reappointed or not. Judges initially reach the bench through gubernatorial appointment.
- Contested elections are sometimes coupled with retention elections
 - In two states — Illinois and Pennsylvania — judges are selected to a first full term in contested partisan elections but incumbent judges are reselected in unopposed retention elections. In New Mexico, judges are initially appointed by the governor from a list of candidates provided by a nominating commission. At the next general election, judges then must compete in a partisan election, and thereafter are reselected in unopposed retention elections.

- Supreme court elections can be district-based
 - In four states — Illinois, Kentucky, Louisiana, and Mississippi — high court judges are elected to represent different state circuits or districts.
- Special elected bodies can be responsible for confirming nominees
 - In Massachusetts and New Hampshire, the governor’s selection of a judge must be confirmed by a council elected specifically for that purpose, as opposed to the legislative confirmation process common in other states.
- Judicial selection can vary within a single state
 - Three states — Arizona, Kansas, and Missouri — select trial judges using different methods, depending on the district or county.

V. WHAT ARE NOMINATING COMMISSIONS? WHERE ARE THEY USED?

- Judicial nominating commissions are independent bodies assembled to help with the judicial appointment process by vetting candidates for judicial vacancies and sending a list of qualified candidates to the appointing authority, typically the governor. Commission membership varies, but usually the governor appoints at least some members, and in some states the legislature and state bar also play a part in appointing commissioners.
- Nominating commissions are widely used and, in most states, the appointing authority, typically the governor, must choose from the list provided by the commission.
 - In 36 states and D.C., nominating commissions are used to help fill vacancies that open up on the high court.
 - The overwhelming majority of those state commissions — 29 of them and D.C. — issue binding recommendations.
 - In the 7 states where nominating commissions are nonbinding, the appointing authority receives a list of vetted candidates from the commission but is not required to appoint from it.

VI. WHAT ARE INTERIM VACANCIES? HOW DO STATES FILL THEM?

- Interim vacancies occur when a judge’s seat becomes open before the end of their term; for example, due to retirement.
- Almost all states — 48 of them — including most of the states that select high court judges in contested elections, rely on gubernatorial appointment to fill interim vacancies.
 - In all of the 21 states that select high court judges in contested elections, interim vacancies are filled in non-elective processes. In most of those — 19 states — the governor selects an interim judge to serve until a later election but, in the other 2 states, the state supreme court is responsible for the interim appointment.

- Interim vacancies on the D.C. Court of Appeals are also filled by executive appointment; in that case the president makes the appointment.

www.brennancenter.org/our-work/analysis-opinion/judicial-selection-significant-figures

www.brennancenter.org/judicial-selection-map

2024 Executive Compensation
Comparison of Pay Rates for State of Hawai'i and State Governments

	State of Hawai'i	Median of State Governments	State of Hawai'i vs. State Governments
Governor	165,048	148,500	11%
Lt. Governor	162,552	109,536	48%
<u>Dept. Heads</u>			
Agriculture	154,812	140,000	11%
Attorney General	162,552	136,585	19%
Budget	162,552	154,762	5%
Commerce	154,812	160,000	-3%
Comptroller	154,812	147,550	5%
Corrections	154,812	167,894	-8%
Economic Development	154,812	159,977	-3%
Health	154,812	180,000	-14%
Labor	154,812	146,572	6%
Natural Resources	154,812	154,481	0%
Personnel	154,812	147,505	5%
Revenue	154,812	154,902	0%
Social Services	154,812	185,855	-17%
Transportation	154,812	171,714	-10%
Dept. Heads Median	154,812	154,832	0%

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii -Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the Commission on Salaries in their 2019 report to the legislature until January 1, 2023.

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

Summary of Hawai'i Rank Among the 50 States

Title	Hawai'i Rank
<i>Governor</i>	17
<i>Lieutenant governor</i>	8
<i>Attorney general</i>	13
<i>Comptroller</i>	14
<i>Agriculture</i>	15
<i>Budget</i>	18
<i>Economic development</i>	19
<i>Labor</i>	19
<i>Commerce</i>	20
<i>Natural resources</i>	20
<i>Personnel</i>	22
<i>Revenue</i>	25
<i>Corrections</i>	32
<i>Health</i>	33
<i>Social services</i>	34
<i>Transportation</i>	36

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii -Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the Commission on Salaries until January 1, 2023.

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Governor</i>	<i>Rank</i>	<i>State</i>	<i>Lieutenant Governor</i>
1	New York	250,000	1	New York	220,000
2	California	218,556	2	Ohio	181,418
3	Pennsylvania	213,026	3	Pennsylvania	178,940
4	Tennessee	204,336	4	New Jersey	175,000
5	Vermont	191,734	5	Massachusetts	165,000
6	Washington	187,353	6	Colorado	164,009
7	Massachusetts	185,000	7	California	163,910
8	Illinois	184,758	8	Hawaii*	162,552
9	Maryland	180,000	9	Kansas	154,313
10	Georgia	175,000	10	Maryland	149,500
11	New Jersey	175,000	11	Utah	149,040
12	Virginia	175,000	12	North Carolina	146,421
13	Delaware	171,000	13	Illinois	141,600
14	Ohio	168,106	14	Kentucky	129,375
15	North Carolina	165,750	15	Florida	128,597
16	Utah	165,600	16	Rhode Island (g)	122,583
17	Hawaii*	165,048	17	Washington	117,300
18	Nevada	163,474	18	Louisiana	115,003
19	Michigan	159,300	19	Alaska	114,991
20	Arkansas	158,739	20	Oklahoma	114,713
21	Texas	153,750	21	Michigan	111,510
22	Wisconsin	152,756	22	Connecticut (l)	110,000
23	Kentucky	152,181	23	North Dakota	109,536
24	Connecticut (l)	150,000	24	South Dakota	106,496
25	West Virginia	150,000	25	Indiana	105,062
26	Oklahoma	147,000	26	Iowa	103,212
27	Rhode Island (g)	145,755	27	Georgia	91,609
28	Alaska	145,000	28	Montana	90,140
29	New Hampshire*	144,483	29	Missouri	88,646
30	North Dakota	140,830	30	New Mexico	85,000
31	Idaho	138,302	31	Delaware	83,884
32	Missouri	137,167	32	Minnesota	82,959
33	Florida	134,181	33	Vermont	81,390
34	Indiana	134,051	34	Wisconsin	80,684
35	Iowa	130,000	35	Nebraska	75,000
36	Louisiana	130,000	36	Tennessee	72,948
37	Minnesota	127,629	37	Alabama	70,030
38	Alabama	124,563	38	Nevada	69,563
39	Mississippi	122,160	39	Mississippi	60,000
40	South Dakota	121,578	40	Idaho	48,406
41	Montana	118,397	41	Arkansas	46,705
42	Kansas	110,707	42	South Carolina	46,545
43	New Mexico	110,000	43	Virginia	36,321
44	South Carolina	106,078	44	West Virginia	20,000
45	Nebraska	105,000	45	Texas	7,200
46	Wyoming	105,000			
47	Oregon	98,600		Arizona	
48	Arizona	95,000		Maine*	
49	Colorado	90,000		New Hampshire*	
50	Maine*	70,000		Oregon	
				Wyoming	
	Median	148,500		Median	109,536

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Agriculture</i>	<i>Rank</i>	<i>State</i>	<i>Attorney General</i>
1	California	227,179	1	New York	220,000
2	New York	200,000	2	Tennessee	199,332
3	Oregon	186,648	3	California	189,841
4	Washington	182,652	4	Massachusetts	185,378
5	Michigan	178,637	5	Pennsylvania	177,237
6	Virginia	178,015	6	Wyoming	177,000
7	New Jersey	175,000	7	New Jersey	175,000
8	Tennessee	171,744	8	Washington	172,259
9	Colorado	164,448	9	Alaska	169,708
10	Indiana	163,865	10	North Dakota	165,630
11	Maryland	160,794	11	Alabama	165,381
12	Utah	160,680	12	Illinois	163,200
13	Illinois	159,600	13	Hawaii*	162,552
14	Idaho	158,350	14	Utah	157,320
15	Hawaii*	154,812	15	Nevada	154,198
16	Vermont	154,149	16	Texas	153,750
17	Pennsylvania	153,378	17	Delaware	152,891
18	Massachusetts	153,009	18	Virginia	150,000
19	Maine*	152,693	19	Maryland	149,500
20	Ohio	150,010	20	Wisconsin	148,242
21	North Carolina	146,421	21	North Carolina	146,421
22	Arkansas	145,000	22	Arkansas	146,355
23	Minnesota	144,991	23	Vermont	145,579
24	Texas	140,938	24	Montana	145,566
25	Connecticut (l)	140,000	25	Georgia	139,169
26	Oklahoma	140,000	26	Idaho	134,000
27	Missouri	138,970	27	Florida	132,841
28	Wisconsin	135,262	28	Oklahoma	132,825
29	South Dakota	134,848	29	New Hampshire*	132,820
30	Florida	132,841	30	Rhode Island (g)	130,413
31	Arizona	132,000	31	Kentucky	129,375
32	Nevada	131,743	32	Maine*	127,566
33	Montana	130,000	33	Ohio	124,176
34	Delaware	129,500	34	Iowa	123,669
35	Kentucky	129,375	35	South Dakota	121,450
36	Wyoming	126,378	36	Minnesota	121,248
37	Nebraska	124,602	37	Missouri	119,348
38	Georgia	123,987	38	Louisiana	115,000
39	Kansas	123,000	39	Michigan	112,410
40	North Dakota	121,553	40	Indiana	110,325
41	Alaska	118,521	41	Connecticut (l)	110,000
42	Louisiana	115,000	42	Mississippi	108,960
43	New Hampshire*	112,361	43	Colorado	107,676
44	Iowa	103,212	44	Kansas	98,901
45	Alabama	98,088	45	Nebraska	95,000
46	West Virginia	95,000	46	New Mexico	95,000
47	South Carolina	92,007	47	West Virginia	95,000
48	Mississippi	90,000	48	South Carolina	92,007
49	New Mexico	84,225	49	Arizona	90,000
			50	Oregon	82,220
	Rhode Island				
	Median	140,000		Median	136,585

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Budget</i>	<i>Rank</i>	<i>State</i>	<i>Commerce</i>
1	Texas	285,000	1	Arizona	280,000
2	North Carolina	245,551	2	South Carolina	252,000
3	Georgia	225,000	3	Louisiana	237,500
4	New York	220,000	4	Rhode Island (g)	232,788
5	Rhode Island (g)	199,793	5	North Carolina	208,992
6	Maryland	199,365	6	Maryland	198,101
7	Oregon	193,092	7	Oregon	196,020
8	Michigan	187,569	8	Washington	188,028
9	North Dakota	187,272	9	Virginia	185,567
10	Ohio	187,013	10	Wyoming	185,000
11	Colorado	184,188	11	Michigan	178,637
12	Tennessee	178,368	12	New York	175,000
13	Connecticut (l)	177,646	13	Illinois	170,400
14	Pennsylvania	174,260	14	Alabama	169,102
15	Illinois	174,000	15	North Dakota	168,996
16	Alaska	173,251	16	Utah	160,680
17	Massachusetts	172,508	17	Montana	160,000
18	Hawaii*	162,552	18	Arkansas	159,954
19	Utah	160,680	19	Ohio	158,475
20	Florida	158,000	20	Hawaii*	154,812
21	Delaware	155,890	21	Vermont	154,461
22	New Jersey	155,250	22	Pennsylvania	153,194
23	Idaho	154,274	23	Idaho	148,803
24	South Dakota	152,576	24	Minnesota	144,991
25	Indiana	150,629	25	Nevada	143,779
26	Louisiana	146,515	26	Alaska	141,160
27	South Carolina	144,746	27	Oklahoma	141,000
28	Nevada	143,779	28	Kentucky	136,000
29	Vermont	143,582	29	Georgia	135,000
30	Arkansas	143,461	30	New Hampshire*	129,064
31	Kansas	140,000	31	West Virginia	95,000
32	Alabama	139,268	32	Mississippi	90,000
33	Wisconsin	137,987	33	Connecticut (l)	15,000
34	Arizona	136,500		California	
35	Wyoming	136,358		Colorado	
36	Kentucky	136,000		Delaware	
37	Nebraska	135,000		Florida	
38	New Hampshire*	133,113		Indiana	
39	Missouri	131,314		Iowa	
40	Montana	130,000		Kansas	
41	Oklahoma	130,000		Maine*	
42	Maine*	129,979		Massachusetts	
43	West Virginia	103,000		Missouri	
44	New Mexico	97,150		Nebraska	
	California			New Jersey	
	Iowa			New Mexico	
	Minnesota			South Dakota	
	Mississippi			Tennessee	
	Virginia			Texas	
	Washington			Wisconsin	
	Median	154,762		Median	160,000

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Comptroller</i>	<i>Rank</i>	<i>State</i>	<i>Corrections</i>
1	Tennessee	222,252	1	California	294,792
2	New York	210,000	2	Texas	275,501
3	Virginia	190,368	3	Nebraska	260,863
4	Massachusetts	184,661	4	South Carolina	250,000
5	North Carolina	183,084	5	Oregon	226,932
6	New Jersey	175,000	6	Washington	214,104
7	California	174,843	7	New York	203,339
8	Rhode Island (g)	165,983	8	Virginia	203,036
9	Pennsylvania	162,739	9	North Carolina	195,082
10	Arkansas	161,236	10	Arizona	195,000
11	Michigan	161,223	11	Michigan	187,569
12	Alabama	160,963	12	Oklahoma	185,000
13	Colorado	156,660	13	Maryland	180,919
14	Hawaii*	154,812	14	Colorado	180,360
15	Texas	153,750	15	Illinois	180,000
16	Delaware	152,588	16	Indiana	179,834
17	Nebraska	150,220	17	Florida	175,000
18	Maryland	149,500	18	New Jersey	175,000
19	New Mexico	145,600	19	Tennessee	171,744
20	Vermont	143,582	20	Pennsylvania	170,419
21	Illinois	141,600	21	Ohio	170,290
22	Arizona	140,130	22	Alabama	169,859
23	New Hampshire*	135,488	23	Idaho	169,624
24	Montana	130,160	24	Massachusetts	169,371
25	Maine*	129,979	25	North Dakota	168,288
26	Georgia	125,000	26	Connecticut (I)	167,500
27	Oklahoma	125,000	27	Georgia	163,200
28	Missouri	121,922	28	Utah	160,680
29	Wisconsin	119,205	29	New Mexico	158,340
30	Idaho	117,557	30	Rhode Island (g)	155,250
31	Nevada	112,462	31	Delaware	155,130
32	South Dakota	111,213	32	Hawaii*	154,812
33	Connecticut (I)	110,000	33	Arkansas	154,358
34	Kentucky	108,286	34	Iowa	154,300
35	Kansas	108,250	35	Wisconsin	152,755
36	South Carolina	92,007	36	Maine*	152,693
	Alaska		37	Wyoming	150,628
	Florida		38	Louisiana	150,391
	Indiana		39	Minnesota	150,002
	Iowa		40	Montana	144,040
	Louisiana		41	Nevada	143,779
	Minnesota		42	Alaska	141,160
	Mississippi		43	New Hampshire*	140,458
	North Dakota		44	Kansas	140,000
	Ohio		45	Missouri	138,973
	Oregon		46	Vermont	135,200
	Utah		47	Mississippi	132,000
	Washington		48	South Dakota	131,733
	West Virginia		49	Kentucky	125,000
	Wyoming		50	West Virginia	90,000
	Median	147,550		Median	167,894

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Economic Development</i>	<i>Rank</i>	<i>State</i>	<i>Health</i>
1	Louisiana	237,500	1	North Dakota	340,008
2	New Jersey	225,000	2	Washington	309,000
3	Nebraska	208,693	3	Alabama	300,496
4	Texas	201,000	4	Ohio	286,000
5	Maryland	198,101	5	Texas	271,083
6	Georgia	188,700	6	Nebraska	265,502
7	Rhode Island (g)	185,000	7	Louisiana	250,000
8	Mississippi	180,000	8	Virginia	248,210
9	Tennessee	179,688	9	North Carolina	246,323
10	South Dakota	179,200	10	Oregon	226,932
11	Massachusetts	178,159	11	New York	220,000
12	Pennsylvania	161,899	12	Mississippi	215,000
13	Utah	160,680	13	Kentucky	212,738
14	Florida	160,000	14	Connecticut (l)	212,175
15	Arkansas	159,954	15	Indiana	206,966
16	Colorado	159,650	16	Georgia	197,605
17	New Mexico	158,340	17	Maryland	195,453
18	Ohio	157,477	18	Arkansas	191,809
19	Hawaii*	154,812	19	Tennessee	187,632
20	Iowa	154,300	20	Michigan	187,569
21	Maine*	152,693	21	Maine*	186,285
22	Minnesota	150,002	22	Illinois	180,000
23	Kansas	150,000	23	Massachusetts	178,159
24	Kentucky	136,000	24	Delaware	175,540
25	North Carolina	134,334	25	New Jersey	175,000
26	North Dakota	133,320	26	Pennsylvania	170,419
27	Missouri	129,132	27	Arizona	170,000
28	Vermont	127,650	28	Vermont	167,502
	Alabama		29	Montana	165,000
	Alaska		30	Utah	161,678
	Arizona		31	Missouri	158,965
	California		32	West Virginia	155,769
	Connecticut (l)		33	Hawaii*	154,812
	Delaware		34	Wisconsin	152,755
	Idaho		35	Minnesota	150,002
	Illinois		36	Kansas	150,000
	Indiana		37	Oklahoma	150,000
	Michigan		38	New Hampshire*	144,483
	Montana		39	Rhode Island (g)	143,000
	Nevada		40	Alaska	141,160
	New Hampshire*		41	South Dakota	139,329
	New York		42	Wyoming	131,036
	Oklahoma		43	New Mexico	114,000
	Oregon			California	
	South Carolina			Colorado	
	Virginia			Florida	
	Washington			Idaho	
	West Virginia			Iowa	
	Wisconsin			Nevada	
	Wyoming			South Carolina	
	Median	159,977		Median	180,000

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Labor</i>	<i>Rank</i>	<i>State</i>	<i>Natural Resources</i>
1	California	227,179	1	California	227,179
2	New York	205,000	2	New York	220,000
3	Texas	200,494	3	Virginia	185,567
4	Maryland	188,477	4	Colorado	180,360
5	Washington	188,028	5	Ohio	179,629
6	Virginia	185,567	6	Tennessee	178,968
7	Colorado	180,360	7	Michigan	178,637
8	Michigan	178,637	8	Arizona	175,000
9	Massachusetts	178,159	9	Georgia	175,000
10	New Jersey	175,000	10	Nebraska	173,401
11	Tennessee	171,744	11	Maryland	171,454
12	Rhode Island (g)	170,500	12	South Carolina	167,499
13	Pennsylvania	170,419	13	Utah	163,634
14	Arkansas	162,885	14	Pennsylvania	161,899
15	Connecticut (l)	162,495	15	Illinois	159,600
16	Utah	160,680	16	North Carolina	159,131
17	Idaho	158,600	17	New Mexico	158,340
18	New Mexico	158,340	18	Connecticut (l)	156,516
19	Hawaii*	154,812	19	Minnesota	154,992
20	Maine*	152,693	20	Hawaii*	154,812
21	Arizona	150,000	21	Vermont	154,149
22	Illinois	148,800	22	Washington	153,000
23	Wisconsin	146,723	23	Wisconsin	152,755
24	North Carolina	146,421	24	Maine*	152,693
25	Minnesota	144,991	25	Nevada	143,779
26	South Carolina	143,560	26	Alaska	141,160
27	Missouri	143,292	27	Indiana	139,707
28	Nebraska	143,225	28	Idaho	139,069
29	Louisiana	142,480	29	Missouri	138,970
30	Alaska	141,160	30	Delaware	135,971
31	Ohio	139,110	31	Louisiana	134,378
32	Vermont	136,781	32	Montana	130,000
33	Kentucky	136,000	33	Mississippi	129,347
34	Kansas	135,000	34	Iowa	128,890
35	South Dakota	134,848	35	Wyoming	125,257
36	Montana	130,000	36	Kansas	123,000
37	Delaware	129,500	37	Arkansas	117,000
38	Indiana	128,360	38	New Jersey	113,664
39	New Hampshire*	126,307	39	New Hampshire*	113,406
40	Georgia	122,786	40	Kentucky	105,000
41	Iowa	112,070			
42	Nevada	110,211		Alabama	
43	North Dakota	106,118		Florida	
44	Oklahoma	105,053		Massachusetts	
45	West Virginia	85,000		North Dakota	
46	Oregon	77,000		Oklahoma	
				Oregon	
	Alabama			Rhode Island (g)	
	Florida			South Dakota	
	Mississippi			Texas	
	Wyoming			West Virginia	
	Median	146,572		Median	154,481

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Personnel</i>	<i>Rank</i>	<i>State</i>	<i>Revenue</i>
1	Alabama	217,544	1	California	222,712
2	California	214,280	2	Oregon	205,788
3	Oregon	193,092	3	New York	205,000
4	Michigan	185,000	4	South Carolina	196,311
5	North Carolina	178,955	5	Louisiana	193,446
6	Massachusetts	177,760	6	Oklahoma	190,000
7	Virginia	175,112	7	Washington	188,028
8	Louisiana	175,011	8	Connecticut (l)	185,000
9	Nebraska	175,001	9	Virginia	181,635
10	New Jersey	175,000	10	Massachusetts	177,735
11	Tennessee	171,744	11	Colorado	175,104
12	New York	171,360	12	Georgia	175,000
13	Maryland	166,244	13	Nebraska	174,574
14	Arizona	165,000	14	Tennessee	173,760
15	Colorado	165,000	15	Illinois	170,400
16	Connecticut (l)	165,000	16	Arizona	170,000
17	Rhode Island (g)	164,845	17	Alabama	169,664
18	Washington	163,464	18	North Carolina	164,992
19	Pennsylvania	161,272	19	Ohio	163,800
20	Utah	160,680	20	Pennsylvania	161,899
21	New Mexico	158,340	21	Indiana	158,639
22	Hawaii*	154,812	22	New Mexico	158,340
23	Idaho	150,010	23	Florida	155,530
24	Mississippi	145,000	24	Minnesota	154,992
25	South Carolina	144,746	25	Hawaii*	154,812
26	North Dakota	142,400	26	Iowa	154,300
27	Alaska	142,135	27	Wisconsin	152,755
28	Indiana	138,682	28	Maryland	148,559
29	Arkansas	137,440	29	New Jersey	147,200
30	Vermont	136,781	30	Michigan	145,830
31	Kentucky	136,000	31	Arkansas	145,642
32	Delaware	135,971	32	Mississippi	145,000
33	South Dakota	134,848	33	Idaho	144,622
34	Ohio	133,120	34	Nevada	143,779
35	Georgia	132,000	35	Missouri	143,565
36	Wisconsin	131,643	36	Utah	143,478
37	Oklahoma	131,000	37	Maine*	142,938
38	Maine*	129,979	38	Alaska	141,160
39	Wyoming	126,000	39	New Hampshire*	140,058
40	Iowa	124,675	40	Vermont	136,781
41	Missouri	121,922	41	South Dakota	134,848
42	Nevada	120,977	42	Delaware	133,250
43	Montana	120,432	43	Montana	130,000
44	Florida	115,360	44	Wyoming	130,000
45	Kansas	102,305	45	Kansas	123,000
46	West Virginia	87,500	46	North Dakota	121,814
	Illinois		47	Kentucky	115,000
	Minnesota		48	West Virginia	95,000
	New Hampshire*			Rhode Island (g)	
	Texas			Texas	
	Median	147,505		Median	154,902

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

**THE COUNCIL OF STATE GOVERNMENTS - THE BOOK OF THE STATES 2022
EXECUTIVE BRANCH**

<i>Rank</i>	<i>State</i>	<i>Social Services</i>	<i>Rank</i>	<i>State</i>	<i>Transportation</i>
1	Arkansas	287,042	1	Georgia	450,000
2	Virginia	253,536	2	Texas	344,000
3	Nebraska	249,999	3	South Carolina	298,000
4	Indiana	237,082	4	Missouri	263,505
5	Oklahoma	235,620	5	Arkansas	243,490
6	Texas	235,500	6	Connecticut (l)	240,000
7	Oregon	226,932	7	North Carolina	234,548
8	Washington	225,372	8	Oregon	226,932
9	California	224,912	9	Idaho	225,410
10	New York	220,000	10	New York	220,000
11	North Dakota	217,536	11	Washington	214,104
12	Arizona	215,000	12	California	209,100
13	Connecticut (l)	212,175	13	Florida	200,000
14	North Carolina	201,825	14	Maryland	199,366
15	Idaho	198,390	15	Louisiana	194,584
16	Maryland	191,422	16	Alabama	193,526
17	Florida	190,000	17	Virginia	185,567
18	Michigan	187,569	18	Oklahoma	185,000
19	South Carolina	187,033	19	Colorado	180,360
20	Maine*	186,285	20	Illinois	180,000
21	Georgia	185,425	21	North Dakota	179,361
22	Alabama	182,606	22	Massachusetts	178,159
23	Colorado	180,360	23	Michigan	175,134
24	Illinois	180,000	24	New Jersey	175,000
25	Tennessee	171,744	25	Tennessee	171,744
26	Pennsylvania	170,419	26	Utah	171,683
27	Mississippi	170,400	27	Pennsylvania	170,419
28	Massachusetts	169,828	28	Ohio	163,800
29	Kansas	164,000	29	Indiana	162,500
30	Utah	160,680	30	Mississippi	160,000
31	Missouri	158,964	31	Nebraska	160,000
32	New Mexico	158,340	32	New Mexico	158,340
33	Minnesota	154,992	33	Wyoming	158,000
34	Hawaii*	154,812	34	Rhode Island (g)	155,000
35	Vermont	154,461	35	Minnesota	154,992
36	Iowa	154,300	36	Hawaii*	154,812
37	South Dakota	146,227	37	Vermont	154,461
38	Nevada	143,779	38	Iowa	154,300
39	Wisconsin	143,312	39	Wisconsin	152,755
40	Louisiana	142,995	40	Maine*	152,693
	Alaska		41	Arizona	150,000
	Delaware		42	Alaska	149,392
	Kentucky		43	Delaware	146,136
	Montana		44	Nevada	143,779
	New Hampshire*		45	New Hampshire*	139,759
	New Jersey		46	Kentucky	136,000
	Ohio		47	South Dakota	134,848
	Rhode Island (g)		48	Montana	130,000
	West Virginia		49	West Virginia	120,000
	Wyoming		50	Kansas	117,875
	Median	185,855	Median		171,714

Source: The Council of State Governments' survey of state personnel agencies and state salary database, 2022.

Note: State of Hawaii - Act 2, SLH 2020 and Act 14, SLH 2021 deferred the July 1, 2020, July 1, 2021 and July 1, 2022 salary recommendation made by the 2019 Commission on Salaries until January 1, 2023.

* US Census Bureau - 2022 Populations Similar to Hawaii: Hawaii - 1,439,399, New Hampshire - 1,399,003; Maine - 1,389,338

Book of States - State Management, Administration and Demographics

Table 8.7

State Employees: Paid Holidays**

State	Major holidays (a)	Martin Luther King's Birthday (b)	Lincoln's Birthday	President's Day (c)	Washington's Birthday (c)	Good Friday	Memorial Day (d)	Columbus Day (e)	Veterans Day	Day after Thanksgiving	Day before or after Christmas	Day before or after New Year's	Election Day (f)	Other (g)
Alabama	✓	✓(h)	×	×	✓(i)	×	✓	✓	✓	(k)	(k)	×	×	✓
Alaska	✓	✓	×	✓	×	×	✓	×	✓	×	×	×	×	✓
Arizona	✓	✓	×	✓	×	×	✓	✓	✓	×	×	×	×	×
Arkansas	✓	✓	×	×	✓(i)	×	✓	×	✓	(k)	Before	×	×	✓
California	✓	✓	×	✓	×	×	✓	×	✓	✓	×	×	×	✓
Colorado	✓	✓	×	✓	×	×	✓	×	✓	×	×	×	×	✓
Connecticut	✓	✓	✓	×	✓	✓	✓	✓	✓	×	×	×	×	×
Delaware	✓	✓	×	×	×	✓	✓	×	✓	✓	×	×	✓	✓
Florida	✓	✓	×	×	×	×	✓	×	✓	✓	×	×	×	✓
Georgia	✓	✓	×	×	(l)	(l)	✓	✓	✓	(l)	(l)	×	×	✓
Hawaii	✓	✓	×	✓	×	✓	✓	×	✓	×	×	×	✓	✓
Idaho	✓	✓(h)	×	✓	×	×	✓	✓	✓	×	×	×	×	✓
Illinois	✓	✓	✓	×	✓	×	✓	✓	✓	✓	Both	×	✓	✓
Indiana	✓	✓	(m)	×	(m)	✓	✓	✓	✓	(m)	(m)	×	✓	×
Iowa	✓	✓	×	×	×	×	✓	×	✓	✓	×	×	×	✓
Kansas	✓	✓	×	×	×	×	✓	×	✓	✓	✓	×	×	✓
Kentucky	✓	✓	×	×	×	✓(n)	✓	×	✓	✓	✓	✓	✓(t)	×
Louisiana	✓	✓	×	×	×	✓	✓	×	✓	(u)	×	×	✓(u)	✓
Maine	✓	✓	×	✓	×	×	✓	(hh)	✓	✓	×	×	×	✓
Maryland	✓	✓	×	✓	×	×	✓	✓	✓	✓(aa)	×	×	✓	×
Massachusetts	✓	✓	×	×	✓	×	✓	✓	✓	×	×	×	×	✓
Michigan	✓	✓	×	✓	×	×	✓	×	✓	✓	Before	Before	✓(z)	×
Minnesota	✓	✓	×	✓	×	×	✓	×	✓	✓	×	×	×	✓
Mississippi	✓	✓(h)	×	×	✓	×	×	✓(v)	✓	(k)	(k)	×	×	✓
Missouri	✓	✓	✓	×	✓	×	✓	✓	✓	×	×	×	×	✓
Montana	✓	✓	×	✓	×	×	✓	✓	✓	×	×	×	✓	×
Nebraska	✓	✓	×	✓	×	×	✓	✓	✓	✓	×	×	×	✓
Nevada	✓	✓	×	✓	×	×	✓	×	✓	✓(cc)	×	×	×	✓
New Hampshire	✓	✓(h)	×	✓	×	×	✓	×	✓	✓	×	×	×	✓
New Jersey	✓	✓	×	✓	×	✓	✓	✓	✓	×	×	×	✓	✓
New Mexico	✓	✓	×	(o)	×	×	✓	(hh)	✓	(o)	×	×	(w)	×
New York	✓	✓	(j)	×	✓	×	✓	✓	✓	×	×	×	✓	✓
North Carolina	✓	✓	×	×	×	✓	✓	×	✓	✓	(x)	×	×	×
North Dakota	✓	✓	×	✓	×	✓	✓	×	✓	×	(p)	×	×	×
Ohio	✓	✓	×	✓	×	×	✓	✓	✓	×	×	×	×	✓

Oklahoma	✓	✓	×	✓	×	×	✓	×	✓	✓	Before	×	×	×
Oregon	✓	✓	×	✓	×	×	✓	×	✓	✓	×	×	×	✓
Pennsylvania	✓	✓	×	✓	×	×	✓	✓	✓	✓	×	×	×	✓
Rhode Island	✓	✓	×	×	×	×	✓	✓	✓	×	×	×	✓	✓
South Carolina	✓	✓	×	✓	×	×	✓	×	✓	✓	Both	×	×	✓
South Dakota	✓	✓	×	✓	×	×	✓	(y)	✓	×	×	×	×	✓
Tennessee	✓	✓	×	✓	×	✓	✓	(q)	✓	(q)	(q)	×	×	×
Texas	✓	✓	×	✓	×	(r)	✓	×	✓	✓	Both	×	×	✓
Utah	✓	✓	×	✓	×	×	✓	✓	✓	×	×	×	×	✓
Vermont	✓	✓	×	✓	×	×	✓	×	✓	(dd)	×	×	×	✓
Virginia	✓	✓	×	×	✓	×	✓	✓	✓	✓	(ee)	×	✓	✓
Washington	✓	✓	×	✓	×	×	✓	×	✓	✓(aa)	×	×	×	✓
West Virginia	✓	✓	×	✓	×	×	✓	✓	✓	✓	(s)	(s)	✓	✓
Wisconsin	✓	✓	×	×	×	×	✓	×	×	×	Before	Before	×	×
Wyoming	✓	✓	×	✓	×	×	✓	×	✓	×	×	×	×	×

** Holidays in addition to any other authorized paid personal leave granted state employees.

Source : The Council of State Governments' survey of state personnel office websites, August 2022.

In some states, the governor may proclaim additional holidays or select from a number of holidays for observance by state employees. In some states, the list of paid holidays is determined by the personnel department at the beginning of each year; as a result, the number of holidays may change from year to year.

Number of paid holidays may also vary across some employee classifications. If a holiday falls on a weekend, generally employees get the day preceding or following.

Note:

Key :

✓ Paid holiday granted.

×

(a) New Year's Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

(b) Third Monday in January.

(c) Generally, third Monday in February; Washington's Birthday or President's Day. In some states the holiday is called President's Day or Washington-Lincoln Day.

(d) Most frequently, this day recognizes George Washington and Abraham Lincoln.

(e) Last Monday in May in all states indicated. Generally, states follow the federal government's observance (last Monday in May) rather than the traditional Memorial

(e) Second Monday in October.

(f) General election day only, unless otherwise indicated. In Indiana, primary and general election days.

Additional holidays:

Alabama – Mardi Gras Day (Baldwin and Mobile counties only)(day before Ash Wednesday), Robert E. Lee's Birthday celebrated with MLK day, Confederate Memorial Day (fourth Monday in April), Jefferson Davis' Birthday (first Monday in June) and Juneteenth (June 19). Columbus Day is also celebrated as Fraternal Day and American Indian Heritage Day.

Alaska – Seward's Day (last Monday in March), Alaska Day (October 18).

Arkansas – Employee is granted one holiday to observe his or her birthday.

California – César Chávez Day (March 31), one personal holiday (employees become eligible for a personal holiday once they have completed six months of state employment).

Colorado – State employees may have César Chávez Day (March 31) off in lieu of any other legal holiday that occurs on a weekday in the same fiscal year, Juneteenth (June 19) and Francis Xavier Cabrini Day (first Monday in October).

Delaware – Juneteenth (June 19), Eligible employees are granted two floating holidays per calendar year, Return Day after 12:00 noon (second day after a general election) in Sussex County only.

Florida – Full-time employees are entitled to one personal holiday each year. Personal holidays are credited to eligible employees on July 1, and must be taken by the employee by June 30 of each year.

Georgia – Juneteenth (June 19) and State Holiday will be observed on April 15 and November 25 in 2022.

Hawaii – Prince Jonah Kuhio Kalanianaʻole Day (March 26), King Kamehameha I Day (June 11), Statehood Day (third Friday in August).

Idaho – Juneteenth (June 19).

Illinois – Juneteenth (June 19).

Iowa - State employees are granted two days of paid leave each year to be added to the vacation allowance and accrued under certain provisions.

Kansas – One discretionary holiday that can be used any time during the calendar year.

Louisiana – Mardi Gras Day (Tuesday before Ash Wednesday), Inauguration Day (every four years, in Baton Rouge only).

Maine – Patriot's Day (third Monday in April).

Massachusetts – Patriot's Day (third Monday in April), Juneteenth Independence Day (June 19), Evacuation Day (March 17 - Suffolk County only), Bunker Hill Day (June 17 - Suffolk County only).

Minnesota – Regular and temporary employees with at least six months of employment shall receive two floating holidays each payroll year.

Mississippi – Confederate Memorial Day (last Monday in April).

Missouri – Harry Truman's Birthday (May 8).

(g)

Nebraska – Arbor Day (last Friday in April).
 Nevada – Nevada Day (last Friday in October).
 New Hampshire – Employees who are employed on a full-time basis are eligible for two or three floating holidays, depending on the agency and whether the employee is in a represented bargaining unit.
 New Jersey – Juneteenth (June 19).
 New York – Juneteenth (June 19).
 Ohio – Juneteenth (June 19).
 Oregon- Juneteenth (June 19).
 Pennsylvania- Juneteenth (June 19).
 Rhode Island – Victory Day (second Monday in August).
 South Carolina – Confederate Memorial Day (May 10).
 South Dakota – Juneteenth (June 19).
 Texas – The following are partial staffing holidays: Confederate Heroes Day (January 19), Texas Independence Day (March 2), San Jacinto Day (April 21), Emancipation Day in Texas (June 19) and Lyndon Baines Johnson Day (August 27). Staff offices are scheduled to be open on partial staffing holidays and optional holidays. An employee may observe optional holidays in lieu of any partial staffing holiday on which state offices are required to be open to conduct public business. Optional holidays include Cesar Chavez Day (March 31), Good Friday, Rosh Hashanah and Yom Kippur.
 Utah – Juneteenth (June 19) and Pioneer Day (July 24).
 Vermont – Town Meeting Day (first Tuesday in March), Bennington Battle Day (August 16).
 Virginia – Juneteenth (June 19).
 Washington – Juneteenth (June 19), observed June 20. One additional paid holiday per calendar year.
 West Virginia – West Virginia Day (June 20).

(g)

In Alabama and Mississippi also celebrate the day as Robert E. Lee's Birthday. In Idaho, also celebrated as Idaho Human Rights Day. In New Hampshire, also Generally, third Monday in February; Washington's Birthday or President's Day. In some states the holiday is called President's Day or Washington-Lincoln Day. Most frequently, this day recognizes George Washington and Abraham Lincoln.

(h)

(i)

The state has designated Lincoln's birthday as a floating holiday in 2021 for state employees in certain bargaining units.

(j)

(k)

At the discretion of the governor.

(l)

In Georgia, Washington's Birthday is observed the day before Christmas and State Holiday is observed on Good Friday and the day after Thanksgiving.

(m)

In Indiana, Lincoln's Birthday is observed on the day after Thanksgiving, and Washington's Birthday is observed the day before Christmas.

(n)

In Kentucky, half day.

(o)

In New Mexico, President's Day is observed on the day after Thanksgiving.

(p)

In North Dakota, state offices close at noon on Christmas Eve when it falls on Monday through Thursday.

(q)

Generally, third Monday in February; Washington's Birthday or President's Day. In some states the holiday is called President's Day or Washington-Lincoln Day. Most frequently, this day recognizes George Washington and Abraham Lincoln.

(r)

In Texas, Good Friday is an optional holiday. An employee is entitled to observe optional holidays in lieu of any partial staffing holiday in which state offices are required to be open to conduct public business.

(s)

Half day on Christmas Eve and New Year's Eve (closes at noon).

(t)

Tuesday after first Monday in November of presidential election years

(u)

Acadian Day is Friday after Thanksgiving; General Election Day is a state holiday the first Tuesday after the first Monday in November in even-numbered years.

(v)

Also celebrated as Jefferson Davis' Birthday.

(w)

Employees are allowed up to two hours paid administrative leave to vote.

(x)

Three days when Christmas Day falls on Tuesday, Wednesday or Thursday; two days when Christmas Day falls on Friday or Monday.

(y)

Celebrated as Native Americans' Day since 1990.

- (z) First Tuesday in November, even numbered years.
- (aa) Observed as American Indian Heritage Day in Maryland and Native American Heritage Day in Washington.
- (bb) Observed as Boxing Day.
- (cc) Observed as Family Day.
- (dd) Most state offices will be closed the day after Thanksgiving.
- (ee) At the discretion of the governor. A paid holiday will be granted on the day before Christmas for 2021.
- (ff) Celebrated as Commonwealth Cultural Day.
- (gg) Also celebrated as V.I./P.R. Friendship Day.
- (hh) Observed as Indigenous Peoples Day.
- (ii) Observed as Day of Race.

BOOK OF STATES - STATE LEGISLATURES

Table 3.10

Legislative Compensation: Other Payments and Benefits

State	Office supplies, district offices and staffing	Health	Dental	Vision	Disability insurance	Life insurance benefits
Alabama	None.	S.A.	S.A.	S.A.	None.	None.
Alaska	Senators receive \$20,000/year and representatives receive \$12,000/year for postage, stationery and other legislative expenses. Staffing allowances are determined by rules and presiding officers, depending on time of year.	S.A.	S.A.	S.A.	S.A.	S.A.
Arizona	None	S.A., S.P.P.	S.A., O.P.	S.A., O.P.	S.P.P.	S.A., S.P.P.
Arkansas	None.	S.A.	S.A.	S.A.	S.A.	S.A.
California	Senate member expenses are paid directly and maintained by the Senate Rules Committee. Assembly member expenses are paid directly and maintained by the Assembly Rules Committee. No limits.	S.A., S.P.P.	State pays for basic plan; enhanced coverage is available at an additional cost to member.	State pays for basic plan; enhanced coverage is available at an additional cost to member.	Senators are covered by a long-term disability insurance policy; Assembly members do not have disability insurance coverage.	Members are eligible for up to \$250,000 term coverage. Senators pay 10% of the age-based premium plus the taxable value on coverage above \$50,000. Assembly members pay the taxable value on coverage above \$50,000.
Colorado	None.	S.A., S.P.P. Amount differs according to plan selected.	S.A., S.P.P. Amount differs according to plan selected.	Included in health coverage without additional cost.	None.	S.A., S.P. for \$50,000 policy. Additional is optional at legislator's expense.
Connecticut	Senators receive \$5,500/year and representatives receive \$4,500/year for unvouchered expenses (not staff).	S.A., S.P.P.	S.A., S.P.P.	S.A. Some health insurance plans include discounts on eyewear.	S.A., O.P.	S.A., O.P.
Delaware	None.	S.A.	S.A.	S.A.	S.A.	S.A.
Florida	Senators receive \$44,452/year and representatives receive \$39,534/year for district office expenses.	S.A.	S.A.	S.A., O.P.	S.P.	S.A. S.P. for \$25,000 coverage.
Georgia	None.	S.A.	S.A.	S.A.	S.A.	S.A.
Hawaii	\$13,804/year for legislative-related expenses, including office supplies, postage, official travel, etc.	S.A.	S.A. Several plans are available with differing employee contribution rates and copayments.	S.A. Several plans are available with differing employee contribution rates and copayments.	None.	S.A., S.P.
Idaho	\$2,500/year for unvouchered constituent expense, and additional amounts are paid incrementally to those serving from larger geographic areas.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.
Illinois	\$69,409/year for office expenses, including district offices and staffing.	S.A.	S.A.	S.A.	S.A.	S.A.
Indiana	None.	S.A.	S.A.	S.A.	S.A.	S.A.

State	Office supplies, district offices and staffing	Health	Dental	Vision	Disability insurance	Life insurance benefits
Iowa	\$300/month for district constituency postage, travel, telephone and other expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
Kansas	\$7,083/year for a legislative allowance during the interim. Staffing allowances for leadership only; amount varies by office.	S.A.	S.A.	S.A.	S.A.	S.A.
Kentucky	\$1,788.51/year for district expenses during interim.	S.A.	S.A.	S.A.	None.	S.A.
Louisiana	\$2,000/month for vouchered office expenses, rent and travel mileage in district. Newly elected members receive \$2,000 for office furniture allowance and \$500 for the same upon each re-election. Staff allowance based on promotional grade, beginning at \$27,300/year.	S.A., S.P.P.	S.A. Legislator pays 100%.	S.A. Legislator pays 100%.	O.P. Legislator pays 100%.	O.P. Legislator pays 100%.
Maine	Senators receive \$2,000/year and representatives receive \$1,500/year for constituent services. No other allowances provided; however, supplies for staff offices are provided and paid for out of general legislative account.	S.A. S.P. 100% of legislator coverage and 50% of dependent coverage.	S.A., S.P. 100% of legislator coverage only.	O.P.	None.	O.P.
Maryland	Senators receive \$46,325/year and delegates receive \$55,511/year for expenses and staffing. Senators also receive one institutionally compensated legislative aide.	S.A.	S.A.	S.A.	S.A.	S.A.
Massachusetts	\$17,043/year office stipend for legislators who live 50 miles or fewer from the state house; \$22,723/year for members who live more than 50 miles from the state house. Can be used for travel.	S.A.	S.A.	S.A.	S.A.	S.A.
Michigan	Senators receive a base allowance of \$226,700 (majority members) or \$183,600 (minority members) for staffing, and each senator received \$54,500 for office operations. Representatives receive a base allowance of \$104,000 (majority members) or \$101,000 (minority members) for office and staffing expenses.	S.P.P.	S.P.P.	S.P.P.	None.	S.P.P.
Minnesota	\$1,000/year postage allotment.	S.A.	S.A.	S.A.	S.A.	S.A.
Mississippi	None.	S.A.	S.A., O.P.	S.A., O.P.	S.A., O.P.	S.A., S.P.P. State pays 50% and legislator pays 50%.
Missouri	Senators receive \$94,464/year for staff salaries. Legislators in both chambers receive \$24,100/y for mailings, travel, supplies and other office expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
Montana	\$1,500/year for constituent services.	S.A.	S.A.	S.A.	None.	S.A.

State	Office supplies, district offices and staffing	Health	Dental	Vision	Disability insurance	Life insurance benefits
Nebraska	\$2,800/session for telephone and \$60/session for postage.	O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.
Nevada	None.	S.A., O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.
New Hampshire	None.	S.A., O.P.	S.A., O.P.	S.A., O.P.	None.	None.
New Jersey	\$135,000/year for district office personnel. The Legislature provides stationery for each legislator and 10,000 postage stamps/year. District office expenses are handled by the Office of Legislative Services.	S.A. Members appointed or elected after 5/21/10 must pay full cost of coverage.	S.A. Members appointed or elected after 5/21/10 are not eligible for dental coverage.	S.A. Members appointed or elected after 5/21/10 must pay full cost of coverage.	Permanent disability available if enrolled in pension plan.	Members enrolled in the pension plan: up to three times annual salary. Members enrolled in defined contribution plan: one and a half times annual salary. Members not covered by either plan: no death benefit.
New Mexico	None.	S.A., O.P.	S.A., O.P.	S.A., O.P.	None.	S.A., O.P.
New York	Legislators receive an allowance for office and staffing expenses; the amount is unavailable.	S.A.	S.A.	S.A.	S.A.	S.A.
North Carolina	\$2,275/biennium for office expenses. No staffing allowance.	S.A.	S.A.	S.A.	S.A., O.P.	S.A.
North Dakota	\$90/month phone and data stipend. No other office or staffing allowances.	S.A., S.P.	S.A. Legislator pays premium.	S.A. Legislator pays premium.	None.	S.A. State pays for \$7,000 term life policy.
Ohio	None.	S.A.	S.A.	S.A.	S.A.	S.A.
Oklahoma	Senators receive \$1,500/year and Representatives receive \$2,000/year for office supplies and expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
Oregon	\$5,986/biennium for interim expenses; \$5,070/biennium for session services and supplies. \$95,104/biennium for interim staff; \$67,530/biennium for session staffing.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., O.P.	S.A., O.P.
Pennsylvania	\$20,000/fiscal year for office expenses. Staffing expenses are determined by leadership.	S.A. Legislators pay 1% of salary toward medical/hospital, dental, vision and prescription benefits.	S.A. Legislators pay 1% of salary toward medical/hospital, dental, vision and prescription benefits.	S.A. Legislators pay 1% of salary toward medical/hospital, dental, vision and prescription benefits.	None.	S.A. Legislators pay 1% of salary toward medical/hospital, dental, vision and prescription benefits.
Rhode Island	None.	S.A.	S.A.	S.A.	None.	S.A.
South Carolina	\$1,000/month for in-district expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
South Dakota	None.	None.	None.	None.	None.	S.P. Accidental death/dismemberment insurance only.
Tennessee	\$1,000/month for in-district expenses.	S.A.	S.A.	S.A.	None.	S.A. State pays first \$33,500 of the basic life insurance; remainder paid by legislator.

State	Office supplies, district offices and staffing	Health	Dental	Vision	Disability insurance	Life insurance benefits
Texas	Senators receive \$41,000/month for staff salaries and staff travel. No limit on office expenses or district office leases, though leases must be within the going rate in the geographic region and all expenses must be approved by the secretary of state.	S.A.	S.A.	S.A.	S,A,	S.A.
Utah	None.	S.A., S.P.P.	S.A., S.P.P.	S.A.	S.A., S.P.	S.A., S.P. State pays full premium for \$25,000 basic term life coverage.
Vermont	None.	None.	S.A., but legislators must pay the premiums while other state employees do not.	None.	None.	None.
Virginia	Leaders: \$131,250/year staffing allowance and \$1,750/month office expense allowance. Legislators: \$60,672/year staffing allowance and \$1,250/month office expense allowance.	S.A., S.P.P.	S.A.	S.A., O.P.	None.	S.A., S.P. The state pays for basic group life insurance. Optional life insurance (up to 4x salary) available at legislator's expense.
Washington	\$15,600/biennium for reimbursable office expenses. No staffing allowance.	S.A.	S.A.	S.A., included in health coverage.	S.A., S.P.P.	S.A., S.P.P.
West Virginia	None.	O.P.	O.P.	O.P.	None.	S.A., O.P.
Wisconsin	Senators receive \$232,530/biennium staffing allowance and \$55,955/biennium for office expenses. Representatives receive \$20,000 per biennium session office expenses.	S.A.	S.A.	S.A.	S.A.	S.A.
Wyoming	\$750/quarter through constituent service allowance. No staffing allowance.	None.	None.	None.	None.	None.

Source : National Conference of State Legislatures, 2021.

Key:

O.P.— Optional at legislator's expense.

S.A.— Same as state employees.

S.P.— State pays full amount.

S.P.P.— State pays portion and legislator pays portion.

BOOK OF STATES - STATE LEGISLATURES

Table 3.13

State Legislative Retirement Benefits

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Alabama	No retirement plan available.			
Alaska	Optional; same as the state employee retirement plan.	Four tiers, and requirements vary depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart: http://doa.alaska.gov/drb/pdf/pers/PERSTierChart.pdf .	Four tiers, and requirements vary depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart: http://doa.alaska.gov/drb/pdf/pers/PERSTierChart.pdf .	Four tiers, and requirements vary depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart: http://doa.alaska.gov/drb/pdf/pers/PERSTierChart.pdf .
Arizona	Mandatory.	Legislators may begin to withdraw from their 401(a) defined contribution retirement plans after they leave elected office and without penalty when they turn 59 ½. If they make any withdrawals before 59 ½, they will pay a 10% early withdrawal penalty. Similar to other federal qualified defined contribution plans.	Legislator: 8%. State: 6%.	The benefit amount varies based on individual investment risk and the performance of the fund.
Arkansas	Mandatory for those legislators first elected in 2003 or after. Optional for those elected before 2003.	Age 65 with 10 years of service; 55/12; any age with 28 years of service; any age if serving in the General Assembly on 7/1/79; any age if in elected office on 7/1/79 with 17 and 1/2 years of service. As a regular employee, 65 with 5 years of service or any age with 28 years of service. Members of the contributory plan established in 2005 must have a minimum of 10 years legislative service if they have only legislative state employment.	Legislator: 5%. State: 15.32%.	(Years of service) x (Final Average Compensation—high 3 years) x (Multiplier—2.00 for contributory members; 1.75 for service rendered prior to 7/1/07 and 1.72 for service after 7/1/07 for non-contributory members) = Retirement Annual Benefit.
California	No retirement plan available.			
Colorado	Mandatory; same plan as the state employee retirement plan.	PERA: Age 65 with 5 years of service; age 55 with 35 years of service; when age + service equals 85 or more (min. age of 55). State Defined Contribution Plan (DCP): no age requirement and immediate vesting.	Legislator: 10%.	PERA: 2.5% x FAS x years of service, capped at 100% of FAS. DCP benefit depends upon contributions and investment return.
Connecticut	Mandatory; same plan as the state employee retirement plan.	Age 55 with 10 years credited service; age 65 with 5 years credited service. Reduced benefit available with earlier retirement ages. Legislators participate in either Tier I, Tier II, Tier IIA, Tier III or Tier IV of the State Employees' Retirement System, depending on the date their state service began.	Legislator: 0-3% depending on the tier.	(1.33% x average annual salary) + (5% x average salary over "breakpoint") x credited service up to 35 years. After 2009, increase breakpoint by 6% per year rounded to nearest \$100.
Delaware	Mandatory for those elected after Jan. 1, 2012.	Elected before 2012 : Age 60 with 5 years of credited service or 55 with 10 years of service. Elected after 2012 : 65 with 10 years of service or 60 with 20 years of service. Vesting at 10 years.	Legislators elected before 2012: 3% of annual compensation in excess of \$6,000. Legislators elected after 2012: 5% of annual compensation in excess of \$6,000.	2% x FAS x years of service before 1997 + 1.85% times FAS times years of service from 1997 on. FAS = average of highest 3 years.

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Florida	Optional.	DB Plan: Six to eight years to vest depending on the start date of service. Retirement at age 62 with at least 6 service years or 30 years of service regardless of age; or, retirement at age 65 with at least 8 service years or 33 years of service regardless of age. DC Plan: One year to vest, retirement at any age.	Legislator: 3%. State: 56.75%.	DB plan: 3% x years of creditable service x average final compensation (average of highest 5 years). DC plan: dependent upon investment experience.
Georgia	Optional; not the same as the state employee retirement plan.	Vested after 8 years. Age 62 with 8 years of service; age 60 with reduction for early retirement.	Legislator: 3.75% + \$7/month.	\$36/month for each year of service.
Hawaii	Optional; not the same as the state employee retirement plan.	Age 60 and 10 years service for normal retirement.	Legislator: 9.8% of monthly base salary.	3% x years of service x average final compensation.
Idaho	Mandatory; same plan as public employees (PERSI) except legislators are automatically vested. Legislators who assume office in and following 2021 are only eligible to receive a part-time retirement benefit.	Age 65 with 5 years of service; reduced benefit at age 55 with 5 years of service.	Legislator: 7.16%. State: 11.94%.	Average monthly salary for highest 42 consecutive months x 2% x months of credited service.
Illinois	Optional; not the same as the State Employees' Retirement System.	Tier 1: Age 55 with 8 years of service or age 62 with 4 years of service. Tier 2: Age 67 with 8 years of service or age 62 with 8 years of service reduced 1/2 of 1% for each month.	Legislator: 11.5% of salary (includes contributions for retirement annuity and survivors annuity) or 9.5% of salary as contributions for just retirement annuity (no survivor annuity).	First 4 years x 3.0% = 12%; next 2 years x 3.5% = 7.0%; next 2 years x 4.0% = 8.0%; next 4 years x 4.5% = 18.0%; next 8 years x 5.0% = 40.0%.
Indiana	Mandatory; not the same plan as the state employee retirement plan.	Age 65 with 10 years of service, age 60 with at least 15 years of service, or at least age 55 and years of service plus age equal at least 85. Reduced benefits available for those age 55 with at least 10 years of service.	Legislator: 5%. State: 7%.	DB plan: Monthly benefit: Lesser of (a) \$40 x years of General Assembly service completed before 11/8/89; or (b) 1/12 of the average of the three highest consecutive years of General Assembly service salary. DC plan: Numerous options for withdrawing accumulations in accord with IRS regulations. Loans are available. A participant in both plans may receive a benefit from both plans.
Iowa	Optional; same as state employees plan (IPERS).	Age 65; age 62 with 20 years of service; Rule of 88; or age 55 with reduced benefits.	Legislator: 6.29%. State: 9.44%.	2% times FAS. x years of service for first 30 years + 1% times FAS times years in excess of 30 but no more than 5 in excess of 30. FAS is average of 3 highest years taken at June 2012, or average of 5 highest years.

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Kansas	Legislators may elect to join the state retirement program unless they have already retired from state employment. Those individuals receive an 8% of income deposit by the state into a deferred compensation plan. Because the legislature is not full-time, contribution rates are based on annualized salaries.	Age 65; age 62 with 5 years of service, or when age plus years of service equals 85.	Legislators: 6% of the annualized salary.	3 years of annualized option x 1.75% x years of service.
Kentucky	Optional. Legislators who opt out of the legislator retirement plan are covered by the state employee plan.	DB Plan: Vesting after 5 years of legislative service of 8 years of state governmental service. Age 65 for normal retirement benefits. Hybrid Plan: Age 65 with 5 years of active service credit or age 57 with 30 years of service.	DB Plan: Members electing to participate in the plan prior to 9/1/2008 contribute 5% of creditable compensation. Members electing to participate in the plan on or after 9/1/2008 contribute 6% of creditable compensation. Hybrid Plan: Members contribute 6% of creditable compensation, employer contributes 4%.	DB Plan: Final compensation x service credit rate x years of service. Final compensation is calculated as the average of the member's three highest years of legislative creditable compensation. Hybrid Plan: Multiple options available. Primary option is to receive monthly allowance payable for life by having accumulated account balance annuitized.
Louisiana	No retirement plan available.			
Maine	Mandatory, though it may be waived in certain situations. The legislator retirement program is different than the state employee program.	Age 60 if 10 years of service on 7/1/93; age 62 if less than 10 years of service on 7/1/93; age 65 if less than 5 years of service on 7/1/11. Reduced benefit available for earlier retirement.	Legislator: 7.65%. State: contribution is actuarially determined.	2% of average final compensation (the average of the 3 high salary years) times years of service. An age reduction factor is applied for each full year the legislator is below their normal retirement age (60, 62 or 65).
Maryland	Mandatory; not the same plan as the state employee program.	Age 60 with 8 years; age 50 with 8+ years creditable service for early reduced retirement.	Legislator: 7% of annual salary.	3% of legislative salary for each year of service up to 22 years 3 months. Benefits are recalculated when legislative salaries are changed.
Massachusetts	Mandatory unless they are already receiving a pension from the Massachusetts State Employee Retirement System. Same as state employee retirement plan.	Vesting after 10 years. Eligible to retire at age 55 or 60 after 10 years of service depending on their hire date; eligible to retire at any age after 20 years of service.	Legislator: 9%, although some legislators are grandfathered at lower rates.	Age factor x years of creditable service x FAS. FAS = average of highest 60 or 36 months depending on when service began.
Michigan	Optional; same as state employee retirement plan.	Age 59 1/2 eligible for distributions without penalty.	Employees may contribute up to 3% of salary. The state will contribute 4% and match dollar for dollar the first 3% of contributions each pay period.	Vesting for contributions to 401(k) - 2 years of service vested 50%; 3 years vested 75% and 4 years vested 100%.

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Minnesota	Mandatory. Legislators elected since 1997 participate in a mandatory retirement plan called the Unclassified Plan; it is a defined contribution 401 (a) plan. Legislators elected prior to 1997 participate in the Legislators Plan which was closed to new members at that time; it is a defined benefit pension plan. All members may choose to participate in the Minnesota deferred compensation plan 457 (b). The legislator plan is the same as the state employee retirement	Legislators Retirement Plan (LRP) before 7/1/97—62 years with 6 years of service and fully vested. LRP members do not have Social Security coverage. Defined Contribution Plan (DCP) since 1997—age 55 and immediate vesting. DCP members have Social Security coverage.	LRP—9%. DCP—6% from member, 6.25% from state.	LRP - 2.5% x high 5 year average salary x years of service. DCP benefits depend upon contributions and investment return.
Mississippi	Mandatory; the legislator retirement program is the same as the state employee program, but legislators also have a supplemental retirement plan only for legislators.	This depends on the tier in which you fall when first elected or began state service: 1) Pre 6/30/1992 - 6/30/2007: Vested at 4 years; Eligible to retire with 25 years of service or age 60 and vested, 2) 7/1/2007 - 6/30/2011: Vested at 8 years; Eligible to retire with 25 years of service or age 60 and vested, and 3) 7/1/11 or later: Vested at 8 years; Eligible to retire with 30 years of service or age 60 and vested.	Regular—15.75% state, 9.00% member. Supplemental Legislative Retirement Plan—7.40% state, 3.00% member.	Legislators who qualify for regular state retirement benefits also automatically qualify for the legislators' supplemental benefits. Regular—2% x average compensation x years of service up to and including 25 years of service + 2.5% x average compensation x service in excess of 25 years. Average compensation is calculated using the highest 4 years of compensation. Supplement—1% x average compensation x years of legislative service through 25 years + 1.25% x average compensation x years of service in excess of 25.
Missouri	Mandatory. The retirement plan for Legislators is calculated differently from the plan for other state employees.	For those hired on or before 12/31/2010: Vesting at 6 years of service. Age 55; service in three full biennial assemblies (6 years) or Rule of 80. For those entering system after 1/1/2011: Vesting at 6 years of service. Age 62; service in three full biennial assemblies (6 years) or the Rule of 90 with a minimum age of 55.	For those hired on or before 12/31/2010: non-contributory. For those entering system after 1/1/2011: contribution of 4% of salary.	For those hired on or before 12/31/2010: monthly pay divided by 24 x years of creditable service, capped at 100% of salary. Benefit is adjusted by the percentage increase in pay for an active legislator. For those entering system after 1/1/2011: no change.
Montana	Optional; same as state employees retirement plan.	Members hired before 7/1/11: Age 60 with at least 5 years service; age 65 regardless of years of service; or 30 years of service regardless of age. After 7/1/11: Vesting at 5 years. Age 65 with 5 years service, or age 70 and in active service.	Legislator: 7.9%. State: 8.67%. For both DB and DC plan.	DB plan: Membership Service Factor (see below) x years of Service Credit x HAC. More than 5 years and less than 10 years of membership service: 1.5%. Less than 30 years of membership service: 1.7857%. 30 years or more of membership service: 2%.
Nebraska	No retirement plan available.			

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Nevada	Mandatory, not the same as the state employee retirement plan. Legislators may, within 30 days of being first elected or appointed, elect not to participate; legislators may change their enrollment at the start of a new session.	Must have at least 10 years of service, be age 60, and no longer be a legislator in order to retire without benefit reduction. A legislator who is no longer serving, has at least 10 years of service, but is under the age of 60 can elect to wait to receive his/her benefit until the age of 60 or begin receiving a reduced benefit prior to the age of 60.	Legislator: 15% of session salary.	Number of years (not to exceed 30) x \$25 = monthly allowance.
New Hampshire	No retirement plan available.			
New Jersey	Mandatory for those who are eligible. The defined contribution plan is the same as the state employee plan; the pension option is not.	For the pension plan: Age 60; no minimum service requirement.	Pension plan: 7.5%. Defined contribution plan: 5.5%.	Pension plan: 3% x FAS x years of service. FAS = higher of three highest years or three final years. Benefit is capped at 2/3 of FAS. Other formulas apply if a legislator also has other service covered by the Public Employee Retirement System.
New Mexico	Optional; not the same as the state employee retirement plan.	Age 65 with 5 years of service or at any age with 10 years of legislative service.	\$600/year.	11% of the per diem rate in effect on the first day of the calendar year that the legislator retires x 60 and further multiplied by credited service as a legislator.
New York	Optional; same as the state employee retirement plan.	Detailed information set forth in <i>Your Retirement Plan: Legislative and Executive Plan</i> , published by New York State Office of the State Comptroller.	Detailed information set forth in <i>Your Retirement Plan: Legislative and Executive Plan</i> , published by New York State Office of the State Comptroller.	Detailed information set forth in <i>Your Retirement Plan: Legislative and Executive Plan</i> , published by New York State Office of the State Comptroller.
North Carolina	Mandatory; the legislator plan is not the same as the state employee plan.	Age 65 with 5 years of service; reduced benefit available at earlier ages.	Legislator: 7%.	Highest annual compensation x 4.02% x years of creditable service.
North Dakota	No retirement plan available.			

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Ohio	Optional; same as the state employee retirement plan. OPERS offers three plans for retirement: the traditional plan (a defined benefit plan); the member directed plan (a defined contribution plan); and the combined plan.	Varies depending on the retirement plan and eligibility group the member is in. To receive unreduced benefits under the Traditional Plan or Combined Plan – (1) A member in Group A: qualifies at age 65 with at least 5 years of service credit or at any age with 30 years of service credit, (2) A member in Group B: qualifies for age and service retirement at age 66 with at least five years of service credit, with 31 years of service credit (if at least age 52), or at any age with 32 years of service credit, or (3) A member in Group C: qualifies for age and service retirement at age 67 with at least five years of service credit or at age 55 with 32 years of service credit. Member Directed Plan – A member who has reached age 55 and has amounts on deposit in his or her account may receive benefits from the vested amounts in the account either as monthly annuity payments or a partial lump-sum distribution and monthly annuity payments.	Legislator: 10% of earnable salary. A member may elect to contribute amounts beyond the required contribution. State: is 14%.	Under the Traditional Plan, the retirement formula is 2.2% of the member's final average salary per year for each of the first 30 years of service credit, and 2.5% of final average salary for each year of service credit over 30 years or 35 years depending on what group the member is in. Under the Member Directed Plan, the member directs the investment of the contributions in the member's account and benefits are based solely on the success of those investments. Under the Combined Plan, the member directs only the investment of the member's contributions, while OPERS invests the employer's contributions. Benefits are based on a combination of (1) the success of the investments and (2) the member's age, year of service, and final average salary. The retirement benefit formula is 1% of the OPERS member's final annual salary per year for each of the first 30 years of service, and 1.25% of final annual salary for each year, or portion thereof, of service over 30 years or 35 years depending on what group the member is in. p the member is in.
Oklahoma	Mandatory; same as the state employee retirement plan. Some legislators may opt out.	Vesting at 8 years. If member joined plan before 11/1/11: Age 62 with 6 years of service. If member joined plan after 11/1/11: Age 65 with 6 years of service. Early retirement with reduced benefits at age 55 or 60 with 10 years of service.	Legislators qualifying for OPERS contribute 3.5% of total compensation. Those starting on or after 11/1/2015 participate in Pathfinder, a defined contribution plan. Mandatory contribution rate is 4.5%, but members can opt to contribute more.	2% FAS x total years of service. FAS = average of 3 or 5, depending on when member joined plan, highest years of last 10.
Oregon	Optional; same as state employee retirement plan.	OPSRP for general service members is age 65, or age 58 with 30 years of retirement credit. Tier 2 - 60 years or 30 years of retirement credit. Tier 1 - 58 or 30 years of retirement credit.	OPRSP DC component: employees contribute 6% of salary. DB component: non-contributory. 457 plans: members may contribute amounts to limits set by IRS.	Under the Member Directed Plan, the member directs the investment of the contributions in the member's account and benefits are based solely on the success of those investments.
Pennsylvania	Optional; same as state employee retirement plan.	Depends on the plan.	Depends on the plan.	Depends on the plan.
Rhode Island	No retirement plan available.			

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
South Carolina	Optional, but not available to anyone first elected to the General Assembly after November 2012. Legislators elected after 2012 have the option of participating in the state employee retirement plan.	Age 60 with 8 years of service. 30 years of service regardless of age. Act 278, Laws of 2012—SCRS: vesting at 8 years; retirement benefits at age 65 with 8 years of service or in accord with the Rule of 90. Reduced benefits are available at age 60 with 8 years of service. ORP: immediate vesting in employer contributions.	Legislator: 11% as of January 1, 2013. Act 278, Laws of 2012—SCRS: 7% as of July 1, 2012, rising to 8% on July 1, 2014. ORP: 7% + 5% employer contribution, immediately vested.	4.82% x earnable compensation x years of service. "Earnable compensation" means 40 x the daily rate of remuneration, plus \$12,000, of a member of the General Assembly, as from time to time in effect. Act 278, Laws of 2012—SCRS: 2.25% x years of service x final average compensation, which is the average of the member's 5 highest years of earned compensation. ORP: upon retirement a member may annuitize the balance in the account or take a lump sum or partial distribution. Federal provisions apply.
South Dakota	No retirement plan available.			
Tennessee	Optional; same as state employees retirement plan.	Hybrid plan: Vesting at 5 years, age 60 or any combination of age and service to equal 80. Legacy plan: Vesting at 4 years, age 55.	State contributes 4% toward defined benefit, 5% into 401K Member contributes 5% toward defined benefit, 2% into 401K. Legacy Plan: 19.66% for original members.	Hybrid plan: \$57.28 x years of service. Legacy plan: \$89.72 x years of service.
Texas	Optional; not the same as the state employee retirement plan.	Age 60 with 8 years of service; or age 50 with 12 years of service.	9.5%	2.3% x district judge's salary x length of service, with the monthly benefit capped at the level of a district judge's salary, and adjusted when such salaries are increased. Various annuity options are available. In September 2018, a district judge's salary was set at \$140,000 a year.
Utah	Optional; not the same as the state employee retirement plan.	Age 62 with 10 years and an actuarial reduction; age 65 with 4 years of service for full benefits.	Non-contributory. For the DC plan, employer will contribute 10% of compensation, which will vest after four years of service. Employees may, but are not required, to contribute.	\$30.40/month (as of July 2018) x years of service; adjusted semi-annually according to consumer price index up to a maximum increase of 2%. An additional \$3.50/month for each year of service is payable to elected and appointed legislators who were members of this plan before March 1, 2000.
Vermont	No legislator retirement plan available. Deferred compensation plan is available.			
Virginia	Mandatory; same as state employee retirement plan. Eligibility for various plans based on membership date.	Plan 1: Age 50 with 30 years of service (unreduced); age 55 with 5 years of service; age 50 with 10 years (reduced). Plan 2: When age and service = 90; or normal Social Security retirement age with 5 years of service (unreduced); age 60 with 5 years of service (reduced). Hybrid plan: When age and service = 90; or normal Social Security retirement age with 5 years of service (unreduced); age 60 with 5 years of service (reduced).	Plan 1: members who qualify do not make an employee contribution. Plan 2: 5% of creditable compensation. Hybrid plan: Mandatory and voluntary contributions to defined benefit and defined contribution components.	Plan 1: 1.7% of average final compensation x years of service (average over highest 36 consecutive months). Plan 2: 1.65% of average final compensation x years of service (average over highest 60 consecutive months). Hybrid plan: 1.65% of average final compensation x years of service (average over highest 60 consecutive months).

State	Participation	Requirements for regular retirement	Employee contribution rate	Benefit formula
Washington	Optional; same as the state employee retirement plan. If before an election the legislator belonged to a state public retirement plan, he or she may continue in that plan by making contributions. Otherwise, new legislators may join PERS Plan 2 or Plan 3	Plan 2: Age 65 with 5 years of service credit. Plan 3: Age 65 with 10 years of service credit for the DB side of the plan; immediate benefits (subject to federal restrictions) on the DC side of the plan. The member may choose various options for investment of contributions to the DC plan.	Plan 2: Employee contribution of 7.9% for 2019. Plan 3: No required member contribution for the DB component. The member may contribute from 5% to 15% of salary to the DC component.	Plan 2: $2\% \times \text{years of service credit} \times \text{average final compensation}$. Plan 3: DB is $1\% \times \text{service credit years} \times \text{average final compensation}$. DC benefit depends upon the value of accumulations.
West Virginia	Optional; same as the state employee retirement plan.	Age 55, if years of service + age equal 80.	Before 10/1/87: 7%. After 10/1/87: 5%.	$2\% \times \text{final average salary} \times \text{years of service}$. Final average salary is based on 3 highest years out of last 10 years.
Wisconsin	Mandatory; same as state employees retirement plan.	Age 62 for members who began employment before 1/1/17; Age 65 for members who began employment on or after 1/1/17. Age 55 with reduced benefits.	2019 contribution rate is 6.75% of monthly gross salary to their state pension. The employer matches this for a total contribution of 13.5%.	Final average monthly earnings \times creditable service \times formula multiplier \times age reduction factor (if any) = monthly amount. Final average monthly earnings is calculated by adding the highest earnings for three calendar years and dividing this total by the creditable service earned during these years and then dividing by 12.
Wyoming	Optional; Deferred 457 Plan.	n/a	\$20 minimum monthly contribution is required to participate.	n/a

Source : National Conference of State Legislatures, 2021.

Key:

- DB— Defined Benefit.
- DC— Defined Contribution.
- FAS— Final average salary.
- OPERS— Ohio Public Employee's Retirement System.
- OPSRP— Oregon Public Employee's Retirement System.
- PERA— Public employee retirement asso
- PERS— Public Employee's Retirement System.

US Census Bureau

Annual Estimates (RANKED) of the Resident Population for the States: April 1, 2020 to July 1, 2023

State	April 1, 2020 Estimates Base	Population Estimate (as of July 1)			
		2020	2021	2022	2023
California	39,538,212	39,503,200	39,145,060	39,040,616	38,965,193
Texas	29,145,459	29,234,361	29,561,286	30,029,848	30,503,301
Florida	21,538,216	21,591,299	21,830,708	22,245,521	22,610,726
New York	20,202,320	20,104,710	19,854,526	19,673,200	19,571,216
Pennsylvania	13,002,788	12,995,477	13,013,614	12,972,091	12,961,683
Illinois	12,813,469	12,790,357	12,690,341	12,582,515	12,549,689
Ohio	11,799,331	11,798,292	11,765,227	11,759,697	11,785,935
Georgia	10,713,771	10,732,390	10,790,385	10,913,150	11,029,227
North Carolina	10,439,459	10,453,812	10,567,100	10,695,965	10,835,491
Michigan	10,077,674	10,070,627	10,038,117	10,033,281	10,037,261
New Jersey	9,289,039	9,272,392	9,269,175	9,260,817	9,290,841
Virginia	8,631,373	8,637,193	8,657,348	8,679,099	8,715,698
Washington	7,705,267	7,724,566	7,741,433	7,784,477	7,812,880
Arizona	7,157,902	7,186,683	7,272,487	7,365,684	7,431,344
Massachusetts	7,032,933	6,997,713	6,991,951	6,982,740	7,001,399
Tennessee	6,910,786	6,926,091	6,963,709	7,048,976	7,126,489
Indiana	6,785,442	6,789,098	6,813,798	6,832,274	6,862,199
Maryland	6,177,253	6,173,689	6,175,045	6,163,981	6,180,253
Missouri	6,154,889	6,154,426	6,170,393	6,177,168	6,196,156
Wisconsin	5,893,713	5,896,700	5,879,978	5,890,543	5,910,955
Colorado	5,773,707	5,785,219	5,811,596	5,841,039	5,877,610
Minnesota	5,706,804	5,710,578	5,717,968	5,714,300	5,737,915
South Carolina	5,118,422	5,132,151	5,193,848	5,282,955	5,373,555
Alabama	5,024,294	5,031,864	5,050,380	5,073,903	5,108,468
Louisiana	4,657,785	4,652,022	4,627,047	4,588,023	4,573,749
Kentucky	4,506,297	4,508,155	4,507,600	4,511,563	4,526,154
Oregon	4,237,279	4,245,044	4,256,465	4,239,379	4,233,358
Oklahoma	3,959,411	3,965,234	3,991,634	4,019,271	4,053,824
Connecticut	3,605,912	3,577,586	3,603,691	3,608,706	3,617,176
Utah	3,271,614	3,283,982	3,339,284	3,381,236	3,417,734
Iowa	3,190,427	3,190,904	3,197,944	3,199,693	3,207,004
Nevada	3,104,617	3,115,840	3,146,632	3,177,421	3,194,176
Arkansas	3,011,490	3,014,348	3,028,443	3,046,404	3,067,732
Mississippi	2,961,306	2,958,409	2,949,582	2,938,928	2,939,690
Kansas	2,937,835	2,938,124	2,937,946	2,936,716	2,940,546
New Mexico	2,117,525	2,118,488	2,116,950	2,113,476	2,114,371
Nebraska	1,961,965	1,963,273	1,964,253	1,968,060	1,978,379
Idaho	1,839,117	1,849,339	1,904,537	1,938,996	1,964,726
West Virginia	1,793,713	1,791,562	1,785,249	1,774,035	1,770,071
Hawaii	1,455,274	1,451,181	1,446,745	1,439,399	1,435,138
New Hampshire	1,377,524	1,378,702	1,387,494	1,399,003	1,402,054
Maine	1,363,177	1,364,517	1,378,787	1,389,338	1,395,722
Rhode Island	1,097,371	1,096,444	1,097,092	1,093,842	1,095,962
Montana	1,084,244	1,087,211	1,106,366	1,122,878	1,132,812
Delaware	989,946	991,862	1,004,881	1,019,459	1,031,890
South Dakota	886,668	887,852	896,299	909,869	919,318
North Dakota	779,079	779,563	777,982	778,912	783,926
Alaska	733,374	732,964	734,923	733,276	733,406
Vermont	643,077	642,936	647,093	647,110	647,464
Wyoming	576,850	577,664	579,548	581,629	584,057

Annual Estimates of the Resident Population for the United States, Regions, States, District of Columbia, and Puerto Rico: April 1, 2020 to July 1, 2023

Geographic Area	April 1, 2020 Estimates Base	Population Estimate (as of July 1)			
		2020	2021	2022	2023
United States	331,464,948	331,526,933	332,048,977	333,271,411	334,914,895
Northeast	57,614,141	57,430,477	57,243,423	57,026,847	56,983,517
Midwest	68,987,296	68,969,794	68,850,246	68,783,028	68,909,283
South	126,268,529	126,465,281	127,353,282	128,702,030	130,125,290
West	78,594,982	78,661,381	78,602,026	78,759,506	78,896,805
Alabama	5,024,294	5,031,864	5,050,380	5,073,903	5,108,468
Alaska	733,374	732,964	734,923	733,276	733,406
Arizona	7,157,902	7,186,683	7,272,487	7,365,684	7,431,344
Arkansas	3,011,490	3,014,348	3,028,443	3,046,404	3,067,732
California	39,538,212	39,503,200	39,145,060	39,040,616	38,965,193
Colorado	5,773,707	5,785,219	5,811,596	5,841,039	5,877,610
Connecticut	3,605,912	3,577,586	3,603,691	3,608,706	3,617,176
Delaware	989,946	991,862	1,004,881	1,019,459	1,031,890
District of Columbia	689,548	670,839	669,037	670,949	678,972
Florida	21,538,216	21,591,299	21,830,708	22,245,521	22,610,726
Georgia	10,713,771	10,732,390	10,790,385	10,913,150	11,029,227
Hawaii	1,455,274	1,451,181	1,446,745	1,439,399	1,435,138
Idaho	1,839,117	1,849,339	1,904,537	1,938,996	1,964,726
Illinois	12,813,469	12,790,357	12,690,341	12,582,515	12,549,689
Indiana	6,785,442	6,789,098	6,813,798	6,832,274	6,862,199
Iowa	3,190,427	3,190,904	3,197,944	3,199,693	3,207,004
Kansas	2,937,835	2,938,124	2,937,946	2,936,716	2,940,546
Kentucky	4,506,297	4,508,155	4,507,600	4,511,563	4,526,154
Louisiana	4,657,785	4,652,022	4,627,047	4,588,023	4,573,749
Maine	1,363,177	1,364,517	1,378,787	1,389,338	1,395,722
Maryland	6,177,253	6,173,689	6,175,045	6,163,981	6,180,253
Massachusetts	7,032,933	6,997,713	6,991,951	6,982,740	7,001,399
Michigan	10,077,674	10,070,627	10,038,117	10,033,281	10,037,261
Minnesota	5,706,804	5,710,578	5,717,968	5,714,300	5,737,915
Mississippi	2,961,306	2,958,409	2,949,582	2,938,928	2,939,690
Missouri	6,154,889	6,154,426	6,170,393	6,177,168	6,196,156
Montana	1,084,244	1,087,211	1,106,366	1,122,878	1,132,812
Nebraska	1,961,965	1,963,273	1,964,253	1,968,060	1,978,379
Nevada	3,104,617	3,115,840	3,146,632	3,177,421	3,194,176
New Hampshire	1,377,524	1,378,702	1,387,494	1,399,003	1,402,054
New Jersey	9,289,039	9,272,392	9,269,175	9,260,817	9,290,841
New Mexico	2,117,525	2,118,488	2,116,950	2,113,476	2,114,371
New York	20,202,320	20,104,710	19,854,526	19,673,200	19,571,216
North Carolina	10,439,459	10,453,812	10,567,100	10,695,965	10,835,491
North Dakota	779,079	779,563	777,982	778,912	783,926
Ohio	11,799,331	11,798,292	11,765,227	11,759,697	11,785,935
Oklahoma	3,959,411	3,965,234	3,991,634	4,019,271	4,053,824
Oregon	4,237,279	4,245,044	4,256,465	4,239,379	4,233,358
Pennsylvania	13,002,788	12,995,477	13,013,614	12,972,091	12,961,683
Rhode Island	1,097,371	1,096,444	1,097,092	1,093,842	1,095,962

Annual Estimates of the Resident Population for the United States, Regions, States, District of Columbia, and Puerto Rico: April 1, 2020 to July 1, 2023

Geographic Area	April 1, 2020 Estimates Base	Population Estimate (as of July 1)			
		2020	2021	2022	2023
South Carolina	5,118,422	5,132,151	5,193,848	5,282,955	5,373,555
South Dakota	886,668	887,852	896,299	909,869	919,318
Tennessee	6,910,786	6,926,091	6,963,709	7,048,976	7,126,489
Texas	29,145,459	29,234,361	29,561,286	30,029,848	30,503,301
Utah	3,271,614	3,283,982	3,339,284	3,381,236	3,417,734
Vermont	643,077	642,936	647,093	647,110	647,464
Virginia	8,631,373	8,637,193	8,657,348	8,679,099	8,715,698
Washington	7,705,267	7,724,566	7,741,433	7,784,477	7,812,880
West Virginia	1,793,713	1,791,562	1,785,249	1,774,035	1,770,071
Wisconsin	5,893,713	5,896,700	5,879,978	5,890,543	5,910,955
Wyoming	576,850	577,664	579,548	581,629	584,057
Puerto Rico	3,285,874	3,281,557	3,262,693	3,220,113	3,205,691

Vintage 2023 data products are associated with Data Management System projects P-6000042, P-7501659, and P-7527355. The U.S. Census Bureau reviewed these data products for unauthorized disclosure of confidential information and approved the disclosure avoidance practices applied to this release (CBDRB-FY24-0085).

Note: The estimates are developed from a base that integrates the 2020 Census, Vintage 2020 estimates, and (for the U.S. only) 2020 Demographic Analysis estimates. For population estimates methodology statements, see <https://www.census.gov/programs-surveys/popest/technical-documentation/methodology.html>. See Geographic Terms and Definitions at <https://www.census.gov/programs-surveys/popest/guidance-geographies/terms-and-definitions.html> for a list of the states that are included in each region. All geographic boundaries for the 2023 population estimates series are as of January 1, 2023.

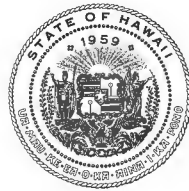
Suggested Citation:

Annual Estimates of the Resident Population for the United States, Regions, States, District of Columbia, and Puerto Rico: April 1, 2020 to July 1, 2023 (NST-EST2023-POP)

Source: U.S. Census Bureau, Population Division

Release Date: December 2023

JOSH GREEN, M.D.
GOVERNOR



LUIS P. SALAVERIA
DIRECTOR

SABRINA NASIR
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
Ka 'Oihana Mālama Mo'ohelu a Kālā
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT

July 27, 2023

FINANCE MEMORANDUM

MEMO NO. 23-09

TO: All Department Heads
FROM: Luis P. Salaveria /s/
for Director of Finance
SUBJECT: Interim Fringe Benefit Rates for FY 24

The most recent U.S. Department of Health and Human Services (DHHS) approved composite fringe benefit rate (RATE) is for FY 20 at 63.28%. Based on the approved FY 20 RATE and on the actual data collected for FY 21 and until new fringe benefit rates are approved by DHHS, the following interim fringe benefit rates for FY 24 will be in effect:

<u>Item</u>	<u>Interim FY 24 Rate</u>
Pension Accumulation	24.00%
Pension Administration	0.01%
Retiree Health Insurance	12.03%
Employees' Health Fund*	7.32%
Workers' Compensation	1.42%
Unemployment Compensation	0.13%
Social Security	6.20%
Medicare	1.45%
Other Post-Employment Benefits	<u>11.69%</u>
Composite Rate	64.25%

* Should only be used for budgeting purposes. Departments are instructed to charge actual costs as assessed through the payroll system.

It is noted that for FY 24, the pension accumulation rates are as follows:

<u>Job Category</u>	<u>Employer Contribution Rate</u>	<u>Statutory Authorization</u>
General Employees	24.00%	Act 17, SLH 2017
Special Categories (Police Officers, Firefighters, and Corrections Officers)	41.00%	Act 17, SLH 2017
Retiree – Return to Work General Employees	20.20%	Not Applicable*
Retiree – Return to Work Special Categories (Police Officers, Firefighters, and Corrections Officers)	33.90%	Not Applicable*

* Retiree – Return to Work rates are determined by the Actuary.

Should you have any questions or require further information, please contact me, or your staff may contact Mr. Neal Miyahira, Administrator of this department's Budget, Program Planning and Management Division, at 586-1530.

**State Deputy AGs, Public Defenders vs.
Corporation Counsel, Prosecuting Attorneys**

As of July 1, 2024

<u>Jurisdiction</u>	<u>Low</u>	<u>High</u>
State AGs	93,000	167,808
State PDs	86,868	136,332
C&C (CC)	78,120	195,720
Hawaii (CC)	112,572	166,980
Maui (CC)	104,029	162,359
Kauai (CC)	136,512	136,512

<u>Jurisdiction</u>	<u>Low</u>	<u>High</u>
State AGs	93,000	167,808
State PDs	86,868	136,332
C&C (PA)	78,120	195,720
Hawaii (PA)	98,508	169,920
Maui (PA)	92,776	158,288
Kauai (PA)	136,512	136,512

State AGs vs. County Corp Counsel

<u>Jurisdiction</u>	<u>Low</u>	<u>% Diff</u>	<u>High</u>	<u>% Diff</u>
State AGs	93,000		167,808	
C&C (CC)	78,120	19%	195,720	-14%
Hawaii (CC)	112,572	-17%	166,980	0%
Maui (CC)	104,029	-11%	162,359	3%
Kauai (CC)	136,512	-32%	136,512	23%

State Public Defenders vs. County Prosecuting Attorneys

<u>Jurisdiction</u>	<u>Low</u>	<u>% Diff</u>	<u>High</u>	<u>% Diff</u>
State PDs	86,868		136,332	
C&C (PA)	78,120	11%	195,720	-30%
Hawaii (PA)	98,508	-12%	169,920	-20%
Maui (PA)	92,776	-6%	158,288	-14%
Kauai (PA)	136,512	-36%	136,512	0%