

Recommendations

The Council has separated its recommendations into two categories: Those specifically required by the statute and “Other recommendations,” which the Council believes will assist in understanding the report and improving the state’s compensation system in future years.

I. Statutory recommendations. In accordance with Minnesota Statutes, section 15A.082, the Compensation Council makes three recommendations.

1. **Judicial Salaries.** With respect to the Justices of the Supreme Court, and Judges of the Court of Appeals and the District Court, salaries be increased as follows:
 - a) by ___% on January 1, 2021
 - b) by ___% on January 1, 2022

These increases will enhance the ability of the Courts to attract and retain highly qualified judges from all sectors throughout the state.

2. **Salaries for constitutional officers.** We recommend that the salaries of Constitutional Officers be established at these levels, to be effective on these dates:

	January 1, 2021	January 1, 2022
Governor	\$ _____	\$ _____
Lt Governor	\$ _____	\$ _____
Attorney General	\$ _____	\$ _____
State Auditor	\$ _____	\$ _____
Secretary of State	\$ _____	\$ _____

The Council believes that these salaries better reflect the demands on each of these Constitutional Officers as they lead the critical work of each of their respective departments.

3. **Agency head salary limits of agency heads.**

The Compensation Council recommends that the limits on agency head salaries be de-coupled from the salary of the governor. The Council recommends that the current salary ranges in effect on January 1, 2019 continue, and that those limits continue to be adjusted by the Consumer Price Index under Minn. Stat. 15A.0815.

This recommendation in general reflects the request of the administration.

II. Other recommendations. In addition to the recommendations required under the Council’s statute, section 15A.082, the Council makes these recommendations for your consideration:

4. **Judicial salaries.** With respect to the Justices of the Supreme Court, and Judges of the Court of Appeals and the District Court, to increase salaries of Judges as follows:
 - a) by ___% on July 1, 2019
 - b) by ___% on July 1, 2020

These increases, when coupled with our recommended increases to take effect in January 2021 and 202 will maintain and enhance the ability of the Courts to attract and retain highly qualified judges.

- 5. Effective dates for salary increases.** Prior to the passage of the Constitutional Amendment in 2016, the Council was required to recommend salaries for legislators to be effective two years later as a result of the Constitutional requirement for an election to take place before a pay raise could take effect. This resulted in all of the other recommendations of the Council (except salary limits of agency heads) having that same delayed implementation. Having to project more than two years into the future is difficult and reduces the likelihood of correctness of the council's recommendations.

With the duty to address legislator salaries now assigned to the Legislative Salary Council, the Compensation Council recommends that its duties be modified to recommend salaries which become effective the beginning of the two fiscal years that begin the year the Council meets. The Council understands that in order for the Legislature to consider the recommendations and deal with possible fiscal impacts, that the deadline for its recommendations may need to be accelerated.

- 6. Other Constitutional Officers' salaries.** The Legislature should contract for an independent evaluation to determine if the current salary structure of the three Constitutional Officers (Attorney General, Secretary of State, and State Auditor), which are tied to the Governor's salary, properly reflects the duties of their respective offices in relation to that of the Governor and each other.