

Inspector General Salary Recommendation

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Primary Duties

- Serve as an independent entity responsible for ensuring accountability, transparency, and integrity in the operations of executive branch agencies and programs
- Establish standards and best practices concerning the operation, investigations, and fraud prevention processes of agency inspectors general, and periodically review agency compliance with these standards and best practices
- Facilitate information sharing between agencies, including coordinating investigations that involve multiple agencies
- Conduct inspections, evaluations, and investigations of agencies and programs, with a focus on recipients of public funds and publicly funded services
- Reports directly to the Governor

Minimum Qualifications

- Bachelor's degree or higher in criminal justice, public administration, law, or related field
- Ten years experience in auditing, investigation, or a related area
- Professional certification from Association of Inspectors General
- Ability to provide leadership to existing Inspector General offices in other state agencies
- Cannot be current or former commissioner or deputy commissioner, legislator, or elected official within 5 years of serving in that role



Possible Approaches for Salary Determination

Approach 1: Consistency with other Agency Heads

Three broad 'tiers' of pay for agency heads, with July 1, 2026 values of:

- 1) \$ 202,066 (e.g., MMB, DPS, DOT)
- 2) \$ 195,568 (Tier 2) (e.g., DEED, DOC)
- 3) \$189,026 (e.g. MDA, DLI)

Agency base budget of \$5,852,000 in FY 2028. Anticipated agency sized most similar to commissioners in the third tier (\$189,026)

Approach 2: Pay Consistent with Hay Points

- Position underwent a job evaluation on June 10, 2026
- Rating revealed a total point score of 2056, which trends to salary range 28M for managers, with a July 1, 2026 salary range maximum of \$ 198,214

Approach 3: Market - Ad Hoc survey of States; Mn Legislative Auditor

State	Current Salary
Arkansas	\$ 187,838
California	\$ 254,451
Florida	\$ 182,674
Georgia	\$ 161,000
Colorado	\$ 221,700
Louisiana	\$ 175,000
New York	\$ 245,000
Pennsylvania	\$ 186,896
South Carolina	\$ 172,971
West Virginia	\$ 177,900
MN Legislative Auditor	\$ 225,000

**Average
Pay:
\$199,130**

Pros / Cons of Each Approach

Approach	Pros	Cons
<p>(1) Align with other Agency Heads</p> <p>\$ 202,066 (Tier 1) \$ 195,568 (Tier 2) \$ 189,026 (Tier 3)</p>	<p>Consistent process for all Agency Heads</p>	<ul style="list-style-type: none"> - Tiering dates to 2015; many agencies have undergone significant changes since then - Poor correlation to Hay Points (an objective measure of job complexity) - Results in lowest pay if aligned with other Tier 3 (which are most similar in terms of budget / agency size)
<p>(2) Hay Points</p> <p>\$ 198,214</p>	<p>Consistent with salary determinations for remainder of executive branch</p>	<ul style="list-style-type: none"> - Inconsistent with current salary establishment for other agency heads
<p>(3) Market – Other State’s OIGs. Range \$161k- \$254K</p> <p>\$ 199,130</p>	<p>Highest salary for what is anticipated to be a difficult to fill position</p>	<ul style="list-style-type: none"> - No other position in the executive branch has salary determined solely based upon market
<p>6/17/2026</p>	<p>mn.gov/mmb</p>	<p>8</p>

MMB Recommendation

Approach	Pros	Cons
<p>(1) Align with other Agency Heads</p> <p>\$ 189,026 (Tier 3)</p> <p>\$ 195,568 (Tier 2)</p> <p>\$ 202,066 (Tier 1)</p>	<p>Consistent process for all Agency Heads</p>	<ul style="list-style-type: none"> - Tiering dates to 2015; many agencies have undergone significant changes since then - Poor correlation to Hay Points (an objective measure of job complexity) - Results in lowest pay if aligned with other Tier 3 (which are most similar in terms of budget / agency size)
<p>(2) Hay Points</p> <p>\$ 198,214</p>	<p>Consistent with salary determinations for remainder of executive branch</p>	<ul style="list-style-type: none"> - Inconsistent with current salary establishment for other agency heads
<p>(3) Market</p> <p>\$ 199,130</p>	<p>Highest salary for what is anticipated to be a difficult to fill position</p>	<ul style="list-style-type: none"> - No other position in the executive branch has salary determined solely based upon market factors

Basis for Recommendation

- Determining based upon Hay Points is consistent with salary establishment for the remainder of the executive branch and would align well with salary establishment for other positions within the office
- Making determination based upon Hay Points not inconsistent with what the market data generally supports
- MMB does not recommend building upon or otherwise maintaining the existing tiering structure for Agency Heads. As argued to this council in 2025, current structure for agency head pay does not reflect the complexity and impact of agency head roles; it has resulted in pay substantially below public sector peers; and current salary structures is anticipated to severely hamper the new Governor's ability to recruit qualified appointees come January 2026