

Proposed State Compensation Council Revisions

A bi-partisan Ad-Hoc group of former Compensation Council members convened throughout the 2023-24 legislative interim to consider fine-tuning revisions to 2023 statutory changes with feedback sought from key legislators, the Judicial branch and the MMB. In [SF3863/HF3707](#) (2023-24 session) the Ad-Hoc group proposed:

☒ More Thorough Deliberations

- Expanded two-year review timeline (replacing current three-month span) with two deadlines – the first on 4/1 of odd years for Across-the-Board salary adjustments in the next biennium, the second deadline on 8/1 of even years to be applied for the following biennium.
- Encourage highly experienced Compensation Council membership – eliminate the new prohibition on participation by former legislators and fully retired judges.

☒ Implement State Judiciary Priorities

- The new two-year timeline allows for full coordination of the Judiciary's biennial budget planning with Compensation Council recommendations for District and Appellate judges, and Supreme Court justices.
- Remove ex parte communications prohibition to allow free flow of relevant information between the judicial branch and Compensation Council members, reducing pressure for information restrictively sourced from only the LCC and MMB.

These recommendations were reviewed and then recommended by the Minnesota District Judges Association for Minnesota Judicial Council consideration, which subsequently approved them on 2/15/24.

☒ Restrict & Clarify Compensation Council Authority

- Restrict unlimited expansion of Compensation Council authorizations in the 2023 law change to the next two coming budget cycles as specified in the proposed two-year timeline deadlines.
- Rely on Cost of Labor inflation indices (U.S. Bureau of Labor Statistics) guidance to determine Across-the-Board salary adjustments.
- Delay any authorized increase in the Governor's salary until the start of the following term (allow the Governor's appointees to fully participate in salary setting and final recommendations process). The change is consistent with local government statutes requiring a delay in self-set salary increases.
- Improve efficiency of Compensation Council work, and clarify direction from the four legislative leaders by restricting appointments to one apiece (total of 4), limiting total membership to 20 (rather than 24).

With outreach assistance from the Legislative Coordinating Commission (LCC), all Compensation Council members from 2017 to 2023 were invited to participate in an Ad-hoc Independent Compensation Council Group. Nine members responded – seven fully participating and two monitoring (non-voting) – all with at least two terms of service, totaling 25 terms of service. Recommendations formulated were based on 17 survey questions answered. LCC staff provided the Ad-Hoc group with technical assistance.

Ad-hoc group members – years of service

Tom Berg - 2017, 2019
Richard Cohen - 2001, 2013, 2021, 2023
James Fox - 2017, 2019, 2021
Peter Gregory - 2019, 2021, 2023
Robert Meyerson - 2017, 2019, 2021, 2023
James Robins - 2017, 2019
Nick Zerwas - 2021, 2023

Monitoring members (non-voting)

Gail Olson - 2017, 2019, 2021
Charlie Weaver - 2021, 2023