



**To:** Members of the Compensation Council

**From:** Stephanie James, Senate Counsel (stephanie.james@mnsenate.gov)  
Susan Lenczewski, Executive Director, Minnesota Legislative Commission  
on Pensions and Retirement

**Date:** March 10, 2025

**RE:** Total Compensation Packages for Constitutional Officers and Judges

---

In addition to the salaries listed in the other materials distributed for this meeting, Minnesota’s constitutional officers and judges receive retirement and insurance benefits, and, in some instances, other compensation. The benefits and payments listed in this memorandum should be considered along with actual salaries in determining those officials’ total compensation.

### **Constitutional Officers**

The state’s constitutional officers are covered by the unclassified employee’s retirement plan administered by the Minnesota State Retirement System. The unclassified plan is a defined contribution plan to which the state contributes 6.25 percent and the employee contributes 5.5 percent of salary. The retirement benefit is equal to the contributions to the officer’s account in the plan plus net investment earnings thereon.

In addition, constitutional officers are covered by the same insurance benefits offered to state employees, which include health, dental, and term life coverage. The governor’s compensation includes use of a residence and a car and driver.

### **Judges**

Judges are covered by the Judges Retirement Plan, a defined benefit pension plan administered by the Minnesota State Retirement System. The employer’s contribution rate is 22.5 percent of salary. The employee’s contribution is nine percent for “tier I” members, who are judges elected or appointed before July 1, 2013, and did not or could not elect the “tier II” program, or seven percent for tier II members, who are judges elected or appointed on or after July 1, 2013, or who elected the tier II program.

For tier I members, the retirement benefit is a pension calculated by multiplying the average “high-five” salary by 2.7 percent for each year of service before July 1, 1980, and 3.2 percent for each year of service after June 30, 1980. Years of service are capped at the greater of 24 years or the number of years of service which, when multiplied by the 2.7 and 3.2 percent multiples, results in 76.8. Full retirement age is age 65. For tier II members, the pension is calculated by multiplying the

average high-five salary by 3.2 percent for each year of service before January 1, 2014, and 2.5 percent for each year of service after December 31, 2013. There is no service cap. Full retirement age is age 66.

Judges are vested in their pension benefit after five years of service. A judge is required to retire by the last day of the month in which the judge turns 70. After pension payments begin, the pension amount is eligible for annual postretirement increases (also referred to as COLAs). Currently, the COLA for the Judges Plan is 1.5 percent.



Senate Counsel, Research, and Fiscal Analysis provides nonpartisan legislative, legal, fiscal, and analytical services to the Minnesota Senate. This document can be made available in different formats upon request.

[www.senate.mn/scrfa/home](http://www.senate.mn/scrfa/home) | 651-296-4791  
95 University Ave. W., STE 3300, Saint Paul, MN, 55155