

Compensation Council
March 21, 2025
9:30 AM

MEETING MINUTES

Members Present:

Patrick McCormack, Chair
David Asp, Vice Chair
Thomas Boyd
Janice Brandt
Tim Brinkman
Kelli Commers
Nancy Conley
Devin Driscoll
Roger Josephson
Amanda Mills
Nicholas Morgan
Gloria Myre
Amber Naqvi
James Robins
Davis Senseman
Tim Stout

Members Excused:

Charles Anderson
Patrick Baustian
Gary Borgendale
Benjamin Gerber
Susan Holden
Kristi Schmidt
Jason Resseman
Amanda Matchett

Chair McCormack called the meeting of the Compensation Council to order at 9:30 AM in the Columbine Room of the Centennial Office Building. A quorum was present.

Approval of Minutes

Thomas Boyd moved approval of the minutes from the March 14, 2025, meeting. Seconded. THE MOTION PREVAILED.

Orientation to data available to members

Chair McCormack walked through the salary data and related information included in the meeting materials, highlighting the resources available to members.

Presentation of proposals from chair

Chair McCormack explained that a variety of salary options had been prepared and included in the members' packets to assist the Council in finalizing its determinations and recommendations for each of the positions under its purview.

Direct Care and Treatment board daily compensation

Nick Nigro, Research Analyst, Legislative Coordinating Commission (LCC), reviewed two proposed salary options for Direct Care and Treatment (DCT) Board members. He explained that Option A, based on the recommendation of DCT staff, proposed a daily compensation of \$500 on both July 1, 2025, and July 1, 2026. Option B proposed a daily compensation of \$125 on the same dates, aligning with the compensation rate for public members of the Legislative-Citizen Commission on Minnesota Resources and the Lessard-Sams Outdoor Heritage Council.

Devin Driscoll moved to prescribe the daily compensation for voting members of the Direct Care and Treatment executive board to be \$500 on July 1, 2025, and \$500 on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Boyd, Brandt, Brinkman, Commers, Conley, Driscoll, Josephson, Naqvi, Robins, Senseman, Stout

Nays: Morgan, Myre

There being 12 Ayes, 2 Nays and 10 Absent, THE MOTION PREVAILED.

Agency head salaries

Mr. Nigro reviewed three proposed salary options for agency head salaries. He explained that Option A provides an-across-the-board increase of 5.5% on July 1, 2025, and 4.5% on July 1, 2026; Option B adjusts the salaries to align with the Hay Point Rating for the positions where one exists; and Option C provides an across-the-board inflationary adjustment of 2.9% on July 1, 2025, and 3% on July 1, 2026.

Devin Driscoll moved to adopt Option A, which would provide a 5.5% across-the-board salary increase to agency head salaries on July 1, 2025, and a 4.5% across-the-board salary increase on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Conley, Driscoll, Naqvi, Senseman

Nays: Boyd, Brandt, Brinkman, Commers, Josephson, Morgan, Myre, Robins, Stout

There being 5 Ayes, 9 Nays and 10 Absent, THE MOTION DID NOT PREVAIL.

Chair McCormack moved to adopt Option C, which included inflationary increases of 2.9% on July 1, 2025, and 3% on July 1, 2026, with an adjustment to increase the percentage by one percentage point each year, resulting in a 3.9% across-the-board salary increase for agency heads in the first year and a 4% across-the-board salary increase for agency heads in the second year. Seconded.

Gloria Myre moved to amend the McCormack motion by removing the following agency head positions from the motion: Executive Director of the Office of Cannabis Management; Commissioner of Children, Youth, and Families; Chief Executive Officer, Direct Care and Treatment; and the Director of the Office of Emergency Medical Services. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Boyd, Brandt, Brinkman, Commers, Conley, Driscoll, Josephson, Morgan, Myre, Naqvi, Robins, Senseman, Stout

There being 14 Ayes, 0 Nays and 10 Absent, THE MOTION PREVAILED.

The vote was taken on the McCormack motion as amended. A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Boyd, Brandt, Brinkman, Commers, Conley, Driscoll, Josephson, Morgan, Myre, Naqvi, Robins, Senseman, Stout

There being 14 Ayes, 0 Nays and 10 Absent, THE MOTION PREVAILED.

Chair McCormack called a recess at 10:54 AM.

Chair McCormack called the meeting back to order at 11:03 AM.

Dori Leland, Minnesota Management and Budget (MMB), addressed Council member questions related to the Chief Executive Officer of Direct Care and Treatment.

Thomas Boyd moved to adopt a base salary of \$187,001 for the Chief Executive Officer of the Direct Care and Treatment Office with a 3.9% salary increase on July 1, 2025, and a 4% salary increase on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Conley, Driscoll, Josephson, Morgan, Myre, Naqvi, Robins, Senseman, Stout

There being 15 Ayes, 0 Nays and 9 Absent, THE MOTION PREVAILED.

Amber Naqvi moved to adopt a base salary of \$187,001 for the Commissioner of Children, Youth, and Families with a 3.9% salary increase on July 1, 2025, and a 4% salary increase on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Conley, Driscoll, Josephson, Morgan, Myre, Naqvi, Robins, Senseman, Stout

There being 15 Ayes, 0 Nays and 9 Absent, THE MOTION PREVAILED.

Devin Driscoll moved to adopt a base salary of \$139,917 for the Director of the Office of Emergency Medical Services with a 3.9% salary increase on July 1, 2025, and a 4% salary increase on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Conley, Driscoll, Josephson, Mills, Morgan, Myre, Naqvi, Robins, Senseman, Stout

There being 16 Ayes, 0 Nays and 8 Absent, THE MOTION PREVAILED.

Dori Leland, MMB, addressed member questions related to the Executive Director of the Office of Cannabis Management salary.

Amber Naqvi moved to adopt a base salary of \$180,988 for the Executive Director of the Office of Cannabis Management with a 3.9% salary increase on July 1, 2025, and a 4% salary increase on July 1, 2026. Seconded.

Tim Brinkman moved to amend the Naqvi motion by adopting a salary for the Executive Director of the Office of Cannabis Management of \$194,294 on July 1, 2025, and \$195,568 on July 1, 2026. Seconded.

A roll call vote was taken on the Brinkman amendment. The results were as follows:

Ayes: Chair McCormack, Brinkman, Driscoll, Josephson, Mills, Robins

Nays: Boyd, Brandt, Commers, Conley, Myre, Naqvi, Senseman, Stout

Abstain: Vice Chair Asp

There being 6 Ayes, 8 Nays, 1 Abstention and 9 Absent, THE MOTION DID NOT PREVAIL.

The vote was taken on the Naqvi motion.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Boyd, Brandt, Brinkman, Commers, Conley, Driscoll, Josephson, Mills, Myre, Naqvi, Senseman, Stout

Nays: Robins

Abstain: Vice Chair Asp

There being 13 Ayes, 1 Nay, 1 Abstention and 9 Absent, THE MOTION PREVAILED.

Chair McCormack called a recess at 11:45 AM.

Chair McCormack called the meeting back to order at 12:33 PM.

Judicial Salaries

Mr. Nigro reviewed three proposed options for judicial salaries. He explained that Option A provides a 6% increase each year as recommended in the judicial branch budget request; Option B provides an across-the-board increase of 5.5% on July 1, 2025, and 4.5% on July 1, 2026; and Option C provides an across-the-board inflationary adjustment of 2.9% on July 1, 2025, and 3% on July 1, 2026.

Devin Driscoll moved to adopt Option A to recommend judicial salaries increase by 6% effective July 1, 2025, and 6% effective July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brinkman, Commers, Driscoll, Josephson, Mills, Myre, Naqvi, Robins, Senseman, Stout

There being 13 Ayes, 10 Absent, and 1 member unable to vote due to technical difficulties, THE MOTION PREVAILED.

Instructions to Staff

Thomas Boyd moved to authorize staff to prepare the report based on the actions taken by the council during today's meeting and include any technical changes that are necessary.

The draft report shall be circulated to council members for review and comment prior to the March 26 meeting.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Driscoll, Josephson, Mills, Myre, Naqvi, Robins, Senseman, Stout

There being 14 Ayes and 10 Absent, THE MOTION PREVAILED.

No March 26 Meeting or Absence of Quorum on March 26

Thomas Boyd moved to authorize the chair and vice chair to approve and work with staff to submit the final report.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Driscoll, Josephson, Mills, Myre, Naqvi, Robins, Senseman, Stout

There being 14 Ayes and 10 Absent, THE MOTION PREVAILED.

Thomas Boyd moved to authorize staff to prepare and the chair and vice chair to approve the meeting minutes from today's meeting.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Driscoll, Josephson, Mills, Myre, Naqvi, Robins, Senseman, Stout

There being 14 Ayes and 10 Absent, THE MOTION PREVAILED.

Constitutional Officers

Mr. Nigro reviewed three proposed salary options for constitutional officers. He explained that Option A provides an-across-the-board increase of 5.5% on July 1, 2025, and 4.5% on July 1, 2026; Option B sets a specific salary for each constitutional officer and keeps that salary the same on both July 1, 2025, and July 1, 2026; and Option C provides an across-the-board inflationary adjustment of 2.9% on July 1, 2025, and 3% on July 1, 2026.

Devin Driscoll moved to adopt Option B, setting the salaries of the Attorney General, Auditor, and Secretary of State at \$170,000 effective July 1, 2025, and the salary of the Lieutenant Governor at \$160,000 effective July 1, 2025. Seconded.

Amber Naqvi moved to amend the Driscoll motion to set the salary of the Attorney General at \$190,000 on July 1, 2025. Seconded.

Amber Naqvi revised his amendment to the Driscoll motion to split the increase to the Attorney General's salary in two equal increments on July 1, 2025, and July 1, 2026, so that the salary reaches \$190,000 on July 1, 2026. Seconded.

A roll call vote was taken on the Naqvi amendment as revised. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Brandt, Driscoll, Mills, Naqvi, Robins, Sensemen

Nays: Boyd, Brinkman, Josephson, Commers, Josephson, Myre, Stout

There being 8 Ayes, 6 Nays, and 10 Absent, THE MOTION PREVAILED.

Devin Driscoll moved to amend the Driscoll motion, as amended, to split the salary increase to \$170,000 for the Auditor and Secretary of State and \$160,000 for the Lieutenant Governor in two equal increments on July 1, 2025, and July 1, 2026. Seconded.

A roll call vote was taken on the Driscoll amendment. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Brandt, Brinkman, Commers, Driscoll, Josephson, Mills, Naqvi, Robins, Sensemen, Stout

Nays: Boyd, Myre

There being 12 Ayes, 2 Nays, and 10 Absent, THE MOTION PREVAILED.

The vote was taken on the Driscoll motion, as amended.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Driscoll, Mills, Naqvi, Senseman

Nays: Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Josephson, Morgan, Myre, Robins, Stout

There being 5 Ayes, 10 Nays, and 9 Absent, THE MOTION DID NOT PREVAIL.

Amber Naqvi moved to set the Attorney General's salary at \$190,000 with the increase split in two equal increments on July 1, 2025, and July 1, 2026, so that the salary reaches \$190,000 on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Brandt, Driscoll, Josephson, Mills, Naqvi, Robins, Senseman

Nays: Boyd, Brinkman, Commers, Morgan, Myre, Stout

There being 9 Ayes, 6 Nays and 9 Absent, THE MOTION PREVAILED.

Amber Naqvi moved to increase the salary for the Lieutenant Governor by 3.9% on July 1, 2025, and by 4% on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Josephson, Myre, Naqvi, Robins, Senseman, Stout

Nays: Commers, Driscoll, Morgan, Mills

There being 11 Ayes, 4 Nays and 9 Absent, THE MOTION PREVAILED.

Devin Driscoll moved to set that Auditor salary at \$145,000 with the increase split in two equal increments on July 1, 2025, and July 1, 2026, so that the salary reaches \$145,000 on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Driscoll, Mills, Naqvi, Robins, Sensemen

Nays: Boyd, Brandt, Brinkman, Commers, Josephson, Morgan, Myre, Stout

There being 7 Ayes, 8 Nays, and 9 Absent, THE MOTION DID NOT PREVAIL.

Thomas Boyd moved to increase the salary for the Auditor by 3.9% on July 1, 2025, and by 4% on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Driscoll, Mills, Morgan, Myre, Naqvi, Robins, Senseman

Nays: Josephson

There being 13 Ayes, 1 Nay, and 10 Absent, THE MOTION PREVAILED.

James Robins moved to set the Secretary of State's salary at \$145,000 with the increase split in two equal increments on July 1, 2025, and July 1, 2026, so that the salary reaches \$145,000 on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Boyd, Brandt, Brinkman, Commers, Driscoll, Josephson, Mills, Morgan, Naqvi, Robins, Senseman, Stout

Nays: Myre

There being 14 Ayes, 1 Nay, and 9 Absent, THE MOTION PREVAILED.

Governor salary

Chair McCormack reminded the members that the Governor's appointees to the Compensation Council may not vote on the salary of the Governor.

Mr. Nigro reviewed three proposed salary options for the Governor. He explained that Option A provides an increase of 5.5% on July 1, 2025, and 4.5% on July 1, 2026; Option B sets a specific salary of \$220,000 and keeps that salary the same on both July 1, 2025, and July 1, 2026; and Option C provides an inflationary adjustment of 2.9% July 1, 2025, and 3% on July 1, 2026.

Devin Driscoll moved to set the salary of the Governor at \$220,000 with the increase split in two equal increments on July 1, 2025, and July 1, 2026, so that the salary reaches \$220,000 on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Driscoll, Mills, Sensemen

Nays: Vice Chair Asp, Brinkman, Commers, Morgan, Myre, Robins, Stout

There being 4 Ayes, 7 Nays, and 5 Absent, THE MOTION DID NOT PREVAIL.

Devin Driscoll moved to set the salary of the Governor at \$205,000 with the increase split in two equal increments on July 1, 2025, and July 1, 2026, so that the salary reaches \$205,000 on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Driscoll, Mills, Sensemen

Nays: Vice Chair Asp, Brinkman, Commers, Morgan, Myre, Robins, Stout

There being 4 Ayes, 7 Nays, and 5 Absent, THE MOTION DID NOT PREVAIL.

Devin Driscoll moved to set the salary of the Governor at \$200,000 with the increase split in two equal increments on July 1, 2025, and July 1, 2026, so that the salary reaches \$200,000 on July 1, 2026. Seconded.

A roll call vote was taken. The results were as follows:

Ayes: Chair McCormack, Vice Chair Asp, Driscoll, Mills, Robins, Sensemen

Nays: Brinkman, Commers, Morgan, Myre, Stout

There being 6 Ayes, 5 Nays, and 5 Absent, THE MOTION PREVAILED.

Chair McCormack adjourned the meeting at 2:11 PM

Chair McCormack reconvened the meeting at 2:11 PM.

Proposed Statutory Reforms

Jim Robins and Vice Chair Asp presented on proposed compensation council statutory reforms for final report considerations.

There being no further business, the Council adjourned at 2:20 PM.