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March 5, 2025

Representative Lisa Demuth
Speaker of the House

Senator Bobby Joe Champion
President of the Senate

Representative Harry Niska
House Majority Leader

Senator Erin Murphy
Senate Majority Leader

Representative Melissa Hortman
Speaker Emerita, DFL Leader

Senator Mark Johnson
Senate Minority Leader

Representative Jim Nash
Chair, State Government Finance
and Policy Committee

Senator Tou Xiong
Chair, State and Local Government Committee

Representative Paul Torkelson
Chair, Ways and Means Committee

Senator John Marty
Chair, Finance Committee

Governor Tim Walz

Chief Justice Natalie Hudson

Dear Governor Walz, Chief Justice Hudson, Representatives and Senators,

We are writing to you on behalf of the Legislative Salary Council. The Minnesota Constitution, Article IV, section 9, and Minnesota Statutes 2024, section 15A.0825 establishes the Legislative Salary Council (Council) whose responsibility is to prescribe the salaries of Minnesota state legislators by March 31st of each odd-numbered year. The Council held one meeting and considered all forms of legislative compensation, the budget forecast, and an extensive amount of other data and analysis, as reflected in the attached report.

Based on our consideration of these materials and our extended discussion, the Legislative Salary Council prescribes that salaries of Minnesota senators and representatives be maintained at \$51,750, effective July 1, 2025.

Our Council declined to modify legislators' compensation to communicate our continued concern regarding the Legislature's use of per diem. This issue has been raised by each of the four

Councils that have preceded the current Council. We believe that per diems are a highly inconsistent, opaque, and arbitrary form of compensation.

The Legislative Salary Council strongly recommends that the House of Representatives and the Minnesota Senate take action to make the per diem system more uniform, transparent, and non-discretionary as detailed in the report. The Council carefully considered the lack of changes that had been made to the per diem system since its report in 2023 in making its determination.

We want to thank staff who presented invaluable information to the Council from the House of Representatives, Minnesota Management and Budget, and the Legislative Reference Library. We also appreciate the staff support we received from the Office of the Attorney General and the Legislative Coordinating Commission.

A list of the members of the Council is included in our report's Appendix. Each of the members worked diligently and thoughtfully as we executed our responsibility to prescribe legislative salaries. We are honored to serve on the Legislative Salary Council and carry out this duty adopted by Minnesota's citizens through the Constitutional amendment.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "James Fleming".

James Fleming, Chair
Legislative Salary Council

A handwritten signature in cursive script, appearing to read "Denny Laufenburger".

Denny Laufenburger, Vice Chair
Legislative Salary Council



Legislative Salary Council

2025 Report of the Legislative Salary Council

March 5, 2025

This report is submitted by the Legislative Salary Council (Council), established under the Minnesota Constitution, Article IV, section 9, and Minnesota Statutes 2024, section 15A.0825.

Prescribed salaries

As provided in the Minnesota Constitution, Article IV, section 9, and Minnesota Statutes 2024, section 15A.0825, the Legislative Salary Council prescribes the salary of legislators **to remain at \$51,750**, effective July 1, 2025.

Background

The citizens of Minnesota voted on November 8, 2016, to amend their Constitution by establishing a Legislative Salary Council to prescribe salaries of Minnesota’s legislators. The duties and other terms are specified in state statute, section 15A.0825.

The Chief Justice of the Supreme Court and the Governor appointed members to fill their respective vacancies in early 2025. A list of the members is included in the Appendix.

The Council met once on February 21, 2025. The Council met in person in the Centennial Office Building on the Capitol Complex, with several members participating remotely via Zoom. The meeting was open to the public and livestreamed on the Legislative Coordinating Commission’s (LCC) YouTube page. The meeting was recorded and posted to the LCC website. The Council voted on its prescribed salary for Minnesota’s 67 senators and 134 representatives at this meeting.

Process

The Council was organized by electing James Fleming to serve as Chair, and Denny Laufenburger as Vice-Chair. It heard a presentation on the State’s Open Meeting Law and Minnesota Government Data Practices Act and adopted data practices policies. The Council received substantial data from the LCC, the Legislative Reference Library, and the National Conference of State Legislators (NCSL) regarding historical compensation of legislators, compensation of legislators in other states, salaries of other elected officials, and a variety of inflation metrics. The Council received background on compensation policies for legislative members, and data reflecting rates, costs, payments, and expenditures of the various components of legislative compensation including detailed information on the per diem practices in the House of Representatives.

The statute establishing the Council forbids members of the legislature from communicating with Council members between the Council’s first meeting and the submission of this report.

As required by statute, the Council considered the financial status of the State, which is defined as the State's most-recent budget forecast. Bryan Dahl, Financial Planning Director at Minnesota Management and Budget, provided an in-depth overview of the budget forecast from November 2024.

At its February 21 meeting, the Council prescribed a salary of \$51,750 following a 12-0 vote.

Rationale

In determining its prescribed salary, the Council is required to consider other forms of compensation and the most recent budget forecast. In doing so, the Council determined that legislators' salary should remain the same. The Council is particularly disappointed in the Legislature's continued use of per diem as a non-transparent and non-uniform form of compensation.

In its first report in 2017, the Council raised concerns about the per diem system. The Council has repeated these concerns in each report since. Most recently, the 2023 Council's report specifically and pointedly criticized the Legislature's per diem system. As in the past, the Council criticized the per diem system as inconsistent, opaque, and arbitrary. The per diem system has led to what the Council believes is a shadow salary system where legislators' pay fluctuates extensively between members. Some members take per diem freely and often, some take occasionally, and others not at all. This difference in use of the per diem system appears to be solely based on member's own views and preferences of when it is appropriate or not to receive the benefit of per diem payments.

While free to make its own decision, the Council encourages the 2027 Council to closely consider whether the Legislature has made any changes to the per diem system. The current council believes that the Legislature should change the per diem system to reflect three principles: uniformity, transparency, and non-discretionary.

A. The per diem system should be uniform.

Under current House and Senate rules, members can receive per diem every day of session (seven days a week, excluding holidays), and limited times during the interim (20 days in the House, by committee responsibility in the Senate), and days where caucuses or committees meet in the interim. The Council has no qualms with the occasional interim caucus or committee per diem to compensate members for traveling away from their normal lives to conduct legislative work. The Council similarly understands that serving as a legislator is an important public service and that legislators incur personal costs to perform their duties.

However, whether through a reformed per diem or other expense-reimbursement system, additional compensation outside of salary should be made uniform.¹ The Council believes that a system where members can request per diem any day of the week between the opening and closing of legislative sessions has created a system where members' pay fluctuates thousands of dollars based on each members' personal choices. Some legislators are therefore receiving a significant amount of compensation on top of their prescribed salary while others are receiving none. This effectively means that legislators receive different compensation for performing the same job. The Council leaves it to the Legislature to decide precisely how it chooses to either reform the current per diem or otherwise choose to reimburse expenses.² A uniform system will remove the compensation disparity between members.

B. The per diem system should be transparent.

The varying amounts of compensation received through per diem are also not transparent. The lack of transparency makes it difficult for the Council to prescribe a salary that equitably compensates every legislator. The reasons why and when individual legislators may or may not request per diem further leads to an opaque system. Past councils have heard from former legislators that political pressure can contribute to whether a legislator seeks per diem. Legislators should be fairly compensated and not subject to political pressure or other unknown influences. Further, the lack of transparency unnecessarily distinguishes legislators from other public officials who receive prescribed and public salaries without a separate compensation system akin to the Legislature's current per diem system.

The Council received data on the average House and Senate per diems from each body's financial office. Currently, this data is only available by request and does not appear online. In addition to its other recommendations for reform, the Council recommends that the Legislature proactively publish these numbers online.

¹ The Council recognizes that legislators reside across the state and that serving in the Legislature may cause legislators to incur different costs based on different reasonable needs, such as travel time and expenses. By encouraging a uniform system, the Council does not mean to suggest that the Legislature devise a system that necessarily results an exact dollar-for-dollar match. Rather, the Council urges the Legislature to implement equitable reforms such that all legislators are subject to a uniform system and automatically receive compensation under that system.

² The Council acknowledges that even after changes are made to establish a more uniform per diem system, individual members would continue to have the ability to decline some or all of their per diem, as they can do with the salary the Council prescribes.

C. The per diem system should be non-discretionary.

Under the current system, each member decides whether and when they will request per diem. Furthermore, members also decide how much they will request, which can be any amount up to the full per diem amount of \$86 a day.

If the Legislature retains a per diem system, the per diem system should be automatic at a set rate. Once the Legislature decides on a uniform system of what days per diem can be received, it should be automatically paid to legislators at a uniform set rate. The current discretionary system causes fluctuations in legislator pay based on each legislator's politically complicated opinions on whether and when to claim per diem. A non-discretionary system removes any objection around whether a legislator should request per diem. A non-discretionary system compensates all members for when they are taken away from their homes and jobs to do the business of their constituents and the state.

D. The Legislature should address the Council's concerns.

The Council recognizes that it does not have authority over the Legislature's per diem decisions. But the law requires the Council to consider other forms of legislative compensation when prescribing legislators' salary. The circumstances that led to the creation of the Council—a bipartisan entity representing every congressional district in the state—should cause the Legislature to take seriously the Council's recommendations.

The Council was created by an amendment to the state constitution to remove the politics and gridlock of legislators determining their own pay. Legislators have received raises since the Council's creation. In 2023, the Council approved a pay raise while asking the Legislature to modify the current per diem system to reflect transparency and fairness in compensation. The Council's 2017, 2019, 2021, and 2023 reports all criticized the per diem system at length. The 2023 report stated that, "The Legislative Salary Council will carefully consider that change when making its salary determination in 2025." The 2023 Council strongly urged an equitable change to the per diem system while acknowledging only the Legislature had the authority to change per diem. The only change made to the per diem system since the Council first raised its concerns in 2017 was an increase in 2023 to the House per diem rate to match the Senate's rate. Members of the Council expressed DEEP concern that the Legislature either did not read the 2023 report or ignored it. As a result, after considering all the factors outlined in law, the Council unanimously determined that ***legislators' compensation will remain unchanged this biennium.***

The Legislative Salary Council strongly recommends future Councils to be mindful of the need for changes to the per diem system so that future salary decisions reflect an accurate assessment of what legislators are actually paid. If no changes are made, the Council encourages the 2027 Legislative Salary Council to consider what is said in this

report and previous reports about the need to reform per diem to reflect the values articulated in this report.

Conclusion

The Council adopted its salary determination at its meeting on February 21, 2025. It directed the Chair to work with staff to prepare the report, distribute it for review and comment by the Council and then submit the report as provided in statute once approved by the Chair and Vice Chair. These actions were all approved on a unanimous vote, with three members absent and one member having resigned from the Council in advance of the meeting.

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Appendix A
Constitutional Amendment

CONSTITUTION OF THE STATE OF MINNESOTA

Adopted October 13, 1857

Generally Revised November 5, 1974

Article 1.	Bill of rights.	Article 8.	Impeachment and removal from office.
Article 2.	Name and boundaries.	Article 9.	Amendments to the constitution.
Article 3.	Distribution of the powers of government.	Article 10.	Taxation.
Article 4.	Legislative department.	Article 11.	Appropriations and finances.
Article 5.	Executive department.	Article 12.	Special legislation; local government.
Article 6.	Judiciary.	Article 13.	Miscellaneous subjects.
Article 7.	Elective franchise.	Article 14.	Public highway system.

ARTICLE IV LEGISLATIVE DEPARTMENT

Sec. 9. **Compensation.** The salary of senators and representatives shall be prescribed by a council consisting of the following members: one person who is not a judge from each congressional district appointed by the chief justice of the Supreme Court, and one member from each congressional district appointed by the governor. If Minnesota has an odd number of congressional districts, the governor and the chief justice must each appoint an at-large member in addition to a member from each congressional district. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the most members in the legislature. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the second-most members in the legislature. None of the members of the council may be current or former legislators, or the spouse of a current legislator. None of the members of the council may be current or former lobbyists registered under Minnesota law. None of the members of the council may be a current employee of the legislature. None of the members of the council may be a current or former judge. None of the members of the council may be a current or former governor, lieutenant governor, attorney general, secretary of state, or state auditor. None of the members of the council may be a current employee of an entity in the executive or judicial branch. Membership terms, removal, and compensation of members shall be as provided by law. The council must prescribe salaries by March 31 of each odd-numbered year, taking into account any other legislative compensation provided to legislators by the state of Minnesota, with any changes in salary to take effect on July 1 of that year. Any salary increase for legislators authorized in law by the legislature after January 5, 2015, is repealed.

[Amended, November 8, 2016]

Appendix B

Statute

15A.0825 LEGISLATIVE SALARY COUNCIL.

Subdivision 1. **Membership.** (a) The Legislative Salary Council consists of the following members:

(1) one person, who is not a judge, from each congressional district, appointed by the chief justice of the supreme court; and

(2) one person from each congressional district, appointed by the governor.

(b) If Minnesota has an odd number of congressional districts, the governor and the chief justice must each appoint an at-large member, in addition to a member from each congressional district.

(c) One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the most members in the legislature. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the second most members in the legislature.

(d) None of the members of the council may be:

(1) a current or former legislator, or the spouse of a current legislator;

(2) a current or former lobbyist registered under Minnesota law;

(3) a current employee of the legislature;

(4) a current or former judge;

(5) a current or former governor, lieutenant governor, attorney general, secretary of state, or state auditor;
or

(6) a current employee of an entity in the executive or judicial branch.

Subd. 2. **Appointments; convening authority; first meeting in odd-numbered year.** Appointing authorities must make their appointments after the first Monday in January and before January 15 in each odd-numbered year. Appointing authorities who determine that a vacancy exists under subdivision 3, paragraph (b), must make an appointment to fill that vacancy by January 15 in each odd-numbered year. The governor shall designate one member to convene and chair the first meeting of the council, that must occur by February 15 of each odd-numbered year. At its first meeting, the council must elect a chair from among its members.

Subd. 3. **Terms.** (a) Except for the first term following redistricting, a term is four years or until new appointments are made after congressional redistricting as provided in subdivision 4. Members may serve no more than two full terms or portions of two consecutive terms.

(b) If a member ceases to reside in the congressional district that the member resided in at the time of appointment as a result of moving or redistricting, the appointing authority who appointed the member must appoint a replacement who resides in the congressional district to serve the unexpired term.

Subd. 4. **Appointments following redistricting.** Appointing authorities shall make appointments after a congressional redistricting plan is adopted. Appointing authorities shall make appointments in accordance with the timing requirements in subdivision 2. Members that reside in an even-numbered district shall be appointed to a term of two years following redistricting. Members that reside in an odd-numbered district shall be appointed to a term of four years following redistricting.

Subd. 5. **Removal; vacancies.** Members may be removed only for cause, after notice and a hearing, for missing three consecutive meetings, or as a result of redistricting. The chair of the council or a designee shall inform the appointing authority of a member missing three consecutive meetings. After the second consecutively missed meeting and before the next meeting, the chair or a designee shall notify the member in writing that the member may be removed for missing the next meeting. In the case of a vacancy on the council, the appointing authority shall appoint a person to fill the vacancy for the remainder of the unexpired term.

Subd. 6. **Compensation.** Members shall be compensated under section 15.059, subdivision 3.

Subd. 7. **Duties.** By March 31 of each odd-numbered year, the council must prescribe salaries for legislators to take effect July 1 of that year. In setting salaries, the council must take into account any other legislative compensation provided to the legislators by the state and the most recent budget forecast. The council must submit a report by March 31 of each odd-numbered year with the prescribed salaries to the governor, the majority and minority leaders of the senate and the house of representatives, the chairs of the committees in the senate and the house of representatives with jurisdiction over the legislature's budget, and the chairs of the committees in the senate and house of representatives with jurisdiction over finance. The report must describe the council's rationale for selecting the prescribed salaries.

Subd. 8. **Chair.** The council shall elect a chair from among its members.

Subd. 9. **Staffing.** The Legislative Coordinating Commission shall provide administrative and support services for the council. The provision of administrative and support services under this subdivision shall not be considered ex parte communication under subdivision 10.

Subd. 10. **No ex parte communications.** Members may not have any communication with a member of the legislature during the period after the first meeting is convened under subdivision 2 and the date the legislator salaries are submitted under subdivision 7.

History: 2014 c 282 s 1; 2017 c 40 art 1 s 3; 2023 c 62 art 2 s 44-48

Appendix C
Council Member Roster

Legislative Salary Council Members

Per [Minnesota Statutes 15A.0825](#), the Legislative Salary Council consists of 16 members: one person, who is not a judge, from each congressional district, appointed by the chief justice of the Supreme Court; and one person from each congressional district, appointed by the governor. One-half of the members appointed by the governor and one-half of the members appointed by the chief justice must belong to the political party that has the most members in the legislature. The remaining half must belong to a political party that has the second most members in the legislature.

Member	Appointed By	Congressional District
Thomas Bartholomew	Governor	Second District
Michael Casey	Chief Justice	Eighth District
Dyan Ebert	Chief Justice	Sixth District
Gregory Egan	Governor	Fourth District
Jim Fleming	Governor	Fifth District
Beth Jenson Prouty	Chief Justice	Second District
Frank Jewell	Governor	Eighth District
Pamela Langseth	Governor	Third District
Denny Laufenburger	Governor	Sixth District
Brian Melendez	Chief Justice	Fifth District
Austin Peterson	Chief Justice	Seventh District
Andrew Pratt	Chief Justice	Fourth District
Tanwi Prigge	Chief Justice	Third District
Steve Robinson	Governor	First District
Kenneth White	Chief Justice	First District

Appendix D

MMB November Budget Forecast



BUDGET AND ECONOMIC FORECAST



NOVEMBER 2024

Produced by Minnesota Management and Budget



Small Balance Projected in FY 2026-27, Structural Imbalance Grows

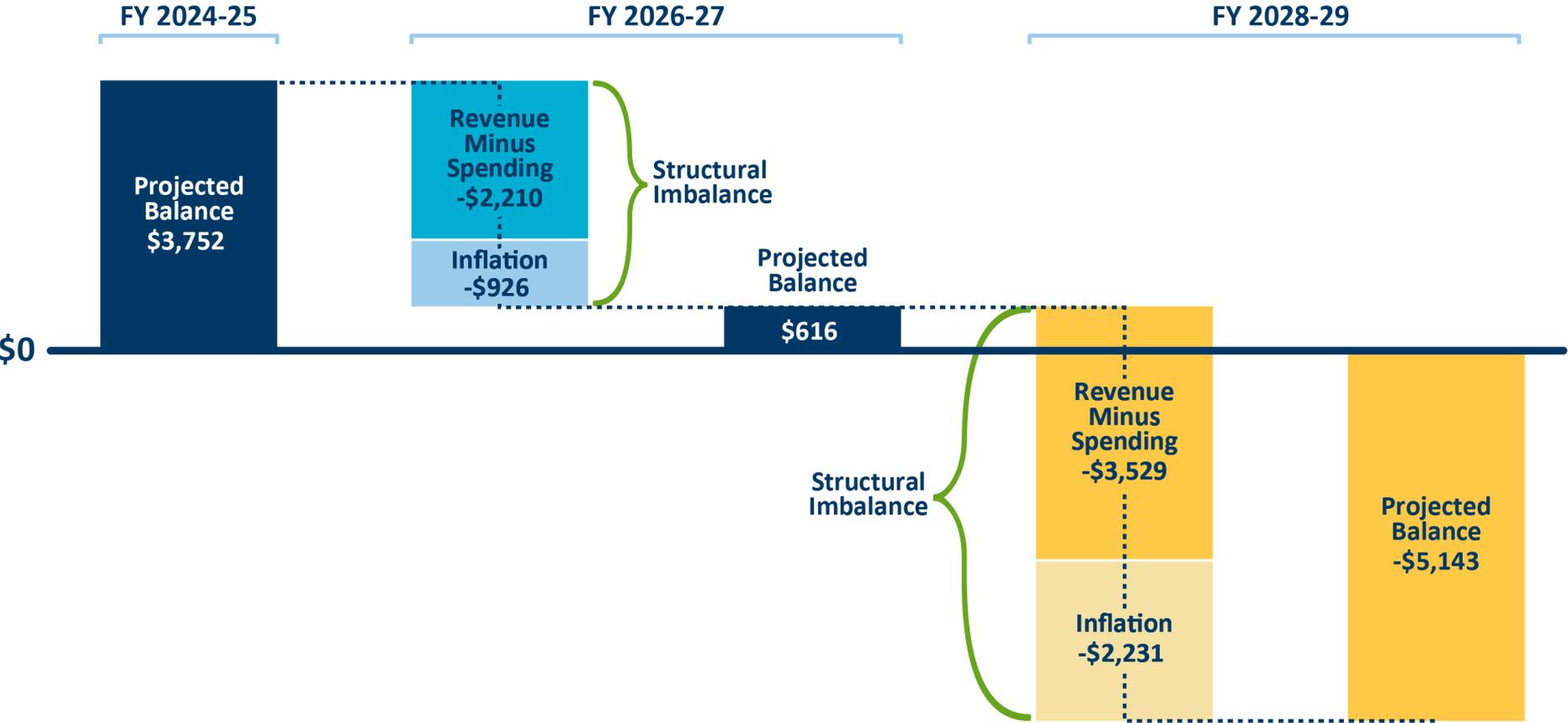
- FY 2026-27 projected balance is \$616 million, \$1.1 billion less than prior estimates
 - Structural imbalance widens as spending growth exceeds long term revenue forecast, driving projected deficit in FY 2028-29 biennium
-
- Individual income and sales tax revenues are lower than previously estimated
 - Long-term care services and special education drive increased spending
-
- Potential policy shifts at federal level create forecast uncertainty
 - Statutory allocation to budget reserve reinforces state's commitment to strong financial planning

FY 2026-27 Forecast Changes

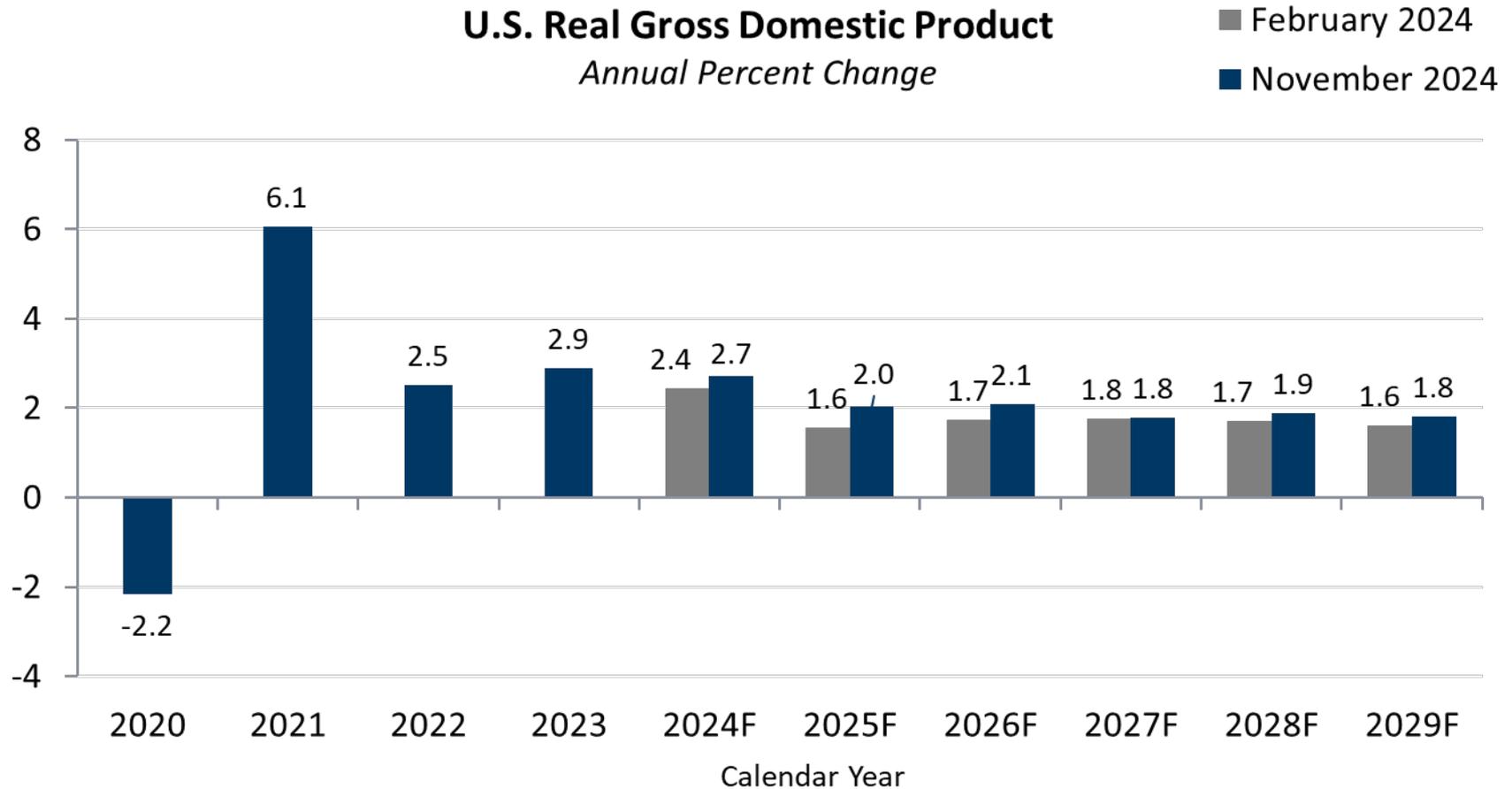
(\$ in millions)	FY 2026-27 End of Session	FY 2026-27 Nov Forecast	Forecast Change
Beginning Balance	\$6,555	\$7,279	\$724
Total Revenues	64,845	63,853	(992)
Total Spending	66,417	66,989	572
<i>Spending</i>	<i>65,572</i>	<i>66,063</i>	<i>491</i>
<i>Discretionary Inflation</i>	<i>845</i>	<i>926</i>	<i>81</i>
Cash Flow and Budget Reserve	3,263	3,527	264
Budgetary Balance	\$1,719	\$616	\$(1,103)
<i>Balance without Discretionary Inflation</i>	<i>\$2,564</i>	<i>\$1,542</i>	<i>\$(1,022)</i>

Fiscal Snapshot: Forecast Horizon FY 2024 through FY 2029

(\$ millions)



Near-term U.S. Economic Outlook Improved; Slow Growth Projected in Long Term

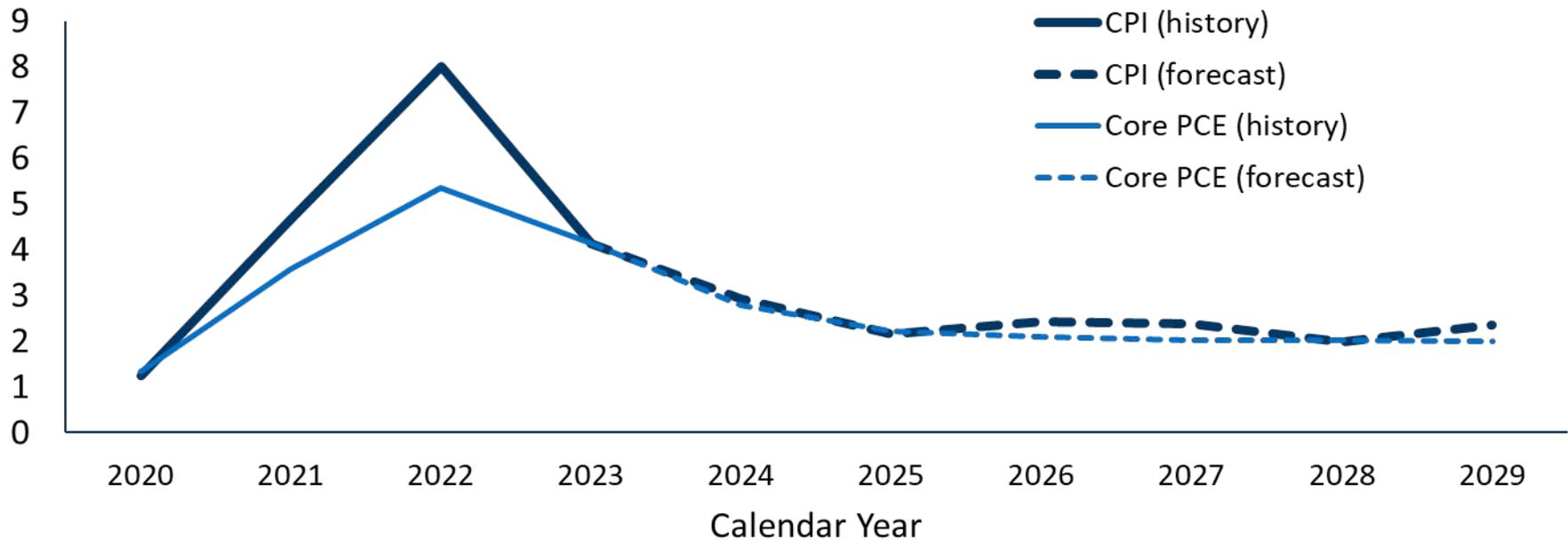


Source: U.S. Bureau of Economic Analysis (BEA), S&P Global Market Intelligence (SPGMI)

SPGMI's macro-economic forecast was prepared prior to the November election.

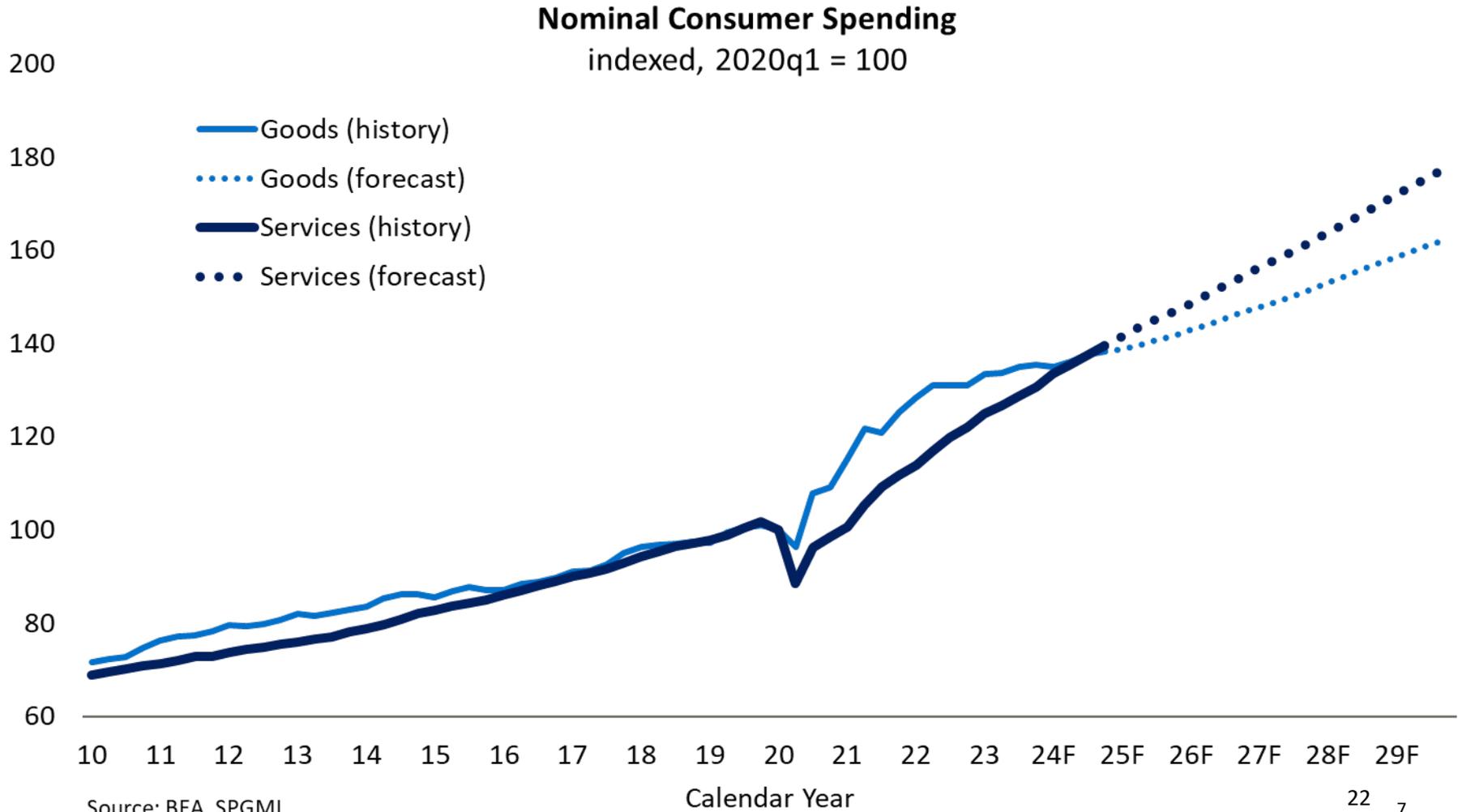
Inflation Forecasted to Moderate

**Consumer Price Index and
Core Personal Consumption Expenditure Inflation**
Annual Percent Change



Source: U.S. Bureau of Economic Analysis (BEA), SPGMI

Lower Growth in Goods than Services Spending

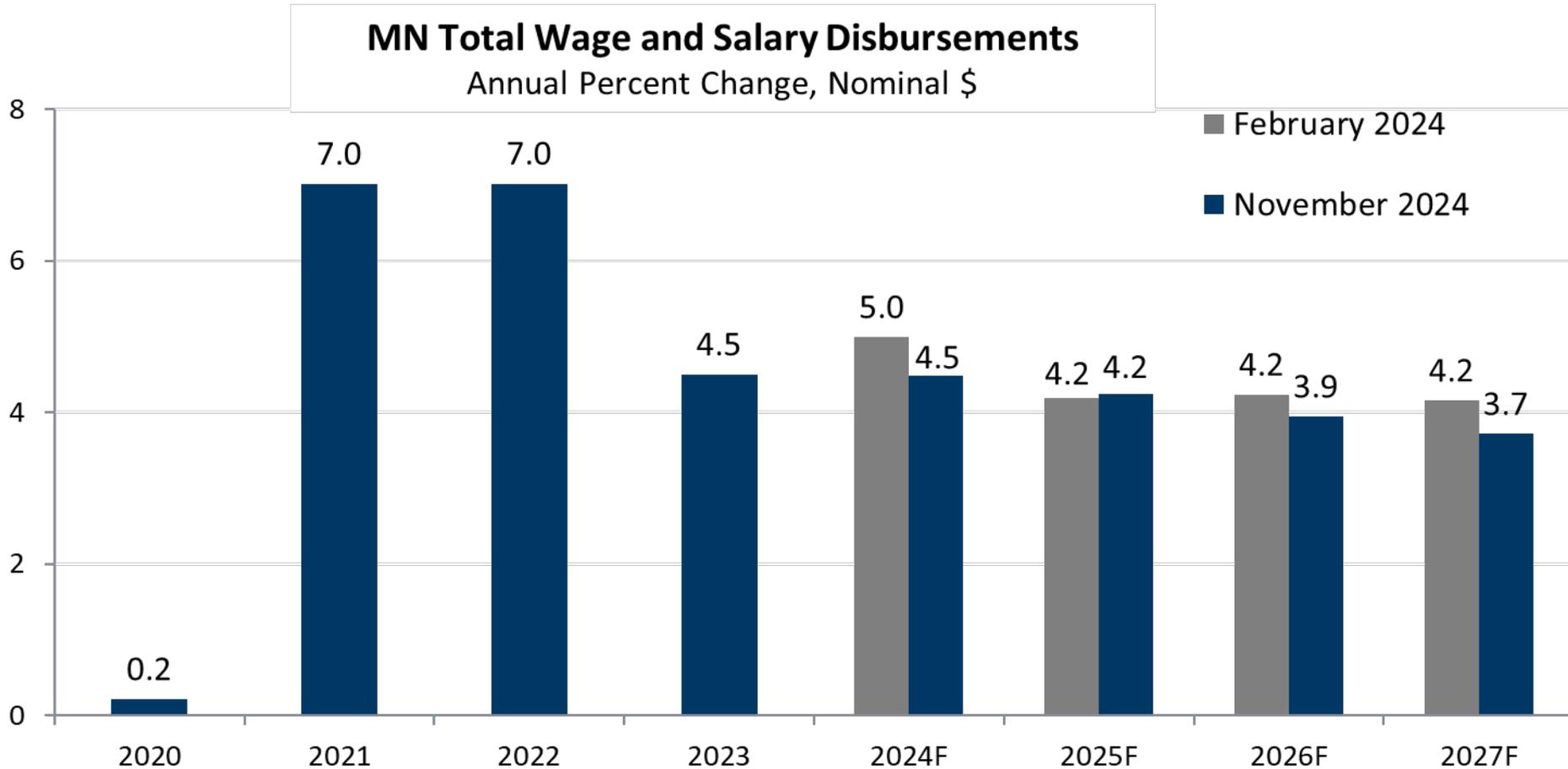


U.S. and Minnesota Unemployment



Sources: BLS, MN Department of Employment and Economic Development (DEED)

Lower Growth in Minnesota Wages & Salaries



U.S. Economic Forecast Risks



Uncertainty around trade and immigration policies



U.S. fiscal policy uncertainties



Inflation



Monetary policy



Geopolitical conflict



31 months until the end of FY 2026-27

Revenue Forecast

(\$ in millions)

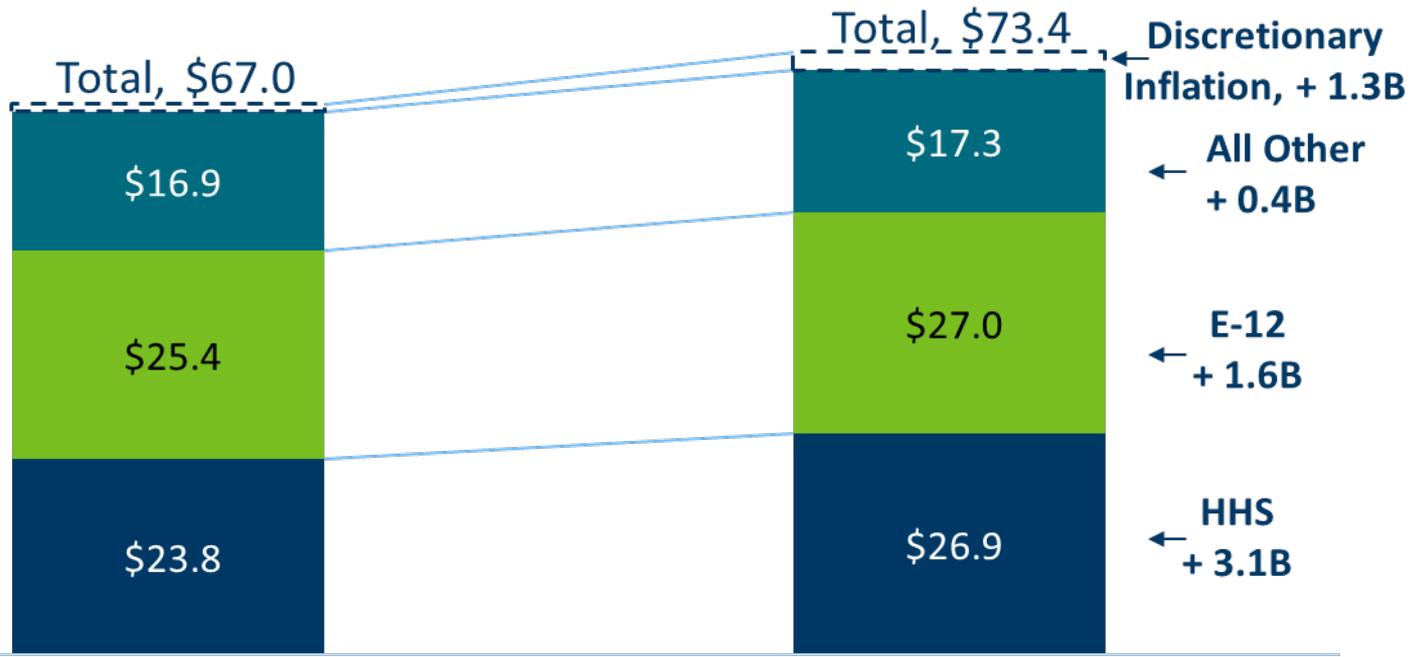
	FY 2026-27 End of Session	FY 2026-27 Nov. Forecast	Forecast Change	% Change
Individual Income Tax	\$33,651	\$32,821	\$(830)	(2.5)
General Sales Tax	16,381	15,840	(541)	(3.3)
Corporate Franchise Tax	6,287	6,376	90	1.4
All Other Revenue	8,526	8,816	290	3.4
Total Revenues	\$64,845	\$63,853	\$(992)	(1.5)

Spending Forecast

(\$ in millions)	FY 2026-27 End of Session*	FY 2026-27 Nov Forecast	Forecast Change	% Change
E-12 Education*	\$25,163	\$25,365	\$202	0.8
Health and Human Services*	23,420	23,808	388	1.7
Property Tax Aids and Credits	4,648	4,736	88	1.9
Debt Service	1,350	1,221	(129)	(9.5)
All Other*	10,992	10,933	(59)	(0.5)
<i>Discretionary Inflation</i>	<i>845</i>	<i>926</i>	<i>81</i>	<i>9.6</i>
Total Spending	\$66,418	\$66,989	\$572	0.9

HHS and E-12 Growth Outpacing Other Areas

General Fund Spending By Major Area
(\$ in billions)



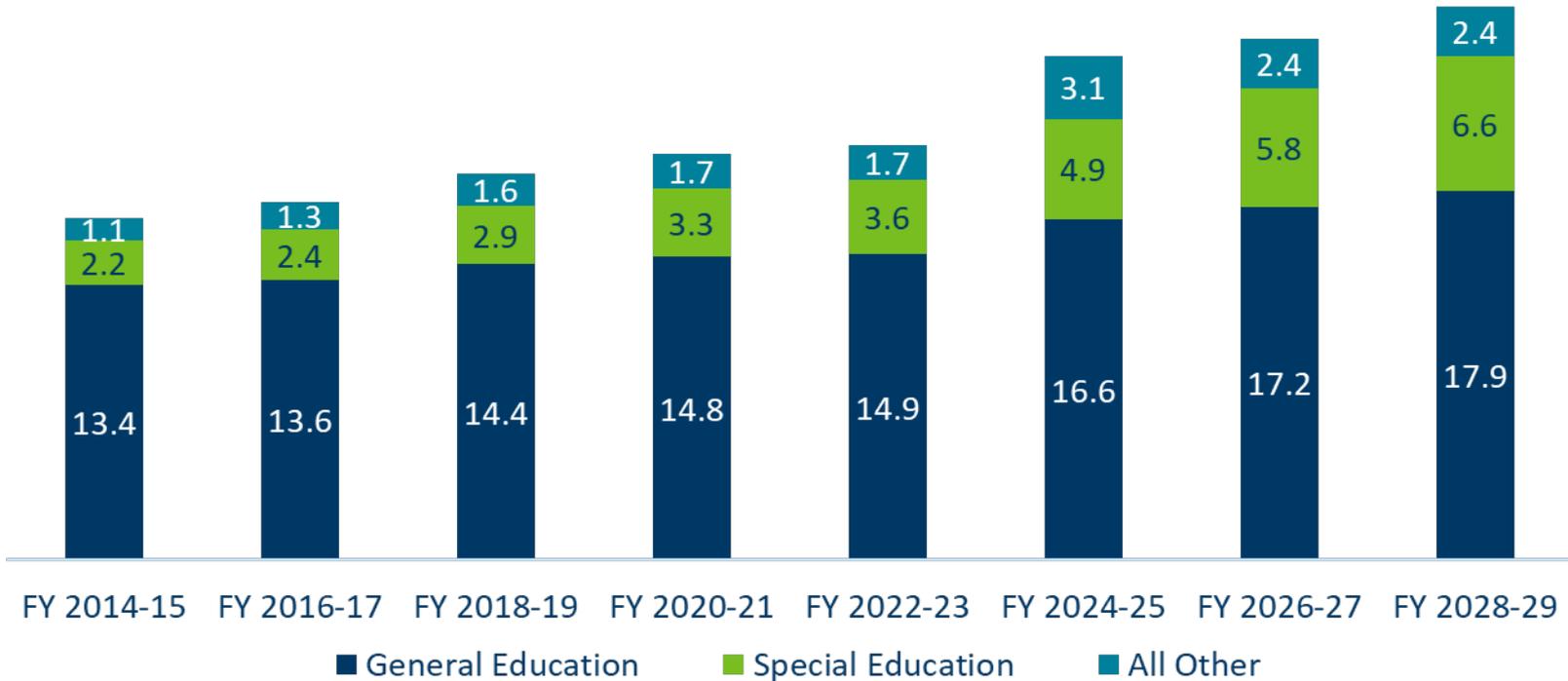
FY 2026-27

FY 2028-29

■ HHS ■ E-12 ■ All Other □ Discretionary Inflation

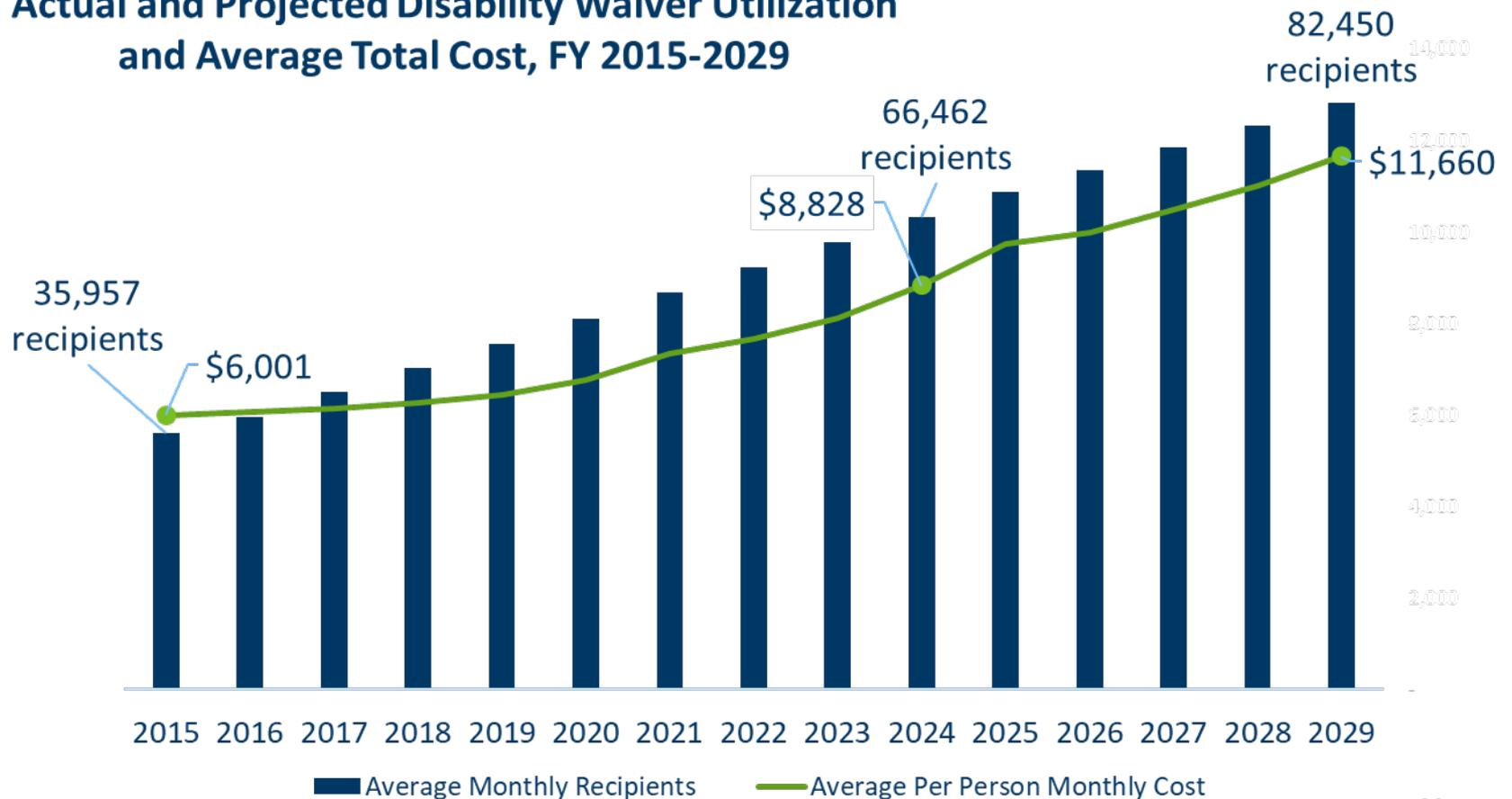
Special Education Drives E-12 Growth

E-12 Education General Fund Expenditures by Biennium
(\$ in billions)



Use and Cost of Disability Services Have Grown Over Time

Actual and Projected Disability Waiver Utilization and Average Total Cost, FY 2015-2029

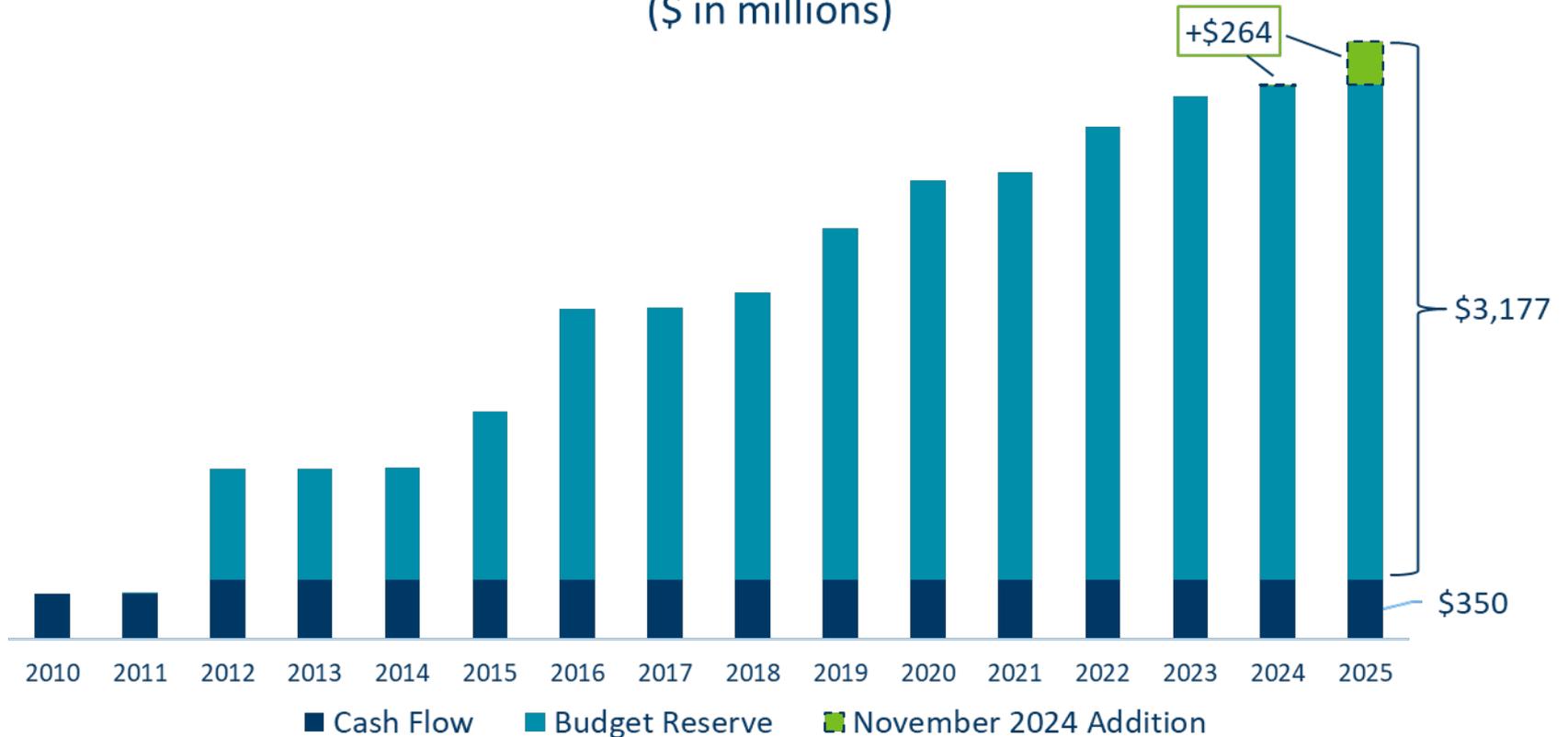


Long Term Budget Outlook

\$ in millions	FY 2026-27	FY 2028-29	Biennial Growth	Annualized % Growth
Forecast Revenues	\$63,853	\$67,612	\$3,758	2.8%
Total Forecast Spending	66,989	73,371	6,382	4.7
<i>Baseline Spending</i>	<i>66,063</i>	<i>71,141</i>	<i>5,078</i>	<i>3.8</i>
<i>Discretionary Inflation</i>	<i>926</i>	<i>2,231</i>	<i>1,304</i>	
Structural Balance	\$(3,136)	\$(5,759)		
<i>Structural Balance Without Discretionary Inflation</i>	<i>\$(2,210)</i>	<i>(3,529)</i>		

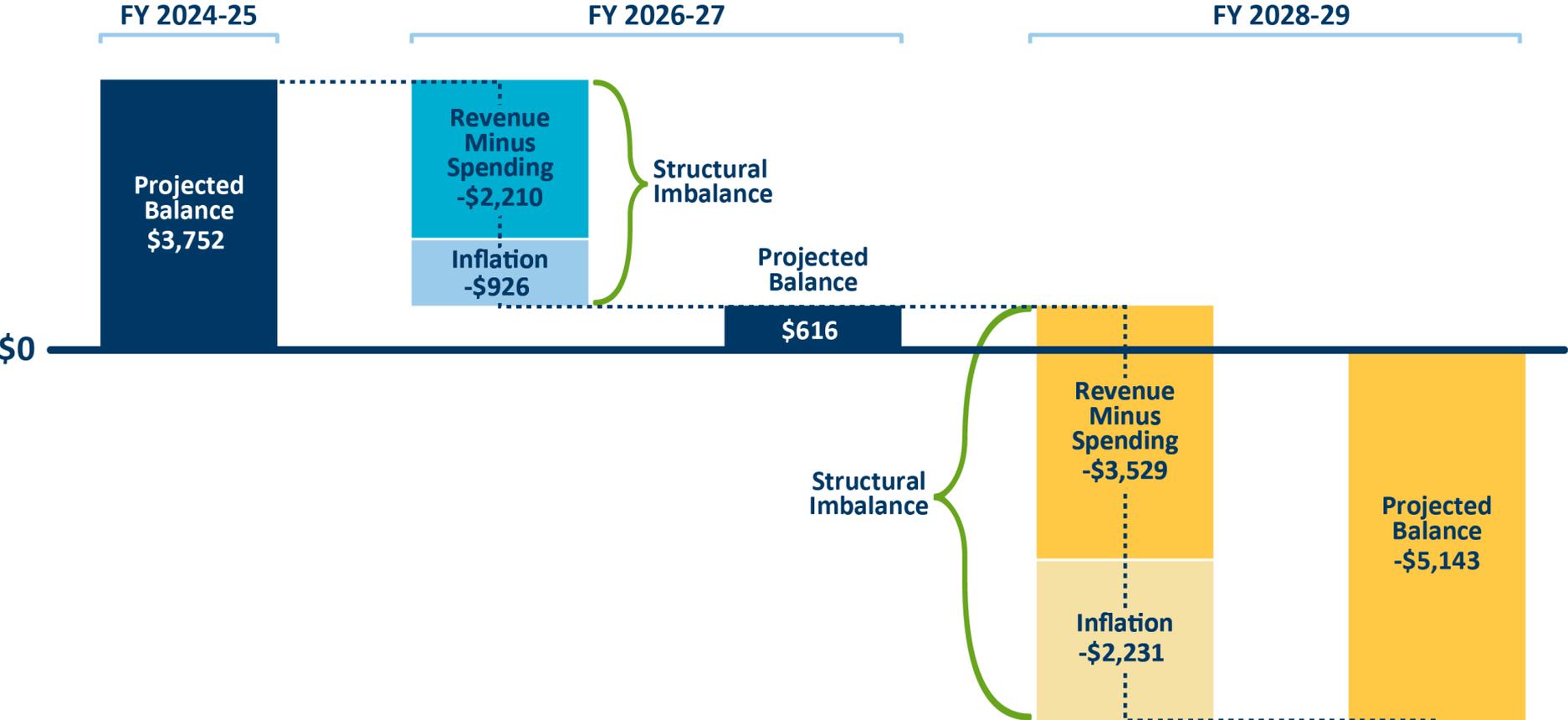
Reserves and Budget Stability

General Fund Reserves, FY 2010-25
(\$ in millions)



Fiscal Snapshot: Forecast Horizon FY 2024 through FY 2029

(\$ millions)





BUDGET AND ECONOMIC FORECAST



NOVEMBER 2024

Produced by Minnesota Management and Budget



Appendix E

Legislator Per Diem and Expenses

Legislator Per Diems and Expenses (2013-2024)

Legislative Salary Council

2/14/2025

Senate Members - Average Payments

Year Paid	Per Diems								Insurance & Retirement			Reimbursed Expenses				
	Maximum Per Diem	Session Per Diem	Interim Per Diem	Special Session	Per Diem Total	Total Amount Paid in Per Diem	Number of Regular Session Days	Number of Special Session Days	Single: 95% by state	Family: 85% by state	Retirement by state 6.25%	Lodging	Mileage	Other Travel	District Travel	Other Expenses
2013	\$86	\$10,976	\$868	\$69	\$11,913	\$798,142	62	1	\$6,038	\$15,999	\$1,868	\$5,227	\$2,798	\$264	N/A	\$1,293
2014	\$86	\$6,670	\$1,234	\$0	\$7,904	\$529,562	44		\$6,304	\$16,704	\$1,868	\$5,730	\$2,431	\$257	N/A	\$2,113
2015	\$86	\$10,965	\$1,034	\$96	\$12,095	\$810,340	65	1	\$5,989	\$16,388	\$1,868	\$6,315	\$2,699	\$609	N/A	\$2,008
2016	\$86	\$6,361	\$1,318	\$0	\$7,679	\$514,505	42		\$6,432	\$17,601	\$1,868	\$6,456	\$1,880	\$258	N/A	\$1,966
2017	\$86	\$11,751	\$479	\$0	\$12,230	\$819,373	62	4	\$6,992	\$19,132	\$2,284	\$7,187	\$1,861	\$237	N/A	\$1,709
2018	\$86	\$5,854	\$2,420	\$0	\$8,274	\$554,379	40		\$7,191	\$19,678	\$2,700	\$7,269	\$2,149	\$248	N/A	\$1,764
2019	\$86	\$10,947	\$1,160	\$0	\$1,160	\$794,398	59	1	\$7,407	\$20,268	\$3,272	\$7,379	\$2,612	\$828	N/A	\$2,628
2020	\$86	\$8,038	\$616	\$535	\$9,189	\$615,688	38	17	\$7,988	\$21,860	\$3,671	\$7,917	\$1,611	\$151	N/A	\$1,544
2021	\$86	\$9,685	\$351	\$558	\$10,594	\$815,703	60	19	\$8,356	\$22,865	\$3,105	\$7,083	\$1,558	\$6	N/A	\$1,358
2022	\$86	\$9,155	\$498	\$0	\$9,653	\$646,749	55		\$8,606	\$23,550	\$3,105	\$8,086	\$1,478	\$189	N/A	\$1,464
2023	\$86	\$11,080	\$298	\$0	\$11,378	\$762,300	77		\$8,778	\$24,021	\$3,927	\$7,883	\$2,108	\$483	N/A	\$2,109
2024	\$86	\$7,966	\$319	\$0	\$8,286	\$559,143	42		\$9,042	\$24,742	\$3,732	\$8,088	\$1,654	\$218	N/A	\$2,128

House Members - Average Payments

Year Paid	Per Diems								Insurance & Retirement			Reimbursed Expenses				
	Maximum Per Diem	Session Per Diem	Interim Per Diem	Special Session	Per Diem Total	Total Amount Paid in Per Diem	Number of Regular Session Days	Number of Special Session Days	Single: 95% by State	Family: 85% by state	Retirement by state 6.25%	Lodging	Mileage	Other Travel	District Travel	Other Expenses
2013	\$66	\$7,325	\$490	\$65	\$7,880	\$1,103,255	62	1	\$6,038	\$15,999	\$2,017	\$3,628	\$1,576	\$135	\$709	\$702
2014	\$66	\$4,768	\$644	\$0	\$5,413	\$725,280	44		\$6,304	\$16,704	\$1,912	\$3,212	\$1,257	\$73	\$824	\$764
2015	\$66	\$7,297	\$503	\$25	\$7,826	\$1,142,567	65	1	\$5,989	\$16,388	\$2,087	\$4,111	\$1,576	\$148	\$642	\$1,067
2016	\$66	\$4,524	\$571	\$0	\$5,096	\$682,820	41		\$6,432	\$17,601	\$1,913	\$3,247	\$1,125	\$26	\$593	\$1,085
2017	\$66	\$8,239	\$455	\$118	\$8,813	\$1,180,895	62	4	\$6,992	\$19,132	\$2,548	\$12,589	\$1,503	\$145	\$549	\$914
2018	\$66	\$5,253	\$558	\$0	\$5,812	\$778,780	40		\$7,191	\$19,678	\$2,447	\$9,740	\$1,254	\$68	\$705	\$1,263
2019	\$66	\$6,836	\$625	\$36	\$7,497	\$1,117,032	59	1	\$7,407	\$20,268	\$3,008	\$5,268	\$1,629	\$242	\$575	\$1,083
2020	\$66	\$5,182	\$461	\$975	\$6,618	\$893,453	38	16	\$7,988	\$21,860	\$3,036	\$4,073	\$1,149	\$39	\$405	\$1,280
2021	\$66	\$7,174	\$332	\$818	\$8,324	\$1,132,033	60	16	\$8,356	\$22,865	\$3,334	\$5,263	\$1,424	\$249	\$408	\$1,301
2022	\$66	\$5,999	\$385	\$0	\$6,384	\$868,221	56		\$8,606	\$23,550	\$3,250	\$4,589	\$1,290	\$336	\$536	\$1,328
2023	\$86	\$10,680	\$751	\$0	\$11,432	\$1,531,838	77		\$8,778	\$24,021	\$3,577	\$6,327	\$1,912	\$955	\$740	\$1,392
2024	\$86	\$7,574	\$984	\$0	\$8,558	\$1,146,778	43		\$9,042	\$24,742	\$3,637	\$5,534	\$1,677	\$286	\$719	\$1,354

Appendix F

Salary Comparisons

Salary increase comparisons
Legislative Salary Council
2/17/2025

State of Minnesota % change	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Constitutional officers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.00%	7.50%
Minnesota judges	2.50%	2.50%	2.50%	2.50%	2.50%	0.00%	8.00%	4.00%
Agency heads	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.70%	0.00%
State employees ¹	2.00%	2.25%	2.25%	2.50%	2.50%	2.50%	5.50%	4.50%
Minnesota state legislators	44.50%		3.30%		3.80%		7.25%	

Legislator salaries (NCSL)	2016	2018	2019	2020	2021	2022	2024	% change 2024/2022
Iowa	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	0.0%
Wisconsin (full time legislature)	\$50,950	\$50,950	\$52,999	\$52,999	\$55,141	\$55,141	\$57,408	4.1%
North Dakota	\$172/day	\$177/day	\$495/month	\$515/month	\$518/month	\$518/month	\$592/month	14.3%
South Dakota	\$6,000	\$6,000	\$11,379	\$11,892	\$12,851	\$13,957	\$13,436	-3.7%
Minnesota	\$31,140	\$45,000	\$46,500	\$46,500	\$48,250	\$48,250	\$51,750	7.3%

County commissioner salaries	2016	2018	2020	2022	2024	% change 2024/2022
Anoka	\$64,000	\$67,488	\$71,593	\$75,192	\$90,185	19.9%
Carver	\$62,064	NA	\$72,294	\$74,651	\$83,761	12.2%
Dakota	\$75,000	\$77,450	\$85,869	\$88,463	\$98,461	11.3%
Scott	\$59,930	\$62,627	\$72,306	\$75,186	\$82,288	9.4%
Washington	\$52,713	\$52,713	\$70,720	\$72,488	\$79,892	10.2%
5 County average ²	\$62,741	\$65,070	\$74,556	\$77,196	\$86,917	12.6%

Hennepin	\$108,000	\$110,796	\$113,566	\$113,566	\$122,225	7.6%
Ramsey	\$90,000	\$92,423	\$97,102	\$97,588	\$101,280	3.8%

Mn Legislator salaries	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Mn Legislator salaries	\$45,000		\$46,500		\$48,250		\$51,750		
% change			3.3%		3.8%		7.3%		
Salary if adjusted by inflation			\$46,913		\$50,892		\$55,993		\$58,820
% change adjusted by inflation			4.3%		8.5%		10.0%		5.0%

Indices	12/1/2017	12/1/2018	12/1/2019	12/1/2020	12/1/2021	12/1/2022	12/1/2023	12/1/2024	7/1/2025
CPI for All Urban Consumers (CPI-U), 1967 base ³	738.477	752.854	769.871	780.263	835.168	889.073	918.875	945.413	965.2667
Inflation(CPI-U)		1.95%	2.26%	1.35%	7.04%	6.45%	3.35%	2.89%	2.1%

	12/1/17	12/1/18	12/1/19	12/1/20	12/1/21	12/1/22	12/1/23	12/1/24
Social Security rate increase	2.00%	2.80%	1.60%	1.30%	5.90%	8.70%	3.20%	2.50%
Private sector ⁴	2.80%	3.10%	3.00%	2.80%	5.00%	5.10%	4.30%	Not Available

	2020	2021	2022	2023	2024
Average worker income ⁵	\$64,376	\$67,208	\$70,109	\$71,970	\$74,586
% change		4.4%	4.3%	2.7%	3.6%
Median household income	\$73,382	\$77,706	\$84,313	\$85,086	

Notes

- State employees received across the board increases that average these amounts. In addition, employees not at the top of their salary ranges are eligible for merit increases. These annual increases generally vary from 2.75% to 3.5%, depending on the contract. About 50% of state employees are eligible for these increases.
- Does not include Hennepin and Ramsey counties.
- BLS: CPI table: <https://data.bls.gov/toppicks?survey=r5>
- Bureau of Labor Statistics: Economic News Release: Employment Cost Index Sum. US. Private industry, Table 1, Wages & Salaries, U.S.December https://www.bls.gov/regions/midwest/news-release/pdf/employmentcostindex_minneapolis.pdf
- Budget & Economic Forecast: 12/24, IHS Economics and Minnesota Management and Budget, p.40 Current \$, MN 2/2024) Data for 2020-2023 from 2/2023 budget forecast, page 36 These values reflect average wages per job

Second source: Census data: <https://data.census.gov/profile/Minnesota?g=040XX00US27>