

DELAWARE COMPENSATION COMMISSION

2025 Final Report

January 6, 2025



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Delaware Compensation Commission – Legislative Leaders’ Letter to M. Barlow dated November 22, 2024

INTRODUCTION

Creation of Delaware Compensation Commission

In July 1984, Governor Pete du Pont signed into law (29 Del. C. Sections 3301- 3304) legislation that created the Delaware Compensation Commission (herein Commission). Emerging from the difficult financial times of the 1970s, the establishment of the Commission was one of many reforms implemented to set Delaware on a non-partisan course of determining compensation for the members of the Cabinet, Legislature, and Judiciary and other elected and appointed officials in such a way as to remove political considerations, while attracting top talent to State government.

In January 1985, the first Commission submitted its recommendations as required under the statute, which were accepted by the General Assembly effective February 1, 1985. In December 1988, in accordance with the statute, the 1989 Commission submitted its report and recommendations, which were accepted and became effective February 1, 1989.

In January 1993, the 1993 Commission submitted its report and recommendations. By joint resolution, the General Assembly rejected the report of the 1993 Commission. In April 1993, the General Assembly passed legislation adjusting salaries for members of the Judiciary, General Assembly, other Elected Officials, and the Cabinet.

In January 1997, the 1997 Commission submitted its report and recommendations, which were accepted and became effective February 1, 1997. Likewise, in January 2001, the 2001 Commission submitted its report and recommendations, which were accepted by the Legislature and became effective February 1, 2001. In January 2005, the 2005 Commission submitted its report and recommendations, which were accepted and became effective February 1, 2005.

In January 2009, the 2009 Commission submitted its report and recommendations; however, based on the economic condition of the State's budget and the national economic climate, the 2009 Commission recommended no salary increases for any of

the positions covered by the 2009 report. The effective date of the Commission's report was changed from February 1 to July 1 to align with the Fiscal Year 2009 Budget Act Epilogue, Section 35.

The 2013 Commission submitted its report and recommendations in January 2013; however, per House Joint Resolution No. 2, the General Assembly voted to reject the report. The 2017 Commission submitted its report and recommendations in January 2017; however, per House Joint Resolution No. 2, the General Assembly voted to reject the report.

In January 2021, the Commission submitted its report and recommendations, which were accepted and became effective July 1, 2021.

The 2025 Commission considered the context of past commission recommendations and their acceptance by the legislature, consistency with past and novel comparative groups, and recent and anticipated trends in compensation of public officials. In some cases, the Commission notes positions which may merit further compensation increases, but in keeping the actions of prior commissions has limited increases to 5% with the expectation that the legislature can independently consider and debate if such an increase is in the best interests of the citizens of Delaware. The Commission recommends the effective date of the recommendations in this report change from July 1 to *the first day of the first pay period in July in Fiscal Year 2026*. DHR has recently recommended changes in the Fiscal Year 2026 Budget Act Epilogue to implement this minor date change, effective July 2025. This revision will align with the effective date of salary increases for all other State employees.

The Report of this Commission, referred to as the 2025 Commission, has the force and effect of law following submission unless the General Assembly, by joint resolution, rejects the report in its entirety within 30 days following commencement of its 2025 session.

Members

The 2025 Commission consisted of six members and was chaired by Michael A. Barlow, Esquire, appointed by Governor John C. Carney. Other members include Guy Marcozzi, appointed by the President Pro Tempore of the Senate; Brian DiSabatino, appointed per statute as the Chair of the Delaware Business Roundtable; Doneene A. Keemer-Damon, Esquire, appointed by Governor Carney; and Drew Fennell, Esquire, appointed by Speaker of the House. Claire M. DeMatteis, Secretary, Department of Human Resources, serves as an Ex-Officio and non-voting member by statute.

Authorization

Under its enabling statute, the Commission was authorized to study the "remuneration" of key office holders within the Executive, Judicial, and Legislative branches of State government. It also was authorized to issue a report no later than January 14, 2025, establishing "remuneration" for these public officials. With each report, the Commission shall include its recommendations concerning pension benefits for members of the General Assembly, which are subject to the approval of the Board of Pension Trustees that such recommendations are based on reasonable actuarial assumptions and that such recommendations shall not require any additional state appropriations.

Meetings and Hearings

The 2025 Commission met on November 14, 2024, November 21, 2024, December 3, 2024, December 13, 2024, and December 20, 2024. The agenda for each of these meetings was posted on the state website seven days in advance, as required. The agenda for all five meetings included an opportunity for public comment.

The 2025 Commission members were provided with information showing a historical view of salaries, budgets, positions, and general salary increases (GSI) from Fiscal Year 2021 through the present (2024).

Willis Towers Watson (WTW) was engaged as a consultant to the 2025 Commission, providing and interpreting salary survey data, and cost of labor data requested by the 2025 Commission. Erika Johnson, WTW Director of Work, Rewards & Career, was the team lead for the Commission.

William “Flick” Forna, with Trusted Pension Advisors, was engaged to consult on the legislative pension review.

Based on the information presented and the 2025 Commission members’ deliberations and experience, the 2025 Commission unanimously submits the following findings and determinations.

Attracting and Retaining Talent

The 2025 Commission, as was the case with the previous Commissions, believes that the quality of State government depends largely upon its ability to attract and retain highly talented individuals to lead its agencies, programs, and activities. The 2025 Commission agrees with and concluded that reasonable compensation, set by an impartial body such as the Commission, plays an important role in attracting and retaining top talent.

The State of Delaware has a nationally respected, fair, high quality, and efficient judicial system; a responsive State Legislature; a dedicated and effective Executive Branch of State government; and highly qualified elected and appointed officials. State employees in these positions should earn competitive and appropriate wages to reflect their skills, expertise, advanced educational degrees, and dedication to public service.

Compensation Comparisons with Other States

Delaware salaries have historically been reviewed in comparison with New Jersey, Pennsylvania, Maryland, Virginia, New York, North Carolina, Massachusetts and other surrounding states with similar demographics and state government similarities. The 2021 and 2025 Commissions identified and considered salary data from three additional states with similar budgets (Rhode Island, New Hampshire, and Vermont), which are

included in this report. The Commission emphasizes, however, that throughout our deliberations and in this Report, it was not constrained by these comparisons, as statewide comparisons can be difficult because of the numerous differences among the states. The 2025 Commission considered salary survey data from all the entities referenced above. For the judiciary, the 2025 Commission also considered compensation data from the states of Georgia, California, Florida, and Illinois due to the similarity of their judicial structure for adjudicating corporate law, as well as North Dakota, Nevada, Texas, and Wyoming, which have business courts.

Conceptual Framework for Analysis

Before beginning its deliberations on specific salary recommendations, the 2025 Commission discussed compensation for State executives and agreed upon the following principles:

1. Salary increases were determined by review of market data, median and average salaries, as well as similarities in job responsibilities comparable to other State of Delaware agency leaders and among the survey of states.
2. Executive Branch compensation should consider full-time equivalents (FTEs), budgets, responsibility, risk, re-organizations, and any circumstances unique to this Commission.
3. As a best practice, salary increases should not exceed five percent (5%) in one year.
4. The primary emphasis is the need for salaries to maintain competitiveness in recruiting and retaining top talent.
5. The Governor should continue to have some flexibility in making salary offers to Cabinet secretaries.
6. Judicial salaries need to be reviewed with an emphasis on attracting top talent for these positions, including with other States that have similar business and complex litigation courts to Delaware, to maintain Delaware's preeminence in corporate and alternative entity law.
7. The concept of supplement pay for administrative duties continues to be valid for leadership positions within the Legislature.

8. Consideration should be given to all public comments.
9. Consideration should be given to how GSI provided to other non-union State employees may affect any recommendations.

RECOMMENDATIONS

The 2025 Commission considered a variety of options to balance its strong commitment to maintain competitive and fair salaries to attract and retain the highest caliber of top state management officials. The market adjustment recommendations of this Commission recognize the important roles of these positions to the State and aim to close the gap in salaries due to compression.

The 2025 Commission recommends that the salary disparities presented in the WTW report be addressed to increase talent pools for positions in the Executive Branch. For example, in multiple datasets including Mid-Atlantic, City/County, and small State comparators, some Tier 2 Cabinet positions were identified as falling greater than 10% below the median market. Recognizing these disparities, the Commission made recommendations to address the compensation disparity. However, even with the recommended increases, the salaries continue to lag behind competitive market salaries. Therefore, the Commission recommends that the Legislature consider making additional salary increases to align compensation for these agency leadership positions with neighboring states.

Similar to the 2021 report, the 2025 Commission decided that implementation of the salary increases for all of the groups reviewed should be phased in over a four (4)-year period. Positions covered in this Report are recommended to receive either the designated fiscal year amount recommended in this Report, or the general salary increases approved by the Legislature for other State non-union employees, whichever is greater. Salary increases in this report are recommended to be effective July 2025 in the first pay period of Fiscal Year 2026.

EXECUTIVE BRANCH

The 2025 Commission concludes that the salaries for the Executive Branch should be as established in Table A: Executive. The recommended tiers for the various state agencies within the Executive Branch are a reflection of each state agency's level of responsibility, statutory authority, budget and number of employees. The 2025 Commission used the salary market data provided by Willis Towers Watson as well as the historical view of salaries, budgets, positions, and general salary increases provided by DHR in its evaluation of salary recommendations.

Governor

Delaware's Constitution prohibits the Governor from receiving any salary increases or decreases during the period for which he or she shall have been elected (Article III, § 7). The 2021 Commission previously recommended that the Governor's salary for FY26-FY29 be set at \$185,096. Therefore, the Governor's salary will increase to \$185,096 in July 2025 in the first pay period of FY26. As noted, under the State's Constitution, the 2025 Commission's recommendation for the Governor's compensation would be in effect for FY29-FY32.

To maintain the Governor's salary at 1% above the highest paid Cabinet Secretary, the 2025 Commission supports increasing the Governor's salary to \$207,095 for Fiscal Year 2029 to Fiscal Year 2032. Without such an increase, the Commission believes that the resultant artificial salary compression for the Cabinet will discourage attracting top candidates. This recommended gubernatorial salary must be included as a line item in each of those Budget Acts for the corresponding fiscal years.

Cabinet

After reviewing the statutory mandate, scope, and impact of each state agency the size of each agency as measured by its budget and full-time personnel employed, salaries for comparable positions in the surrounding states, and the direct service provided to constituents by the departments, the 2025 Commission recommends the following:

1. The Commission recommends the following tier structure:

Tier 1:

Chief Information Officer
Secretary of Education
Secretary of Health & Social Services
Director, Office of Management & Budget
Secretary of Finance
Secretary of State
Commissioner of Correction
Secretary of Safety & Homeland Security
Secretary of Services for Children, Youth & Their Families
Secretary of Transportation
Secretary of Human Resources

Tier 2:

Secretary of Natural Resources & Environmental Control
Adjutant General
Secretary of Agriculture
Secretary of Labor
Director, Delaware State Housing Authority

The rationale for the above Tier 1 groupings and salary adjustments are based upon the following:

- The Secretary of the **Department of Health and Social Services** (DHSS) administers the State's largest department of approximately 4,000 employees in 10 divisions, including the Delaware Psychiatric Center, a long-term care facility, the Stockley Center for developmentally disabled persons, and Medicaid and Medical Assistance, with a total budget of almost \$2 billion. By recommending a market adjustment that brings this position's salary in line with the Secretary of Education and the Chief Information Officer, the Commission is acknowledging the level of responsibility and statewide impact performed by this position.
- The Secretary of the **Department of Transportation** is responsible for overall transit redesign; its focus on customer service and innovation; project prioritization; focus on performance management; greenways planning and development; right of way section restructuring; internal restructuring of tolls administration and Transportation Solutions; expanded DMV customer service enhancements; implemented electronic plan submittals; and continued emphasis on multi-modal forms of transportation. Due to the significant

responsibilities of this position and the market, this position will align in salary with the Department of Safety and Homeland Security.

- The Secretary of the **Department of Human Resources** is recommended to move to Tier 1 due the Statewide, centralized responsibilities of this position and considering the position is below market. This will align the position in Tier 1 with other positions that have Statewide statutory responsibility and impact across multiple branches of Government.

Tier 2 includes an across-the-board increase, slightly higher than Tier 1, due to positions being substantially below market and not in step with recent inflation trends.

2. To achieve the recommended structure, salary increases are across the board for the Cabinet and phased in over four (4) years to keep up with inflation and assure the positions do not fall further behind.
3. As did recent Commissions, the 2025 Commission believes that the Governor should have some flexibility to set the salaries of Cabinet officials to ensure the recruitment and retention of talented people. The 2025 Commission Report provides the Governor with flexibility to pay Cabinet officials, including new hires and appointments, a salary that is within a range of 5% below to 5% above the recommended salary for the position, provided that the maximum of the range does not exceed the 120% remuneration cap as stated in Delaware Code.¹
4. Positions covered in this Report will receive either the designated fiscal year amount recommended in this Report, or the general salary increases approved by the Legislature for other State non-union employees, whichever is greater.
5. Please see recommendations in Table A: Executive for the salary recommendations of the 2025 Commission.

¹ 29 Del. Code § 3303(b) Remuneration study; report: “...The rate of remuneration established in the report for offices which salaries are more than \$25,000, except for the Governor shall not exceed 120% of the remuneration received in the fiscal year in which the report is submitted.”

Other Elected Officials

1. The 2025 Commission recognizes the considerable responsibilities of the Insurance Commissioner, the State Treasurer, and the State Auditor in their respective offices and the varied boards and commissions upon which these elected officials serve. In turn, the Attorney General, the State's chief law enforcement officer, with broad responsibility to combat crime, safeguard families, fight fraud, and protect consumers in the State, and head of the Office of Defense Services, which provides legal services to indigent and incarcerated clients statewide, are recommended for market adjustments that recognize these responsibilities. The 2025 Commission recommends a compensation increases for all Elected positions to bring them in line with comparable states. Please see recommendations on Table B: Other Elected Officials.
2. The Lieutenant Governor's responsibilities and pay encompass numerous roles and statutory duties. This work was reviewed and the 2025 Commission recommends salary adjustments in Table B: Other Elected Officials.
3. Positions covered in this Report are recommended to receive either the general salary increases approved by the Legislature for other State non-union employees or the designated fiscal year amount recommended in this Report, whichever is greater.

JUDICIAL BRANCH

The 2025 Commission concludes that the salaries of the Judicial Branch should be as listed in recommendations on Table C: Judiciary.

Impact of the Judiciary on Delaware

The 2025 Commission recognizes that Delaware has earned a national and increasingly international reputation for its outstanding courts and highly qualified jurists. The Delaware Judiciary adjudicates sensitive issues faced by Delaware citizens in their daily

lives and renders decisions of major importance that affect corporate governance, stockholders' rights, and the business marketplace in the United States and around the world. Their prominence drives significant direct and indirect financial benefit to the citizens of Delaware. Therefore, recruiting and retaining outstanding, diverse, and high caliber judges are essential to the quality of life and economic well-being of the people of Delaware. Further, significant revenues can be attributed to Delaware's renowned legal system and Judiciary.

Judicial Salaries

The 2025 Commission spent a considerable amount of time reviewing and discussing the appropriate benchmarks to use for setting judicial salaries: the salaries of Federal court judges, the salaries of judges in states which also have commercial litigation courts, State judicial median salary survey data, as well as the subject matter, constitutional and statutory jurisdiction of each of the Delaware Courts. It is the recommendation of this Commission that the salaries of Federal judges be used as an initial benchmark for setting the salaries of Delaware's judges due to the prestige of Delaware's courts nationally and internationally, and the role our courts play in the economy of the state. Delaware's court system is well-known for being expeditious and equitable, its well-reasoned decisions, and jurists with the highest level of integrity.

1. The Commission recommends an increase for the State's Judiciary, with slightly higher increases for Commissioners because their salaries have not kept pace with other members of the judiciary. The Commission recommends slightly higher increases in year one and year two for Supreme Court justices, the Court of Chancery Chancellor and Vice Chancellors, and Superior Court judges to recognize the national significance and state economic impact of these Courts.
2. It is important to note that the Commission's recommendation is not a value judgement on the significant importance of the subject matter jurisdiction of Delaware's constitutional and statutory courts. Rather, the recommendation

acknowledges the challenges of attracting qualified individuals to these critical judicial roles, particularly in courts like the Court of Chancery, where the complexity and visibility of the cases demand exceptional expertise. The Commission encourages the Legislature to further consider increasing compensation levels for the Court of Chancery and the Supreme Court.

3. Positions covered in this Report will receive either the general salary increases approved by the Legislature for other State non-union employees or the designated fiscal year amount recommended in this Report, whichever is greater. Please see Table C: Judiciary for our recommendations.

LEGISLATIVE BRANCH

The 2025 Commission recommends compensation market adjustments for members of the Legislature in recognition of the significant amount of time spent working with constituents, serving on committees which have significant impact upon the citizens of the State, as well as holding key leadership positions within the caucuses of their respective parties within the Legislative Branch. The Commission did not endorse multi-year increases because of the absence of strong comparable data that would suggest an increase is warranted. That said, the Commission believed a modest increase is warranted in year one.

1. The 2025 Commission recommends the salaries, supplemental pay, and expense allowances of the Legislative Branch as established in Table D: Legislative.
2. Positions covered in this Report will receive either the general salary increases approved by the Legislature for other State non-union employees or the designated fiscal year amount recommended in this Report, whichever is greater.

LEGISLATIVE PENSIONS

Per Delaware Code, the Commission shall include its recommendations concerning pension benefits for members of the General Assembly, subject to the approval of the Board of Pension Trustees that such recommendations are based on reasonable

actuarial assumptions and that recommendations shall not require any additional state appropriation.

Background

The 1997 Delaware Compensation Commission report recommended changes to the Legislator Pension plan eligibility and pension calculation; however, those changes were never codified. Under Delaware law, current legislators elected prior to February 1, 1997, were eligible to receive pension at age 55 with 10 years of elected service or at age 60 with five years of elected service. Current legislators hired after January 1, 2012, were eligible to retire at age 60 with 20 years of elected service or at age 65 after 10 years of elected service. The monthly pension amount is computed by multiplying the years of elected service times the highest rate of payment being paid to any retired legislator or on the average of the three highest years of compensation paid to the legislator multiplied by the years of elected service multiplied by 1.85 percent; whichever is greater. Also, the minimum pension calculation results in any retired legislator having their pension adjusted upwards if any subsequent legislator retires at a rate higher than the rate of the retired member.

The independent pension advisor engaged to advise the Commission, William (Flick) Forna, presented an analysis of Delaware's legislative retirement system compared with neighboring states. The presentation highlighted:

- Delaware's use of the minimum factor approach, where benefits are adjusted based on the highest-paid retiring legislator, affecting all legislative retirees.
- Comparisons with neighboring states (For example, Maryland, New Jersey, Virginia) and factors like benefit eligibility, post-retirement adjustment types, and contribution rates.
- Historical adjustments to Delaware's minimum factor, including a 2020 increase, the first since 2012, due to a legislator retirement.

The consultant's conclusion emphasized that the recommendations from the 1997 Compensation Commission to prospectively eliminate Minimum Factor were reasonable and appropriate, would align Delaware with peers, and ensure legislative pensions align with pensions for other state employees.

It is the recommendation of the 2025 Commission to officially and affirmatively enact the legislative Code change required to eliminate the minimum factor for legislators hired after July 2025. Doing so reflects the Commission's judgment that legislative pensions should be aligned and structured similarly to other state employees. This will require Delaware Code revisions to Title 29, Section 5527(d), as proposed below.

29 Del. C. §5527(d)(1) Notwithstanding provisions of this chapter to the contrary, an elected official shall receive a pension computed in accordance with this subsection. The service or disability pension payable to the elected official and the survivor's pension payable to the eligible survivor of such individuals shall be computed on the basis of compensation to the elected official as an elected official irrespective of other credited service, with contribution to be determined based upon compensation as an elected official. The minimum amount of pension payable to an elected member of the General Assembly or a retired elected member of the General Assembly elected prior to January 1, 2025 shall be computed by multiplying his or her years of service as an elected member of the General Assembly times the highest rate of payment being paid to any retired member of the General Assembly, such rate to be computed by dividing the monthly pension being paid to such retired member by his or her years of service as an elected member of the General Assembly. The pension payable to an elected official of the General Assembly elected on or after January 1, 2025, shall be computed under 5527(a)(1) of this chapter. An elected official elected prior to January 1, 2012, shall be eligible to receive a pension beginning with the first month after the attainment of age 60, provided that he or she shall have served at least 5 years at the time of his or her termination of service as an elected official, or beginning with the first month after attainment of age 55, provided that he or she shall have served at least 10 years at the time of his or her termination of service as an elected official. An elected official elected on or after January 1, 2012, shall be eligible to receive a pension beginning with the first month after the attainment of age 60, provided that he or she shall have served at least 20 years at the time of his or her termination of service as an elected official, or beginning with the first month after attainment of age 65, provided that he or she shall have served at least 10 years at the time of his or her termination of service as an elected official. Any pension for credited service other than as an elected official shall be determined under the remainder of this chapter as a separate pension.

(2) a. The minimum amount of pension payable to a statewide elected official shall be computed by multiplying his or her years of service as an elected official times the highest rate of payment being paid to any retired member of the General Assembly. The employee must elect to receive the minimum pension provided for in this subsection prior to the issuance of his or her first benefit check. This election must be made in a form approved by the Board and shall be irrevocable.

b. A statewide elected official receiving a service or disability pension which was effective prior to July 1, 1996, may elect to receive the minimum provisions of subsection (a) of this section. This election must be made in a form approved by the Board, filed prior to July 31, 1996, to be effective August 1, 1995, for statewide elected officials receiving a service or disability pension on July 1, 1996.

TABLE A: Executive

Executive*							
	FY 2025		FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
	FTE**	Budget***	CURRENT				
Governor****			\$ 185,096	\$ 185,096	\$ 185,096	\$ 185,096	\$ 207,095
Tier 1							
Department of Technology and Information	354	\$106,263.20	\$ 182,181	\$ 187,646	\$ 193,275	\$ 199,073	\$ 205,045
Secretary of Education (Does not include school districts)	232	\$43,781.90	\$ 182,181	\$ 187,646	\$ 193,275	\$ 199,073	\$ 205,045
Department of Health and Social Services	4018	\$1,777,471.20	\$ 178,644	\$ 185,790	\$ 193,275	\$ 199,073	\$ 205,045
Office of Management & Budget	345	\$553,762.40	\$ 167,054	\$ 172,066	\$ 177,228	\$ 182,545	\$ 188,021
Department of Finance	312	\$165,663.70	\$ 167,054	\$ 172,066	\$ 177,228	\$ 182,545	\$ 188,021
Department of Correction	2,653	\$438,205.90	\$ 165,425	\$ 170,388	\$ 175,500	\$ 180,765	\$ 186,188
Secretary of State	657	\$115,149.30	\$ 163,011	\$ 167,901	\$ 172,938	\$ 178,126	\$ 183,470
Department of Services for Children, Youth, and Families	1310	\$228,382.70	\$ 160,625	\$ 165,444	\$ 170,407	\$ 175,519	\$ 180,785
Department of Safety & Homeland Security	1390	\$227,014.00	\$ 160,625	\$ 165,444	\$ 170,407	\$ 175,519	\$ 180,785
Department of Transportation	1882	\$461,771.00	\$ 156,602	\$ 163,853	\$ 170,407	\$ 175,519	\$ 180,785
Department of Human Resources	262	\$46,053.90	\$ 146,423	\$ 153,744	\$ 161,431	\$ 169,503	\$ 176,283
Tier 2							
Department of Natural Resources	785	\$159,906.20	\$ 146,423	\$ 152,280	\$ 158,371	\$ 164,706	\$ 171,294
Adjutant General	129	\$5,973.00	\$ 145,001	\$ 150,801	\$ 156,833	\$ 163,106	\$ 169,630
Delaware State Housing Authority	137	\$22,388.60	\$ 145,001	\$ 150,801	\$ 156,833	\$ 163,106	\$ 169,630
Department of Labor	494	\$30,580.70	\$ 145,001	\$ 150,801	\$ 156,833	\$ 163,106	\$ 169,630
Department of Agriculture	151	\$18,329.20	\$ 145,001	\$ 150,801	\$ 156,833	\$ 163,106	\$ 169,630
KEY:							
* Recommendations are based on fiscal year amounts or positions will be eligible for general salaries increase (GSI) provided by the Budget Act, whichever provides the greater amount.							
** Full time equivalency							
*** Budget expressed in thousands							
**** Per Delaware's Constitution, Article III, §7. Term Of Office which states "The Governor shall, at stated times, receive for his or her services an adequate salary to be fixed by law, which shall be neither increased nor diminished during the period for which he or she shall have been elected."							

TABLE B: Other Elected Officials

ELECTED*						
	Current	FY 2026**	FY 2027	FY 2028	FY 2029	
Lt. Governor**	\$ 89,892	\$ 91,690	\$ 91,690	\$ 91,690	\$ 91,690	\$ 91,690
State Treasurer	\$ 136,947	\$ 142,425	\$ 148,122	\$ 154,047	\$ 160,209	\$ 160,209
Auditor	\$ 136,947	\$ 142,425	\$ 148,122	\$ 154,047	\$ 160,209	\$ 160,209
Insurance Commissioner	\$ 136,947	\$ 142,425	\$ 148,122	\$ 154,047	\$ 160,209	\$ 160,209
Attorney General	\$ 163,840	\$ 170,394	\$ 177,210	\$ 184,298	\$ 191,670	\$ 191,670
Defense Services (Appointed)	\$ 158,240	\$ 164,570	\$ 171,153	\$ 177,999	\$ 185,119	\$ 185,119

KEY:

* Recommendations are based on fiscal year amounts or positions will be eligible for general salary increases (GSI) provided by the Budget Act, whichever provides the greater amount.

** Per Del. Constitution, Article III, Executive, subsection 19: Lieutenant Governor; election, term and qualifications; President of the Senate; compensation. "The Lieutenant Governor, for his or her services as President of the Senate, shall receive the same compensation as the Speaker of the House of Representatives; the Lieutenant Governor, for his or her services as a member of the Board of Pardons and for all other duties of the said office which may be provided by law, shall receive such compensation as shall be fixed by the General Assembly." 51,692 * 2% (\$52,726 - Legislator) + \$20,291 (Supplement for Speaker of House) = \$73,017 (this matches the Speaker's salary) and remainder of duties is recommended to increase from \$17,909 to \$18,673.

TABLE C: Judiciary

Judiciary*						
	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	
	Current					
Chief Justice - Supreme Court	\$ 236,327	\$ 248,143	\$ 260,550	\$ 270,972	\$ 281,811	
Associate Judge - Supreme Court	\$ 223,064	\$ 234,217	\$ 245,928	\$ 255,765	\$ 265,996	
Chancellor - Court of Chancery	\$ 222,490	\$ 233,615	\$ 245,296	\$ 255,108	\$ 265,312	
President Judge - Superior Court	\$ 222,490	\$ 233,615	\$ 245,296	\$ 255,108	\$ 265,312	
Vice Chancellor - Chancery	\$ 211,358	\$ 221,926	\$ 233,022	\$ 242,343	\$ 252,037	
Associate Judge - Superior Court	\$ 211,358	\$ 221,926	\$ 233,022	\$ 242,343	\$ 252,037	
Chief Judge - Family Court	\$ 222,490	\$ 231,390	\$ 240,646	\$ 250,272	\$ 260,283	
Associate Judge - Family Court	\$ 211,358	\$ 219,812	\$ 228,604	\$ 237,748	\$ 247,258	
Chief Judge - Court of Common Pleas	\$ 216,416	\$ 225,073	\$ 234,076	\$ 243,439	\$ 253,177	
Associate Judge - Court of Common Pleas	\$ 198,619	\$ 206,564	\$ 214,827	\$ 223,420	\$ 232,357	
Justice of the Peace - 3rd Term	\$ 90,406	\$ 94,022	\$ 97,783	\$ 101,694	\$ 105,762	
Justice of the Peace - 2nd Term	\$ 87,651	\$ 91,157	\$ 94,803	\$ 98,595	\$ 102,539	
Justice of the Peace - 1st Term	\$ 84,673	\$ 88,060	\$ 91,582	\$ 95,245	\$ 99,055	
Chief Magistrate - Justice of the Peace Court	\$ 155,847	\$ 162,081	\$ 168,564	\$ 175,307	\$ 182,319	
Commissioner - Superior Court	\$ 139,532	\$ 146,509	\$ 153,834	\$ 161,526	\$ 169,602	
Commissioner - Family Court	\$ 139,532	\$ 146,509	\$ 153,834	\$ 161,526	\$ 169,602	
Commissioner - Court of Common Pleas	\$ 133,496	\$ 140,171	\$ 147,180	\$ 154,539	\$ 162,266	

* Recommendations are based on fiscal year amounts or positions will be eligible for general salary increases (GSI) provided by the Budget Act, whichever provides the greater amount.

TABLE D: Legislative

Legislative		
	FY 2025	FY 2026
	CURRENT	
State Senator/Representative Base Salary*	\$ 51,692	\$ 52,726
Supplements**		
Speaker of the House	\$20,291	\$20,291
Pres Pro Temp of Senate	\$20,291	\$20,291
House/Senate Majority Leader	\$12,624	\$12,624
House/Senate Minority Leader	\$12,624	\$12,624
House/Senate Majority Whip	\$7,950	\$7,950
House/Senate Minority Whip	\$7,950	\$7,950
Chair and Vice-Chair Joint Finance Committee	\$11,688	\$11,688
Members of Joint Finance Committee	\$9,819	\$9,819
Chair and Vice-Chair of Capital Improvement Program Committee	\$4,670	\$4,670
Members of Capital Improvement Committee	\$3,929	\$3,929
Chair and Vice Chair of Joint Sunset Committee	\$4,670	\$4,670
Members of Joint Sunset Committee	\$3,929	\$3,929
Senate/House - Expense Allowance	\$ 7,481	\$ 7,481

*Recommendations are based on fiscal year amounts or positions will be eligible for general salary increases (GSI) provided by the Budget Act, whichever provides the greater amount.

**A member of the General Assembly shall be entitled to receive the higher of any one of the above supplements and receive one-half of the amount of a second stipend of an equal or lessor amount. Eligible recipients of a second stipend may choose not to accept such additional stipend.

SUMMARY

After thorough review and deliberation, the 2025 Delaware Compensation Commission respectfully submits these recommendations for market adjustments to the salaries of the positions covered by this Report and highly recommends adoption by the General Assembly, with the objective of attracting top talent to the State of Delaware.

While the Compensation Commission is charged by statute to examine and make salary recommendations on a quadrennial basis, the 2025 Commission also recognizes that market forces affect certain positions, and the Governor and General Assembly should remain aware of the need to address these forces as appropriate.

Quality performance requires quality people with reasonable compensation. As a result of our fact-finding, analysis, deliberations, and judgment, the 2025 Commission is of the unanimous opinion that the remuneration and levels found in Table A, Table B, Table C, and Table D of this Report, and incorporated in this Report by this reference, should take effect in July 2025, which is the start of Fiscal Year 2026.

If any provision of this Report or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of this Report which can be given effect without the invalid provision or application, and to that end the provisions of this Act are declared to be severable.

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