

Compensation Commission Information

Division of the Budget
September 27, 2024

Compensation Commission Determination Summary

Position / Tier	Pre-Commission Salary	CY 2019 Salary	CY 2020 Salary	CY 2021 Salary	Current Status
Governor	\$179,000	\$200,000	\$225,000	\$250,000	\$250,000
Lt. Governor Attorney General Comptroller	\$151,500	\$190,000	\$210,000	\$220,000	\$220,000
Legislators*	\$79,500	\$110,000	\$110,000	\$110,000	\$142,000 Eff. 1/1/23
EXL §169 -- Tier A	\$136,000	\$190,000	\$210,000	\$220,000	\$220,000
EXL §169 -- Tier B	\$127,000	\$175,000	\$190,000	\$205,000	\$205,000
EXL §169 -- Tier C	\$120,800	\$140,000-\$160,000	\$160,000-\$180,000	\$175,000-\$200,000	\$200,000
EXL §169 -- Tier D	\$90,800-\$109,800	\$100,000-\$120,000	\$120,000-\$140,000	\$140,000-\$170,000	\$159,200-\$170,000
Supreme Court Judges**	\$174,000	\$208,000 Eff. 4/1/19	\$210,900 Eff. 4/1/20	No Change	\$232,600 Eff. 4/1/24

* The 2018 Commission recommended increasing the salaries of legislators from \$110K to \$130K through CY 2021, contingent upon limiting outside income at 15% of salary.

- The increases for CY2020 and CY2021 were not implemented due to successful litigation challenging the outside income limit.
- Chapter 841 of the Laws of 2022 increased annual pay for legislators to \$142,000 and implemented a \$35,000 cap on outside income cap for legislators.
- In July 2024, a State Supreme Court justice temporarily blocked the \$35,000 outside income cap from taking effect.

** The 2023 Commission recommended an additional 2% increase to take effect April 1, 2026 (\$237,252).

2018 Compensation Commission Recommendations

- Effective January 1, 2019, the six tiers within Section 169 were compressed to four tiers, pursuant to the recommendations of the 2018 Compensation Commission.

EXL § 169 Tier A	Current Tier A	Changes
DOH, SED, DOCCS, OMH, OPWDD, SUNY, DOT, OCFS, DEC, OTDA, DSP, OGS, DHSES, Gaming	DOH, SED, DOCCS, OMH, OPWDD, SUNY, DOT, OCFS, DEC, OTDA, DSP, OGS, DHSES, DFS	Added DFS, Removed Gaming
EXL § 169 Tier B	Current Tier B	
DOL, OPRHP, DTF, PSC (Chair), DCJS, DFS	DOL, OPRHP, DTF, PSC (Chair), DCJS	Removed DFS
EXL § 169 Tier C	Current Tier C	
HESC, DMV, WCB (Chair), AGM, OASAS, DED, HCR, DMNA, DOS, SLA, DCS (President and Commissioner), PERB (Chair), Parole (Member-Chair), HFA, SIF, NYSERDA (Chair)	HESC, DMV, WCB (Chair), AGM, OASAS, DED, HCR, DMNA, DOS, SLA, DCS (President and Commissioner), PERB (Chair), Parole (Member-Chair), HCR, SIF, NYSERDA (Chair), Gaming	Added Gaming Range provided, max amount used for all positions (\$200K).
EXL § 169 Tier D	Current Tier D	
Aging, PSC (Members), DHR, Arts, Commission on Alcoholism and Substance Abuse Prevention and Education, Board of Social Welfare, Commission on Quality of Care	Aging, PSC (Members), DHR, Arts, Commission on Alcoholism and Substance Abuse Prevention and Education, Justice Center	Three tiers consolidated into one tier Range provided (\$140k - \$170k), highest amount used for all positions except:
EXL § 169 Tier E		
Athletic Commission (Chair), OVS, Human Rights Appeal Board, Industrial Board of Appeals (Chair), SCOC (Chair), Parole (Members), UI Appeal Board (Chair), DVS, WCB (Vice-Chair)	Athletic Commission (Chair), OVS, Human Rights Appeal Board, Industrial Board of Appeals (Chair), SCOC (Chair and Members), Parole (Members), UI Appeal Board (Chair and Members), DVS, WCB (Vice-Chair and Members)	SCOC Board Members UI Appeal Board Members WCB Board Members Current max salary is \$170K
EXL § 169 Tier F		
APA, SCOC (Members), UI Appeal Board (Members), WCB (Members)	APA	SCOC, UI Appeal, and WCB Board Members are paid \$159,200 annually

Agency Abbreviation Glossary

Agency	§ 169 Agency
ABC / SLA	Alcoholic Beverage Control Board / State Liquor Authority
Aging	Office for the Aging
AGM	Department of Agriculture and Markets
APA	Adirondack Park Agency
Arts	Council on the Arts
DCJS	Division of Criminal Justice Services
DCS	Department of Civil Service
DEC	Department of Environmental Conservation
DED	Department of Economic Development
DFS	Department of Financial Services
DHR	Division of Human Rights
DHSES	Department of Homeland Security and Emergency Services
DMNA	Division of Military and Naval Affairs
DMV	Department of Motor Vehicles
DOCCS	Department of Corrections and Community Supervision
DOH	Department of Health
DOL	Department of Labor
DOS	Department of State
DOT	Department of Transportation
DSP	Division of State Police
DTF	Department of Tax and Finance
DVS	Department of Veterans Services

Agency Abbreviation Glossary

Agency	§ 169 Agency
Gaming	Gaming Commission
HCR/HFA	Division of Housing and Community Renewal/Housing Finance Agency
HESC	Higher Education Services Corporation
Justice Center	Justice Center for the Protection of People With Special Needs
NYSERDA	NYS Energy and Research Development Authority
OASAS	Office of Addiction Services and Supports
OCFS	Office of Children and Family Services
OGS	Office of General Services
OMH	Office of Mental Health
OPRHP	Office of Parks, Recreation, and Historic Preservation
OPWDD	Office for People With Developmental Disabilities
OTDA	Office of Temporary Disability Assistance
OVS	Office of Victim Services
PERB	Public Employees Relations Board
PSC	Public Service Commission
SCOC	State Commission on Correction
SED	State Education Department
SIF	State Insurance Fund
SUNY	State University of New York
UI Appeal Board	Unemployment Insurance Appeals Board
WCB	Workers Compensation Board

Salary Compression

- Deputy Commissioner and high-level appointee salaries exceed the §169 Agency Head salaries at:
 - Two Tier A agencies;
 - Three Tier B agencies; and
 - Five Tier C agencies.
- In addition, other high-level employees in graded positions earn more than their respective agency heads.

History of General Salary Increases for Unionized Employees

- The salaries of statewide elected officials and the individuals appointed to EXL §169 positions were last updated in January 2021.
- Since that time, most unionized New York State employees have received General Salary Increases equal to 10.38% through FY 2025, with an additional 3% increase scheduled in FY 2026 (cumulative 13.69% through April 1, 2025). These increases were also provided to employees designated as Management/Confidential.

Salary Increases	GSIs	Hypothetical Tier A Salary	Hypothetical Tier B Salary	Hypothetical Tier C Salary	Hypothetical Tier D Salary
FY 2022	2.00%	\$224,400	\$209,100	\$204,000	\$162,384 to \$173,400
FY 2023	2.00%	\$228,888	\$213,282	\$208,080	\$165,632 to \$176,868
FY 2024	3.00%	\$235,755	\$219,680	\$214,322	\$170,601 to \$182,174
FY 2025	3.00%	\$242,827	\$226,271	\$220,752	\$175,719 to \$187,639
FY 2022 – FY 2025	10.38%	\$242,827	\$226,271	\$220,752	\$175,719 to \$187,639
FY 2026	3.00%	\$250,112	\$233,059	\$227,375	\$180,990 to \$193,268
FY 2022 – FY 2026	13.69%	\$250,112	\$233,059	\$227,375	\$180,990 to \$193,268

NYC Comparable Salaries – Tier A

NYS Commissioner	\$169 Salary	NYC Commissioner**	NYC Salary	Difference
SUNY Chancellor	\$750,000*	CUNY Chancellor	\$764,872	\$14,872
SED President	\$464,000*	Dept of Ed Chancellor	\$414,796	(\$49,204)
DEC Commissioner	\$220,000	Commissioner of Environmental Protection	\$282,634	\$62,634
DFS Superintendent	\$220,000	Commissioner of Finance	\$277,604	\$57,604
DHSES Commissioner	\$220,000	Commissioner of Emergency Management	\$277,604	\$57,604
DOH Commissioner	\$220,000	Commissioner of Health	\$277,604	\$57,604
DOT Commissioner	\$220,000	Commissioner of Transportation	\$277,604	\$57,604
DSP Superintendent	\$220,000	NYPD Commissioner	\$277,604	\$57,604
OCFS Commissioner	\$220,000	Commissioner of Children Services	\$277,604	\$57,604
OGS Commissioner	\$220,000	Commissioner of Citywide Admin. Services	\$277,604	\$57,604
OMH Commissioner	\$220,000	Commissioner of Health	\$277,604	\$57,604
OTDA Commissioner	\$220,000	Commissioner of Social Services	\$277,604	\$57,604
DOCCS Commissioner	\$220,000	Commissioner of Corrections	\$277,604	\$57,604
OPWDD Commissioner	\$220,000	Director of Office for People with Disabilities	\$260,040	\$40,040

* Salary exceeds EXL § 169 salary due to Board Action

** NYC Salaries listed are calculated amounts based on 2023 actuals at: https://data.cityofnewyork.us/City-Government/Citywide-Payroll-Data-Fiscal-Year-/k397-673e/about_data and 2024 increases published at: https://nycmea.org/wp-content/uploads/2024/02/DCASMemo_MayorsPersonnelOrderManagerialOJPayIncreases2024.pdf.

NYC Comparable Salaries – Tier B, C, & D

NYS Commissioner	§169 Salary	NYC Commissioner	NYC Salary*	Difference
Aging Commissioner	\$170,000	Department for the Aging Commissioner	\$275,315	\$105,315
DHR Commissioner	\$170,000	Chair of Commission on Human Rights	\$260,040	\$90,040
Vet. Services Commissioner	\$170,000	Commissioner of Veterans Services	\$260,039	\$90,039
DCS Commissioner	\$200,000	Commissioner of Labor Relations	\$277,604	\$77,604
DED Commissioner	\$200,000	CEO Economic Development Corporation	\$277,604	\$77,604
Parole Board Chair	\$200,000	Director of Probation	\$277,604	\$77,604
Parks Commissioner	\$205,000	Commissioner of Parks and Recreation	\$277,604	\$72,604
HCR/HFA Commissioner/CEO	\$215,631	Commissioner of Housing Preserv. Development	\$277,604	\$61,973
DOL Commissioner	\$205,000	Consumer & Worker Protection Commissioner	\$260,040	\$55,040
Tax Commissioner	\$205,000	President Tax Commission	\$260,040	\$55,040
DCJS Commissioner	\$205,000	Director Office of Criminal Justice	\$260,040	\$55,040

* NYC Salaries listed are calculated amounts based on 2023 actuals at: https://data.cityofnewyork.us/City-Government/Citywide-Payroll-Data-Fiscal-Year-/k397-673e/about_data and 2024 increases published at: https://nycmea.org/wp-content/uploads/2024/02/DCASMemo_MayorsPersonnelOrderManagerialOJPayIncreases2024.pdf.

California Elected Official and Commissioner Salaries

- California statewide elected official salaries are set by the Citizens Compensation Commission, which meets annually.
- In June 2024, the Commission increased elected official salaries by 3.5% effective December 2, 2024, which includes:
 - Governor: \$242,295
 - Lieutenant Governor: \$181,721
 - Attorney General: \$210,460
 - Controller: \$193,835
- California Agency Head salaries were defined in law in 1998 and are allowed to be increased by amounts comparable to General Salary Increases for State employees each year.
- Certain other Agency Head salaries are set by the Governor's appointments office.

California Comparable Salaries

NYS Commissioner	§169 Salary	CA Commissioner	Salary	Difference
SUNY Chancellor	\$750,000*	Chancellor of CSU	\$795,000	\$45,000
SED President	\$464,000*	CA State Board of Education Executive Director	\$232,836	(\$231,164)
DOCCS Commissioner	\$220,000	Department of Corrections & Rehabilitation Secretary	\$311,021	\$91,021
DEC Commissioner	\$220,000	Department of Conservation Director	\$214,320	(\$5,680)
DFS Superintendent	\$220,000	Department of Financial Protection & Innovation Commissioner	\$211,968	(\$8,032)
DHSES Commissioner	\$220,000	Office of Emergency Services Director	\$232,858	\$12,858
DOH Commissioner	\$220,000	Health and Human Services Agency Secretary	\$217,728	(\$2,272)
DOT Commissioner	\$220,000	Department of Transportation Director	\$214,332	(\$5,668)
DSP Superintendent	\$220,000	CA Highway Patrol Commissioner	\$315,306	\$95,306
OCFS Commissioner	\$220,000	Department of Social Services Director	\$250,740	\$30,740
OGS Commissioner	\$220,000	Department of General Services Director	\$219,504	(\$496)
DOL Commissioner	\$205,000	Labor and Workforce Development Agency Secretary	\$232,858	\$27,858
Parks Commissioner	\$205,000	Department of Parks & Recreation Director	\$199,742	(\$5,258)
PSC Chair	\$205,000	Public Utilities Commission President	\$234,689	\$29,689
Tax Commissioner	\$205,000	Department of Tax & Fee Administration Director	\$219,504	\$14,504

* Salary exceeds EXL § 169 salary due to Board Action

California Comparable Salaries

NYS Commissioner	\$169 Salary	CA Commissioner	Salary	Difference
HCR/HFA Commissioner/CEO	\$215,631*	Department of Housing & Community Development Director	\$211,284	(\$4,347)
DCS Commissioner	\$200,000	Department of Human Resources Director	\$219,637	\$19,637
Gaming Commissioner	\$200,000	Gambling Commissioner Executive Director	\$175,880	(\$24,120)
Agriculture and Markets Commissioner	\$200,000	Department of Food & Agriculture Secretary	\$232,858	\$32,858
ABC / SLA Commissioner	\$200,000	Department of Alcoholic Beverage Control Director	\$211,460	\$11,460
DMNA Adjutant General	\$200,000	Military Department Adjutant General	\$257,784	\$57,784
DMV Commissioner	\$200,000	Department of Motor Vehicles Director	\$185,880	(\$14,120)
Secretary of State	\$200,000	Secretary of State	\$168,015	(\$31,985)
Chair Board of Parole	\$200,000	Board of Parole Hearings Executive Officer	\$211,548	\$11,548
PERB Chair	\$200,000	PERB Chair	\$175,880	(\$24,120)
DED Commissioner	\$200,000	Office of Business and Economic Development Director	\$214,332	\$14,332
WCB Chair	\$200,000	Department of Industrial Relations Director	\$209,729	\$9,729
Aging Commissioner	\$170,000	Department of Aging Director	\$186,096	\$16,096
Arts Executive Director	\$170,000	CA Arts Council Director	\$170,592	\$592
DHR Commissioner	\$170,000	CA Civil Rights Department Director	\$211,092	\$41,092
DVS Commissioner	\$170,000	Department of Veterans Affairs Secretary	\$232,858	\$62,858
OVS Director	\$170,000	Victim Compensation Board Executive Officer	\$194,208	\$24,208
SCOC Chair	\$170,000	Board of Corrections Chair	\$218,916	\$48,916

Texas Elected Official and Commissioner Salaries

- The Governor and other elected officials receive a salary set by the Legislature, and the Lieutenant Governor receives the same salary as members of the Senate:
 - Governor: \$153,750
 - Lieutenant Governor: \$7,200
 - Attorney General: \$153,750
 - Comptroller: \$153,750
- Texas' General Appropriation Act provides salary groups for Commissioners and Agency Heads.
- The State Auditor's Office issues a report on Executive Compensation to assign Commissioner and Agency Heads tiers.
- The Legislature sets the maximum salary amount for each agency commissioner, but the agency's board (which is appointed by the Governor) determines the actual salary.

Texas Comparable Salaries

NYS Commissioner	\$169 Salary	TX Commissioner	Salary	Difference
SUNY Chancellor	\$750,000*	University Chancellor	\$873,956	\$123,956
SED President	\$464,000*	Commissioner of Education	\$220,375	(\$243,625)
DOCCS Commissioner	\$220,000	Department of Criminal Justice Exec Director	\$287,657	\$67,657
DEC Commissioner	\$220,000	Commission on Environmental Quality Exec Dir	\$245,579	\$25,579
DFS Superintendent	\$220,000	Department of Banking Director and Department of Insurance Director	\$266,843/ \$225,732	\$46,843/\$5,732
DHSES Commissioner	\$220,000	Texas Division of Emergency Management Chief	\$573,024	\$353,024
DOH Commissioner	\$220,000	Health and Human Services Commissioner	\$317,754	\$97,754
DOT Commissioner	\$220,000	Department of Transportation Exec Dir	\$344,000	\$124,000
DSP Superintendent	\$220,000	Department of Public Safety Exec Dir	\$345,250	\$125,250
OCFS Commissioner	\$220,000	Family and Protective Services Commissioner	\$259,999	\$39,999
OGS Commissioner	\$220,000	Facilities Commission Executive Director	\$199,204	(\$20,796)
DOL Commissioner	\$205,000	Workforce Commission Exec Dir	\$220,544	\$15,544
Parks Commissioner	\$205,000	Parks and Wildlife Exec Dir	\$236,953	\$31,953
PSC Chair	\$205,000	Utility Commission Chair	\$225,000	\$20,000
HCR/HFA Commissioner/CEO	\$215,631*	Housing and Community Affairs Exec Dir	\$204,325	(\$11,306)

* Salary exceeds EXL § 169 salary due to Board Action

Texas Comparable Salaries

NYS Commissioner	\$169 Salary	TX Commissioner	Salary	Difference
Agriculture and Markets Commissioner	\$200,000	Department of Agriculture Commissioner	\$140,938	(\$59,062)
DMNA Adjutant General	\$200,000	Military Department Adjutant General	\$240,000	\$40,000
DMV Commissioner	\$200,000	Motor Vehicles Executive Director	\$222,500	\$22,500
Secretary of State	\$200,000	Secretary of State	\$197,415	(\$2,585)
ABC / SLA Commissioner	\$200,000	Alcoholic Beverage Commission Administrator	\$200,000	\$0
DED Commissioner	\$200,000	Economic Development and Tourism Executive Director	\$250,000	\$50,000
Chair Board of Parole	\$200,000	Board of Parole and Pardons Chair	\$185,115	(\$14,885)
WCB Chair	\$200,000	Workers Compensation Commissioner	\$175,720	(\$24,280)
Arts Executive Director	\$170,000	Commission on the Arts Executive Director	\$134,775	(\$35,225)
DHR Commissioner	\$170,000	Division of Human Rights Director	\$157,500	(\$12,500)
DVS Commissioner	\$170,000	Secretary of State	\$160,611	(\$9,389)
OVS Director	\$170,000	Victims Compensation Director	\$175,000	\$5,000
SCOC Chair	\$170,000	Commission on Jail Standards Executive Director	\$127,119	(\$42,881)

Pennsylvania Elected Official and Commissioner Salaries

- The Governor, elected officials, and various agency head salaries were defined in law in 1997 and are increased by the Consumer Price Index each year.
- The elected official salaries increased by 3.5% effective January 1, 2024.
 - Governor: \$237,679
 - Lieutenant Governor: \$199,648
 - Attorney General: \$197,748
 - Controller: \$197,748
- Agency Head salaries defined in law are formally determined by the Governor and published by the Secretary of the Budget.
 - Salaries not defined in law are set by the Governor, their respective agency commission, or defined by the State's classification plan

Pennsylvania Commissioner Salaries

NYS Commissioner	\$169 Salary	PA Commissioner	PA Salary	Difference
SUNY Chancellor	\$750,000*	System Higher Education Chancellor	\$485,030	(\$264,970)
SED President	\$464,000*	Department of Education Secretary	\$190,142	(\$273,858)
DOCCS Commissioner	\$220,000	Department of Corrections Department Head	\$190,142	(\$29,858)
DEC Commissioner	\$220,000	Department of Environmental Protection Secretary	\$190,142	(\$29,858)
DFS Superintendent	\$220,000	Department of Banking Securities Secretary	\$171,128	(\$48,872)
DHSES Commissioner	\$220,000	Office of Homeland Security Director of Homeland Security	\$167,329	(\$52,671)
DOH Commissioner	\$220,000	Department of Health Department Head	\$190,142	(\$29,858)
DOT Commissioner	\$220,000	Department of Transportation Department Head	\$190,142	(\$29,858)
DSP Superintendent	\$220,000	Department of State Commissioner	\$180,635	(\$39,365)
OCFS Commissioner	\$220,000	Bureau of Community Services Director	\$153,057	(\$66,943)
OGS Commissioner	\$220,000	Department of General Services Department Head	\$180,635	(\$39,365)
OMH Commissioner	\$220,000	Office of Mental Health and Substance Abuse Services Deputy Secretary	\$184,979	(\$35,021)
OPWDD Commissioner	\$220,000	Developmental Disabilities Council Executive Director	\$117,477	(\$102,523)
OTDA Commissioner	\$220,000	Department of Disability Director	\$146,407	(\$73,593)
DCJS Commissioner	\$205,000	Commission on Crime and Delinquency Executive Director	\$174,671	(\$30,329)
DOL Commissioner	\$205,000	Department of Labor and Industry Department Head	\$190,142	(\$14,858)
Parks Commissioner	\$205,000	Department and Resources Department Head	\$180,635	(\$24,365)
PSC Chair	\$205,000	Public Utility Commission Executive Director	\$204,128	(\$872)
Tax Commissioner	\$205,000	Department of Revenue Department Head	\$180,635	(\$24,365)
HCR / HFA Commissioner/ CEO	\$215,631*	Department of Community and Economic Development Secretary	\$180,635	(\$34,996)
DCS Commissioner	\$200,000	Civil Service Commission Executive Director	\$174,671	(\$25,329)

* Salary exceeds EXL § 169 salary due to Board Action

Pennsylvania Commissioner Salaries

NYS Commissioner	\$169 Salary	PA Commissioner	PA Salary	Difference
Gaming Commissioner	\$200,000	Gaming Control Board Executive Director	\$254,808	\$54,808
Agriculture and Markets Commissioner	\$200,000	Department of Agriculture Department Head	\$171,128	(\$28,872)
DMNA Adjutant General	\$200,000	Department Military & Veterans Affairs Department Head	\$205,747	\$5,747
DMV Commissioner	\$200,000	Department of Transportation Secretary	\$190,142	(\$9,858)
Secretary of State	\$200,000	Department of State Department Head	\$171,128	(\$28,872)
HESC President	\$200,000	Pennsylvania Higher Education Assistance Agency President	\$355,214	\$155,214
OASAS Commissioner	\$200,000	Department of Drug and Alcohol Programs Secretary	\$170,700	(\$29,300)
ABC / SLA Commissioner	\$200,000	Liquor Control Board Executive Director	\$233,018	\$33,018
DED Commissioner	\$200,000	Department Community and Economic Development Department Head	\$180,635	(\$19,365)
Chair Board of Parole	\$200,000	Parole Board Chair	\$152,314	(\$47,686)
WCB Chair	\$200,000	Workers' Compensation Director	\$143,277	(\$56,723)
Aging Commissioner	\$170,000	Department of Aging Secretary	\$180,635	\$10,635
Arts Exec Dir	\$170,000	Council on the Arts Executive Director	\$146,407	(\$23,593)
State Athletic Commission Chair	\$170,000	State Athletics Chairman	\$24,959	(\$145,041)
DHR Commissioner	\$170,000	Human Relations Commission Executive Director	\$174,671	\$4,671
DVS Commissioner	\$170,000	Department Military and Veterans Affairs Department Head	\$205,747	\$35,747
OVS Director	\$170,000	Commission on Crime and Delinquency Executive Director	\$174,671	\$4,671
SCOC Chair	\$170,000	Department of Corrections Acting Secretary	\$190,142	\$20,142

Massachusetts Elected Official and Commissioner Salaries

- The salaries of the elected officials were defined in law in 2017, and receive biennial salary increases, tied to household salary and wage changes statewide:
- In 2023, elected official salaries were increased to account for such changes in salaries and wages by approximately 20% from the levels set in 2017
 - Governor: \$222,185
 - Receives an additional \$65,000 for housing
 - Lieutenant Governor: \$198,165
 - Attorney General: \$222,639
 - Comptroller: \$184,661
- Agency head salaries are either defined in law, determined by the Governor, or set in accordance with the State's classification and pay plan.

Massachusetts Comparable Salaries

NYS Commissioner	\$169 Salary	MA Commissioner	MA Salary	Difference
SUNY Chancellor	\$750,000*	University of MA President	\$719,163	(\$30,837)
SED President	\$464,000*	Executive Office of Education Secretary	\$196,551	(\$267,449)
DOCCS Commissioner	\$220,000	Department of Correction Commissioner	\$194,688	(\$25,312)
DEC Commissioner	\$220,000	Department of Environmental Protection Commissioner	\$178,464	(\$41,536)
DFS Superintendent	\$220,000	Division of Insurance Commissioner	\$167,646	(\$52,354)
DHSES Commissioner	\$220,000	Office of Public Safety & Homeland Security Deputy Secretary	\$189,280	(\$30,720)
DOH Commissioner	\$220,000	Department of Health Commissioner	\$243,360	\$23,360
DOT Commissioner	\$220,000	Department of Transportation Secretary	\$196,551	(\$23,449)
DSP Superintendent	\$220,000	Department of State Police Superintendent	\$308,208	\$88,208
OCFS Commissioner	\$220,000	Department of Children and Families Commissioner	\$187,000	(\$33,000)
OGS Commissioner	\$220,000	Operational Services Division State Purchasing Agent	\$196,110	(\$23,890)
OMH Commissioner	\$220,000	Department of Mental Health Commissioner	\$187,360	(\$32,640)
OPWDD Commissioner	\$220,000	Department of Developmental Services Commissioner	\$162,240	(\$57,760)
OTDA Commissioner	\$220,000	Department of Transitional Assistance Commissioner	\$187,117	(\$32,883)
DCJS Commissioner	\$205,000	Department of Criminal Justice Information Services Commissioner	\$167,247	(\$37,753)
DOL Commissioner	\$205,000	Executive Office of Labor and Workforce Development Secretary	\$196,551	(\$8,449)
Parks Commissioner	\$205,000	Department of Conservation and Recreation Commissioner	\$178,464	(\$26,536)
PSC Chair	\$205,000	Department of Public Utilities Chair	\$162,240	(\$42,760)
Tax Commissioner	\$205,000	Department of Tax Commissioner	\$196,083	(\$8,917)

* Salary exceeds EXL § 169 salary due to Board Action

Massachusetts Comparable Salaries

NYS Commissioner	\$169 Salary	MA Commissioner	MA Salary	Difference
HCR / HFA Commissioner / CEO	\$215,631*	Executive Office of Housing and Livable Communities Secretary	\$196,551	(\$19,080)
DCS Commissioner	\$200,000	Civil Service Commission Chair	\$156,108	(\$43,892)
Gaming Commissioner	\$200,000	Gaming Commission Chair	\$196,551	(\$3,449)
Agriculture and Markets Commissioner	\$200,000	Department of Agricultural Resources Commissioner	\$168,730	(\$31,270)
DMNA Adjutant General	\$200,000	Massachusetts National Guard General	\$221,491	\$21,491
DMV Commissioner	\$200,000	Motor Vehicles Registrar	\$186,856	(\$13,144)
Secretary of State	\$200,000	Secretary of State	\$202,427	\$2,427
OASAS Commissioner	\$200,000	Bureau of Substance Addiction Services Director	\$154,128	(\$45,872)
PERB Chair	\$200,000	Commonwealth Employment Relations Board Chair	\$144,114	(\$55,886)
ABC / SLA Commissioner	\$200,000	Alcoholic Beverages Control Commission Chair	\$175,236	(\$24,764)
DED Commissioner	\$200,000	Executive Office of Economic Development Secretary	\$196,551	(\$3,449)
Chair Board of Parole	\$200,000	Parole Board Chair	\$176,475	(\$23,525)
WCB Chair	\$200,000	Department of Industrial Accidents Director	\$176,475	(\$23,525)
NYSERDA Chair	\$200,000	Department of Energy Resources Commissioner	\$168,730	(\$31,270)
DHR Commissioner	\$170,000	Department of Human Rights Director	\$108,096	(\$61,904)
DVS Commissioner	\$170,000	Office of Veteran Services Secretary	\$196,551	\$26,551
OVS Director	\$170,000	Parole Board Chief of Victim Services	\$120,629	(\$49,371)

* Salary exceeds EXL § 169 salary due to Board Action

Florida Elected Official and Commissioner Salaries

- The salaries of statewide elected officials are defined in law annually.
- The salaries of elected officials have remained the same since July 1, 2022:
 - Governor: \$141,400
 - Lieutenant Governor: \$135,516
 - Attorney General: \$139,988
 - Controller: \$139,988 (Chief Financial Officer)
- Agency Heads salaries are either defined in law or determined by the Governor.

Florida Comparable Salaries

NYS Commissioner	§169 Salary	FL Commissioner	FL Salary	Difference
SUNY Chancellor	\$750,000*	State University System Chancellor	\$432,600	(\$317,400)
SED President	\$464,000*	Department of Education Commissioner	\$323,990	(\$140,010)
DOCCS Commissioner	\$220,000	Department of Corrections Secretary	\$199,445	(\$20,555)
DEC Commissioner	\$220,000	Department of Environmental Protection Secretary	\$210,842	(\$9,158)
DFS Superintendent	\$220,000	Department of Financial Services Chief of Staff	\$195,700	(\$24,300)
DOH Commissioner	\$220,000	Department of Health State Surgeon General	\$250,000	\$30,000
DOT Commissioner	\$220,000	Department of Transportation Secretary	\$292,005	\$72,005
DSP Superintendent	\$220,000	Department of Law Enforcement Commissioner	\$194,670	(\$25,330)
OGS Commissioner	\$220,000	Department of Management Services Chief of Staff	\$170,079	(\$49,921)

* Salary exceeds EXL § 169 salary due to Board Action

Florida Comparable Salaries

NYS Commissioner	\$169 Salary	FL Commissioner	FL Salary	Difference
OPWDD Commissioner	\$220,000	Agency for Persons with Disabilities Chief of Staff	\$157,590	(\$62,410)
DOL Commissioner	\$205,000	Department of Business and Professional Regulation Secretary	\$170,953	(\$34,047)
PSC Chair	\$205,000	Public Service Commission Commissioner	\$154,994	(\$50,006)
HCR/HFA Commissioner/ CEO	\$215,631*	Housing Finance Corporation Executive Director	\$185,000	(\$30,631)
Gaming Commissioner	\$200,000	Department of the Lottery Secretary	\$170,953	(\$29,047)
Agriculture and Markets Commissioner	\$200,000	Department of Agriculture and Consumer Services Commissioner	\$139,988	(\$60,012)
DMNA Adjutant General	\$200,000	Department of Military Affairs Adjutant General	\$221,497	\$21,497
Secretary of State	\$200,000	Department of State Secretary of State	\$193,746	(\$6,254)
PERB Chair	\$200,000	Public Employees Relations Commission Chair	\$114,793	(\$85,207)
DED Commissioner	\$200,000	Department of Commerce Secretary of Commerce	\$182,350	(\$17,650)
Chair Board of Parole	\$200,000	Commission on Offender Review Chair	\$146,003	(\$53,997)
DVS Commissioner	\$170,000	Department of Veterans' Affairs Executive Director	\$177,256	\$7,256

* Salary exceeds EXL \$ 169 salary due to Board Action

Illinois Elected Official and Commissioner Salaries

- Illinois statewide elected official salaries are defined in law and are increased by cost-of-living adjustments annually.
- In 2024, elected official salaries and several Agency Head salaries were increased by approximately 5% from prior year salaries, effective July 1, 2024:
 - Governor: \$226,800
 - Lieutenant Governor: \$177,400
 - Attorney General: \$202,100
 - Comptroller: \$177,400
- Certain Agency Head salaries are defined in law and can be set by the Governor, subject to a cost-of-living increase.

Illinois Comparable Salaries

NYS Commissioner	§ 169 Salary	IL Commissioner	IL Salary	Difference
SUNY Chancellor	\$750,000*	Chancellor University II	\$799,000	\$49,000
SED President	\$464,000*	State Board of Education Superintendent	\$300,000	(\$164,000)
DOCCS Commissioner	\$220,000	Corrections Dept Executive Director	\$220,500	\$500
DEC Commissioner	\$220,000	Department Natural Resources Director	\$198,400	(\$21,600)
DFS Superintendent	\$220,000	Financial and Professional Regulation Secretary	\$198,400	(\$21,600)
DHSES Commissioner	\$220,000	Emergency Management Agency Director	\$180,000	(\$40,000)
DOH Commissioner	\$220,000	Department Public Health Director	\$220,500	\$500
DOT Commissioner	\$220,000	Department Transportation Secretary	\$220,500	\$500
DSP Superintendent	\$220,000	State Police Director	\$220,500	\$500
OCFS Commr	\$220,000	Department Children Family Services Director	\$220,500	\$500
OGS Commissioner	\$220,000	Department Central Management Services Director	\$215,000	(\$5,000)
OMH Commissioner	\$220,000	Department Human Services Secretary	\$220,500	\$500
OPWDD Commissioner	\$220,000	Department Human Services Secretary	\$220,500	\$500
OTDA Commissioner	\$220,000	Department of Healthcare and Family Services Director	\$215,000	(\$5,000)
DCJS Commissioner	\$205,000	Criminal Justice Information Authority Chair	\$141,500	(\$63,500)

* Salary exceeds EXL § 169 salary due to Board Action

Illinois Comparable Salaries

NYS Commissioner	\$ 169 Salary	IL Commissioner	IL Salary	Difference
DOL Commissioner	\$205,000	Department of Labor Director	\$198,400	(\$6,600)
Parks Commissioner	\$205,000	Department Natural Resources Director	\$198,400	(\$6,600)
PSC Chair	\$205,000	Power Agency Director	\$204,000	(\$1,000)
Tax Commissioner	\$205,000	Revenue Department Director	\$215,000	\$10,000
Gaming Commissioner	\$200,000	Department of Lottery Director	\$198,400	(\$1,600)
Agriculture and Markets Commissioner	\$200,000	Department Agriculture Director	\$198,400	(\$1,600)
DMNA Adjutant General	\$200,000	Dept Military Affairs Adjutant General	\$181,900	(\$18,100)
Secretary of State	\$200,000	Secretary of State	\$202,100	\$2,100
DED Commissioner	\$200,000	Department Commerce and Economic Opportunity	\$215,000	\$15,000
Chair Board of Parole	\$200,000	Prisoner Review Board Chair	\$113,600	(\$86,400)
WCB Chair	\$200,000	Workers Comp Commission Chair	\$180,900	(\$19,100)
Aging Commissioner	\$170,000	Department Aging Director	\$181,900	\$11,900
DHR Commissioner	\$170,000	Human Rights Commission Director	\$181,900	\$11,900
DVS Commissioner	\$170,000	Department Veterans Affairs Director	\$220,500	\$50,500