

## Legislative

The ethical conduct of the elected members of Congress is prescribed by either the *House Ethics Manual* or the *Senate Ethics Manual*, as applicable.

## Executive

The *Executive Order on Ethics Commitments by Executive Branch Personnel* lays out rules on how executive branch appointees are to conduct themselves and requires every appointee in every executive agency to sign an ethics pledge (the Pledge). The Executive Order allows for a waiver when the literal application of the Pledge does not make sense or is not in the public interest. Granted waivers are posted online at <https://www.whitehouse.gov/disclosures/>.

## Judicial

Federal judges must abide by the *Code of Conduct for United States Judges*, a set of ethical principles and guidelines adopted by the Judicial Conference of the United States. The Code of Conduct provides guidance for judges on issues of judicial integrity and independence, judicial diligence and impartiality, permissible extra-judicial activities, and the avoidance of impropriety or even its appearance.

Judges may not hear cases in which they have either personal knowledge of the disputed facts, a personal bias concerning a party to the case, earlier involvement in the case as a lawyer, or a financial interest in any party or subject matter of the case.

Employees of the federal Judiciary are expected to comply with the *Code of Conduct for Judicial Employees*, including observing high standards of conduct so that the integrity and independence of the Judiciary are preserved, and the judicial employee's office reflects a devotion to serving the public.

## State and local government

State and local governments have their own codes of ethics for employees to follow, which are too numerous to outline here.

## Item 11. Executive Officer Compensation

The total 2018 salaries for the individuals listed below was \$8.9 million.

### Federal

For 2018, the key federal officers were paid the following annual salaries:

Donald Trump – President	\$ 400,000
John Roberts – Chief Justice	267,000
Mike Pence – Vice President	243,500
Paul Ryan – Speaker of the House	223,500
Kevin McCarthy – House Majority leader	193,400
Nancy Pelosi – House Minority Leader	193,400
Mitch McConnell – Senate Majority Leader	193,400
Charles Schumer – Senate Minority Leader	193,400
Total key federal officer salary	\$ 1,907,600

Information on the highest paid federal officers is not readily available.

## State

Salaries for governors vary widely, as shown in the table below:

Governors' Annual Salaries	2018	% of National Average	% Change from 2017	Governors' Annual Salaries	2018	% of National Average	% Change from 2017
<b>50-state average</b>	<b>\$ 139,880</b>	<b>na</b>	<b>0.9%</b>	Missouri	\$ 133,821	96%	—%
<b>50-state total</b>	<b>\$ 6,993,981</b>	<b>na</b>	<b>0.9%</b>	Montana	\$ 115,505	83%	3.5%
Alabama	\$ 120,395	86%	—%	Nebraska	\$ 105,000	75%	—%
Alaska	\$ 145,000	104%	—%	Nevada	\$ 149,573	107%	—%
Arizona	\$ 95,000	68%	—%	New Hampshire	\$ 127,443	91%	—%
Arkansas	\$ 143,820	103%	2.0%	New Jersey	\$ 175,000	125%	—%
California	\$ 195,803	140%	3.0%	New Mexico	\$ 110,000	79%	—%
Colorado	\$ 90,000	64%	—%	New York <sup>4</sup>	\$ 179,000	128%	—%
Connecticut	\$ 150,000	107%	—%	North Carolina	\$ 144,349	103%	—%
Delaware	\$ 171,000	122%	—%	North Dakota <sup>5</sup>	\$ 129,096	92%	(2.9)%
Florida <sup>1</sup>	\$ 130,273	93%	—%	Ohio	\$ 148,886	106%	0.4%
Georgia	\$ 139,339	100%	—%	Oklahoma	\$ 147,000	105%	—%
Hawaii	\$ 155,592	111%	2.0%	Oregon	\$ 98,600	70%	—%
Idaho	\$ 124,436	89%	1.5%	Pennsylvania	\$ 194,850	139%	0.8%
Illinois <sup>2</sup>	\$ 177,412	127%	—%	Rhode Island <sup>6</sup>	\$ 139,695	100%	—%
Indiana	\$ 121,233	87%	(0.1)%	South Carolina	\$ 106,078	76%	—%
Iowa	\$ 130,000	93%	—%	South Dakota	\$ 112,214	80%	—%
Kansas	\$ 99,636	71%	—%	Tennessee <sup>7</sup>	\$ 190,116	136%	1.3%
Kentucky	\$ 145,992	104%	2.1%	Texas	\$ 153,750	110%	—%
Louisiana	\$ 130,000	93%	—%	Utah	\$ 150,000	107%	36.5%
Maine	\$ 70,000	50%	—%	Vermont	\$ 166,046	119%	—%
Maryland	\$ 170,000	122%	—%	Virginia	\$ 175,000	125%	—%
Massachusetts	\$ 151,800	109%	—%	Washington	\$ 175,353	125%	1.0%
Michigan <sup>3</sup>	\$ 159,300	114%	—%	West Virginia	\$ 150,000	107%	—%
Minnesota	\$ 127,629	91%	—%	Wisconsin	\$ 146,786	105%	(0.4)%
Mississippi	\$ 122,160	87%	—%	Wyoming	\$ 105,000	75%	—%

<sup>†</sup> Source: Council of State Governments, Book of the States 2018, Chapter 4: State Executive Branch, Table 4.3.

<sup>na</sup> An "na" reference in the table means the data is not available.

<sup>1</sup> Florida - Gov. Scott has declined a salary every year since taking office.

<sup>2</sup> Illinois - Gov. Rauner is only accepting a \$1 salary and takes no benefits from the state.

<sup>3</sup> Michigan - Gov. Rick Snyder returned all but \$1.00 of his salary.

<sup>4</sup> New York - Gov. Andrew Cuomo voluntarily reduced his salary by 5%.

<sup>5</sup> North Dakota - Gov. Burgum is currently not accepting a salary.

<sup>6</sup> Rhode Island - Eligible for \$139,695 salary; however in March 2015, Gov. Raimondo gave herself a 5% pay cut, so her current salary is \$132,710.

<sup>7</sup> Tennessee - Gov. Haslam returns his salary to the state.