

## Query

*The California Citizens Redistricting Commission is considering the issue of commissioner compensation, especially as it relates to the issue of recruiting a diverse commission.*

*The point has been raised that there are probably individuals who might have been interested in serving on the Commission if they had some assurance of a regular / reliable income stream, which the current compensation model does not provide.*

*We would appreciate it if you could provide us with a description of your compensation mechanism, if any, as well as any lessons learned or thoughts on the issue.*

## Arizona:

Commissioners do not receive any direct compensation other than travel expenses. This is a one-year position.

*Comment: While all [commissioners] worked, it was harder on the commissioners who had to balance their full-time employment than those who were working part-time.*

*[C]ompensation would be helpful but unless it was substantial [it might not] make a big difference in who applies to serve.*

## Colorado:

Commissioners received \$200 per diem for any day on which they had an official commission meeting, public hearing, or committee meeting for a committee of which they were a member (regardless of duration or number of meetings on any given day).

*Comment: Having an ensured compensation mechanism would certainly draw interest from a greater pool of citizens.*

## Michigan:

The Commission receives at least 25 percent (\$39,825) of the Governor's salary (\$159,300). However, at its inception, the Commission voted their salary to reflect 35 percent (\$55,755) of the Governor's salary.

Starting Oct. 1, 2022, the Commission voted compensation at 25 percent of the Governor's salary.