
First Meeting 2013

Presentation to the Governor's Salary Commission

**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

December 2013

Organization Items

- Selection of chairman by commission members
- Need for commission members to be sworn in by clerk of the court
- Reimbursement for meals and mileage
- Letter from the Governor requesting the commission to make salary level recommendations for the other constitutional officers
- Other items

Constitutional and Legal Issues

- Concurrence of at least five members is required for any formal commission action
- Recommended salaries submitted within 10 days of the start of session (January 17, 2014)
- Commission may not recommend salaries lower than current salaries
- Recommendations in the form of a joint resolution must be introduced no later than the fifteenth day of the session
- If the commission recommends no salary change, a joint resolution shall not be introduced
- The General Assembly may lower any recommended increase but may not decrease the salaries below current levels, and the General Assembly may not increase the salaries recommended by the commission

Summary of 2009 Salary Commission Recommendations

Commission Recommendations

Action

Governor

Rejected. Salary remains at \$150,000.

First Year (2011)	\$150,000
Second Year (2012)	150,000
Third Year (2013)	155,000
Fourth Year (2014)	160,000

Lieutenant Governor

Rejected. Salary remains at \$125,000.

First Year (2011)	\$125,000
Second Year (2012)	125,000
Third Year (2013)	129,167
Fourth Year (2014)	133,333

Summary of 2009 Salary Commission Recommendations (Cont.)

Commission Recommendations Pursuant to Governor's Request

Action

***Attorney General
Comptroller
Treasurer***

Rejected. Salary remains at \$125,000.

First Year (2011)	\$125,000
Second Year (2012)	125,000
Third Year (2013)	129,167
Fourth Year (2014)	133,333

Secretary of State

Rejected. Salary remains at \$87,500.

First Year (2011)	\$87,500
Second Year (2012)	87,500
Third Year (2013)	90,417
Fourth Year (2014)	93,333

Governor's Salary Commission 2013 Issues

- Salaries unchanged in nine years
- Compensation principals
 - Relation to salaries paid to other Maryland officials
 - Salary sufficient to attract highly qualified individuals
- Chapter 397 of 2011, the Budget Reconciliation and Financing Act, requires a recommendation on benefit and member contribution levels:

SECTION 29. AND BE IT FURTHER ENACTED, That the Governor's Salary Commission, the Judicial Compensation Commission, and the General Assembly Salary Commission shall, taking into account the sustainability of the pension systems, include specific recommendations in their respective reports concerning appropriate benefit and member contribution levels

Governor's Salary Commission

2013 Issues (Cont.)

- Retiree Health Eligibility
 - Eligibility
 - With 5 years of creditable service for State employees hired prior to July 1, 2011;
 - With 10 years of creditable service for State employees hired July 1, 2011 or later
 - Subsidy amount

Exhibits

Maryland

- Exhibit 1 – General Salary Increases, Increments, and Other Compensation
- Exhibit 2 – Salaries of Selected Maryland State Officials
- Exhibit 3 – Mayor and County Executive Salaries
- Exhibit 4 – Comparison of Maryland State Retirement and Pension Plans

State Comparisons

- Exhibit 5 – Salaries of Constitutional Officers – 2013
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- Exhibit 7 – Governors' Salaries Ranked by State General Revenues
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- Exhibit 10 – State Ranking of Lieutenant Governor Salaries
- Exhibit 11 – State Ranking of Comptroller Salaries
- Exhibit 12 – State Ranking of Treasurer Salaries
- Exhibit 13 – State Ranking of Attorney General Salaries
- Exhibit 14 – State Ranking of Secretary of State Salaries

Exhibit 1
General Salary Increases, Increments, and Other Compensation
Fiscal 2003-2014

<u>State Employees</u>		<u>Additional Police, Natural Resources Police, and Park Ranger Salary Increases</u>		<u>Maximum Deferred Compensation by State</u>	<u>Pay-for-Performance Bonuses</u>	<u>Annual Salary Review</u>	<u>Reclassifications</u>	<u>Other</u>
<u>Fiscal Year</u>	<u>Date of Increase</u>	<u>General Salary Increase</u>	<u>Increments</u>					
2003		None	None	\$500	None	None	None	
2004		None	None	None	None	None	None	
2005	7/1/2004	\$752	On time	None	None	Yes ¹	Yes ¹	
2006	7/1/2005	1.5%	On time	\$400	None	Yes ²	Yes ²	
2007	7/1/2006	\$900, \$1,400, or 2.0% ³	On time	\$600	None	Yes ⁴	Yes ⁴	2 steps on standard salary schedule; 1 step on the physician's salary schedule
2008	7/1/2007	2.0%	On time	\$600	None	None	None	
2009	7/1/2008	2.0%	On time	\$600	None	Yes ⁵	Yes ⁵	2-5 day furlough enacted ⁶
2010	7/1/2009	None	None	\$0	None	None	None	3-10 day furlough enacted ⁷
2011	7/1/2010	None	None	\$0	None	None	None	3-10 day furlough enacted ⁸
2012	7/1/2011	None	None	\$0	\$750 bonus ⁹	None	None	Furloughs ended
2013	1/1/2013	2.0%	None	\$0	None	Yes ¹⁰	Yes ¹⁰	
2014	1/1/2014	3.0%	On 4/1/2014	\$0	None	Yes ¹¹	Yes ¹¹	

DGS: Department of General Services
DHMH: Department of Health and Mental Hygiene

- (1) The following classifications were provided upgrades: public defenders, social services attorneys, assistant general counsels (human relations), assistant State prosecutors, direct service workers in the Department of Juvenile Services, property assessors, laboratory scientists, administrative law judges, and banking financial examiners.
- (2) Provided a one-grade salary adjustment for the Deputy State Fire Marshal classification series.
- (3) The fiscal 2007 general salary increases are \$900 for employees making less than \$45,000 at the end of fiscal 2006; \$1,400 for employees making \$70,000 or more; and 2% for those remaining.
- (4) The fiscal 2007 annual salary review provides reclassifications and other enhancements for correctional officers and correctional support personnel, registered nurses, licensed practical nurses, direct care assistants, forensic scientists, institutional educators, administrative law judges, and teacher's aides.
- (5) The fiscal 2009 annual salary review provides reclassifications and other enhancements for scientists, investigators, engineers, public defender intake specialist, veteran service, cemetery workers, call center specialists, complex tax auditor, tax consultant, retirement benefits counselor, medical care specialist, dental workers, financial regulation, deputy fire marshal, lead aviation maintenance technician, police communications operators, and civilian helicopter pilots.
- (6) State employee salaries were reduced through furloughs in fiscal 2009 by Executive Order 01.01.2008.20 in December 2008. The salaries for employees earning \$40,000 were reduced by the value of two days' salary; those earning between \$40,000 and \$59,999 were reduced by the value of four days' salary; and those earning \$60,000 or above were reduced by five days' salary. Public safety and positions required to maintain 24/7 facilities were exempted from the action. The result was an average salary reduction of approximately 1.5%.
- (7) State employee salaries were reduced through furloughs and salary reductions in fiscal 2010 by Executive Order 01.01.2009.11 in August 2009. All employees are subject to a temporary salary reduction of five salary days, while non-24/7 employees with salaries between \$40,000 and \$49,999 are furloughed for an additional three days, those between \$50,000 and \$99,999 for extra four days; and those earning over \$100,000 are furloughed for additional five days. The result was an average salary reduction of approximately 2.6%.
- (8) State employee salaries were reduced through furloughs and salary reductions in fiscal 2011 by Executive Order 01.01.2010.11 in May 2010. The structure mirrors the fiscal 2010 program.
- (9) The fiscal 2012 budget provided employees with a one-time \$750 bonus.
- (10) The fiscal 2013 allowance provides upgrades to the following classifications: contribution tax auditors; Maryland correctional enterprise industries representative I, II, and regional managers. Two new classes were also created – nutrient management specialist III and forensic behavioral specialists.
- (11) The fiscal 2014 allowance provides one grade for the following classifications: Emergency Medical Services' communication officer staff; State Department of Assessment and Taxation assessors; personnel classifications at the Department of Health and Mental Hygiene, the Department of Human Resources, and the Department of Public Safety and Correctional Services (DPSCS); and civilian fixed wing pilots, aviation technicians, and inspectors at the State Police. Parole and probation agents at DPSCS that are agent 1, receive a one-grade increase, agent II and Senior currently at base, step, 1 or step 2 are moved up to step 3. Personnel officers in the employee relations function at the Department of Budget and Management are moved into a 4-level class series.

Source: Department of Legislative Services

Exhibit 2
Salaries of Selected Maryland State Officials
Fiscal 2003-2014

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2007-10</u>	<u>% Change 2011-14</u>
Constitutional Officers										
Governor	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	0.00%	0.00%
Lieutenant Governor	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	0.00%	0.00%
Attorney General	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	0.00%	0.00%
Comptroller	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	0.00%	0.00%
Treasurer	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	0.00%	0.00%
Secretary of State	87,500	87,500	87,500	87,500	87,500	87,500	87,500	87,500	0.00%	0.00%
Deputy Constitutional Officers										
Attorney General	\$129,713	\$135,046	\$140,460	\$143,270	\$143,270	\$143,270	\$143,270	\$146,136	10.45%	2.00%
Comptroller	124,203	128,603	151,210	154,235	154,235	154,235	154,235	157,320	24.18%	2.00%
Treasurer	110,033	117,260	119,606	127,762	127,762	127,762	136,706	139,441	16.11%	9.14%
Judiciary										
Judge, Court of Appeals	\$144,352	\$153,352	\$162,352	\$162,352	\$162,352	\$162,352	\$162,352	\$166,908	12.47%	2.81%
Ch. Judge Court of Appeals	163,352	172,352	181,352	\$181,352	181,352	181,352	181,352	185,908	11.02%	2.51%
Judge, Special Appeals	134,552	142,052	149,552	\$149,552	149,552	149,552	149,552	154,108	11.15%	3.05%
Ch. Judge Ct. Spec. Appeals	137,552	145,052	152,552	\$152,552	152,552	152,552	152,552	157,108	10.90%	2.99%
Judge, Circuit Court	128,352	134,352	140,352	\$140,352	140,352	140,352	140,352	144,908	9.35%	3.25%
Judge, District Court	118,502	122,752	127,252	\$127,252	127,252	127,252	127,252	131,808	7.38%	3.58%
Ch. Judge, District Court	134,552	142,052	149,552	\$149,552	149,552	149,552	149,552	154,108	11.15%	3.05%

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>% Change 2011-14</u>
Cabinet Secretaries									
Superintendent of Schools	\$185,000	\$195,000	\$195,000	\$195,000	\$195,000	\$195,000	\$195,000	\$210,000	7.69%
Aging	123,776	125,176	122,400	124,848	124,848	124,848	124,848	127,345	2.00%
Planning	126,214	127,614	122,400	124,848	124,848	124,848	124,848	127,345	2.00%
Veterans	94,718	96,118	101,490	80,160	101,490	104,092	104,092	106,174	4.62%
Budget & Management	153,563	154,963	162,825	166,082	166,082	166,082	166,082	169,404	2.00%
General Services	129,628	131,028	135,660	138,374	138,374	138,374	138,374	141,142	2.00%
Transportation	149,862	151,262	162,825	166,082	166,082	166,082	166,082	169,404	2.00%
Natural Resources	129,442	130,842	145,860	148,778	148,778	148,778	148,778	151,754	2.00%
Agriculture	127,440	128,840	127,500	130,050	130,050	130,050	130,050	132,651	2.00%
Health & Mental Hygiene	158,232	159,632	162,825	166,082	166,082	166,082	166,082	169,404	2.00%
Human Resources	128,160	129,560	151,210	159,000	159,000	142,800	154,820	157,917	-0.68%
Labor, Licensing, & Reg.	136,305	137,705	140,460	143,270	143,270	155,941	158,974	153,000	6.79%
Public Safety	147,924	149,324	162,825	166,082	166,082	166,082	166,082	169,404	2.00%
Higher Education Commission	141,283	142,683	151,170	154,194	154,194	154,194	110,356	145,530	-5.62%
Housing	135,965	137,365	145,860	148,778	148,778	148,778	148,778	151,754	2.00%
Bus. & Econ. Development	147,897	149,297	162,825	166,082	166,082	155,000	155,000	158,000	1.94%
Environment	134,645	136,045	132,600	135,252	135,252	115,356	141,026	143,847	6.35%
Juvenile Services	140,854	142,254	153,000	156,060	156,060	156,060	150,162	153,166	-1.85%
State Police	128,160	129,560	162,825	166,082	166,082	166,082	155,000	158,100	-4.81%

Source: Maryland State Budget Bills Fiscal 2007-2014 – adjusted to reflect changes in Judiciary salaries resulting from adoption of compensation commission recommendations

Exhibit 3
Mayor and County Executive Salaries
Fiscal 2006-2014

	<u>2006</u>	<u>2010</u>	<u>2014</u>	<u>% Change 2010-14</u>	<u>% Change 2006-14</u>
Anne Arundel County	\$105,612	\$130,000	\$130,000	0.0%	23.1%
Baltimore City	125,000	151,700	159,380	5.1%	27.5%
Baltimore County	125,000	150,000	150,000	0.0%	20.0%
Harford County	90,000	99,317	105,136	5.9%	16.8%
Howard County	136,717	158,675	163,482	3.0%	19.6%
Montgomery County	158,285	175,000	180,250	3.0%	13.9%
Prince George's County	135,000	174,539	180,474	3.4%	33.7%

Source: Local personnel offices

Exhibit 4
Comparison of Maryland State Retirement and Pension Plans

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Participation	Optional	Automatic	Condition of employment	Condition of employment	Condition of employment	Condition of employment	Condition of employment
Vesting							
Hired on or Before 6/30/11	8 years of service	One full term	Immediate	5 years of service	5 years of service	5 years of service	5 years of service
Hired on or After 7/1/11; or Judges Hired on or After 7/1/12	No change	No change	5 years of service	10 years of service	10 years of service	10 years of service	10 years of service
Employee Contributions²	5.0% of salary, for 22 years, 3 months	None	8.0% of salary, for 16 years (was 6.0%)	7.0% of salary (was 5.0%)	8.0% of salary	7.0% of salary (was 4.0%)	5.0% of salary
Service Retirement Conditions							
Hired on or Before 6/30/11	Age 60; or age 50 with 8 years, reduced benefit	Age 55	Age 60	Age 62 or 30 years of service; or age 55 with 15 years, reduced benefit	Age 50 or 22 years of service	Age 50 or 25 years of service	20 years of service, with at least the last 5 years as a correctional officer
Hired on or After 7/1/11; or Judges Hired on or After 7/1/12	No change	No change	Age 60 with 5 years of service	Age 65 with 10 years of service or Rule of 90 ³ ; or age 60 with 15 years, reduced benefit	Age 50 or 25 years of service	No change	No change

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Allowance							
Hired on or Before 6/30/11	3.0% of current legislative salary per year of service	1/3 of annual salary for 1 term; or 1/2 of annual salary for 2 terms	2/3 of active judge salary at 16 years	1.2% of salary for years of service prior to 7/1/98; plus 1.8% of salary for years of service on or after 7/1/98	2.55% per year of service	2.0% per year if subject to the LEOPS modified pension benefit; otherwise 2.3% for first 30 years and 1.0% for each year thereafter	1.8% per year of service
Hired on or After 7/1/11	No change	No change	No change	1.5% of salary	No change	No change	No change
Post-retirement Adjustments⁴							
Service Credit Earned on or Before 6/30/11	Based on salary of active legislators	Limited to 3.0% of initial benefit	Based on salary of active judges	Limited to 3.0% of initial benefit	Unlimited annual cost-of-living adjustment (COLA)	Limited to 3% of initial benefit	Unlimited annual COLA
Service Credit Earned on or After 7/1/11	No change	No change	No change	Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%	Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%	Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%	Limited to 2.5% in any year the system earns the assumed rate of return; otherwise limited to 1.0%

	<u>General Assembly</u>	<u>Governor</u>	<u>Judges</u>	<u>Employees and Teachers Pension Systems¹</u>	<u>State Police</u>	<u>Law Enforcement Officers' System</u>	<u>Correctional Officers' System</u>
Ordinary Disability Retirement							
Conditions	Active legislator must have 8 years of service and be certified disabled by the BOT medical board	Not applicable	Incapacitated for duty	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service	Incapacitated for duty after 5 years eligibility service
Allowance	3.0% of current legislative salary per year of service	Not applicable	Service retirement with minimum of 33.3% of salary	Service retirement projected to age 62	Service retirement with minimum of 35.0% of salary	Service retirement projected to age 50	Service retirement with minimum of 25.0% of salary
Accidental Disability Retirement							
Conditions	Not applicable	Not applicable	Not applicable	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty	Permanently and totally disabled by accident in the performance of duty
Allowance	Not applicable	Not applicable	Not applicable	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions	2/3 of salary plus annuity based on member contributions

BOT: Board of Trustees for the State Retirement and Pension System
LEOPS: Law Enforcement Officers' Pension System

¹ The Employees and Teachers Retirement Systems are not shown because the systems closed to new members as of December 31, 1979.

² Employee contributions for judges were increased to 8% as of July 1, 2012; contributions for employees and teachers were increased to 7% as of July 1, 2011; and contributions for LEOPS members were increased to 6% as of July 1, 2011 and 7% as of July 1, 2012.

³ Rule of 90: The sum of an employee's age and years of service must equal 90 or more.

⁴ Other post-retirement adjustment formulas apply to retirees who retired on or before June 30, 2011, retirees of the Employees and Teachers Retirement Systems, and retirees who chose various selection options.

Exhibit 5
Salaries of Constitutional Officers – 2013

<u>State</u>	<u>Governor</u>	<u>Lt. Governor</u>	<u>Secretary of State</u>	<u>Attorney General</u>	<u>Treasurer</u>	<u>Comptroller</u>
Alabama	(a)	\$134,592	\$85,248	\$160,003	\$85,248	\$131,633
Alaska	\$145,000	115,000	(b)	135,000	121,716	126,612
Arizona	95,000	(c)	70,000	90,000	70,000	117,702
Arkansas	86,890	41,896	54,305	72,408	54,305	110,486
California	173,987	130,490	130,490	151,127	139,189	139,189
Colorado	90,000	68,500	68,500	80,000	68,500	126,540
Connecticut	150,000	110,000	110,000	110,000	110,000	110,000
Delaware	171,000	78,553	127,590	145,207	113,374	147,370
Florida	130,273	124,851	140,000	128,972	128,972	128,972
Georgia	139,339	91,609	123,637	137,791	145,000	148,000
Hawaii	117,312	114,420	(d)	114,420	108,972	108,972
Idaho	117,000	35,100	99,450	105,300	99,450	99,450
Illinois	177,412	135,669	156,541	156,541	135,669	135,669
Indiana	111,688	85,881	74,580	89,722	74,581	(e)
Iowa	130,000	103,212	103,212	123,669	103,212	121,284
Kansas	99,636	54,000	86,003	98,901	86,003	113,000
Kentucky	153,970	115,593	115,593	115,593	115,593	106,152
Louisiana	130,000	115,000	115,000	115,000	115,000	167,000
Maine	70,000	(f)	69,264	92,248	69,264	90,355
Maryland	150,000	125,000	87,500	125,000	125,000	125,000
Massachusetts	139,832	124,295	130,262	133,644	130,916	154,669
Michigan	159,300	111,510	112,410	112,410	174,204	131,840
Minnesota	120,303	78,197	90,227	114,288	(g)	(g)
Mississippi	122,160	60,000	90,000	108,960	90,000	(h)
Missouri	133,821	86,484	107,746	116,437	107,746	95,288
Montana	108,167	86,362	86,018	104,077	(h)	84,968
Nebraska	105,000	75,000	85,000	95,000	85,000	101,500
Nevada	149,573	63,648	102,898	141,086	102,898	102,898
New Hampshire	113,834	(f)	104,364	110,114	104,364	104,364

<u>State</u>	<u>Governor</u>	<u>Lt. Governor</u>	<u>Secretary of State</u>	<u>Attorney General</u>	<u>Treasurer</u>	<u>Comptroller</u>
New Jersey	175,000	141,000	(b)	141,000	141,000	141,000
New Mexico	110,000	85,000	85,000	95,000	85,000	109,000
New York	179,000	151,500	120,800	151,500	127,000	151,500
North Carolina	141,265	124,676	124,676	124,676	124,676	155,159
North Dakota	116,999	90,828	93,071	138,159	87,890	117,708
Ohio	148,886	78,041	109,554	109,986	109,986	150,405
Oklahoma	147,000	114,713	90,000	132,850	114,713	100,000
Oregon	93,600	(c)	72,000	77,200	72,000	106,974
Pennsylvania	187,256	157,293	134,824	155,797	155,797	131,561
Rhode Island	129,210	108,808	108,808	115,610	108,808	119,343
South Carolina	106,078	46,545	92,007	92,007	92,007	92,007
South Dakota	100,972	61,800 ⁽ⁱ⁾	80,714	100,876	80,714	(e)
Tennessee	178,356	(f)	187,452	173,352	187,452	187,452
Texas	150,000	7,200	125,880	150,000	(j)	150,000
Utah	109,470	104,000	(b)	98,509	104,000	126,214
Vermont	142,542	60,507	95,139	113,901	90,376	(g)
Virginia	175,000	36,321	152,793	150,000	157,249	140,671
Washington	166,891	93,948	116,950	151,718	116,950	(g)
West Virginia	150,000	(f)	95,000	95,000	95,000	(e)
Wisconsin	144,423	76,261	68,566	140,147	68,566	114,385
Wyoming	105,000	(c)	92,000	143,328	92,000	(e)

(a) Governor Robert Bentley is not accepting a salary until the unemployment rate in Alabama drops.

(b) Lieutenant Governor function.

(c) Secretary of State function.

(d) No specific administrative official or agency in charge of function.

(e) Auditor or pre-audit function.

(f) In Maine, New Hampshire, Tennessee, and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee and West Virginia, the Speaker of the Senate bears the statutory title of Lieutenant Governor.

(g) Finance function.

(h) Administrative function.

(i) Part-time.

(j) Comptroller function.

Source: The Council of State Governments; *The Book of the States: 2013 Edition*, Vol. XX

Exhibit 6
State Ranking of Governors' Salaries

<u>Rank</u>	<u>State</u>	<u>2013 Salary</u>	<u>2009 Salary</u>	<u>% Change</u>
1	Pennsylvania	\$187,256	\$174,914	7.06%
2	New York	179,000	179,000	0.00%
3	Tennessee	178,356	164,292	8.56%
4	Illinois	177,412	177,500	-0.05%
5	New Jersey	175,000	175,000	0.00%
5	Virginia	175,000	175,000	0.00%
7	California	173,987	212,179	-18.00%
8	Delaware	171,000	171,000	0.00%
9	Washington	166,891	166,891	0.00%
10	Michigan	159,300	177,000	-10.00%
11	Kentucky	153,970	142,498	8.05%
12	Connecticut	150,000	150,000	0.00%
12	Maryland	150,000	150,000	0.00%
12	Texas	150,000	150,000	0.00%
12	West Virginia	150,000	95,000	57.89%
16	Nevada	149,573	141,000	6.08%
17	Ohio	148,886	144,269	3.20%
18	Oklahoma	147,000	147,000	0.00%
19	Alaska	145,000	125,000	16.00%
20	Wisconsin	144,423	137,092	5.35%
21	Vermont	142,542	142,542	0.00%
22	North Carolina	141,265	139,590	1.20%
23	Massachusetts	139,832	140,535	-0.50%
24	Georgia	139,339	139,339	0.00%
25	Missouri	133,821	133,821	0.00%
26	Florida	130,273	132,932	-2.00%
27	Iowa	130,000	130,000	0.00%
27	Louisiana	130,000	130,000	0.00%
29	Rhode Island	129,210	117,817	9.67%
30	Mississippi	122,160	122,160	0.00%
31	Minnesota	120,303	120,303	0.00%
32	Hawaii	117,312	123,480	-5.00%
33	Idaho	117,000	108,727	7.61%
34	North Dakota	116,999	100,030	16.96%
35	New Hampshire	113,834	113,834	0.00%
36	Indiana	111,688	95,000	17.57%
37	New Mexico	110,000	110,000	0.00%
38	Utah	109,470	109,900	-0.39%
39	Montana	108,167	100,121	8.04%
40	South Carolina	106,078	106,078	0.00%
41	Nebraska	105,000	105,000	0.00%
41	Wyoming	105,000	105,000	0.00%
43	South Dakota	100,972	115,331	-12.45%
44	Kansas	99,636	110,707	-10.00%
45	Arizona	95,000	95,000	0.00%
46	Oregon	93,600	93,600	0.00%
47	Colorado	90,000	90,000	0.00%
48	Arkansas	86,890	87,352	-0.53%
49	Maine	70,000	70,000	0.00%
50	Alabama	0*	112,895	—

*Governor Robert Bentley is not accepting a salary until the unemployment rate in Alabama drops.

Source: The Council of State Governments; *The Book of the States: 2009 Edition*, Vol. 41

Exhibit 7
Governors' Salaries Ranked by State General Revenues

<u>Rank</u>	<u>State</u>	<u>2009 Salary</u>	<u>2005 Salary</u>	<u>% Change</u>	<u>General Revenue \$ in Thousands</u>
1	California	\$173,987	\$212,179	-18.00%	\$142,927,463
2	New York	179,000	179,000	0.00%	88,640,813
3	Texas	150,000	150,000	0.00%	64,288,789
4	Florida	130,273	132,932	-2.00%	47,486,660
5	Pennsylvania	187,256	174,914	7.06%	45,656,641
6	Illinois	177,412	177,500	-0.05%	39,788,077
7	Ohio	148,886	144,269	3.20%	37,707,073
8	New Jersey	175,000	175,000	0.00%	36,883,804
9	Michigan	159,300	177,000	-10.00%	34,802,577
10	Massachusetts	139,832	140,535	-0.50%	30,758,571
11	North Carolina	141,265	139,590	1.20%	29,803,864
12	Virginia	175,000	175,000	0.00%	28,681,524
13	Washington	166,891	166,891	0.00%	24,048,996
14	Minnesota	120,303	120,303	0.00%	23,632,196
15	Georgia	139,339	139,339	0.00%	21,901,338
16	Maryland	150,000	150,000	0.00%	21,684,192
17	Wisconsin	144,423	137,092	5.35%	21,597,017
18	Indiana	111,688	95,000	17.57%	20,591,592
19	Connecticut	150,000	150,000	0.00%	16,923,583
20	Arizona	95,000	95,000	0.00%	16,105,419
21	Tennessee	178,356	164,292	8.56%	15,375,775
22	Missouri	133,821	133,821	0.00%	15,067,790
23	Colorado	90,000	90,000	0.00%	14,856,336
24	Kentucky	153,970	142,498	8.05%	14,543,181
25	Louisiana	130,000	130,000	0.00%	14,406,106
26	Alabama	0	112,895	-100.00%	14,395,261
27	South Carolina	106,078	106,078	0.00%	14,101,763
28	Oregon	93,600	93,600	0.00%	13,214,540
29	Oklahoma	147,000	147,000	0.00%	12,325,729
30	Arkansas	86,890	87,352	-0.53%	11,117,905
31	Iowa	130,000	130,000	0.00%	11,053,370
32	Kansas	99,636	110,707	-10.00%	10,047,317
33	Alaska	145,000	125,000	16.00%	9,624,998
34	Utah	109,470	109,900	-0.39%	9,469,719
35	Mississippi	122,160	122,160	0.00%	8,916,360
36	New Mexico	110,000	110,000	0.00%	8,490,181
37	West Virginia	150,000	95,000	57.89%	7,965,706
38	Nevada	149,573	141,000	6.08%	7,617,002
39	Hawaii	117,312	123,480	-5.00%	7,285,231
40	Nebraska	105,000	105,000	0.00%	5,987,566
41	Delaware	171,000	171,000	0.00%	5,662,509
42	Maine	70,000	70,000	0.00%	5,007,698
43	North Dakota	116,999	100,030	16.96%	4,946,010
44	Idaho	117,000	108,727	7.61%	4,539,438
45	Rhode Island	129,210	117,817	9.67%	4,425,487
46	New Hampshire	113,834	113,834	0.00%	4,114,855
47	Wyoming	105,000	105,000	0.00%	3,655,917
48	Vermont	142,542	142,542	0.00%	3,592,519
49	Montana	108,167	100,121	8.04%	3,354,033
50	South Dakota	100,972	115,331	-12.45%	2,245,368

Source: The Council of State Governments; The Book of the States: 2013 Edition; Annual Survey of State and Local Government Finance, U.S. Census Bureau (July 2013)

Exhibit 8
Governors' Salaries Ranked by Population

<u>Rank</u>	<u>State</u>	<u>2013 Salary</u>	<u>2009 Salary</u>	<u>% Change</u>	<u>Population 2012</u>
1	California	\$173,987	\$212,179	-18.00%	38,041,430
2	Texas	150,000	150,000	0.00%	26,059,203
3	New York	179,000	179,000	0.00%	19,570,261
4	Florida	130,273	132,932	-2.00%	19,317,568
5	Illinois	177,412	177,500	-0.05%	12,875,255
6	Pennsylvania	187,256	174,914	7.06%	12,763,536
7	Ohio	148,886	144,269	3.20%	11,544,225
8	Georgia	139,339	139,339	0.00%	9,919,945
9	Michigan	159,300	177,000	-10.00%	9,883,360
10	North Carolina	141,265	121,391	139,590	1.20%
11	New Jersey	175,000	175,000	0.00%	8,864,590
12	Virginia	175,000	175,000	0.00%	8,185,867
13	Washington	166,891	166,891	0.00%	6,897,012
14	Massachusetts	139,832	140,535	-0.50%	6,646,144
15	Arizona	95,000	95,000	0.00%	6,553,255
16	Indiana	111,688	95,000	17.57%	6,537,334
17	Tennessee	178,356	164,292	8.56%	6,456,243
18	Missouri	133,821	133,821	0.00%	6,021,988
19	Maryland	150,000	150,000	0.00%	5,884,563
20	Wisconsin	144,423	137,092	5.35%	5,726,398
21	Minnesota	120,303	120,303	0.00%	5,379,139
22	Colorado	90,000	90,000	0.00%	5,187,582
23	Alabama	0	112,895	-100.00%	4,822,023
24	South Carolina	106,078	106,078	106,078	0.00%
25	Louisiana	130,000	130,000	0.00%	4,601,893
26	Kentucky	153,970	142,498	8.05%	4,380,415
27	Oregon	93,600	93,600	0.00%	3,899,353
28	Oklahoma	147,000	147,000	0.00%	3,814,820
29	Connecticut	150,000	150,000	0.00%	3,590,347
30	Iowa	130,000	130,000	0.00%	3,074,186
31	Mississippi	122,160	122,160	0.00%	2,984,926
32	Arkansas	86,890	87,352	-0.53%	2,949,131
33	Kansas	99,636	110,707	-10.00%	2,885,905
34	Utah	109,470	109,900	-0.39%	2,855,287
35	Nevada	149,573	141,000	6.08%	2,758,931
36	New Mexico	110,000	110,000	0.00%	2,085,538
37	Nebraska	105,000	105,000	0.00%	1,855,525
38	West Virginia	150,000	95,000	57.89%	1,855,413
39	Idaho	117,000	108,727	7.61%	1,595,728
40	Hawaii	117,312	123,480	-5.00%	1,392,313
41	Maine	70,000	96,060	70,000	0.00%
42	New Hampshire	113,834	113,834	0.00%	1,320,718
43	Rhode Island	129,210	117,817	9.67%	1,050,292
44	Montana	108,167	100,121	8.04%	1,005,141
45	Delaware	171,000	171,000	0.00%	917,092
46	South Dakota	100,972	115,331	-12.45%	833,354
47	Alaska	145,000	125,000	16.00%	731,449
48	North Dakota	116,999	100,030	16.96%	699,628
49	Vermont	142,542	142,542	0.00%	626,011
50	Wyoming	105,000	105,000	0.00%	576,412

Source: The Council of State Governments; *The Book of the States: 2013 Edition*; U.S. Census Bureau

Exhibit 9
Governor's Salaries Ranked by Per-capita Income

<u>Rank</u>	<u>State</u>	<u>2013 Salary</u>	<u>2009 Salary</u>	<u>% Change</u>	<u>Per-capita Income</u>
1	Connecticut	\$150,000	\$150,000	0.00%	\$35,932
2	Maryland	150,000	150,000	0.00%	34,500
3	New Jersey	175,000	175,000	0.00%	34,090
4	Massachusetts	139,832	140,535	-0.50%	34,041
5	Virginia	175,000	175,000	0.00%	32,123
6	New Hampshire	113,834	113,834	0.00%	31,871
7	Alaska	145,000	125,000	16.00%	31,405
8	New York	179,000	179,000	0.00%	30,679
9	Colorado	90,000	90,000	0.00%	29,804
10	Minnesota	120,303	120,303	0.00%	29,404
11	Washington	166,891	166,891	0.00%	29,278
12	Rhode Island	129,210	117,817	9.67%	29,277
13	Delaware	171,000	171,000	0.00%	29,123
14	Vermont	142,542	142,542	0.00%	28,089
15	North Dakota	116,999	100,030	16.96%	28,055
16	Wyoming	105,000	105,000	0.00%	27,973
17	Illinois	177,412	177,500	-0.05%	27,880
18	California	173,987	212,179	-18.00%	27,859
19	Hawaii	117,312	123,480	-5.00%	27,353
20	Pennsylvania	187,256	174,914	7.06%	26,933
21	Nebraska	105,000	105,000	0.00%	26,243
22	Wisconsin	144,423	137,092	5.35%	26,212
23	Maine	70,000	70,000	0.00%	25,802
24	Iowa	130,000	130,000	0.00%	25,667
25	Kansas	99,636	110,707	-10.00%	25,438
26	Oregon	93,600	93,600	0.00%	25,228
27	Nevada	149,573	141,000	6.08%	24,968
28	Florida	130,273	132,932	-2.00%	24,905
29	Ohio	148,886	144,269	3.20%	24,750
30	South Dakota	100,972	115,331	-12.45%	24,701
31	Texas	150,000	150,000	0.00%	24,682
32	Missouri	133,821	133,821	0.00%	24,634
33	Michigan	159,300	177,000	-10.00%	24,409
34	North Carolina	141,265	139,590	1.20%	24,107
35	Montana	108,167	100,121	8.04%	23,893
36	Arizona	95,000	95,000	0.00%	23,793
37	Georgia	139,339	139,339	0.00%	23,604
38	Indiana	111,688	95,000	17.57%	23,524
39	Tennessee	178,356	164,292	8.56%	23,320
40	Oklahoma	147,000	147,000	0.00%	23,016
41	Louisiana	130,000	130,000	0.00%	22,882
42	New Mexico	110,000	110,000	0.00%	22,829
43	Alabama	0	112,895	-100.00%	22,711
44	South Carolina	106,078	106,078	0.00%	22,598
45	Utah	109,470	109,900	-0.39%	22,497
46	Kentucky	153,970	142,498	8.05%	22,300
47	West Virginia	150,000	95,000	57.89%	22,060
48	Arkansas	86,890	87,352	-0.53%	21,203
49	Idaho	117,000	108,727	7.61%	21,152
50	Mississippi	122,160	122,160	0.00%	19,583

Source: The Council of State Governments; *The Book of the States: 2013 Edition*; U.S. Census Bureau

Exhibit 10
State Ranking of Lieutenant Governor Salaries

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	Pennsylvania	\$157,293
2	New York	151,500
3	New Jersey	141,000
4	Illinois	135,669
5	Alabama	134,592
6	California	130,490
7	Maryland	125,000
8	Florida	124,851
9	North Carolina	124,676
10	Massachusetts	124,295
11	Kentucky	115,593
12	Alaska	115,000
12	Louisiana	115,000
14	Oklahoma	114,713
15	Hawaii	114,420
16	Michigan	111,510
17	Connecticut	110,000
18	Rhode Island	108,808
19	Utah	104,000
20	Iowa	103,212
21	Washington	93,948
22	Georgia	91,609
23	North Dakota	90,828
24	Missouri	86,484
25	Montana	86,362
26	Indiana	85,881
27	New Mexico	85,000
28	Delaware	78,553
29	Minnesota	78,197
30	Ohio	78,041
31	Wisconsin	76,261
32	Nebraska	75,000
33	Colorado	68,500
34	Nevada	63,648
34	South Dakota	61,800
36	Tennessee	60,609
37	Vermont	60,507
38	Mississippi	60,000
39	Kansas	54,000
40	South Carolina	46,545

<u>Rank</u>	<u>State</u>	<u>Salary</u>
41	Arkansas	41,896
42	Virginia	36,321
43	Idaho	35,100
44	Texas	7,200
n/a	Arizona	(a)
n/a	Maine	(b)
n/a	New Hampshire	(b)
n/a	Oregon	(a)
n/a	West Virginia	(b)
n/a	Wyoming	(a)

^(a) Secretary of State function.

^(b) In Maine, New Hampshire, Tennessee, and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee and West Virginia, the Speaker of the Senate bears the statutory title of Lieutenant Governor.

Source: The Council of State Governments; *The Book of the States: 2013 Edition*

Exhibit 11
State Ranking of Comptroller Salaries

<u>Rank</u>	<u>State</u>	<u>Comptroller</u>
1	Tennessee	\$187,452
2	Louisiana	167,000
3	North Carolina	155,159
4	Massachusetts	154,669
5	New York	151,500
6	Ohio	150,405
7	Texas	150,000
8	Georgia	148,000
9	Delaware	147,370
10	New Jersey	141,000
11	Virginia	140,671
12	California	139,189
13	Illinois	135,669
14	Michigan	131,840
15	Alabama	131,633
16	Pennsylvania	131,561
17	Florida	128,972
18	Alaska	126,612
19	Colorado	126,540
20	Utah	126,214
21	Maryland	125,000
22	Iowa	121,284
23	Rhode Island	119,343
24	North Dakota	117,708
25	Arizona	117,702
26	Wisconsin	114,385
27	Kansas	113,000
28	Arkansas	110,486
29	Connecticut	110,000
30	New Mexico	109,000
31	Hawaii	108,972
32	Oregon	106,974
33	Kentucky	106,152
34	New Hampshire	104,364
35	Nevada	102,898
36	Nebraska	101,500
37	Oklahoma	100,000
38	Idaho	99,450
39	Missouri	95,288
40	South Carolina	92,007

<u>Rank</u>	<u>State</u>	<u>Comptroller</u>
41	Maine	90,355
42	Montana	84,968
n/a	Indiana	(a)
n/a	Minnesota	(b)
n/a	Mississippi	(c)
n/a	South Dakota	(a)
n/a	Vermont	(b)
n/a	Washington	(b)
n/a	West Virginia	(a)
n/a	Wyoming	(a)

(a) Auditor or pre-audit function.

(b) Finance function.

(c) Administrative function.

Source: The Council of State Governments; *The Book of the States: 2013 Edition*

Exhibit 12
State Ranking of Treasurer Salaries

<u>Rank</u>	<u>State</u>	<u>Treasurer</u>
1	Tennessee	\$187,452
2	Michigan	174,204
3	Virginia	157,249
4	Pennsylvania	155,797
5	Georgia	145,000
6	New Jersey	141,000
7	California	139,189
8	Illinois	135,669
9	Massachusetts	130,916
10	Florida	128,972
11	New York	127,000
12	Maryland	125,000
13	North Carolina	124,676
14	Alaska	121,716
15	Washington	116,950
16	Kentucky	115,593
17	Louisiana	115,000
18	Oklahoma	114,713
19	Delaware	113,374
20	Connecticut	110,000
21	Ohio	109,986
22	Hawaii	108,972
23	Rhode Island	108,808
24	Missouri	107,746
25	New Hampshire	104,364
26	Utah	104,000
27	Iowa	103,212
28	Nevada	102,898
29	Idaho	99,450
30	West Virginia	95,000
31	South Carolina	92,007
32	Wyoming	92,000
33	Vermont	90,376
34	Mississippi	90,000
34	North Dakota	87,890
36	Kansas	86,003
37	Alabama	85,248
38	Nebraska	85,000
38	New Mexico	85,000
40	South Dakota	80,714

<u>Rank</u>	<u>State</u>	<u>Treasurer</u>
41	Indiana	74,581
42	Oregon	72,000
43	Arizona	70,000
44	Maine	69,264
45	Wisconsin	68,566
46	Colorado	68,500
47	Arkansas	54,305
n/a	Minnesota	(a)
n/a	Montana	(b)
n/a	Texas	(c)

(a) Finance function.

(b) Administrative function.

(c) Comptroller function.

Source: The Council of State Governments; *The Book of the States: 2013 Edition*

Exhibit 13
State Ranking of Attorney General Salaries

<u>Rank</u>	<u>State</u>	<u>Attorney General</u>
1	Tennessee	\$173,352
2	Alabama	160,003
3	Illinois	156,541
4	Pennsylvania	155,797
5	Washington	151,718
6	New York	151,500
7	California	151,127
8	Texas	150,000
8	Virginia	150,000
10	Delaware	145,207
11	Wyoming	143,328
12	Nevada	141,086
13	New Jersey	141,000
14	Wisconsin	140,147
15	North Dakota	138,159
16	Georgia	137,791
17	Alaska	135,000
18	Massachusetts	133,644
19	Oklahoma	132,850
20	Florida	128,972
21	Maryland	125,000
22	North Carolina	124,676
23	Iowa	123,669
24	Missouri	116,437
25	Rhode Island	115,610
26	Kentucky	115,593
27	Louisiana	115,000
28	Hawaii	114,420
29	Minnesota	114,288
30	Vermont	113,901
31	Michigan	112,410
32	New Hampshire	110,114
33	Connecticut	110,000
34	Ohio	109,986
35	Mississippi	108,960
36	Idaho	105,300
37	Montana	104,077
38	South Dakota	100,876
39	Kansas	98,901
40	Utah	98,509

<u>Rank</u>	<u>State</u>	<u>Attorney General</u>
41	Nebraska	95,000
41	New Mexico	95,000
41	West Virginia	95,000
44	Maine	92,248
45	South Carolina	92,007
46	Arizona	90,000
47	Indiana	89,722
48	Colorado	80,000
49	Oregon	77,200
50	Arkansas	72,408

Source: The Council of State Governments; *The Book of the States: 2013 Edition*

Exhibit 14
State Ranking of Secretary of State Salaries

<u>Rank</u>	<u>State</u>	<u>Secretary of State</u>
1	Tennessee	\$187,452
2	Illinois	156,541
3	Virginia	152,793
4	Florida	140,000
5	Pennsylvania	134,824
6	California	130,490
7	Massachusetts	130,262
8	Delaware	127,590
9	Texas	125,880
10	North Carolina	124,676
11	Georgia	123,637
12	New York	120,800
13	Washington	116,950
14	Kentucky	115,593
15	Louisiana	115,000
16	Michigan	112,410
17	Connecticut	110,000
18	Ohio	109,554
19	Rhode Island	108,808
20	Missouri	107,746
21	New Hampshire	104,364
22	Iowa	103,212
23	Nevada	102,898
24	Idaho	99,450
25	Vermont	95,139
26	West Virginia	95,000
27	North Dakota	93,071
28	South Carolina	92,007
29	Wyoming	92,000
30	Minnesota	90,227
31	Mississippi	90,000
31	Oklahoma	90,000
33	Maryland	87,500
34	Montana	86,018
34	Kansas	86,003
36	Alabama	85,248
37	Nebraska	85,000
37	New Mexico	85,000
39	South Dakota	80,714
40	Indiana	74,580

<u>Rank</u>	<u>State</u>	<u>Secretary of State</u>
41	Oregon	72,000
42	Arizona	70,000
42	Maine	69,264
44	Wisconsin	68,566
45	Colorado	68,500
46	Arkansas	54,305
n/a	Alaska	(a)
n/a	Hawaii	(b)
n/a	New Jersey	(a)
n/a	Utah	(a)

^(a) Lieutenant Governor function.

^(b) No specific administrative official or agency in charge of function.

Source: The Council of State Governments; *The Book of the States: 2013 Edition*
