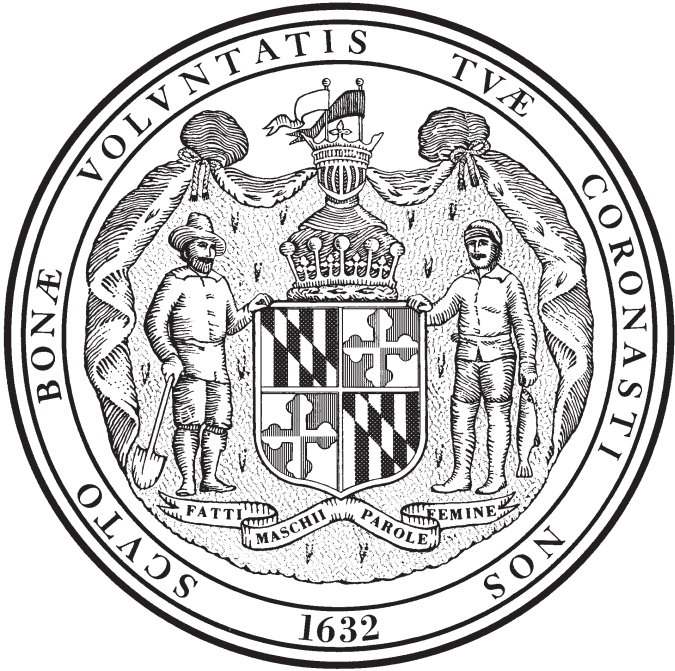


REPORT OF THE GOVERNOR'S SALARY COMMISSION



ANNAPOLIS, MARYLAND
JANUARY 2010

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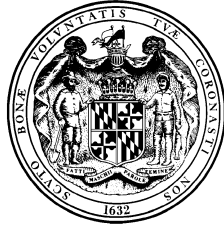
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GOVERNOR'S SALARY COMMISSION

December 15, 2009

The Honorable Martin J. O'Malley
Governor of Maryland

The Honorable Thomas V. Mike Miller, Jr.
President of the Senate

The Honorable Anthony G. Brown
Lieutenant Governor of Maryland

The Honorable Michael E. Busch
Speaker of the House of Delegates

Ladies and Gentlemen:

The Governor's Salary Commission has completed its ninth quadrennial study as directed by the Maryland State Constitution. It is our privilege to report the commission's findings and conclusions. Salary recommendations and suggestions regarding related compensation practices are summarized beginning on page one of this report.

In accordance with the provisions of Article II Section 21A of the Maryland State Constitution, the commission recommends that the salary of the Governor and Lieutenant Governor be increased for the four-year term of office 2011 through 2014 as indicated in the following tables:

Governor

First Year	\$150,000
Second Year	\$150,000
Third Year	\$155,000
Fourth Year	\$160,000

Lieutenant Governor

First Year	\$125,000
Second Year	\$125,000
Third Year	\$129,167
Fourth Year	\$133,333

December 15, 2009

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The members of the Governor's Salary Commission enjoyed this opportunity to serve the citizens of Maryland and would be pleased to meet with you and the members of the General Assembly to discuss the commission's work and proposals.

Respectfully submitted,

George L. Russell, Jr., Chairman

E. Steuart Chaney

Robert R. Neal

Barry P. Gossett

Howard S. Pinsky

Nancy K. Kopp, State Treasurer

Konrad Wayson

Governor's Salary Commission 2009 Interim Membership Roster

The President of the Senate's Three Appointments

Mr. E. Steuart Chaney
Mr. Barry P. Gossett
Senator Robert R. Neall

The Speaker of the House's Three Appointments

Mr. Howard S. Pinsky
Mr. George L. Russell, Jr.
Mr. Konrad Wayson

Serving Ex-officio

Treasurer Nancy K. Kopp

Committee Staff

Mr. Steven D. McCulloch

Commission Counsel

Ms. Bonnie A. Kirkland

Support Staff

Ms. Maria S. Hartlein

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Report Summary

The Governor's Salary Commission met in December 2009 to perform its constitutionally required quadrennial task of recommending annual salary levels for Maryland's Governor and Lieutenant Governor (see **Appendix 1**). In developing its recommendations, the commission examined various data including salary trends among key administrative posts in the Maryland State government, salaries paid to other governors and lieutenant governors nationally, salaries paid to Maryland county executives, and changes to salaries of State employees over the last nine fiscal years.

The commission noted that many of the salary assumptions made by the prior commission were still valid, such as the importance of a commensurate wage to attract highly qualified candidates and the growth in the complexity of the problems facing Maryland State government. The commission also notes that salaries of key administrative posts in Maryland State government have increased over the last four years and are expected to increase during the next term of Office of Governor.

The commission discussed at length whether the current economic and budgetary situation in Maryland should preclude the recommendation of any salary increase. Noting that the salary increases recommended by the 2006 salary commission were not implemented, and cognizant that the opportunity to implement salary increases is limited to once every four years, the commission concluded that the continued stagnation in the salaries would unduly complicate future commission efforts to ensure the salaries of the Governor and Lieutenant Governor properly represent the importance of these positions.

In crafting its recommendations, the commission believes that the modest level of increases proposed, combined with the delay in implementing any increase until the third year of the next term, shows proper restraint and sensitivity to the budget difficulties facing the State during the current economic downturn.

Accordingly, the commission recommends the following salary increases for the Governor and Lieutenant Governor for the 2011 through 2014 term of office:

Governor

First Year	\$150,000
Second Year	\$150,000
Third Year	\$155,000
Fourth Year	\$160,000

Lieutenant Governor

First Year	\$125,000
Second Year	\$125,000
Third Year	\$129,167
Fourth Year	\$133,333

These proposals are incorporated in a legislative joint resolution, which is included as **Appendix 19** of the report.

The State constitution requires that the commission's salary commendation shall be introduced as a joint resolution in each house of the General Assembly, not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease the recommended salaries but may not increase the salaries above the level recommended by the commission.

Although its constitutional responsibilities extend only to salary recommendations, the commission also discussed the benefits provided to the Governor and Lieutenant Governor. The commission noted that the only benefit that differed between State employees and the Governor was that of retirement. The commission found that this benefit and other benefits provided to the Governor were appropriate.

The salary would be in effect for the term of office 2011 through 2014 and may not be increased during the term of office except as provided in the proposed legislation.

At the request of Governor Martin J. O'Malley (**Appendix 2**), the commission reviewed salaries for the constitutional offices of the Attorney General, Comptroller, State Treasurer, and Secretary of State. The commission's recommendation to increase the salaries of these officials is included in a letter to the Governor (**Appendix 3**). State Treasurer Kopp did not participate or vote on the proposals related to the salaries of the other constitutional officers. The commission voted to recommend the following salaries for the other constitutional officers representing the same percentage increase recommended for the Governor and Lieutenant Governor.

Comptroller, Treasurer, and Attorney General

First Year	\$125,000
Second Year	\$125,000
Third Year	\$129,167
Fourth Year	\$133,333

Secretary of State

First Year	\$87,500
Second Year	\$87,500
Third Year	\$90,417
Fourth Year	\$93,333

The necessary legislation to accomplish this is included as **Appendix 20** in the report.

Introduction

The Maryland Constitution ratified by the voters in 1867 established the salary for the State's chief executive at \$4,500. This remained the salary until the voters approved a constitutional amendment in 1954 raising the salary to \$15,000. An amendment adopted in 1966 elevated the salary to \$25,000. A 1976 constitutional amendment created a gubernatorial salary setting mechanism – the Governor's Salary Commission. The Governor's Salary Commission met for the first time in late 1977 and issued its first report in January 1978.

The 1976 constitutional amendment (**Appendix 1**) created a seven-member commission which includes the State Treasurer, three persons appointed by the President of the Senate, and three persons appointed by the Speaker of the House of Delegates. Appointees serve a four-year term. Members of the General Assembly and officers and employees of the State or a political subdivision of the State are not eligible for appointment to the commission. The constitutional amendment provides as follows:

The commission must submit salary recommendations for Governor and Lieutenant Governor to the General Assembly within ten calendar days after the beginning of the last regular General Assembly session in a four-year term of office. A joint resolution incorporating the recommendations must be introduced in each House of the General Assembly by the fifteenth day of the session. If the commission does not recommend any change in salary, no joint resolution needs to be introduced and the salaries for the two offices will not change during the next four-year term. If the commission does not submit salary recommendations, salaries for the two offices will not change during the next four-year term.

The General Assembly may endorse or reduce the commission's proposals but may not increase the proposed salaries. Failure to adopt a joint resolution within 50 calendar days following its introduction results in adoption of the salaries recommended by the commission.

Neither the commission nor the General Assembly may recommend or endorse salaries lower than those received by the incumbent Governor and Lieutenant Governor.

Salaries resulting from these actions take effect at the beginning of the next term of office, *i.e.*, January 19, 2011.

Prior Commission Reports

There have been eight prior salary commission reports (**Appendix 4**). The General Assembly adopted, without modification, the joint resolution incorporating the salary recommendations of the first three commissions. The General Assembly amended the joint resolution of the fourth commission's recommendations by reducing the recommended salary of the Governor and Lieutenant Governor. The fifth commission in 1994 recommended no increase for the Governor and Lieutenant Governor. As no change was recommended in 1994, no action was required by the General Assembly in 1994. The General Assembly rejected the increases recommended by the sixth commission in 1998. The General Assembly adopted the increases recommended by the seventh commission in 2002. The General Assembly rejected the increases recommended by the eighth commission in 2006.

Although the commission's constitutional responsibilities extend only to salary recommendations for the offices of Governor and Lieutenant Governor, prior reports have addressed other aspects of gubernatorial compensation. Also, the Governor has requested prior commissions to make recommendations regarding the salaries of the Attorney General, Comptroller, Treasurer, and Secretary of State.

The salary commission's first report (January 1978) recommended increasing the Governor's salary from \$25,000 to \$60,000. Frozen at \$25,000 since 1967, Maryland's gubernatorial salary ranked last among the 50 states and was lower than the salary paid to many elected and appointed Maryland officials. The next three commissions proposed gubernatorial salary adjustments principally to reflect changes in living costs, to maintain acceptable salary relationships both within the State service and with the governors of other states, and to avoid the possibility of the Governor's dependence on other sources of income.

The fifth commission recommended no change in the salaries on the basis that the relationship between the salaries of the Governor and other key administrative posts in Maryland government had remained unchanged during the previous four years.

The sixth commission recommended increasing the Governor's salary from \$120,000 to \$135,000 because the Governor was paid less than two cabinet secretaries and the Chief Judge of the Court of Appeals. Significantly, the commission predicted that a number of State and local officials would have salaries that exceeded the Governor's by the end of the current term of the Governor.

The seventh commission recommended increasing the Governor's Salary from \$120,000 to \$150,000, beginning with a \$15,000 increase to \$135,000 in 2003 and annual increments of \$5,000 over the remaining three years of the four-year term of office beginning in calendar 2003.

The eighth commission recommended increasing the Governor's salary by \$5,000 a year for the four-year term in order to maintain the salary relationships within State and local government service. These increases would have resulted in a salary level of \$170,000 after the fourth increase.

The first commission also reviewed other gubernatorial benefits. It proposed legislation revising the Governor's pension plan. The adopted plan remained in effect until 2003 with few changes. One change to the pension plan, which was recommended by the 1985 commission and adopted by the 1986 General Assembly, was the incorporation of a cost-of-living adjustment similar to that provided State employees under the State Employees' Pension System (Consumer Price Index (CPI) with a 3% cap). A second change to the plan adopted by the 1990 General Assembly increased the pension of a two-term Governor from one-third to one-half of the final salary. The 2002 commission recommended legislation to amend the pension provisions to make the pension allowance for all Governors calculated as a percentage of the current salary of a Governor. The 2003 General Assembly adopted the legislation.

The last seven commissions accepted and acted on a request from the Governor to recommend salaries for the constitutional offices of Attorney General, Comptroller, Treasurer, and Secretary of State. The changes recommended to these salaries generally have been in line with those recommended for the Lieutenant Governor. The exception to this is the salary of the Secretary of State, which is set significantly below that of the other constitutional offices. Finally, the 1989 commission recommended the introduction of legislation establishing a minimum pension benefit of 10% of the final salary for the Lieutenant Governor and the other constitutional officers and the establishment of immediate vesting rights for these individuals. This legislation was passed by the 1990 General Assembly.

Activities in 2009

The commission met two times in December 2009. As prescribed by the Constitution, the commission developed salary recommendations for the offices of Governor and Lieutenant Governor. As the commission has recommended changes to the salaries of the Governor and Lieutenant Governor, a joint resolution (see **Appendix 19**) specifying the salaries needs to be introduced during the 2010 session of the General Assembly.

The commission examined all of the benefits provided the Governor and determined that they were appropriate and recommended no changes. The Governor requested that the commission recommend salary levels for the constitutional offices of Attorney General, Comptroller, Treasurer, and Secretary of State (**Appendix 2**). The commission has again recommended the same percentage increases in the salaries of the Comptroller, State Treasurer, and Attorney General that are recommended for the Lieutenant Governor for each year in the four-year term of office: no increases for the first and second years, third year – \$129,167, and the fourth year – \$133,333. The commission has recommended the same percentage increase each year for the Secretary of State: no increase for the first and second years, third year – \$90,417, and the fourth year – \$93,333. These

recommendations are included in a letter to the Governor (**Appendix 3**); and the legislation necessary to implement these recommendations is included as **Appendix 20**.

The following is a summary of the commission's 2009 meetings:

December 11, 2009

At this organizational meeting, the commission elected George L. Russell, Jr. as chairman, scheduled a future meeting, and reviewed constitutional requirements and prior commission reports. The commission discussed the letter (**Appendix 2**) received from the Governor requesting the commission to also recommend salaries for the other constitutional officers (Attorney General, Comptroller, State Treasurer, and Secretary of State.) In addition, the commission reviewed reference materials which included salaries of selected State officials, salaries paid to elected local government officials, and salaries paid to governors and other constitutional officers in other states. The commission also reviewed rankings of governors' salaries by population, general revenues, and per capita income, as well as changes to salaries of State employees over the last nine years.

The commission had a lengthy discussion as to whether the commission should make any recommendation for salary increases for the next term given the current budgetary and economic conditions in Maryland. Factors discussed that would weigh against making a recommendation included the budget cutting and saving actions taken and likely to continue in order to achieve and maintain a balanced budget and the fact that the previous commission's recommended increases had been rejected despite being made in better economic times. Factors discussed that would be in support of making a recommendation included the once-every-four-years limited ability to make changes to the salaries for the Governor and Lieutenant Governor, the further degradation that would occur in the relationship between the salary for the Governor as the highest elected official in the State and other State and local elected officials if no increases were approved, and the fact that by not recommending an increase, the salaries for the Governor and Lieutenant Governor would remain unchanged for at least eight years.

The commission came to a general agreement that a salary increase should be recommended but that the recommendation should be crafted to be sensitive to the economic and budgetary situation. Several possible recommendations were discussed. Each scenario maintained the current salary levels through the first two years of the next term and provided increases in the third and fourth years. Options discussed included recommending salary increases based on the CPI; basing increases on the CPI with a not-to-exceed cap of between 2 and 3%; and following the example of the previous commission by recommending \$5,000 increases for the Governor for years three and four of the next term, and recommending the Lieutenant Governor and other constitutional officers salaries be increased by the same percentage as that of the Governor.

The commission members agreed to a second meeting at which time they would adopt a recommendation and invite public comment.

December 15, 2009

The commission members began the meeting by reaffirming the decision that a recommendation for a salary increase should be made. In recognition of the current budgetary and economic conditions, there was general agreement that no salary increase should be proposed for the first two years of the next term of office. Discussion then turned to how the recommendation should be structured for the third and fourth years of the next term.

Treasurer Nancy K. Kopp indicated support for adoption of an increase tied to the CPI with a cap of between 2 and 3%. She pointed out that State employee salary increases are generally provided on a percentage basis and adoption of a similar approach in making a recommendation for an increase in the salary for the Governor would be appropriate. Other members pointed out that previous salary commissions had recommended specific dollar increases for the Governor's salary and suggested that this approach be continued. The chairman asked that one of the approaches be put forward in the form of a motion to allow a vote to take place. A motion to recommend a \$5,000 increase in the salary of the Governor for years three and four of the next term was made and seconded. The motion carried with a unanimous vote of the commission. A second motion was made and approved to recommend increases in the salary for Lieutenant Governor for the third and fourth years of the next term equal on a percentage basis to the increase recommended for the Governor's salary. A third and final motion was made to recommend salary increases for the other constitutional officers in the third and fourth years of the next term equal on a percentage basis to the increase recommended for the Governor's salary. Treasurer Kopp did not participate in the discussion of, nor did she vote on the motion for, increasing the salaries of the other constitutional officers.

The chairman then opened the floor to public comment on the commission's recommendation. No public testimony was forthcoming.

The commission decided to adopt the 2006 commission report with amendments to update the recommendations, the narrative relating to the activities of the current commission, and reference material included in the appendices.

Following the adoption of the report, the chairman adjourned the meeting.

Compensation Theory

The commission used several compensation principles to guide development of its gubernatorial salary recommendation. This section discusses the compensation principles and relates them to salary data reviewed by the commission.

Relationship to Salaries Paid to Other Maryland Officials

The commission agreed that the salary of the Governor should be higher than the salaries paid to other major elected officials in State and local government and the Judiciary. This is because the Office of Governor includes a greater variety of tasks and responsibilities.

The commission noted that the Governor is currently paid less than 10 of 19 cabinet secretaries, the judges of the Court of Appeals, and the Chief Judge of the Court of Special Appeals. The commission realizes that it is important to hire qualified individuals to run major State departments. This might necessitate a salary that is greater than that of the Governor's. Despite this, the commission did not believe that these individuals should be paid significantly more than the Governor because they are responsible to the Governor.

The commission notes that the tasks and responsibilities of the Lieutenant Governor are primarily a function of assignments made by the Governor. Thus, compensation for the Lieutenant Governor should track more closely with salaries paid to other elected or appointed State government officials. The commission believes that the salaries of the Attorney General, Comptroller, and Treasurer should continue to be equal to that of the Lieutenant Governor's and not significantly less than that of appointed officials within their departments. The salary of the Secretary of State should continue at a level significantly below that of the other constitutional officers and cabinet officials to recognize the significantly lower responsibilities of the position.

A Commensurate Wage

This commission believes that salaries paid to the Governor and Lieutenant Governor should be sufficient to attract highly qualified candidates and provide a standard of living similar to other major political figures in the State and nation. The Office of Governor should not be reserved for individuals with other substantial sources of income. Nevertheless, the commission concluded that an individual does not run for Governor because of the salary. However, individuals with outstanding ability must be able to devote all their time to the office without experiencing a substantial drop in living standards and the ability to meet the needs of a family.

Maintaining a wage commensurate with the office requires that the Governor's salary keep pace with increases in the cost of living. In the past, the commission was concerned with this issue

and considered giving the Governor annual salary increases that were tied to the federal Consumer Price Index. The commission again decided against taking this approach but recognized the need to adjust the Governor's salary on an annual basis to reduce the disparity between the Governor's salary and the salaries of other State officials at the end of the four-year term. In recognition of the current economic and budgetary situation in Maryland, the commission recommended increases only for years three and four of the next term. The commission was aware that the recommended increases would not adequately increase the Governor's salary to keep pace with increases in the cost of living, particularly since the salary has remained flat for the current term, but that it was important to make some progress in this regard.

Comparability with Other States

The commission considers comparability with other states useful but less important than other criteria. Although duties and responsibilities of the 50 state governors are similar, problems, issues, and priorities faced by governors can vary widely. Salaries paid to a chief executive do not necessarily reflect these differences or how well a governor manages state government. The salary of \$150,000 currently paid to the Maryland Governor ranks eleventh (in a tie with Connecticut) in the nation and after the scheduled increase to \$160,000 in January 2014 will still be ranked eleventh, albeit outright rather than in a tie with Connecticut. It is likely that other states will review current salaries and will adopt increases for their governors. The commission believes the salaries and benefits received by Maryland's Governor should be competitive with those received by governors in other states.

Other Considerations

Several other criteria guided the commission's gubernatorial salary determination. The commission noted that positions with similar levels of responsibility in the private sector would be rewarded with significantly higher salaries. The commission also considered the complexity of problems facing State government.

Review of Compensation Data

Salaries Paid to Other Maryland Officials

The commission reviewed salaries paid to cabinet secretaries, the Judiciary, the mayor of Baltimore City, county executives of the largest counties, and State employees. As shown in **Appendix 6**, the commission notes that salaries of several key administrative officials in State Government had increased significantly, and 13 of 19 cabinet secretary salaries had increased by at least 5.0% over the last four years. Salary increases for judges over the past four years range between 7.4 and 12.5%.

Fiscal 2005 was the last year in which the salary for the Governor exceeded all of the salaries received by Maryland's county executives and the mayor of Baltimore. As shown in **Appendix 18**, the salary for the Montgomery County executive exceeded that of the Governor in fiscal 2006; and in fiscal 2010, the Prince George's County executive's salary also exceeds that of the Governor.

Gubernatorial Salaries – Other States

The commission also compared the salary of the Governor of Maryland to that of other states (**Appendices 9 through 12**). These rankings by salary, general revenue, population, and per capita income, show that the eleventh overall salary ranking for Maryland's governor is somewhat higher than it would be if governor's salaries were based on state general revenues (Maryland ranks seventeenth), or population (Maryland ranks nineteenth), but is somewhat lower than it would be if based on per capita income (Maryland ranks fifth.) Maryland's ranking has changed slightly for all but one measure, dropping from ninth to eleventh in overall salary, rising from eighteenth to seventeenth in the ranking of state general funds, and dropping one spot from fourth to fifth in the per capita income ranking. Maryland maintained its nineteenth place in ranking by population.

Salary Determinations

The commission reviewed salary and related information summarized in the earlier parts of this report. Applying the compensation principles outlined earlier, and in recognition of the current budgetary and economic conditions in Maryland, the commission recommends the following increases in the salaries of the Governor and Lieutenant Governor for the term of office 2011 through 2014:

Governor		Lieutenant Governor	
First Year	\$150,000	First Year	\$125,000
Second Year	\$150,000	Second Year	\$125,000
Third Year	\$155,000	Third Year	\$129,167
Fourth Year	\$160,000	Fourth Year	\$133,333

The commission's recommendation for the Lieutenant Governor reflects the same annual percentage increase that is recommended for the Governor so that at the end of the four years, the salaries of both officials will be increased 6.7% over the current level. This represents a 1.6% average annual increase over the four-year term.

The commission, pursuant to a request from the Governor, as indicated in **Appendix 2**, also suggests that the salaries of the Attorney General, Comptroller, and Treasurer be increased consistent with the salary recommended for the Lieutenant Governor. As the commission considered the salaries of the other constitutional officers' salaries together, Treasurer Kopp did not participate in the other constitutional officer salary determinations. The commission determined that it is important that the existing salary parity be maintained between these officials and the Lieutenant Governor. The commission recommends the same percentage increase each year for the Secretary of State, but at a significantly lower level. Accordingly, the commission has recommended the following salaries for these constitutional officials:

Comptroller, Treasurer, and Attorney General		Secretary of State	
First Year	\$125,000	First Year	\$87,500
Second Year	\$125,000	Second Year	\$87,500
Third Year	\$129,167	Third Year	\$90,417
Fourth Year	\$133,333	Fourth Year	\$93,333

The salaries of the other constitutional officers are fixed by statute in Sections 4-103, 5-104, 6-103, and 7-107 of the State Government Article of the Annotated Code for each year during the four-year term of office (2007-2010). The statute is required because as four-year term officials, these officials are not entitled to annual increases unless legislation prescribes the salaries to be paid before these officials are sworn-in as four-year term officials. The required legislation to amend the current statute to reflect the commission's recommendations for the

2011-2014 term is provided in **Appendix 20**. The commission forwarded this legislation along with its recommendations on the other constitutional officer salaries in its letter to the Governor (**Appendix 3**).

Governor's Salary

Due to the budgetary situation caused by the current economic downturn, the commission has recommended that the current salary for the Governor of \$150,000 be maintained for the first two years of the 2011-2014 term of office and increased by \$5,000 each year for third and fourth years of the term. Absent the State's current difficult fiscal issues, the commission might have considered recommending increases for all four years of the next term and/or increases larger in scope in order to address the salary parity issues discussed above. The commission believes the structure and size of the recommended increases achieve a balance between the need to work toward adequate salary parity and the need to be sensitive to the budgetary situation. The commission is hopeful that by the third year of the 2011-2014 term, the economy will have improved sufficiently so that salary increases across State government are included in the budget.

Personal Benefits of Elected Office

The commission realizes that its constitutional responsibilities extend only to salary recommendations for the Office of Governor and Lieutenant Governor. However, previous commissions were requested to review other aspects of compensation such as retirement and other benefits. The commission reviewed the retirement provisions applicable to both offices as well as other benefits.

Governor's Retirement Provisions

The Governor's retirement benefit, as amended in 1990, established a noncontributory gubernatorial pension beginning at age 55, equal to one-third of the salary received at the time of leaving office if the Governor served one term, and one-half of the salary at the time of leaving office if the Governor served two terms (State Personnel and Pensions Section 22-405). The initial retirement allowance was adjusted annually by the change in the federal consumer price index to a maximum of 3%. This was amended in 2003 pursuant to a recommendation by the 2002 commission to make the pension allowance for all former Governors calculated as a percentage of the current salary of a Governor. The pension allowance is now one-third of the current Governor's salary for a one-term former Governor, and one-half for a former two-term Governor. The pension allowance is adjusted to reflect increases in the current Governor's salary.

If the Governor leaves office due to disability, the retirement allowance begins immediately and continues through the period of disability. A surviving spouse receives 50% of the retirement benefit the Governor received or would have received.

The commission notes that the Governor's retirement allowance is more generous than other retirement benefits. It recognizes that a Governor, in many instances, will have a limited period of State service compared to other State officials and employees.

Lieutenant Governor/Constitutional Officers' Retirement Provisions

The retirement benefits of the Lieutenant Governor and the other constitutional officers are the same as for members of the State Employees' Pension System unless the individual had State service prior to January 1, 1980, and elected to remain in the State Employees' Retirement System. There are two exceptions: the constitutional officers have immediate vesting rights and receive a minimum benefit equal to 10% of their salary received during their last term of service as a constitutional officer. The two exceptions were recommended by the commission in its 1989 report and adopted by the 1990 General Assembly. The commission believes the 1990 statute created a reasonable minimum level of retirement benefits for the constitutional officers and makes no further recommendations for modifications in the retirement provisions for the constitutional officers.

Other Benefits

The Governor and the other constitutional officers are eligible to participate in other employee benefit programs in the same manner as State employees. For some of these programs, the State pays 100% of costs; in some, the State and the employees share the cost; and for some, the employee pays 100% of the cost. The following benefits are included:

- health insurance programs (State/employee sharing);
- prescription drug program (State/employee sharing);
- vision program (State/employee sharing);
- dental program (State/employee sharing);
- catastrophic health coverage (employee);
- accidental death/dismemberment insurance (employee);
- life insurance (employee);
- tax sheltered health spending account (employee);
- tax sheltered child care spending account (employee);
- workers' compensation (State);
- credit union membership (employee); and
- deferred compensation 457 and 401(k) programs (employee).

Except for workers' compensation, these benefits are optional. The constitutional officers, if retired, receive the same level of benefits as retired State employees.

The commission is aware that the costs of the health insurance programs change from year to year with an increase in cost for both the employee and the State. It also recognizes that the constitutional officers as well as the employees may decide to select different coverage either increasing or decreasing their costs with a corresponding effect on the State subsidy. The commission notes that the Governor and the constitutional officers would not be eligible for additional benefits for State employees that were initially created or enacted during their term of office until the beginning of the next term.

The commission finds that current practices, with respect to other benefits, has functioned in a satisfactory manner and makes no recommendations as to modifications to the current practices for other benefits received by the constitutional offices.

Other Aspects of Elected Office

From time to time media articles have focused on other aspects relating to the Office of Governor including transportation, security, residence, and expenses. In 1993, a national magazine undertook a survey of the 50 states and published a report comparing the states. In turn, this survey generated additional media coverage.

Transportation

The State provides the Governor with a limousine and a smaller vehicle driven by the State Police. The State has an executive aircraft (airplane) that is at the Governor's disposal when it is not used to transport prisoners extradited to Maryland. This practice is consistent with other states and reflects the prestige and role of the Office of Governor. Other states routinely utilize planes and helicopters to transport governors. Early in the Governor Ehrlich Administration, the State yacht, *Independence*, was sold on an e-bay auction; therefore, a State yacht is no longer available for use by the Governor. The other constitutional officers are furnished a State vehicle and have a State Police driver.

The commission notes the various means of transportation provided to the Governor and the constitutional officers are funded in the State budget and are subject to review by the General Assembly during the budget process. The commission believes the emphasis on a particular type of transportation will reflect both the preference and style of a Governor. The commission also believes that transportation is not part of a Governor's compensation but plays an integral role in enabling a Governor to perform the duties of the office. The current transportation alternatives available to the Governor of Maryland appear appropriate for the office.

Security

The provision of a security detail for the Governor reflects the visibility of the office, the fact that decisions made by a Governor will at times adversely affect some individuals, and the increased level of violence that occurs frequently and without provocation. For these reasons, a Governor needs security whether at home, in the office, attending meetings or conferences, or traveling. The number of security personnel and their deployment is primarily a judgment to be made by the Maryland State Police.

The security detail provided to the Governor is funded in the budget and subject to review by the General Assembly as part of the budget process. Providing security is not a benefit in the normal sense of the word, but rather a necessity reflecting the position of Governor. The provision

for State Police to drive the other constitutional officers is recognition of the security aspects of these offices, albeit at a less intensive level than the Office of Governor.

Mansion

Section 21 of Article II of the State Constitution requires the Governor of Maryland to reside in Annapolis, "the seat of government." The State provides the Governor with a mansion adjacent to the State House and with staff, operating costs, and a Mansion Fund. The commission notes that the mansion serves not only as the home for the Governor but also as a location for conducting the Governor's ceremonial activities. It serves as a focal point for entertaining visitors, for promoting the State, and for recognizing the deeds and efforts of various groups and individuals. The mansion reflects the prestige of the Office of Governor and is important in assisting the Governor in conducting the ceremonial responsibilities of the office. Although the Governor and family benefit from living there, the mansion primarily is for the benefit of the State rather than the individual.

The costs involved in staffing and operating the mansion are included in the Department of General Services budget and are subject to scrutiny by the General Assembly. The commission believes the budget is the appropriate process for considering funding issues related to the mansion.

The commission was advised that the \$100,000 Mansion Fund is available for the Governor to spend for the conduct of the ceremonial aspects of the office, including the giving of ceremonial gifts. The commission was also advised that the Governor exercises considerable discretion as to the manner in which the Mansion Fund is spent, that the fund could be subject to restrictions imposed by the General Assembly as part of the budget process, and that the fund is subject to legislative audit as to procedural aspects or to any restrictions that may be imposed by the General Assembly.

The commission recognizes that the Governor should have the preeminent role with respect to operation of the mansion, including the Mansion Fund. The commission notes that the General Assembly retains the authority to impose levels of restrictions on the Mansion Fund and that the fiscal and managerial aspects of the mansion, including the Mansion Fund, are subject to legislative audit. The commission believes these are the appropriate mechanisms as to the oversight of public funding for the Governor's Mansion.

In summary, the commission finds that aspects such as transportation, security, and the mansion are integral parts of the Office of Governor and are not direct benefits for the individual who serves as Governor.

Constitution of Maryland Article II § 21A
Section 21A. Salaries of Governor and Lieutenant Governor;
Governor's Salary Commission

- (a) The salaries of the Governor and Lieutenant Governor shall be as provided in this section.
- (b) The Governor's Salary Commission is created. It consists of seven members: The State Treasurer; three appointed by the President of the Senate; and three appointed by the Speaker of the House of Delegates. Members of the General Assembly and officers and employees of the State or a political subdivision of the State are not eligible for appointment to the commission. The members of the commission shall elect a member to be chairman, and the concurrence of at least five members is required for any formal commission action. The terms of members shall be for four 4 years, except that the persons first appointed to the commission shall serve from June 1, 1977 until May 31, 1980. The members of the commission are eligible for reappointment. Members shall serve without compensation but shall be reimbursed for expenses incurred in carrying out responsibilities under this section.
- (c) Within 10 days after the commencement of the regular session of the General Assembly in 1978, and within 10 days after the commencement of the regular session of the General Assembly each fourth year thereafter, the commission shall make a written recommendation to the Governor, Lieutenant Governor, and other members of the General Assembly as to the salary of the Governor and Lieutenant Governor.
- (d) The recommendation shall be introduced as a joint resolution in each House of the General Assembly not later than the fifteenth day of the session. The General Assembly may amend the joint resolution to decrease the recommended salaries, but may not amend the joint resolution to increase the recommended salaries. If the General Assembly fails to adopt a joint resolution in accordance with this section within 50 days after its introduction, the salaries recommended by the commission shall apply. If the General Assembly amends the joint resolution in accordance with this section, the salaries specified in the joint resolution, as amended, shall apply. If the commission recommends no salary change, a joint resolution shall not be introduced.
- (e) The commission may not recommend salaries lower than that received by the incumbent Governor at the time the recommendation is made; and the General Assembly may not amend the joint resolution to provide for salaries lower than that received by the incumbent Governor and Lieutenant Governor.

- (f) A change in salary resulting from either commission recommendation or amended joint resolution under this section shall take effect at the beginning of the next ensuing term of the Governor and Lieutenant Governor.
- (g) Commission inaction or failure of the commission to meet the requirements of this section with respect to proposing a change in salary for the Governor and Lieutenant Governor shall result in no change in salary.

STATE OF MARYLAND
OFFICE OF THE GOVERNOR



MARTIN O'MALLEY
GOVERNOR

STATE HOUSE
100 STATE CIRCLE
ANNAPOLIS, MARYLAND 21401-1825
410-574-3991
TOLL FREE: 1-800-671-8338
TTY USERS CALL VIA MD-RELAY

December 9, 2009

Governor's Salary Commission
c/o Department of Legislative Services
90 State Circle
Annapolis, MD 21401

Dear Members of the Governor's Salary Commission:

Thank you for serving on the Governor's Salary Commission. For over 30 years, the Commission has served the people of Maryland well.

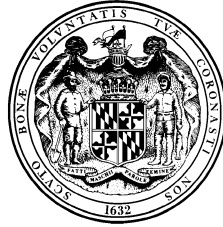
As you know, the Governor's Salary Commission is required by the Constitution to make recommendations for the salary of the Governor and Lieutenant Governor. Each Commission, beginning with the first one, has also made recommendations regarding the salary for Maryland's four other Constitutional officers – the Treasurer, Comptroller, Attorney General, and Secretary of State. I request that the Commission continue this practice and make recommendations for these Constitutional officers.

Thank you in advance for considering this request, and please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Martin O'Malley".

Governor



GOVERNOR'S SALARY COMMISSION

December 18, 2009

The Honorable Martin J. O'Malley
Governor of Maryland
State House
Annapolis, Maryland 21401

Dear Governor O'Malley:

In your letter of December 9, 2009, you asked the Governor's Salary Commission to recommend salary levels for the constitutional offices of Comptroller, Treasurer, Attorney General, and Secretary of State. Salaries of these officers must be established prior to January 2011 and remain fixed for the four-year term ending January 2014. The commission is pleased to furnish you with its views on this matter.

Along with performing its constitutional duty to make recommendations for the salaries of the Governor and Lieutenant Governor, the commission considered the existing salary relationships among the four other constitutional offices, noting that the Comptroller, Treasurer, and Attorney General will receive \$125,000 and the Secretary of State will receive \$87,500 beginning January 2010 for the last year of the current four-year term. In establishing its recommendations for the salaries of these four constitutional offices, the commission examined various data. Among them were the salaries of constitutional officers in other states, the salaries of various Maryland officials, including the Governor and Lieutenant Governor, and the changes to salaries of cabinet secretaries and other State employees over the last four fiscal years.

The Honorable Martin J. O'Malley
 December 18, 2009
 Page 2

The commission is recommending the following increases in the salaries of the Governor and Lieutenant Governor for the 2011 through 2014 term of office:

Governor		Lieutenant Governor	
First Year	\$150,000	First Year	\$125,000
Second Year	\$150,000	Second Year	\$125,000
Third Year	\$155,000	Third Year	\$129,167
Fourth Year	\$160,000	Fourth Year	\$133,333

The commission's recommendation for the Lieutenant Governor reflects the same annual percentage increase that we are recommending for the Governor; so that at the end of four years, the salaries of both officials will be increased 6.7% over the current level. This represents an average annual increase of 1.6% over the four years of the term. The commission structured the recommended increases to begin in the third year of the term to balance the goal of maintaining salary parity among Maryland elected officials with the current budgetary situation.

The commission believes that the current salary parity of the Comptroller, Treasurer, and Attorney General with the Lieutenant Governor should be continued for the next term of office. (Although a member of the commission, State Treasurer Nancy K. Kopp did not participate in the discussion of these salaries.) The salary of the Secretary of State should continue to be set at a level that is significantly below that of the other constitutional offices and cabinet secretaries to reflect the position's less significant role in Maryland State government. We, therefore, suggest that the Secretary of State receive the same percentage salary increases as the other constitutional officers. Accordingly, the commission voted to recommend the following salaries for these constitutional officers for each year of the four-year term of office:

Comptroller, Treasurer, and Attorney General		Secretary of State	
First Year	\$125,000	First Year	\$87,500
Second Year	\$125,000	Second Year	\$87,500
Third Year	\$129,167	Third Year	\$90,417
Fourth Year	\$133,333	Fourth Year	\$93,333

The Honorable Martin J. O'Malley
December 18, 2009
Page 3

We have enclosed the necessary legislation to accomplish this. The commission trusts you find these suggestions helpful in formulating the next operating budget.

Respectfully submitted,

George L. Russell, Jr., Chairman

E. Steuart Chaney

Robert R. Neal

Barry P. Gossett

Howard S. Pinsky

Nancy K. Kopp, State Treasurer

Konrad Wayson

**Summary of Prior Governor's
Salary Commission Recommendations**

2005/2006

Commission Recommendations

Action

Governor

Rejected. No increase approved.

First Year \$155,000
Second Year \$160,000
Third Year \$165,000
Fourth Year \$170,000

Lieutenant Governor

Rejected. No increase approved.

First Year \$129,167
Second Year \$133,333
Third Year \$137,500
Fourth Year \$141,667

Suggested Following Salaries Per Governor's Request

Action

Attorney General

Rejected. No increase approved.

Comptroller

Rejected. No increase approved.

Treasurer

Rejected. No increase approved.

First Year \$129,167
Second Year \$133,333
Third Year \$137,500
Fourth Year \$141,667

Secretary of State

Rejected. No increase approved.

First Year \$90,417
Second Year \$93,333
Third Year \$96,250
Fourth Year \$99,167

2001/2002**Commission Recommendations****Action*****Governor***

Adopted.

First Year	\$135,000
Second Year	\$140,000
Third Year	\$145,000
Fourth Year	\$150,000

Lieutenant Governor

Adopted.

First Year	\$112,500
Second Year	\$116,667
Third Year	\$120,833
Fourth Year	\$125,000

Suggested Following Salaries Per Governor's Request**Action*****Attorney General***

Adopted.

Comptroller

Adopted.

Treasurer

Adopted.

First Year	\$112,500
Second Year	\$116,667
Third Year	\$120,833
Fourth Year	\$125,000

Secretary of State

Adopted.

First Year	\$78,750
Second Year	\$81,667
Third Year	\$84,583
Fourth Year	\$87,500

Other

Proposed legislation to make the pension allowance for all former Governors calculated as a percentage of the current salary of a Governor. A former Governor serving one term would receive one-third of the current salary of the Governor and serving two terms would receive one-half of the current salary of the Governor. ENACTED.

1989/1990

<u>Commission Recommendations</u>		<u>Action</u>
<i>Governor</i>	\$135,000	<i>Amended.</i> \$120,000
<i>Lieutenant Governor</i>	\$115,000	<i>Amended.</i> \$100,000
<u>Suggested Following Salaries Per Governor's Request</u>		<u>Action</u>
		<i>Amended.</i>
<i>Attorney General</i>	\$115,000	\$100,000
<i>Comptroller</i>	\$115,000	\$100,000
<i>Treasurer</i>	\$115,000	\$100,000
<i>Secretary of State</i>	\$80,000	\$70,000

Other

Recommend no change to the Governor's Retirement Plan.

The General Assembly adopted a bill increasing the retirement allowance for a Governor serving two full terms from one-third to one-half of final salary.

Proposed legislation making two changes to retirement plan of constitutional officers, including the Lieutenant Governor:

- *immediate vesting in lieu of current five-year vesting requirement; and*
- *establishment of minimum pension benefit equal to 10% of final salary for constitutional officers serving at least one full term.*

1985/1986

<u>Commission's Recommendation</u>		<u>Action</u>
<i>Governor</i>	\$85,000	Adopted.
<i>Lieutenant Governor</i>	\$72,500	Adopted.
<u>Suggested Following Salaries Per Governor's Request</u>		<u>Action</u>
<i>Attorney General</i>	\$72,500	Adopted.
<i>Comptroller</i>	\$72,500	Adopted.
<i>Treasurer</i>	\$72,500	Adopted.
<i>Secretary of State</i>	\$52,500	\$45,000

Other

Proposed legislation incorporating cost-of-living adjustment into gubernatorial retirement plan in the same manner as under the State Employees' Pension System (CPI increase with 3% cap).
ENACTED.

1981/1982

<u>Commission's Recommendation</u>		<u>Action</u>
<i>Governor</i>	\$75,000	Adopted.
<i>Lieutenant Governor</i>	\$62,500	Adopted.
<u>Suggested Following Salaries Per Governor's Request</u>		<u>Action</u>
<i>Attorney General</i>	\$62,500	Adopted.
<i>Comptroller</i>	\$62,500	Adopted.
<i>Treasurer</i>	\$62,500	Adopted.
<i>Secretary of State</i>	\$40,000	\$45,000

Other

Recommend no change to the Governor's Retirement Plan.

Found expenditure accounting procedures of Governor's Mansion Fund satisfactory as long as documentation and records continue to be available for review by the public and legislative auditor.

1977/1978

Commission's Recommendation

Action

Governor	\$60,000	Adopted.
Lieutenant Governor	\$52,500	Adopted.

Other

Proposed legislation establishing pension for governors leaving office after January 17, 1979 – one-third of Governor's highest salary with cost-of-living increases per State Employees' Retirement System.

Bill enacted with amendment eliminating cost-of-living provision.

Proposed legislation consolidating appropriations relating to the operation of Government House.

Amended bill vetoed by Governor but recommendation substantially implemented through budgetary action of Governor Hughes but repealed by action of Governor Schaefer.

Proposed legislation establishing a \$20,000 transition allowance for governors leaving office after January 17, 1979.

Bill failed.

State Employee Compensation History
General Salary Increases, Increments, and Other Compensation
Fiscal 2002-2010

<u>Fiscal Year</u>	<u>State Employees</u>			<u>Additional Police, Natural Resources Police, and Park Ranger Salary Increases</u>	<u>Maximum Deferred Compensation Match by State</u>	<u>Pay-for-Performance Bonuses</u>	<u>Annual Salary Review Reclassifications</u>	<u>Other</u>
	<u>General Salary Increase</u>	<u>Increments</u>						
2002	7/1/2001 1/1/2002	4.0%	On time	\$850	\$600	Outstanding: \$500 Exceeds standards: \$250	Yes ²	Salary schedules expand from 16 to 18 steps on 7/1/01 ¹
2003		None	None		\$500	None	None	
2004		None	None		None	None	None	
2005	7/1/2004	\$752 ³	On time		None	None	Yes ⁴	
2006	7/1/2005	1.5%	On time		\$400	None	Yes ⁵	
2007	7/1/2006	\$900, \$1,400, or 2.0% ⁶	On time	2.0% extra, 9.0% extra for State police (primarily DGS and DHMH officers)	\$600	None	Yes ⁷	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	
2009	7/1/2008	2.0%	On time		\$600	None	Yes ⁸	2-5 day furlough enacted ⁹
2010	7/1/2009	None	None		\$0	None	None	3-10 day furlough enacted ¹⁰

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

- (1) The Executive Pay Plan and physicians' schedules did not expand.
- (2) Three groups of employees received reclassifications in fiscal 2002: nurses, institutional educators, and addiction counselors who work in local health departments and nonprofits. Statewide increases went to nurse classifications through two grade increases, one on July 1, 2001, and one on January 1, 2002. Institutional educators received increases through an adjustment to their pay plan. The standard salary schedule expanded to accommodate management service positions moved off the executive salary schedule.
- (3) The fiscal 2005 increase of \$752 effectively represented a 1.6% general salary increase.
- (4) The following classifications are 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, lab scientists, administrative law judges, and banking financial examiners.
- (5) The fiscal 2006 annual salary review provides a one-grade salary adjustment for the Deputy State Fire Marshal classification series.
- (6) 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.
- (7) 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.
- (8) 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. The total for salary review adjustments was worth \$5.9 million.
- (9) State employee salaries were reduced through furlough 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 2 days' salary; those earning between \$40,000 and \$59,999 were reduced by the value of 4 days' salary; and those earning \$60,000 or above were reduced by 5 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 1.4%.
- (10) 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 3 days, those between \$50,000 and \$99,999 for extra 4 days; and those earning over \$100,000 are furloughed for additional 5 days. The result was an average salary reduction of approximately 2.5%.

Source: Department of Legislative Services

**Salaries of Selected Maryland State Officials
Fiscal 2003-2010**

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>% Change 2003-06</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>% Change 2007-10</u>
Constitutional Officers										
Governor	\$135,000	\$140,000	\$145,000	\$150,000	11.11%	\$150,000	\$150,000	\$150,000	\$150,000	0.00%
Lieutenant Governor	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Attorney General	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Comptroller	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Treasurer	112,500	116,667	120,833	125,000	11.11%	125,000	125,000	125,000	125,000	0.00%
Secretary of State	78,750	81,667	84,583	87,500	11.11%	87,500	87,500	87,500	87,500	0.00%
Deputy Constitutional Officers										
Attorney General	\$119,310	\$122,672	\$119,281	\$124,430	4.29%	\$129,713	\$135,046	\$140,460	\$143,270	10.45%
Comptroller	119,019	119,019	119,019	125,664	5.58%	124,203	128,603	151,210	154,235	24.18%
Treasurer	100,881	104,000	104,000	92,972	-7.84%	110,033	117,260	119,606	127,762	16.11%
Judiciary										
Judge, Court of Appeals	\$131,600	\$131,600	\$132,352	\$136,852	3.99%	\$144,352	\$153,352	\$162,352	\$162,352	12.47%
Ch. Judge, Court of Appeals	150,600	150,600	151,352	155,852	3.49%	163,352	172,352	181,352	181,352	11.02%
Judge, Special Appeals	123,800	123,800	124,552	128,302	3.64%	134,552	142,052	149,552	149,552	11.15%
Ch. Judge Ct. Spec. Appeals	126,800	126,800	127,552	131,302	3.55%	137,552	145,052	152,552	152,552	10.90%
Judge, Circuit Court	119,600	119,600	120,352	123,352	3.14%	128,352	134,352	140,352	140,352	9.35%
Judge, District Court	111,500	111,500	112,252	114,502	2.69%	118,502	122,752	127,252	127,252	7.38%
Ch. Judge, District Court	123,800	123,800	124,552	128,302	3.64%	134,552	142,052	149,552	149,552	11.15%

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>% Change 2003-06</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>% Change 2007-10</u>
Cabinet Secretaries										
Superintendent of Schools	\$135,000	\$135,000	\$165,000	\$175,000	29.63%	\$185,000	\$195,000	\$195,000	\$195,000	5.41%
Aging	116,142	116,142	116,459	119,555	2.94%	123,776	125,176	122,400	124,848	0.87%
Planning	112,786	112,786	116,459	120,727	7.04%	126,214	127,614	122,400	124,848	-1.08%
Veterans	82,693	85,173	86,457	90,600	9.56%	94,718	96,118	101,490	80,160	-15.37%
Budget & Management	142,770	142,770	142,771	150,699	5.55%	153,563	154,963	162,825	166,082	8.15%
General Services	125,320	125,320	122,000	125,207	-0.09%	129,628	131,028	135,660	138,374	6.75%
Transportation	144,279	144,279	144,000	147,647	2.33%	149,862	151,262	162,825	166,082	10.82%
Natural Resources	125,320	125,320	125,514	127,529	1.76%	129,442	130,842	145,860	148,778	14.94%
Agriculture	113,667	113,667	116,459	121,899	7.24%	127,440	128,840	127,500	130,050	2.05%
Health & Mental Hygiene	145,686	145,686	155,141	155,893	7.01%	158,232	159,632	162,825	166,082	4.96%
Human Resources	127,174	127,174	125,514	128,791	1.27%	128,160	129,560	151,210	159,000	24.06%
Labor, Licensing, & Reg.	125,320	125,320	127,000	132,862	6.02%	136,305	137,705	140,460	143,270	5.11%
Public Safety	145,686	145,686	135,299	141,493	-2.88%	147,924	149,324	162,825	166,082	12.28%
Higher Education Commission	119,357	119,357	125,514	135,140	13.22%	141,283	142,683	151,170	154,194	9.14%
Housing	131,262	131,262	125,514	130,054	-0.92%	135,965	137,365	145,860	148,778	9.42%
Bus. & Econ. Development	144,904	144,904	135,299	142,854	-1.41%	147,897	149,297	162,825	166,082	12.30%
Environment	134,092	107,106	107,106	128,791	-3.95%	134,645	136,045	132,600	135,252	0.45%
Juvenile Services	141,444	141,444	135,299	138,772	-1.89%	140,854	142,254	153,000	156,060	10.80%
State Police	135,086	135,086	143,922	126,266	-6.53%	128,160	129,560	162,825	166,082	29.59%

Source: Annual Budget Bill adjusted for compensation commission actions relating to Constitutional Officers and Judiciary

Executive Pay Plan
Effective September 23, 2009

<u>Scale</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
ES 4	\$72,743	\$84,867	\$96,992
ES 5	78,156	91,213	104,267
ES 6	84,007	98,067	123,125
ES 7	90,324	105,471	120,616
ES 8	97,147	113,466	129,785
ES 9	104,517	122,103	139,689
ES 10	112,473	131,428	150,380
ES 11	121,071	141,500	161,930
EX 91	139,230	186,469	233,708

Source: Department of Budget and Management

Salaries of Constitutional Officers – 2009

<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	\$112,895	\$61,714	\$79,580	\$161,794	\$79,580	\$136,990
Alaska	125,000	100,000	(a)	122,640	119,868	107,616
Arizona	95,000	(b)	70,000	90,000	70,000	112,455
Arkansas	87,352	42,219	54,594	72,794	54,594	96,071
California	212,179	159,134	159,134	184,301	169,743	169,743
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	76,250	123,850	140,950	110,050	143,050
Florida	132,932	127,399	120,000	131,604	131,604	(c)
Georgia	139,339	91,609	123,636	137,791	130,927	n/a
Hawaii	123,480	120,444	(d)	120,444	114,708	114,708
Idaho	108,727	28,655	88,374	98,105	88,374	88,374
Illinois	177,500	135,700	156,600	156,600	130,800	135,700
Indiana	95,000	79,192	68,772	100,000	68,772	(f)
Iowa	130,000	103,212	103,212	123,669	103,212	(d)
Kansas	110,707	31,313	86,003	98,901	82,563	97,375
Kentucky	142,498	105,840	105,840	105,840	105,840	104,060
Louisiana	130,000	115,000	115,000	115,000	115,000	204,402
Maine	70,000	(g)	83,844	92,248	83,844	90,355
Maryland	150,000	125,000	87,500	125,000	125,000	125,000
Massachusetts	140,535	124,920	130,916	133,644	130,916	154,669
Michigan	177,000	123,900	124,900	124,900	174,204	116,591
Minnesota	120,303	78,197	90,227	114,288	(i)	(i)
Mississippi	122,160	60,000	90,000	108,960	90,000	(e)
Missouri	133,821	86,484	107,746	116,437	107,746	93,787
Montana	100,121	79,007	79,129	89,602	(e)	81,129
Nebraska	105,000	75,000	85,000	95,000	85,000	109,175
Nevada	141,000	60,000	87,982	133,000	97,000	97,000
New Hampshire	113,834	(g)	104,364	110,114	104,364	104,364
New Jersey	175,000	(g)	140,000	141,000	141,000	141,000
New Mexico	110,000	85,000	85,000	95,000	85,000	111,767
New York	179,000	151,500	120,800	151,500	127,000	151,500
North Carolina	139,590	123,198	123,198	123,198	123,198	153,319
North Dakota	100,030	77,655	79,572	87,351	75,146	99,204
Ohio	144,269	142,501	109,554	109,554	109,554	126,401
Oklahoma	147,000	114,713	94,500	132,850	114,713	90,000
Oregon	93,600	(b)	72,000	77,200	72,000	127,884
Pennsylvania	174,914	146,926	125,939	145,529	145,529	n/a
Rhode Island	117,817	99,214	99,214	105,416	99,214	109,748
South Carolina	106,078	46,545	92,007	92,007	92,007	92,007
South Dakota	115,331	17,699	(j)	78,363	78,363	(f)
Tennessee	164,292	(g)	180,000	159,288	180,000	180,000
Texas	150,000	7,200	125,880	150,000	(h)	150,000
Utah	109,900	104,405	(a)	104,405	104,405	123,317
Vermont	142,542	60,507	90,376	108,202	90,376	(i)

<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>
Virginia	175,000	36,321	152,793	150,000	146,943	133,972
Washington	166,891	93,948	116,950	151,718	116,950	163,056
West Virginia	95,000	(g)	70,000	85,000	75,000	(f)
Wisconsin	137,092	72,394	65,079	133,033	65,079	114,385
Wyoming	105,000	(b)	92,000	137,150	92,000	(f)

Note:

- (a) Lieutenant Governor function.
- (b) Secretary of State function.
- (c) Treasurer function.
- (d) No specific administrative official or agency in charge of function.
- (e) Administrative function.
- (f) Auditor or pre-audit function.
- (g) In Maine, New Hampshire, New Jersey, 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.
- (h) Comptroller function.
- (i) Finance function.
- (j) Annual salary for duties as presiding officer of the Senate.

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

State Ranking of Governors' Salaries

<u>Rank</u>	<u>State</u>	<u>2009 Salary</u>	<u>2005 Salary</u>	<u>% Change</u>
1	California	\$212,179	\$175,000	21.25%
2	New York	179,000	179,000	0.00%
3	Illinois	177,500	154,800	14.66%
4	Michigan	177,000	177,000	0.00%
5	New Jersey	175,000	175,000	0.00%
5	Virginia	175,000	124,855	40.16%
7	Pennsylvania	174,914	155,753	12.30%
8	Delaware	171,000	132,500	29.06%
9	Washington	166,891	145,132	14.99%
10	Tennessee	164,292	85,000	93.28%
11	Connecticut	150,000	150,000	0.00%
11	Maryland	150,000	145,000	3.45%
11	Texas	150,000	115,345	30.04%
14	Oklahoma	147,000	110,298	33.28%
15	Ohio	144,269	126,485	14.06%
16	Vermont	142,542	133,162	7.04%
17	Kentucky	142,498	127,146	12.07%
18	Nevada	141,000	117,000	20.51%
19	Massachusetts	140,535	135,000	4.10%
20	North Carolina	139,590	121,391	14.99%
21	Georgia	139,339	127,303	9.45%
22	Wisconsin	137,092	131,768	4.04%
23	Missouri	133,821	120,087	11.44%
24	Florida	132,932	120,171	10.62%
25	Iowa	130,000	107,482	20.95%
25	Louisiana	130,000	94,532	37.52%
27	Alaska	125,000	85,766	45.75%
28	Hawaii	123,480	94,780	30.28%
29	Mississippi	122,160	122,160	0.00%
30	Minnesota	120,303	120,311	-0.01%
31	Rhode Island	117,817	105,194	12.00%
32	South Dakota	115,331	103,222	11.73%
33	New Hampshire	113,834	96,060	18.50%
34	Alabama	112,895	96,361	17.16%
35	Kansas	110,707	98,331	12.59%
36	New Mexico	110,000	110,000	0.00%
37	Utah	109,900	101,600	8.17%
38	Idaho	108,727	98,500	10.38%
39	South Carolina	106,078	106,078	0.00%
40	Nebraska	105,000	85,000	23.53%
40	Wyoming	105,000	105,000	0.00%
42	Montana	100,121	93,089	7.55%
43	North Dakota	100,030	85,506	16.99%
44	Arizona	95,000	95,000	0.00%
44	Indiana	95,000	95,000	0.00%
44	West Virginia	95,000	95,000	0.00%
47	Oregon	93,600	93,600	0.00%
48	Colorado	90,000	90,000	0.00%
49	Arkansas	87,352	75,296	16.01%
50	Maine	70,000	70,000	0.00%

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

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	\$212,179	\$175,000	21.25%	\$134,758,695
2	New York	179,000	179,000	0.00%	77,788,552
3	Texas	150,000	115,345	30.04%	54,762,356
4	Florida	132,932	120,171	10.62%	46,557,771
5	Pennsylvania	174,914	155,753	12.30%	40,091,958
6	Illinois	177,500	154,800	14.66%	35,884,214
7	New Jersey	175,000	175,000	0.00%	35,067,451
8	Ohio	144,269	126,485	14.06%	34,724,100
9	Michigan	177,000	177,000	0.00%	33,449,878
10	Massachusetts	140,535	135,000	4.10%	27,721,063
11	North Carolina	139,590	121,391	14.99%	25,978,020
12	Virginia	175,000	124,855	40.16%	25,946,229
13	Indiana	95,000	95,000	0.00%	22,333,143
14	Georgia	139,339	127,303	9.45%	21,743,322
15	Washington	166,891	145,132	14.99%	21,555,138
16	Minnesota	120,303	120,311	-0.01%	21,029,880
17	Maryland	150,000	145,000	3.45%	19,302,629
18	Wisconsin	137,092	131,768	4.04%	19,074,732
19	Tennessee	164,292	85,000	93.28%	15,442,085
20	Connecticut	150,000	150,000	0.00%	15,283,171
21	Arizona	95,000	95,000	0.00%	15,061,242
22	Missouri	133,821	120,087	11.44%	14,436,050
23	Louisiana	130,000	94,532	37.52%	13,846,274
24	Kentucky	142,498	127,146	12.07%	13,686,233
25	Colorado	90,000	90,000	0.00%	12,767,456
26	Alabama	112,895	96,361	17.16%	12,718,359
27	South Carolina	106,078	106,078	0.00%	12,568,493
28	Oregon	93,600	93,600	0.00%	11,855,473
29	Oklahoma	147,000	110,298	33.28%	11,116,042
30	Arkansas	87,352	75,296	16.01%	9,413,084
31	Iowa	130,000	107,482	20.95%	9,138,014
32	Utah	109,900	101,600	8.17%	8,553,365
33	New Mexico	110,000	110,000	0.00%	8,262,220
34	Kansas	110,707	98,331	12.59%	8,133,745
35	Mississippi	122,160	122,160	0.00%	7,631,290
36	Nevada	141,000	117,000	20.51%	7,480,785
37	West Virginia	95,000	95,000	0.00%	7,038,055
38	Alaska	125,000	85,766	45.75%	6,764,232
39	Hawaii	123,480	94,780	30.28%	6,717,503
40	Nebraska	105,000	85,000	23.53%	5,573,252
41	Maine	70,000	70,000	0.00%	4,993,414
42	Delaware	171,000	132,500	29.06%	4,735,613
43	Idaho	108,727	98,500	10.38%	4,142,540
44	Rhode Island	117,817	105,194	12.00%	4,046,297
45	New Hampshire	113,834	96,060	18.50%	3,468,659
46	Vermont	142,542	133,162	7.04%	3,170,903
47	Montana	100,121	93,089	7.55%	3,109,527
48	Wyoming	105,000	105,000	0.00%	2,887,902
49	North Dakota	100,030	85,506	16.99%	2,453,935
50	South Dakota	115,331	103,222	11.73%	1,968,316

Source: The Council of State Governments; The Book of the States: 2009 Edition, Vol. 41; State and Local Government Finances, U.S. Census Bureau (July 2008)

Governors' Salaries Ranked by Population

<u>Rank</u>	<u>State</u>	<u>2009 Salary</u>	<u>2005 Salary</u>	<u>% Change</u>	<u>Population 2006</u>
1	California	\$212,179	\$175,000	21.25%	36,249,872
2	Texas	150,000	115,345	30.04%	23,407,629
3	New York	179,000	179,000	0.00%	19,281,988
4	Florida	132,932	120,171	10.62%	18,057,508
5	Illinois	177,500	154,800	14.66%	12,777,042
6	Pennsylvania	174,914	155,753	12.30%	12,402,817
7	Ohio	144,269	126,485	14.06%	11,463,513
8	Michigan	177,000	177,000	0.00%	10,102,322
9	Georgia	139,339	127,303	9.45%	9,342,080
10	North Carolina	139,590	121,391	14.99%	8,869,442
11	New Jersey	175,000	175,000	0.00%	8,666,075
12	Virginia	175,000	124,855	40.16%	7,640,249
13	Massachusetts	140,535	135,000	4.10%	6,434,389
14	Washington	166,891	145,132	14.99%	6,374,910
15	Indiana	95,000	95,000	0.00%	6,302,646
16	Arizona	95,000	95,000	0.00%	6,165,689
17	Tennessee	164,292	85,000	93.28%	6,074,913
18	Missouri	133,821	120,087	11.44%	5,837,639
19	Maryland	150,000	145,000	3.45%	5,602,017
20	Wisconsin	137,092	131,768	4.04%	5,572,660
21	Minnesota	120,303	120,311	-0.01%	5,154,586
22	Colorado	90,000	90,000	0.00%	4,766,248
23	Alabama	112,895	96,361	17.16%	4,590,240
24	South Carolina	106,078	106,078	0.00%	4,330,108
25	Louisiana	130,000	94,532	37.52%	4,243,288
26	Kentucky	142,498	127,146	12.07%	4,204,444
27	Oregon	93,600	93,600	0.00%	3,691,084
28	Oklahoma	147,000	110,298	33.28%	3,577,536
29	Connecticut	150,000	150,000	0.00%	3,495,753
30	Iowa	130,000	107,482	20.95%	2,972,566
31	Mississippi	122,160	122,160	0.00%	2,899,112
32	Arkansas	87,352	75,296	16.01%	2,809,111
33	Kansas	110,707	98,331	12.59%	2,755,817
34	Utah	109,900	101,600	8.17%	2,579,535
35	Nevada	141,000	117,000	20.51%	2,492,427
36	New Mexico	110,000	110,000	0.00%	1,942,302
37	West Virginia	95,000	95,000	0.00%	1,808,699
38	Nebraska	105,000	85,000	23.53%	1,763,765
39	Idaho	108,727	98,500	10.38%	1,463,878
40	Maine	70,000	70,000	0.00%	1,314,910
41	New Hampshire	113,834	96,060	18.50%	1,311,821
42	Hawaii	123,480	94,780	30.28%	1,278,635
43	Rhode Island	117,817	105,194	12.00%	1,061,641
44	Montana	100,121	93,089	7.55%	946,795
45	Delaware	171,000	132,500	29.06%	852,747
46	South Dakota	115,331	103,222	11.73%	788,467
47	Alaska	125,000	85,766	45.75%	677,450
48	North Dakota	100,030	85,506	16.99%	637,460
49	Vermont	142,542	133,162	7.04%	620,778
50	Wyoming	105,000	105,000	0.00%	512,757

Source: The Council of State Governments; The Book of the States: 2009 Edition, Vol. 41; State and Local Government Finances, U.S. Census Bureau (July 2008)

Governor's Salaries Ranked by Per Capita Income

<u>Rank</u>	<u>State</u>	<u>2009 Salary</u>	<u>2005 Salary</u>	<u>% Change</u>	<u>Per Capita Income</u>
1	Connecticut	\$150,000	\$150,000	0.00%	\$50,762
2	New Jersey	175,000	175,000	0.00%	46,763
3	Massachusetts	140,535	135,000	4.10%	46,299
4	New York	179,000	179,000	0.00%	44,027
5	Maryland	150,000	145,000	3.45%	43,788
6	Wyoming	105,000	105,000	0.00%	40,655
7	New Hampshire	113,834	96,060	18.50%	39,753
8	California	212,179	175,000	21.25%	39,626
9	Virginia	175,000	124,855	40.16%	39,540
10	Colorado	90,000	90,000	0.00%	39,491
11	Delaware	171,000	132,500	29.06%	39,131
12	Nevada	141,000	117,000	20.51%	38,994
13	Minnesota	120,303	120,311	-0.01%	38,859
14	Illinois	177,500	154,800	14.66%	38,409
15	Washington	166,891	145,132	14.99%	38,212
16	Alaska	125,000	85,766	45.75%	38,138
17	Rhode Island	117,817	105,194	12.00%	37,523
18	Hawaii	123,480	94,780	30.28%	37,023
19	Pennsylvania	174,914	155,753	12.30%	36,825
20	Florida	132,932	120,171	10.62%	36,720
21	Texas	150,000	115,345	30.04%	35,166
22	Vermont	142,542	133,162	7.04%	34,871
23	Kansas	110,707	98,331	12.59%	34,799
24	Nebraska	105,000	85,000	23.53%	34,440
25	Wisconsin	137,092	131,768	4.04%	34,405
26	Michigan	177,000	177,000	0.00%	33,788
27	Ohio	144,269	126,485	14.06%	33,320
28	Oregon	93,600	93,600	0.00%	33,299
29	Iowa	130,000	107,482	20.95%	33,038
30	Missouri	133,821	120,087	11.44%	32,789
31	North Dakota	100,030	85,506	16.99%	32,763
32	Oklahoma	147,000	110,298	33.28%	32,391
33	Indiana	95,000	95,000	0.00%	32,288
34	North Carolina	139,590	121,391	14.99%	32,247
35	Tennessee	164,292	85,000	93.28%	32,172
36	Maine	70,000	70,000	0.00%	32,095
37	Georgia	139,339	127,303	9.45%	32,095
38	South Dakota	115,331	103,222	11.73%	32,030
39	Arizona	95,000	95,000	0.00%	31,936
40	Louisiana	130,000	94,532	37.52%	31,821
41	Alabama	112,895	96,361	17.16%	30,894
42	Montana	100,121	93,089	7.55%	30,790
43	New Mexico	110,000	110,000	0.00%	29,929
44	Idaho	108,727	98,500	10.38%	29,920
45	South Carolina	106,078	106,078	0.00%	29,767
46	Kentucky	142,498	127,146	12.07%	29,729
47	Utah	109,900	101,600	8.17%	29,406
48	Arkansas	87,352	75,296	16.01%	28,473
49	West Virginia	95,000	95,000	0.00%	28,206
50	Mississippi	122,160	122,160	0.00%	27,028

Source: The Council of State Governments; The Book of the States: 2009 Edition, Vol. 41; State and Local Government Finances, U.S. Census Bureau (July 2008)

State Ranking of Lieutenant Governor Salaries

<u>Rank</u>	<u>State</u>	<u>Salary</u>
1	California	\$159,134
2	New York	151,500
3	Pennsylvania	146,926
4	Ohio	142,501
5	Illinois	135,700
6	Florida	127,399
7	Maryland	125,000
8	Massachusetts	124,920
9	Michigan	123,900
10	North Carolina	123,198
11	Hawaii	120,444
12	Louisiana	115,000
13	Oklahoma	114,713
14	Connecticut	110,000
15	Kentucky	105,840
16	Utah	104,405
17	Iowa	103,212
18	Alaska	100,000
19	Rhode Island	99,214
20	Washington	93,948
21	Georgia	91,609
22	Missouri	86,484
23	New Mexico	85,000
24	Indiana	79,192
25	Montana	79,007
26	Minnesota	78,197
27	North Dakota	77,655
28	Delaware	76,250
29	Nebraska	75,000
30	Wisconsin	72,394
31	Colorado	68,500
32	Alabama	61,714
33	Vermont	60,507
34	Mississippi	60,000
34	Nevada	60,000
36	South Carolina	46,545
37	Arkansas	42,219
38	Virginia	36,321
39	Kansas	31,313
40	Idaho	28,655

Appendix 13 (Cont.)

<u>Rank</u>	<u>State</u>	<u>Salary</u>	
41	South Dakota	17,699	(a)
42	Texas	7,200	
N/a	Arizona	(b)	
N/a	Oregon	(b)	
N/a	Wyoming	(b)	
N/a	Maine	(c)	
N/a	New Hampshire	(c)	
N/a	New Jersey	(c)	
N/a	Tennessee	(c)	
N/a	West Virginia	(c)	

Note:

(a) Annual salary for duties as presiding officer of the Senate.

(b) Secretary of State function.

(c) In Maine, New Hampshire, New Jersey, 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: 2009 Edition*, Vol. 41

State Ranking of Comptroller Salaries

<u>Rank</u>	<u>State</u>	<u>Comptroller</u>
1	Louisiana	\$204,402
2	Tennessee	180,000
3	California	169,743
4	Washington	163,056
5	Massachusetts	154,669
6	North Carolina	153,319
7	New York	151,500
8	Texas	150,000
9	Delaware	143,050
10	New Jersey	141,000
11	Alabama	136,990
12	Illinois	135,700
13	Virginia	133,972
14	Oregon	127,884
15	Colorado	126,540
16	Ohio	126,401
17	Maryland	125,000
18	Utah	123,317
19	Michigan	116,591
20	Hawaii	114,708
21	Wisconsin	114,385
22	Arizona	112,455
23	New Mexico	111,767
24	Connecticut	110,000
25	Rhode Island	109,748
26	Nebraska	109,175
27	Alaska	107,616
28	New Hampshire	104,364
29	Kentucky	104,060
30	North Dakota	99,204
31	Kansas	97,375
32	Nevada	97,000
33	Arkansas	96,071
34	Missouri	93,787
35	South Carolina	92,007
36	Maine	90,355
37	Oklahoma	90,000
38	Idaho	88,374
39	Montana	81,129

Appendix 14 (Cont.)

<u>Rank</u>	<u>State</u>	<u>Comptroller</u>
n/a	Florida	(a)
n/a	Iowa	(b)
n/a	Mississippi	(c)
n/a	Indiana	(d)
n/a	South Dakota	(d)
n/a	West Virginia	(d)
n/a	Wyoming	(d)
n/a	Minnesota	(e)
n/a	Vermont	(e)
n/a	Georgia	n/a
n/a	Pennsylvania	n/a

Note:

- (a) Treasurer function.
- (b) No specific administrative official or agency in charge of function.
- (c) Administrative function.
- (d) Auditor or pre-audit function.
- (e) Finance function.

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

State Ranking of Treasurer Salaries

<u>Rank</u>	<u>State</u>	<u>Treasurer</u>
1	Tennessee	\$180,000
2	Michigan	174,204
3	California	169,743
4	Virginia	146,943
5	Pennsylvania	145,529
6	New Jersey	141,000
7	Florida	131,604
8	Georgia	130,927
9	Massachusetts	130,916
10	Illinois	130,800
11	New York	127,000
12	Maryland	125,000
13	North Carolina	123,198
14	Alaska	119,868
15	Washington	116,950
16	Louisiana	115,000
17	Oklahoma	114,713
18	Hawaii	114,708
19	Delaware	110,050
20	Connecticut	110,000
21	Ohio	109,554
22	Missouri	107,746
23	Kentucky	105,840
24	Utah	104,405
25	New Hampshire	104,364
26	Iowa	103,212
27	Rhode Island	99,214
28	Nevada	97,000
29	South Carolina	92,007
30	Wyoming	92,000
31	Vermont	90,376
32	Mississippi	90,000
33	Idaho	88,374
34	Nebraska	85,000
34	New Mexico	85,000
36	Maine	83,844
37	Kansas	82,563

Appendix 15 (Cont.)

<u>Rank</u>	<u>State</u>	<u>Treasurer</u>
38	Alabama	79,580
39	South Dakota	78,363
40	North Dakota	75,146
41	West Virginia	75,000
42	Oregon	72,000
43	Arizona	70,000
44	Indiana	68,772
45	Colorado	68,500
46	Wisconsin	65,079
47	Arkansas	54,594
n/a	Montana	(a)
n/a	Texas	(b)
n/a	Minnesota	(c)

Note:

- (a) Administrative function.
- (b) Comptroller function.
- (c) Finance function.

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

State Ranking of Attorney General Salaries

<u>Rank</u>	<u>State</u>	<u>Attorney General</u>
1	California	\$184,301
2	Alabama	161,794
3	Tennessee	159,288
4	Illinois	156,600
5	Washington	151,718
6	New York	151,500
7	Texas	150,000
7	Virginia	150,000
9	Pennsylvania	145,529
10	New Jersey	141,000
11	Delaware	140,950
12	Georgia	137,791
13	Wyoming	137,150
14	Massachusetts	133,644
15	Wisconsin	133,033
16	Nevada	133,000
17	Oklahoma	132,850
18	Florida	131,604
19	Maryland	125,000
20	Michigan	124,900
21	Iowa	123,669
22	North Carolina	123,198
23	Alaska	122,640
24	Hawaii	120,444
25	Missouri	116,437
26	Louisiana	115,000
27	Minnesota	114,288
28	New Hampshire	110,114
29	Connecticut	110,000
30	Ohio	109,554
31	Mississippi	108,960
32	Vermont	108,202
33	Kentucky	105,840
34	Rhode Island	105,416
35	Utah	104,405
36	Indiana	100,000
37	Kansas	98,901
38	Idaho	98,105
39	South Dakota	97,928

<u>Rank</u>	<u>State</u>	<u>Attorney General</u>
40	Nebraska	95,000
40	New Mexico	95,000
42	Maine	92,248
43	South Carolina	92,007
44	Arizona	90,000
45	Montana	89,602
46	North Dakota	87,351
47	West Virginia	85,000
48	Colorado	80,000
49	Oregon	77,200
50	Arkansas	72,794

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

State Ranking of Secretary of State Salaries

<u>Rank</u>	<u>State</u>	<u>Secretary of State</u>
1	Tennessee	\$180,000
2	California	159,134
3	Illinois	156,600
4	Virginia	152,793
5	New Jersey	140,000
6	Massachusetts	130,916
7	Pennsylvania	125,939
8	Texas	125,880
9	Michigan	124,900
10	Delaware	123,850
11	Georgia	123,636
12	North Carolina	123,198
13	New York	120,800
14	Florida	120,000
15	Washington	116,950
16	Louisiana	115,000
17	Connecticut	110,000
18	Ohio	109,554
19	Missouri	107,746
20	Kentucky	105,840
21	New Hampshire	104,364
22	Iowa	103,212
23	Rhode Island	99,214
24	Oklahoma	94,500
25	South Carolina	92,007
26	Wyoming	92,000
27	Vermont	90,376
28	Minnesota	90,227
29	Mississippi	90,000
30	Idaho	88,374
31	Nevada	87,982
32	Maryland	87,500
33	Kansas	86,003
34	Nebraska	85,000
34	New Mexico	85,000
36	Maine	83,844
37	Alabama	79,580
38	North Dakota	79,572

<u>Rank</u>	<u>State</u>	<u>Secretary of State</u>
39	Montana	79,129
40	South Dakota	78,363
41	Oregon	72,000
42	Arizona	70,000
42	West Virginia	70,000
44	Indiana	68,772
45	Colorado	68,500
46	Wisconsin	65,079
47	Arkansas	54,594
N/a	Alaska	(a)
N/a	Utah	(a)
N/a	Hawaii	(b)

Note:

(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: 2009 Edition*, Vol. 41

Mayor and County Executive Salaries
Fiscal 2002-2010 Period

	<u>2002</u>	<u>2006</u>	<u>2010</u>	<u>% Change</u> <u>2006-2010</u>
Anne Arundel County	\$99,000	\$105,612	\$130,000	23.1%
Baltimore City	125,000	125,000	125,000	21.4%
Baltimore County	105,000	125,000	125,000	20.0%
Harford County	65,000	90,000	90,000	10.4%
Howard County	98,500	136,717	136,717	16.1%
Montgomery County	120,837	158,285	175,000	10.6%
Prince George's County	105,508	135,000	174,539	29.3%

Source: Local personnel offices

(Unofficial copy of OLR 1344)

P1

0lr1344
CF 0lr1345

Bill No.: _____

Drafted by: Chilson

Requested: _____

Committee: _____

By: The Speaker (By Request – Governor’s Salary Commission)

HOUSE JOINT RESOLUTION

A House Joint Resolution concerning

Governor’s Salary Commission – Salary Recommendations for Governor and Lieutenant Governor

FOR the purpose of establishing the salaries to be paid the Governor and Lieutenant Governor, as directed by Article II, Section 21A of the Maryland Constitution, for the 4–year term of office beginning January 19, 2011.

WHEREAS, Article II, Section 21A of the Maryland Constitution established a seven member Governor’s Salary Commission comprised of the State Treasurer, three members appointed by the President of the Senate, and three members appointed by the Speaker of the House of Delegates. The Governor’s Salary Commission is currently constituted as follows: Nancy K. Kopp, State Treasurer; E. Stuart Chaney, Barry Gossett, and Robert R. Neall appointed by the President of the Senate; Howard S. Pinsky, George L Russell, Jr., and Konrad M. Wayson appointed by the Speaker of the House of Delegates. The commission elected George L. Russell, Jr. as Chair; and

WHEREAS, Pursuant to Article II, Section 21A of the Maryland Constitution, this Joint Resolution may be amended to decrease, but not increase, the salaries recommended by the Governor’s Salary Commission. The salaries may not be decreased below their January 2010 levels. If the General Assembly fails to adopt a Joint Resolution in accordance with Article II, Section 21A within 50 calendar days after introduction of this Joint Resolution, the salaries recommended by the Governor’s Salary Commission shall apply effective January 19, 2011. If the General Assembly amends this Joint Resolution, the salaries specified in the Joint Resolution, as amended, shall apply; and

WHEREAS, At the meetings conducted in December 2009, the commission evaluated gubernatorial compensation relative to a number of principles: growth in the responsibilities of the office, compensation commensurate with the stature of this high office, changes in the cost of living, maintenance of a reasonable differential between the Governor's salary and of other major State officials in Maryland, and acceptable comparability with salaries of the governors of other states. The commission selected tentative salaries for the two offices and solicited public views regarding its proposals. Thereafter, the commission made its final determinations which are presented in this Resolution and discussed in the commission's Report, dated January 2010; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That pursuant to Article II, Section 21A of the Maryland Constitution, the annual salaries recommended by the Governor's Salary Commission be adopted as follows, to be effective January 19, 2007, for the 4-year term of office:

Governor:

For the first year, \$150,000;

For the second year, \$150,000;

For the third year, \$155,000; and

For the fourth year, \$160,000; and

Lieutenant Governor;

For the first year, \$125,000;

For the second year, \$125,000;

For the third year, \$129,167; and

For the fourth year, \$133,333; and be it further

RESOLVED, That a copy of this Resolution be forwarded by the Department of Legislative Services to the Honorable Martin O'Malley, Governor of Maryland; the Honorable Anthony G. Brown, Lieutenant Governor; and T. Eloise Foster, Secretary of Budget and Management.

(Unofficial copy of OLR 1346)

P1

0lr1346
CF 0lr1347

Bill No.: _____
Requested: _____
Committee: _____

Drafted by: Chilson

By: **The Speaker (By Request – Governor’s Salary Commission)**

A BILL ENTITLED

AN ACT concerning

Constitutional Officers – Salaries

FOR the purpose of providing for the annual salaries of the Comptroller, Treasurer, Attorney General, and Secretary of State; providing that this Act does not apply to the salaries or compensation of the incumbent Comptroller, Treasurer, Attorney General, and Secretary of State; and generally relating to the salaries of certain constitutional officers of Maryland.

BY repealing and reenacting, with amendments,
Article – State Government
Section 4–103, 5–104, 6–103, and 7–107
Annotated Code of Maryland
(2009 Replacement Volume)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – State Government

4–103.

The Comptroller’s annual salary shall be:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

- 2011;**
- (1) [\$112,500] **\$125,000** for the first year of the term beginning January [2003]
 - (2) [\$116,667] **\$125,000** starting on the first anniversary of the beginning of the term;
 - (3) [\$120,833] **\$129,167** starting on the second anniversary of the beginning of the term; and
 - (4) [\$125,000] **\$133,333** starting on the third anniversary of the beginning of the term and thereafter.

5-104.

- (a) The Treasurer shall devote full time to the duties of office.
- (b) The Treasurer shall address the Legislative Policy Committee of the General Assembly on a semiannual basis and as necessary on issues of legislative importance, including the activities of the Board of Public Works, bond sales, and investment and procurement initiatives.
- (c) The Treasurer's annual salary shall be:
 - (1) [\$112,500] **\$125,000** for the first year of appointment beginning January, [2003] **2011;**
 - (2) [\$116,667] **\$125,000** starting on the first anniversary after appointment;
 - (3) [\$120,833] **\$129,167** starting on the second anniversary after appointment; and
 - (4) [\$125,000] **\$133,333** starting on the third anniversary after appointment and thereafter.

6-103.

- (a) There is an Attorney General of the State, as provided in Article V, § 1 of the Maryland Constitution.
- (b) The Attorney General's annual salary shall be:

- 2011;**
- (1) [\$112,500] **\$125,000** for the first year of the term beginning January, [2003]
 - (2) [\$116,667] **\$125,000** starting on the first anniversary of the beginning of the term;
 - (3) [\$120,833] **\$129,167** starting on the second anniversary of the beginning of the term; and
 - (4) [\$125,000] **\$133,333** starting on the third anniversary of the beginning of the term and thereafter.

(c) The Attorney General is also entitled to reimbursement for travel and other expenses that are connected with the duties of the Office.

7-107.

The Secretary of State's annual salary shall be:

- (1) [\$78,750] **\$87,500** for the first year of appointment beginning January, [2003] **2011;**
- (2) [\$81,667] **\$87,500** starting on the first anniversary after appointment;
- (3) [\$84,583] **\$90,417** starting on the second anniversary after appointment; and
- (4) [\$87,500] **\$93,333** starting on the third anniversary after appointment and thereafter.

SECTION 2. AND BE IT FURTHER ENACTED, That, pursuant to Article III, § 35 of the Maryland Constitution, this Act may not be construed to extend or apply to the salary or compensation of the Comptroller, Treasurer, Attorney General, or Secretary of State during a term of office beginning before the effective date of this Act, but the provisions of this Act concerning the salary or compensation of the Comptroller, Treasurer, Attorney General, or Secretary of State shall take effect at the beginning of the next following term of office.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2010.