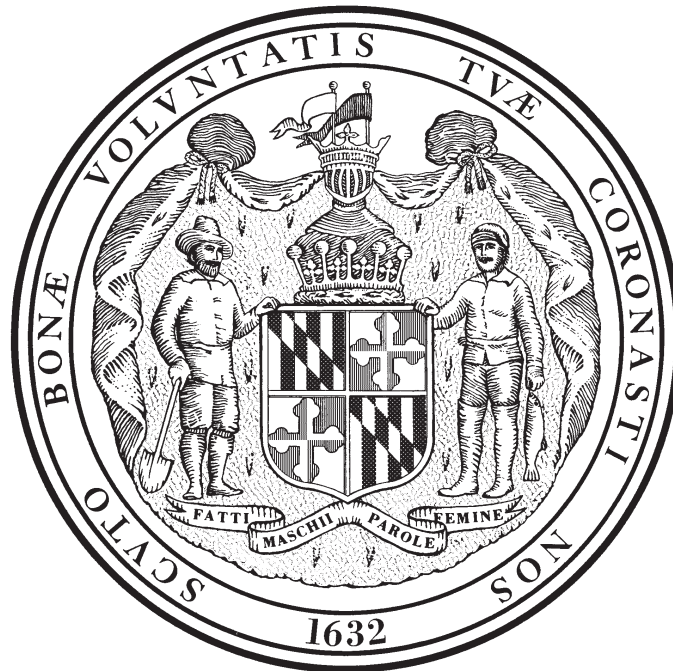


REPORT OF THE GOVERNOR'S SALARY COMMISSION



ANNAPOLIS, MARYLAND
JANUARY 2006

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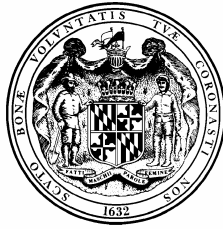
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GOVERNOR'S SALARY COMMISSION

December 13, 2005

The Honorable Robert L. Ehrlich, Jr.
Governor of Maryland

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

The Honorable Michael S. Steele
Lieutenant Governor of Maryland

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

Gentlemen:

The Governor's Salary Commission has completed its eighth 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 2007 through 2010 as indicated below.

Governor:

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

Lieutenant Governor:

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

December 13, 2005

Page 2

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

John W. Dillon

Robert R. Neall

Barry P. Gossett

James L. Shea

Nancy K. Kopp, State Treasurer

Albert (Buz) Winchester III

– The original letter was signed by the Governor's Salary Commission members. –

Governor's Salary Commission

2005 Membership Roster

The President of the Senate's Three Appointments

Mr. Barry P. Gossett
Senator Robert R. Neall
Mr. James L. Shea

The Speaker of the House's Three Appointments

Mr. John W. Dillon
Mr. George L. Russell, Jr.
Mr. Albert (Buz) Winchester III

Serving Ex-officio

Treasurer Nancy K. Kopp

Commission Staff, Department of Legislative Services

Mr. David A. Smulski
Mr. James L. Stoops

Commission Counsel, Office of the Attorney General

Ms. Bonnie A. Kirkland

Contents

| | |
|--|-----|
| Letter of Transmittal | iii |
| Governor’s Salary Commission – 2005 Membership Roster | v |
| Report Summary | ix |
| Introduction..... | 1 |
| Prior Commission Reports | 2 |
| Activities in 2005 | 3 |
| Compensation Theory..... | 7 |
| Relationship to Salaries Paid to Other Maryland Officials..... | 7 |
| A Commensurate Wage | 7 |
| Comparability with Other States..... | 8 |
| Other Considerations..... | 8 |
| Review Compensation Data..... | 9 |
| Salaries Paid to Other Maryland Officials | 9 |
| Gubernatorial Salaries – Other States | 9 |
| Salary Determinations..... | 11 |
| Governor’s Salary | 12 |
| Personal Benefits of Elected Office..... | 13 |
| Governor’s Retirement Provisions..... | 13 |
| Lieutenant Governor/Constitutional Officers’ Retirement Provisions | 13 |
| Other Benefits | 14 |
| Other Aspects of Elected Office | 17 |
| Transportation | 17 |
| Security | 17 |
| Mansion..... | 18 |
| | |
| Appendix 1 Constitution of Maryland Article II § 21A | 19 |
| Appendix 2 Letter from the Governor Requesting Salary Recommendations for Attorney General, Comptroller, Treasurer, and Secretary of State..... | 21 |
| Appendix 3 Letter to the Governor from the Commission Regarding Suggested Salaries for Other Constitutional Officers | 22 |
| Appendix 4 Summary of Prior Governor’s Salary Commission Recommendations | 24 |
| Appendix 5 Recent General Assembly Member Salary Increases Compared to Popular Price Indices and Maryland State Employee General Salary Increases | 29 |
| Appendix 6 History of General Salary Increases, Increments, and Other Compensation for State Employees 1999 to 2006 | 30 |
| Appendix 7 Salaries of Selected Maryland State Officials – Fiscal 1999-2006..... | 31 |
| Appendix 8 Executive Pay Plan, Effective July 1, 2005 | 32 |

| | | |
|-------------|---|----|
| Appendix 9 | State Salaries of Constitutional Officers – 2005 | 33 |
| Appendix 10 | State Ranking of Governors’ Salaries | 34 |
| Appendix 11 | Governors’ Salaries Ranked by State General Revenues | 35 |
| Appendix 12 | Governors’ Salaries Ranked by Population | 36 |
| Appendix 13 | Governors' Salaries Ranked by Per Capita Income | 37 |
| Appendix 14 | State Ranking of Lieutenant Governor Salaries..... | 38 |
| Appendix 15 | State Ranking of Comptroller Salaries..... | 39 |
| Appendix 16 | State Ranking of Treasurer Salaries..... | 40 |
| Appendix 17 | State Ranking of Attorney General Salaries | 41 |
| Appendix 18 | State Ranking of Secretary of State Salaries..... | 42 |
| Appendix 19 | Mayor and County Executives’ Salaries..... | 43 |
| Appendix 20 | City and County Council Salaries | 44 |
| Appendix 21 | Joint Resolution – Salary Recommendations for Governor and Lieutenant Governor | 45 |
| Appendix 22 | Proposed Legislation – Provided for Annual Salary Increase for State Comptroller, Treasurer, Attorney General, and Secretary of State..... | 47 |

Report Summary

The Governor's Salary Commission met between November and December 2005 to perform its constitutionally (**Appendix 1**) required quadrennial task of recommending annual salary levels for Maryland's Governor and Lieutenant Governor. 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 county council members, and changes to salaries of State employees over the last four fiscal years.

The commission noted that many of the salary assumptions made by the prior commission were still valid. The commission agreed that the salary of the Governor should be higher than 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. 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. The commission considers comparability with other states useful but less important than other criteria. 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.

Accordingly, the commission has recommended continuing the modest phased-in salary increases for the Governor, Lieutenant Governor, and the other constitutional officers that were recommended by the prior Governor's Salary Commission. Thus, the commission voted to recommend the following salaries for the 2007 through 2010 term of office:

Governor:

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

Lieutenant Governor:

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

These proposals are incorporated in a legislative joint resolution, which is included as **Appendix 21** of the report.

The State constitution requires that the commission's salary 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 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.

At the request of Governor Robert L. Ehrlich, Jr. (**Appendix 2**), the commission reviewed salaries for the constitutional offices of 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 for each year of the four-year term of office:

Comptroller, Treasurer, and Attorney General:

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

Secretary of State:

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

The necessary legislation to accomplish this is included as **Appendix 22** in the report.

The salary would be in effect for the term of office 2007 through 2010 and may not be increased during the term of office except as provided in the proposed legislation.

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 included 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.

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 17, 2007.

Prior Commission Reports

There have been seven 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 recommendations of the recommended increases of the sixth commission in 1998. The General Assembly adopted the increases for the 2002-2006 term of office recommended by the seventh commission.

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 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 percent 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 current salary of a Governor. The 2003 General Assembly adopted the legislation.

The last six commissions have 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 percent 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 2005

The commission met two times: once in November and once in December. 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 21**) specifying the salaries needs to be introduced during the 2006 session of the General Assembly.

The commission examined all the benefits provided to the Governor and determined that they were appropriate and recommended no changes. The Governor requested the commission to 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 percent 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: first year – \$129,167, second year – \$133,333, third year – \$137,500, and the fourth year – \$141,667. The commission has recommended the same percentage increase each year for the Secretary of State: first year – \$90,417; second year – \$93,333; third year – \$96,250; and the fourth year – \$99,167. These recommendations are included in a letter to the Governor (**Appendix 3**).

The following is a summary of the commission's 2005 meetings:

November 28, 2005

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 to recommend salaries for the constitutional officers of 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, and changes to salaries of State employees over the last four years. At this meeting, there was general discussion on the need for incremental and modest increases to the salary of the Governor and the other constitutional officers and that an incremental \$5,000 annual increase would be reasonable and that increasing the Governor's salary from \$150,000 to \$170,000 was not out of line. This incremental approach is the same as approved by the General Assembly four years ago.

The commission also discussed salaries of the other constitutional officers and that the other constitutional officers should receive the same percentage increases represented by the \$5,000 increases in the Governor's salary which would be 3.33 percent in the first year. The commission (in a seven to zero vote) tentatively agreed to increase the salary of the Governor incrementally by \$5,000 each year, beginning with 2007, the first year of the term of office.

After agreeing to the salary increases for the Governor, the commission agreed to tentatively adopt the same percentage increases for the Lieutenant Governor over the four years. This resulted in the following salaries for the Lieutenant Governor: first year – \$129,167, second year – \$133,333, third year – \$137,500, and in the fourth and final year – \$141,667.

The commission also tentatively voted six to zero to recommend the Governor continue the current salary parity of the Comptroller, State Treasurer, and Attorney General with the Lieutenant Governor. The commission's recommendation included the same percentage increase for the Secretary of State each year as follows: first year – \$90,417, second year – \$93,333, third year – \$96,250, and in the fourth and final year of the term – \$99,167. The State Treasurer abstained from voting on the salary levels for the other constitutional officers.

The meeting concluded with the commission discussing the other monetary benefits of being Governor, but the commission decided to focus only on the Governor's salary.

December 13, 2005

This meeting was scheduled to receive public testimony on the commission's tentative proposal adopted on November 28 to increase the salary of the Governor and the other constitutional officers and as a work session. While there were members of the public present, there was no public testimony or written testimony submitted to the commission. The commission reaffirmed its position (in a seven to zero vote) with respect to the commission's recommendations for the Governor and Lieutenant Governor that were adopted at the November 28 meeting. Likewise, (in a six to zero vote) the commission reaffirmed its position with respect to the salaries of the other constitutional officers discussed at the November 28 meeting. The State Treasurer abstained from voting on the salaries for the other constitutional officers. The salaries discussed and tentatively agreed to at the commission's November 28 meeting were adopted as the commission's final recommendations.

Copies of the reference material are included as part of this report (**Appendices 5-20**). Also, detailed minutes of each of the above meetings are available in the offices of the Department of Legislative Services, 90 State Circle, Annapolis, Maryland 21401.

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 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 4 of 20 cabinet secretaries and the Chief Judge of the Court of 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. One commission member indicated his concern for the salaries currently paid to cabinet secretaries and other senior government officials. He noted that some county agency heads are better paid than State cabinet secretaries. Raising the Governor's salary may have the effect of raising the salaries of cabinet secretaries.

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. 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 growing family.

Maintaining a wage commensurate with the office requires that the Governor's salary keep pace with rises 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 during the term of office to reduce the disparity between the Governor's salary and the salaries of other State officials at the end of the four-year term.

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 \$145,000 currently paid to the Maryland Governor ranks ninth in the nation and after the scheduled increase to \$150,000 in January 2006 will be tied for seventh 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 more than 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, certain county council members, and State employees. The commission notes while salaries of several key administrative officials in State Government had increased significantly, salaries of most had not increased significantly over the last four years as noted in **Appendix 7**. These increases in most instances were less than the consumer price index of 8.7 percent (as indicated in **Appendix 5**) over the last four years.

The commission also notes that while the Governor's salary exceeded that of the mayor of Baltimore City and the executives of Maryland's largest counties in fiscal 2005 (**Appendix 19**), the gap has continued to narrow since fiscal 2002. Currently, five of the eight largest jurisdictions had mayor and county executives' salaries of \$125,000 or greater in 2005. The Montgomery County executive salary of \$143,369 is just under the current Governor's salary of \$145,000. While less significant, it should be noted that compensation of city and county council members as noted in **Appendix 20** has risen significantly in recent years. Even with the scheduled increase of the Governor's salary to \$150,000 in 2007, it is likely that the salary of most chief executives in the eight jurisdictions will exceed that of the current Governor's salary by 2010. Without incremental increases in the Governor's salary during the 2007-2010 term of office, it is nearly certain that the salaries of most of the mayor and county executives noted would exceed that of the Governor by 2010.

Gubernatorial Salaries – Other States

The commission also compared the salary of the Governor of Maryland to that of other states (**Appendices 10 through 13**). These rankings by salary, general revenue, population, and per capita income, show that the salaries of the governors, with a few exceptions, generally track the indicators. In per capita income (**Appendix 13**), the one indicator that sets Maryland apart from most of the country, Maryland moved up to number four in 2005 from number five in 2001. Significantly, the salary of Maryland's Governor ranked ninth in the country in 2005, unchanged from 2002 as noted in **Appendix 10**. Maryland's Governor should have a salary commensurate with its per capita income ranking in the top five.

Salary Determinations

The commission reviewed salary and related information summarized in the earlier parts of this report. Applying the compensation principles outlined earlier, the commission recommends the following increases in the salaries of the Governor and Lieutenant Governor for the term of office 2007 through 2010:

Governor:

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

Lieutenant Governor:

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

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 13.33 percent over the current level.

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 Nancy 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

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

Secretary of State

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

Currently, the salaries of the other constitutional officers are fixed by statute in 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 (2003-2006). 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 for the 2003-2006 term to reflect the commission's recommendations for the 2007-2010 term is provided in **Appendix 22**. We have indicated that this legislation needs to be enacted to amend the current salaries in our letter to the Governor (**Appendix 3**).

Governor's Salary

The commission has recommended that the current salary of \$150,000 be increased by \$5,000 to \$155,000 for the first year of the 2007-2010 term of office. The commission discussed the idea of giving the Governor annual salary increases that were tied to the federal consumer price index. The commission rejected taking this approach; and instead, the commission recommended specific \$5,000 annual increases for the Governor in the second, third, and fourth year in office so that at the end of four years his salary would be \$170,000.

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 serves one term, and one-half of the salary at the time of leaving office if the Governor serves two terms. The initial retirement allowance was adjusted annually by the change in the federal consumer price index to a maximum of 3 percent. 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 two-thirds for a former two-term Governor. The pension allowance is adjusted, in future years, to reflect increases in the 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 percent of the retirement benefit the Governor received or would have received.

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 percent 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 percent of costs; in some, the State and the employees share the cost; and for some, the employee pays 100 percent 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, have 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 so 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 the 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 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.

Appendix 1

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 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 ten days after the commencement of the regular session of the General Assembly in 1978, and within ten 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.

Appendix 2

STATE OF MARYLAND
OFFICE OF THE GOVERNOR



November 22, 2005

ROBERT L. EHRLICH, JR.
GOVERNOR
STATE HOUSE
100 STATE CIRCLE
ANNAPOLIS, MARYLAND 21401
(410) 974-3901
(TOLL FREE) 1-800-811-8336
TTY USERS CALL VIA MD RELAY

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

Attention: George L. Russell, Jr., Esq

Dear Mr. Russell,

Thank you for your continued efforts on the Governor's Salary Commission. The guidance and unbiased recommendations this commission has made since its inception in 1978 have proven useful and appropriate.

As the last five Governor's Salary Commissions have done, I would appreciate your review and recommendation on compensation for the offices of: Attorney General, Comptroller, Secretary of State, and Treasurer, in addition to recommendations on the Governor and Lieutenant Governor salaries.

Please do not hesitate to contact me if you have any questions of if I may be of assistance.

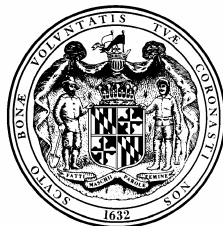
Very truly yours,

A handwritten signature in black ink, appearing to read "Robert L. Ehrlich, Jr.", written over a circular stamp or mark.

Robert L. Ehrlich, Jr.
Governor

cc: Mr. James L. Stoops

Appendix 3



GOVERNOR'S SALARY COMMISSION

December 13, 2005

The Honorable Robert L. Ehrlich, Jr.
Governor of Maryland
State House
Annapolis, Maryland 21401

Dear Governor Ehrlich:

In your letter of November 28, 2005, 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 2007 and remain fixed for the four-year term ending January 2010. The commission is pleased to furnish you with its views on this matter.

The commission considered the existing salary relationships among the four offices, noting that the Comptroller, Treasurer, and Attorney General will receive \$125,000 and the Secretary of State will receive \$87,500 beginning January 2006 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 commission is recommending the following increases in the salaries of the Governor and Lieutenant Governor for each year of the term of office 2007 through 2010:

Governor:

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

Lieutenant Governor:

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

The Honorable Robert L. Ehrlich, Jr.
December 13, 2005
Page 2

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 13.3 percent over the current level.

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 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 | \$129,167 | First Year | \$90,417 |
| Second Year | \$133,333 | Second Year | \$93,333 |
| Third Year | \$137,500 | Third Year | \$96,250 |
| Fourth Year | \$141,667 | Fourth Year | \$99,167 |

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

John W. Dillon

James L. Shea

Barry P. Gossett

Albert "Buz" Winchester III

Robert R. Neall

– The original letter was signed by the Governor's Salary Commission members. –

Appendix 4

Summary of Prior Governor's Salary Commission Recommendations 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

1997/1998**Commission Recommendations**

| | | <u>Action</u> |
|----------------------------|-----------|---|
| <i>Governor</i> | \$135,000 | <i>Rejected. No increase approved. Remains at \$120,000</i> |
| <i>Lieutenant Governor</i> | \$115,000 | <i>Rejected. No increase approved. Remains at \$100,000</i> |

Suggested Following Salaries per Governor's Request

| | | <u>Action</u> |
|---------------------------|-----------|---|
| <i>Attorney General</i> | \$115,000 | <i>Rejected. No increase approved. Remains at \$100,000</i> |
| <i>Comptroller</i> | \$115,000 | <i>Rejected. No increase approved. Remains at \$100,000</i> |
| <i>Treasurer</i> | \$115,000 | <i>Rejected. No increase approved. Remains at \$100,000</i> |
| <i>Secretary of State</i> | \$80,000 | <i>Rejected. No increase approved. Remains at \$70,000</i> |

1993/1994

Commission Recommendations

Action

Governor

No increase recommended.

Remains at current salary of \$120,000

Lieutenant Governor

No increase recommended.

Remains at current salary of \$100,000

Suggested Following Salaries per Governor's Request

Action

No increases recommended.

Remains at current salary

| | |
|---------------------------|-----------|
| <i>Attorney General</i> | \$100,000 |
| <i>Comptroller</i> | \$100,000 |
| <i>Treasurer</i> | \$100,000 |
| <i>Secretary of State</i> | \$70,000 |

1989/1990

Commission Recommendations

Action

Governor \$135,000

Amended
\$120,000

Lieutenant Governor \$115,000

Amended
\$100,000

Suggested Following Salaries per Governor's Request

Action

Amended

| | |
|---------------------------|-----------|
| <i>Attorney General</i> | \$115,000 |
| <i>Comptroller</i> | \$115,000 |
| <i>Treasurer</i> | \$115,000 |
| <i>Secretary of State</i> | \$80,000 |

| |
|-----------|
| \$100,000 |
| \$100,000 |
| \$100,000 |
| \$70,000 |

Other

Recommend no change to Governor's Retirement Plan.

The General Assembly enacted 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 percent of final salary for constitutional officers serving at least one full term.*

1985/1986**Commission's Recommendation**

Governor \$85,000
Lieutenant Governor \$72,500

Action

Adopted
 Adopted

Suggested Following Salaries per Governor's Request

Attorney General \$72,500
Comptroller \$72,500
Treasurer \$72,500
Secretary of State \$52,500

Action

Adopted
 Adopted
 Adopted
 \$45,000

Other

Proposed legislation incorporating cost-of-living adjustment into gubernatorial retirement plan in same manner as under State Employees' Pension System (CPI increase with 3 percent 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 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

| <u>Commission's Recommendation</u> | | <u>Action</u> |
|------------------------------------|----------|---------------|
| 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.

Appendix 5

Recent General Assembly Member Salary Increases Compared to Popular Price Indices and Maryland State Employee General Salary Increases

| Four-Year Period | Maryland Personal Income | Consumer Price Index – Urban Consumers | State and Local Government Compensation | Maryland State Employee General Salary Increase | General Assembly Member Salary(a) |
|-----------------------------|---|---|--|--|--|
| 1983 – 1986 | 52.6% | 10.0% | 26.5% | 20.2% | 13.5% |
| 1987 – 1990 | 25.1% | 15.0% | 26.1% | 14.7% | 19.0% |
| 1991 – 1994 | 13.3% | 8.8% | 16.2% | 4.0% | 12.0% |
| 1995 – 1998 | 17.9% | 7.0% | 13.1% | 5.1% | 6.1% |
| 1999 – 2002 | 19.0% | 8.0% | 19.1% | 16.3% | 6.1% |
| 2003 – 2006 | 20.4% | 8.7% | 14.4% | 8.2% | 31.7% |
| 2007 – 2010 | 17.7% | 6.3% | 14.4% | | |

Total salary change of the last year of each four calendar-year period (e.g., 1998) from the last year of the previous four-year period (e.g., 1994).

Projected using an average annual increase of 2% from fiscal 2007 to 2010, based on the State's experience over the previous 10 years (1993 – 2002).

Sources:

Consumer Price Index – All Urban Consumers (U.S.): Bureau of Labor Statistics (actuals)

Forecast of Maryland personal income (2005+) from the Department of Legislative Services, October 2005

Forecast of CPI and S&L government compensation (2005+) from Global Insight, September 2005

History of General Salary Increases, Increments, and Other Compensation for State Employees Fiscal 1999 to 2006

| Fiscal Year | State Employees | | Additional Police, Natural Resources Police, and Park Ranger Salary Increases | Maximum Deferred Compensation Match by State | Pay-for-Performance Bonuses | Annual Salary Review Reclassifications | Other |
|-------------|-------------------------|----------------|---|--|--|--|--|
| | General Salary Increase | Increments | | | | | |
| 1999 | | On time | | None | Outstanding: \$300 | | |
| | 7/1/1998 1/1/1999 | \$900 \$375 | 4.0% | | | | |
| 2000 | | On time | | \$600 | Outstanding: \$1,000 Exceeds standards: \$500 | | Salary schedules expand from 6 to 16 steps on 7/1/99 ¹ |
| | 7/1/1999 1/1/2000 | \$638 \$637 | 4.0% | | | | |
| 2001 | | On time | | \$600 | Outstanding: \$1,000 Exceeds standards: \$500 | Yes ³ | Standard salary schedule expands by 4 grades on 7/1/00 ² and a new physicians' schedule is developed. |
| | 11/15/2000 1/1/2001 | 4.0% | | | | | |
| 2002 | | On time | | \$600 | Outstanding: \$500 Exceeds standards: \$250 | Yes ⁴ | Salary schedules expand from 16 to 18 steps on 7/1/01 ¹ |
| | 7/1/2001 1/1/2002 | 4.0% | \$850 | | | | |
| 2003 | | None | None | \$500 | None | | |
| 2004 | | None | None | None | None | | |
| 2005 | 7/1/2004 | \$752 | On time | None | None | Yes ⁵ | |
| 2006 | 7/1/2005 | 1.5% | On time | \$400 | None | Yes ⁶ | |

¹ The executive pay plan (EPP) and physicians' schedules did not expand.

² The standard salary schedule expanded to accommodate management service positions moved off the executive salary schedule.

³ The following classifications were given upgrades effective January 1, 2001, most of which were in the 1 to 2 grade range: clerical workers, social workers in criminal justice and health services, computer operations and related classifications, professional fiscal and related classifications, election workers (local funds), and assistant superintendents at State hospitals.

⁴ Three groups of employees received reclassifications in fiscal 2002: nurses, institutional educators, and addictions 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.

⁵ 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.

⁶ The fiscal 2006 annual salary review provides a one-grade salary adjustment for the Deputy State Fire Marshal classification series.

Source: Department of Legislative Services, October 2005

**Salaries of Selected Maryland State Officials
Fiscal 1999 – 2006**

| | <u>1999</u> | <u>2000</u> | <u>2001</u> | <u>2002</u> | <u>% Change 1999-2002</u> | <u>2003</u> | <u>2004</u> | <u>2005</u> | <u>2006</u> | <u>% Change 2003-2006</u> |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| Constitutional Officers | | | | | | | | | | |
| Governor | \$120,000 | \$120,000 | \$120,000 | \$120,000 | 0.00% | \$135,000 | \$140,000 | \$145,000 | \$150,000 | 11.11% |
| Lieutenant Governor | 100,000 | 100,000 | 100,000 | 100,000 | 0.00% | 112,500 | 116,667 | 120,833 | 125,000 | 11.11% |
| Attorney General | 100,000 | 100,000 | 100,000 | 100,000 | 0.00% | 112,500 | 116,667 | 120,833 | 125,000 | 11.11% |
| Comptroller | 100,000 | 100,000 | 100,000 | 100,000 | 0.00% | 112,500 | 116,667 | 120,833 | 125,000 | 11.11% |
| Treasurer | 100,000 | 100,000 | 100,000 | 100,000 | 0.00% | 112,500 | 116,667 | 120,833 | 125,000 | 11.11% |
| Secretary of State | 70,000 | 70,000 | 70,000 | 70,000 | 0.00% | 78,750 | 81,667 | 84,583 | 87,500 | 11.11% |
| Deputy Constitutional Officers | | | | | | | | | | |
| Deputy Attorney General | 89,026 | 99,472 | 99,472 | 119,310 | 34.02% | 119,281 | 119,281 | 124,430 | 126,297 | 5.88% |
| Deputy Attorney General | | | | | | 122,672 | 113,350 | 118,279 | 120,054 | -2.13% |
| Chief Deputy Comptroller | 97,164 | 108,448 | 108,448 | 116,419 | 19.82% | 119,019 | 121,399 | 125,664 | 130,750 | 9.86% |
| Chief Deputy Treasurer | 89,026 | 91,254 | 91,254 | 100,880 | 13.32% | 104,000 | 104,000 | 104,752 | 110,033 | 5.80% |
| Judiciary | | | | | | | | | | |
| Ch. Judge Ct. of Appeals | 135,775 | 139,200 | 144,800 | 150,600 | 10.92% | 150,600 | 150,600 | 151,352 | 155,852 | 3.49% |
| Judge, Court of Appeals | 118,575 | 121,600 | 126,500 | 131,600 | 10.98% | 131,600 | 131,600 | 132,352 | 136,852 | 3.99% |
| Ch. Judge Ct. Spec Appeals | 114,275 | 117,200 | 121,900 | 126,800 | 10.96% | 126,800 | 126,800 | 127,552 | 131,302 | 3.55% |
| Judge, Special Appeals | 111,575 | 114,400 | 119,000 | 123,800 | 10.96% | 123,800 | 123,800 | 124,552 | 128,302 | 3.64% |
| Judge, Circuit Court | 107,775 | 110,500 | 115,000 | 119,600 | 10.97% | 119,600 | 119,600 | 120,352 | 123,352 | 3.14% |
| Ch. Judge, District Court | 111,575 | 114,400 | 119,000 | 123,800 | 10.96% | 123,800 | 123,800 | 124,552 | 128,302 | 3.64% |
| Judge, District Court | 100,475 | 103,000 | 107,200 | 111,500 | 10.97% | 111,500 | 111,500 | 112,252 | 114,502 | 2.69% |
| Cabinet Secretaries | | | | | | | | | | |
| Public Safety | 118,547 | 123,340 | 132,042 | 141,443 | 19.31% | 135,299 | 135,299 | 141,493 | 143,616 | 6.15% |
| Transportation | 118,547 | 119,822 | 128,274 | 140,076 | 18.16% | 144,000 | 144,000 | 147,647 | 149,862 | 4.07% |
| Bus. & Econ. Develop. | 129,421 | 130,696 | 135,924 | 142,063 | 9.77% | 135,299 | 135,299 | 142,854 | 144,997 | 7.17% |
| Budget & Mgt. | 118,547 | 123,340 | 132,042 | 136,612 | 15.24% | 142,771 | 142,771 | 150,699 | 153,563 | 7.56% |
| Health & Men. Hygiene | 118,547 | 123,340 | 132,042 | 141,443 | 19.31% | 155,141 | 155,141 | 155,893 | 158,232 | 1.99% |
| Supt. of Schools(a) | 119,000 | 119,000 | 135,000 | 135,000 | 13.45% | 135,000 | 135,000 | 165,000 | 175,000 | 29.63% |
| Housing | 109,860 | 111,135 | 118,968 | 127,438 | 16.00% | 125,514 | 125,514 | 130,054 | 132,005 | 5.17% |
| Natural Resources | 109,860 | 114,392 | 102,986 | 110,319 | 0.42% | 125,514 | 125,514 | 127,529 | 129,442 | 3.13% |
| Human Resources | 109,860 | 111,135 | 118,968 | 127,438 | 16.00% | 125,514 | 125,514 | 126,266 | 128,160 | 2.11% |
| General Services | 101,817 | 106,109 | 113,583 | 121,670 | 19.50% | 122,000 | 122,000 | 125,207 | 127,086 | 4.17% |
| Juvenile Services | 107,939 | 112,415 | 95,555 | 141,443 | 31.04% | 135,299 | 135,299 | 138,772 | 140,854 | 4.11% |
| Environment | 101,817 | 106,109 | 113,583 | 121,670 | 19.50% | 120,000 | 125,514 | 128,791 | 130,723 | 8.94% |
| Higher Education | 109,860 | 114,392 | 122,458 | 115,880 | 5.48% | 119,357 | 130,452 | 135,140 | 137,168 | 14.92% |
| State Police(b) | 101,817 | 106,109 | 118,968 | 131,151 | 28.81% | 143,922 | 125,514 | 126,266 | 128,160 | -10.95% |
| Agriculture | 93,286 | 97,321 | 104,170 | 111,587 | 19.62% | 116,459 | 116,459 | 121,899 | 123,728 | 6.24% |
| Aging(c) | 81,088 | 84,757 | 101,214 | 112,759 | 39.06% | 116,459 | 116,459 | 119,555 | 121,349 | 4.20% |
| Labor Licensing & Reg. | 101,817 | 106,109 | 113,583 | 121,670 | 19.50% | 127,000 | 127,000 | 132,862 | 134,855 | 6.19% |
| Planning(d) | 97,164 | 101,314 | 108,448 | 108,448 | 11.61% | 116,459 | 116,459 | 120,727 | 122,538 | 5.22% |
| Veterans(e) | 62,789 | 65,910 | 79,511 | 82,692 | 31.70% | 86,457 | 86,457 | 90,600 | 91,959 | 6.36% |
| Disabilities (f) | | | | | | | | 110,860 | 112,523 | |
| Consumer Price Index | 10.40% | | | | | | | | | |

(a) Superintendent of Schools was moved to the flat-rate salary plan beginning in fiscal 1997. Because the position is appointed to a four-year term, the salary may not be increased during the term of office.

(b) Agency became cabinet level department in 1998.

(c) Agency became cabinet level department in 1999.

(d) Agency became cabinet level department in 2001.

(e) Agency became cabinet level department in 2000.

(f) Agency became cabinet level department in 2005.

Source: Annual budget bills; Bureau of Labor Statistics; Department of Budget and Management Pay Plan Reports; Department of Legislative Services, October 2005

Appendix 8

Executive Pay Plan Effective July 1, 2005

| <u>Scale</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|----------------|
| ES 4 | \$70,310 | \$82,262 | \$94,214 |
| ES 5 | 75,647 | 88,517 | 101,387 |
| ES 6 | 81,414 | 95,274 | 109,134 |
| ES 7 | 87,642 | 102,573 | 117,503 |
| ES 8 | 94,367 | 110,455 | 126,542 |
| ES 9 | 101,633 | 118,969 | 136,305 |
| ES 10 | 109,476 | 128,161 | 146,845 |
| ES 11 | 117,952 | 138,092 | 158,232 |

Source: Department of Budget and Management

Appendix 9

State Salaries of Constitutional Officers – 2005

| State | Governor | Lt. Governor | Secretary of State | Attorney General | Treasurer | Comptroller |
|----------------|-------------|--------------|--------------------|------------------|-------------|-------------|
| Alabama | \$96,361 | \$45,360 | \$71,500 | \$163,429 | \$71,500 | \$118,921 |
| Alaska | 85,766 | 80,040 | (a) | 91,200 | 91,200 | 106,508 |
| Arizona | 95,000 | (b) | 70,000 | 90,000 | 70,000 | 98,000 |
| Arkansas | 75,296 | 37,229 | 48,182 | 64,189 | 48,182 | 124,402 |
| California | 175,000 | 131,250 | 131,250 | 148,750 | 140,000 | 140,000 |
| Colorado | 90,000 | 68,500 | 68,500 | 80,000 | 68,500 | 108,000 |
| Connecticut | 150,000 | 110,000 | 110,000 | 110,000 | 110,000 | 110,000 |
| Delaware | 132,500 | 64,900 | 109,800 | 120,800 | 97,400 | 138,532 |
| Florida | 120,171 | 119,390 | 118,400 | 123,331 | 123,331 | (c) |
| Georgia | 127,303 | 83,148 | 112,776 | 125,871 | 117,893 | n/a |
| Hawaii | 94,780 | 90,041 | (a) | 105,000 | (e) | 100,000 |
| Idaho | 98,500 | 26,750 | 82,500 | 91,500 | 82,500 | 65,546 |
| Illinois | 154,800 | 118,400 | 136,600 | 136,600 | 118,400 | 115,235 |
| Indiana | 95,000 | 76,000 | 66,000 | 79,400 | 66,000 | (h) |
| Iowa | 107,482 | 76,698 | 87,990 | 105,430 | 87,900 | n/a |
| Kansas | 98,331 | 111,523 | 76,389 | 76,389 | 91,232 | 79,590 |
| Kentucky | 127,146 | 91,075 | 91,075 | 91,075 | 91,075 | 94,533 |
| Louisiana | 94,532 | 85,000 | 85,000 | 85,000 | 85,000 | (d) |
| Maine | 70,000 | (j) | n/a | 78,062 | 71,032 | 80,267 |
| Maryland | 145,000 | 120,833 | 84,583 | 120,833 | 120,833 | 120,833 |
| Massachusetts | 135,000 (m) | 120,000 (m) | 120,000 | 122,500 | 120,000 | 137,500 |
| Michigan | 177,000 | 123,900 | 124,900 | 124,900 | 167,504 | 104,199 |
| Minnesota | 120,311 | 78,197 | 90,227 | 114,288 | 108,388 (k) | 108,388 (k) |
| Mississippi | 122,160 | 60,000 | 90,000 | 108,960 | 90,000 | 106,800 |
| Missouri | 120,087 | 77,184 | 97,455 | 104,332 | 96,455 | 86,364 |
| Montana | 93,089 | 66,724 | 72,085 | 82,233 | 83,932 | 68,839 |
| Nebraska | 85,000 | 60,000 | 65,000 | 75,000 | 60,000 | 94,869 |
| Nevada | 117,000 | 50,000 | 80,000 | 110,000 | 80,000 | 80,000 |
| New Hampshire | 96,060 | (j) | 89,128 | 99,317 | 89,128 | 75,806 |
| New Jersey | 175,000 | (j) | 141,000 | 141,000 | 141,000 | (e) |
| New Mexico | 110,000 | 85,000 | 85,000 | 110,000 | 80,000 | n/a |
| New York | 179,000 | 151,500 | 120,800 | 151,500 | 109,190 | 151,500 |
| North Carolina | 121,391 | 107,136 | 107,136 | 107,136 | 107,136 | 133,330 |
| North Dakota | 85,506 | 66,380 | 68,018 | 74,668 | 64,236 | (n) |
| Ohio | 126,485 | 73,715 (i) | 90,725 | 93,434 | 93,434 | (c) |
| Oklahoma | 110,298 | 85,500 | 90,000 | 103,109 | 87,875 | 77,000 |
| Oregon | 93,600 | (b) | 72,000 | 77,200 | 72,000 | 101,844 |
| Pennsylvania | 155,753 | 121,309 | 103,980 | 120,154 | 120,154 | 123,032 |
| Rhode Island | 105,194 | 88,584 | 88,584 | 94,121 | 88,584 | 95,874 |
| South Carolina | 106,078 | 46,545 | 92,007 | 92,007 | 92,007 | 92,007 |
| South Dakota | 103,222 | 12,635 (l) | 64,812 | 80,995 | 64,813 | (h) |
| Tennessee | 85,000 | 49,500 (j) | 135,060 | 126,528 | 131,060 | 135,060 |
| Texas | 115,345 | 7,200 | 117,546 | 92,217 | (f) | 92,217 |
| Utah | 101,600 | 78,200 | (a) | 84,600 | 78,200 | (g) |
| Vermont | 133,162 | 56,514 | 84,427 | 101,067 | 84,427 | (g) |
| Virginia | 124,855 | 36,321 | 135,311 | 110,667 | 118,644 | 110,469 |
| Washington | 145,132 | 75,865 | 101,702 | 131,938 | 101,702 | (c) |
| West Virginia | 95,000 | (j) | 70,000 | 85,000 | 75,000 | 75,000 |
| Wisconsin | 131,768 | 69,579 | 62,549 | 127,868 | 62,549 | 99,621 |
| Wyoming | 105,000 | (b) | 72,000 | 77,200 | 72,000 | 92,000 |

Notes:

- (a) Lieutenant Governor function.
- (b) Secretary of State function.
- (c) Treasurer function.
- (d) Administration function.
- (e) Budget function.
- (f) Comptroller function.
- (g) Finance function.
- (h) Pre-audit function.
- (i) Salary range for position.
- (j) In Maine, New Hampshire, New Jersey, Tennessee, and West Virginia, the President or Speaker are next in line for succession to Governor. In Tennessee, the Speaker of the Senate bears the statutory title Lieutenant Governor.
- (k) State Treasurer position abolished January 2003. Function now served by the Department of Finance Commissioner.
- (l) Annual salary for duties as presiding officer of the Senate.
- (m) In Massachusetts, Governor Romey and Lieutenant Governor Healy have waived their salaries.
- (n) Responsibilities shared between the Director of Fiscal Management – \$84,000 and the Director of Department of Management and Budget – \$94,000.

Source: The Council of State Government's Survey, January 2004 and January 2005

Appendix 10

State Ranking of Governors' Salaries

| <u>Rank</u> | <u>State</u> | <u>2005 Salary</u> | <u>2001 Salary</u> | <u>% Change</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|
| 1 | New York | \$179,000 | \$179,000 | 0.00% |
| 2 | Michigan | 177,000 | 151,245 | 17.03% |
| 3 | California | 175,000 | 165,000 | 6.06% |
| 4 | New Jersey | 175,000 | 130,000 | 34.62% |
| 5 | Pennsylvania | 155,753 | 135,559 | 14.90% |
| 6 | Illinois | 154,800 | 140,200 | 10.41% |
| 7 | Connecticut | 150,000 | 78,000 | 92.31% |
| 8 | Washington | 145,132 | 132,000 | 9.95% |
| 9 | Maryland | 145,000 | 120,000 | 20.83% |
| 10 | Massachusetts | 135,000 | 135,000 | 0.00% |
| 11 | Vermont | 133,162 | 88,026 | 51.28% |
| 12 | Delaware | 132,500 | 107,000 | 23.83% |
| 13 | Wisconsin | 131,768 | 115,699 | 13.89% |
| 14 | Georgia | 127,303 | 111,480 | 14.19% |
| 15 | Kentucky | 127,146 | 97,068 | 30.99% |
| 16 | Ohio | 126,485 | 119,225 | 6.09% |
| 17 | Virginia | 124,855 | 110,000 | 13.50% |
| 18 | Mississippi | 122,160 | 101,800 | 20.00% |
| 19 | North Carolina | 121,391 | 107,132 | 13.31% |
| 20 | Minnesota | 120,311 | 120,303 | 0.01% |
| 21 | Florida | 120,171 | 117,240 | 2.50% |
| 22 | Missouri | 120,087 | 112,755 | 6.50% |
| 23 | Nevada | 117,000 | 117,000 | 0.00% |
| 24 | Texas | 115,345 | 115,345 | 0.00% |
| 25 | Oklahoma | 110,298 | 101,140 | 9.05% |
| 26 | New Mexico | 110,000 | 90,000 | 22.22% |
| 27 | Iowa | 107,482 | 104,352 | 3.00% |
| 28 | South Carolina | 106,078 | 106,078 | 0.00% |
| 29 | Rhode Island | 105,194 | 95,000 | 10.73% |
| 30 | Wyoming | 105,000 | 95,000 | 10.53% |
| 31 | South Dakota | 103,222 | 89,898 | 14.82% |
| 32 | Utah | 101,600 | 93,000 | 9.25% |
| 33 | Idaho | 98,500 | 95,500 | 3.14% |
| 34 | Kansas | 98,331 | 91,742 | 7.18% |
| 35 | Alabama | 96,361 | 94,655 | 1.80% |
| 36 | New Hampshire | 96,060 | 93,263 | 3.00% |
| 37 | Arizona | 95,000 | 95,000 | 0.00% |
| 38 | Indiana | 95,000 | 77,200 | 23.06% |
| 39 | West Virginia | 95,000 | 99,000 | -4.04% |
| 40 | Hawaii | 94,780 | 94,780 | 0.00% |
| 41 | Louisiana | 94,532 | 95,000 | -0.49% |
| 42 | Oregon | 93,600 | 8,830 | 960.02% |
| 43 | Montana | 93,089 | 83,672 | 11.25% |
| 44 | Colorado | 90,000 | 90,000 | 0.00% |
| 45 | Alaska | 85,766 | 81,648 | 5.04% |
| 46 | North Dakota | 85,506 | 76,884 | 11.21% |
| 47 | Nebraska | 85,000 | 65,000 | 30.77% |
| 48 | Tennessee | 85,000 | 87,276 | -2.61% |
| 49 | Arkansas | 75,296 | 68,448 | 10.00% |
| 50 | Maine | 70,000 | 70,000 | 0.00% |

Note: The Maryland Governor's Salary is currently scheduled for an increase to \$150,000 in January 2006.

Source: The Council of State Government's Survey January 2004 and January 2005; U.S. Census Bureau, Governments Division, 2003 Survey of State Government Finances, February 2005

Appendix 11

Governors' Salaries – States Ranked by State General Revenues

| <u>Rank</u> | <u>State</u> | <u>2005 Salary</u> | <u>2001 Salary</u> | <u>% Change</u> | <u>General Revenue \$ in Thousands</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|--|
| 1 | California | \$175,000 | \$165,000 | 6.06% | \$147,998,249 |
| 2 | New York | 179,000 | 179,000 | 0.00% | 98,842,100 |
| 3 | Texas | 115,345 | 115,345 | 0.00% | 66,457,732 |
| 4 | Florida | 120,171 | 117,240 | 2.50% | 49,584,279 |
| 5 | Pennsylvania | 155,753 | 135,559 | 14.90% | 46,904,770 |
| 6 | Michigan | 177,000 | 151,245 | 17.03% | 43,010,240 |
| 7 | Ohio | 126,485 | 119,225 | 6.09% | 42,422,137 |
| 8 | Illinois | 154,800 | 140,200 | 10.41% | 40,815,713 |
| 9 | New Jersey | 175,000 | 130,000 | 34.62% | 38,819,455 |
| 10 | North Carolina | 121,391 | 107,132 | 13.31% | 30,171,034 |
| 11 | Massachusetts | 135,000 | 135,000 | 0.00% | 27,012,438 |
| 12 | Georgia | 127,303 | 111,480 | 14.19% | 26,320,141 |
| 13 | Virginia | 124,855 | 110,000 | 13.50% | 25,528,061 |
| 14 | Washington | 145,132 | 132,000 | 9.95% | 24,133,548 |
| 15 | Wisconsin | 131,768 | 115,699 | 13.89% | 23,433,155 |
| 16 | Minnesota | 120,311 | 120,303 | 0.01% | 23,072,489 |
| 17 | Indiana | 95,000 | 77,200 | 23.06% | 21,674,754 |
| 18 | Maryland | 145,000 | 120,000 | 20.83% | 20,538,540 |
| 19 | Tennessee | 85,000 | 87,276 | -2.61% | 19,278,302 |
| 20 | Missouri | 120,087 | 112,755 | 6.50% | 19,135,079 |
| 21 | Louisiana | 94,532 | 95,000 | -0.49% | 18,276,111 |
| 22 | Arizona | 95,000 | 95,000 | 0.00% | 16,890,346 |
| 23 | Alabama | 96,361 | 94,655 | 1.80% | 16,574,756 |
| 24 | Kentucky | 127,146 | 97,068 | 30.99% | 16,525,770 |
| 25 | Connecticut | 150,000 | 78,000 | 92.31% | 16,216,542 |
| 26 | South Carolina | 106,078 | 106,078 | 0.00% | 15,408,525 |
| 27 | Colorado | 90,000 | 90,000 | 0.00% | 13,998,588 |
| 28 | Oregon | 93,600 | 8,830 | 960.02% | 13,282,526 |
| 29 | Oklahoma | 110,298 | 101,140 | 9.05% | 12,903,184 |
| 30 | Mississippi | 122,160 | 101,800 | 20.00% | 11,873,033 |
| 31 | Iowa | 107,482 | 104,352 | 3.00% | 11,096,904 |
| 32 | Arkansas | 75,296 | 68,448 | 10.00% | 10,730,541 |
| 33 | Kansas | 98,331 | 91,742 | 7.18% | 9,752,078 |
| 34 | New Mexico | 110,000 | 90,000 | 22.22% | 9,007,272 |
| 35 | Utah | 101,600 | 93,000 | 9.25% | 8,758,929 |
| 36 | West Virginia | 95,000 | 99,000 | -4.04% | 8,316,567 |
| 37 | Nebraska | 85,000 | 65,000 | 30.77% | 6,749,800 |
| 38 | Nevada | 117,000 | 117,000 | 0.00% | 6,658,496 |
| 39 | Hawaii | 94,780 | 94,780 | 0.00% | 6,377,451 |
| 40 | Alaska | 85,766 | 81,648 | 5.04% | 6,098,669 |
| 41 | Maine | 70,000 | 70,000 | 0.00% | 6,093,384 |
| 42 | Rhode Island | 105,194 | 95,000 | 10.73% | 5,171,932 |
| 43 | Delaware | 132,500 | 107,000 | 23.83% | 4,721,118 |
| 44 | Idaho | 98,500 | 95,500 | 3.14% | 4,616,599 |
| 45 | New Hampshire | 96,060 | 93,263 | 3.00% | 4,566,307 |
| 46 | Montana | 93,089 | 83,672 | 11.25% | 3,967,788 |
| 47 | Wyoming | 105,000 | 95,000 | 10.53% | 3,602,966 |
| 48 | Vermont | 133,162 | 88,026 | 51.28% | 3,352,248 |
| 49 | North Dakota | 85,506 | 76,884 | 11.21% | 3,035,526 |
| 50 | South Dakota | 103,222 | 89,898 | 14.82% | 2,682,852 |

Note: The Maryland Governor's salary is currently scheduled for an increase to \$150,000 in January 2006.

Source: The Council of State Government's Survey January 2004 and January 2005; U.S. Census Bureau, Governments Division, 2003 Survey of State Government Finances, February 2005

Appendix 12

Governors' Salaries Ranked by Population

| <u>Rank</u> | <u>State</u> | <u>2005 Salary</u> | <u>2001 Salary</u> | <u>% Change</u> | <u>Population 2003</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|------------------------|
| 1 | California | \$175,000 | \$165,000 | 6.06% | 35,463,000 |
| 2 | Texas | 115,345 | 115,345 | 0.00% | 22,103,000 |
| 3 | New York | 179,000 | 179,000 | 0.00% | 19,212,000 |
| 4 | Florida | 120,171 | 117,240 | 2.50% | 16,999,000 |
| 5 | Illinois | 154,800 | 140,200 | 10.41% | 12,649,000 |
| 6 | Pennsylvania | 155,753 | 135,559 | 14.90% | 12,371,000 |
| 7 | Ohio | 126,485 | 119,225 | 6.09% | 11,438,000 |
| 8 | Michigan | 177,000 | 151,245 | 17.03% | 10,082,000 |
| 9 | Georgia | 127,303 | 111,480 | 14.19% | 8,676,000 |
| 10 | New Jersey | 175,000 | 130,000 | 34.62% | 8,642,000 |
| 11 | North Carolina | 121,391 | 107,132 | 13.31% | 8,421,000 |
| 12 | Virginia | 124,855 | 110,000 | 13.50% | 7,365,000 |
| 13 | Massachusetts | 135,000 | 135,000 | 0.00% | 6,420,000 |
| 14 | Indiana | 95,000 | 77,200 | 23.06% | 6,200,000 |
| 15 | Washington | 145,132 | 132,000 | 9.95% | 6,131,000 |
| 16 | Tennessee | 85,000 | 87,276 | -2.61% | 5,845,000 |
| 17 | Missouri | 120,087 | 112,755 | 6.50% | 5,719,000 |
| 18 | Arizona | 95,000 | 95,000 | 0.00% | 5,579,000 |
| 19 | Maryland | 145,000 | 120,000 | 20.83% | 5,512,000 |
| 20 | Wisconsin | 131,768 | 115,699 | 13.89% | 5,474,000 |
| 21 | Minnesota | 120,311 | 120,303 | 0.01% | 5,064,000 |
| 22 | Colorado | 90,000 | 90,000 | 0.00% | 4,548,000 |
| 23 | Alabama | 96,361 | 94,655 | 1.80% | 4,504,000 |
| 24 | Louisiana | 94,532 | 95,000 | -0.49% | 4,494,000 |
| 25 | South Carolina | 106,078 | 106,078 | 0.00% | 4,149,000 |
| 26 | Kentucky | 127,146 | 97,068 | 30.99% | 4,118,000 |
| 27 | Oregon | 93,600 | 8,830 | 960.02% | 3,564,000 |
| 28 | Oklahoma | 110,298 | 101,140 | 9.05% | 3,506,000 |
| 29 | Connecticut | 150,000 | 78,000 | 92.31% | 3,487,000 |
| 30 | Iowa | 107,482 | 104,352 | 3.00% | 2,942,000 |
| 31 | Mississippi | 122,160 | 101,800 | 20.00% | 2,883,000 |
| 32 | Arkansas | 75,296 | 68,448 | 10.00% | 2,728,000 |
| 33 | Kansas | 98,331 | 91,742 | 7.18% | 2,725,000 |
| 34 | Utah | 101,600 | 93,000 | 9.25% | 2,352,000 |
| 35 | Nevada | 117,000 | 117,000 | 0.00% | 2,242,000 |
| 36 | New Mexico | 110,000 | 90,000 | 22.22% | 1,879,000 |
| 37 | West Virginia | 95,000 | 99,000 | -4.04% | 1,811,000 |
| 38 | Nebraska | 85,000 | 65,000 | 30.77% | 1,737,000 |
| 39 | Idaho | 98,500 | 95,500 | 3.14% | 1,367,000 |
| 40 | Maine | 70,000 | 70,000 | 0.00% | 1,309,000 |
| 41 | New Hampshire | 96,060 | 93,263 | 3.00% | 1,289,000 |
| 42 | Hawaii | 94,780 | 94,780 | 0.00% | 1,249,000 |
| 43 | Rhode Island | 105,194 | 95,000 | 10.73% | 1,076,000 |
| 44 | Montana | 93,089 | 83,672 | 11.25% | 918,000 |
| 45 | Delaware | 132,500 | 107,000 | 23.83% | 818,000 |
| 46 | South Dakota | 103,222 | 89,898 | 14.82% | 765,000 |
| 47 | Alaska | 85,766 | 81,648 | 5.04% | 648,000 |
| 48 | North Dakota | 85,506 | 76,884 | 11.21% | 633,000 |
| 49 | Vermont | 133,162 | 88,026 | 51.28% | 619,000 |
| 50 | Wyoming | 105,000 | 95,000 | 10.53% | 502,000 |

Note: The Maryland Governor's salary is scheduled for an increase to \$150,000 in January 2006.

Source: The Council of State Government's Survey, January 2004 and January 2005; U.S. Census Bureau, Governments Division, 2003 Survey of State Government Finances, February 2005

Appendix 13

Governors' Salaries Ranked by Per Capita Income

| <u>Rank</u> | <u>State</u> | <u>2005 Salary</u> | <u>2001 Salary</u> | <u>% Change</u> | <u>Per Capita Income</u> |
|-------------|-----------------|--------------------|--------------------|-----------------|--------------------------|
| 1 | Connecticut | \$150,000 | \$78,000 | 92.31% | \$40,990 |
| 2 | New Jersey | 175,000 | 130,000 | 34.62% | 38,383 |
| 3 | Massachusetts | 135,000 | 135,000 | 0.00% | 37,802 |
| 4 | Maryland | 145,000 | 120,000 | 20.83% | 35,444 |
| 5 | New York | 179,000 | 179,000 | 0.00% | 34,725 |
| 6 | New Hampshire | 96,060 | 93,263 | 3.00% | 32,948 |
| 7 | Minnesota | 120,311 | 120,303 | 0.01% | 32,702 |
| 8 | Colorado | 90,000 | 90,000 | 0.00% | 32,550 |
| 9 | California | 175,000 | 165,000 | 6.06% | 32,043 |
| 10 | Illinois | 154,800 | 140,200 | 10.41% | 31,987 |
| 11 | Virginia | 124,855 | 110,000 | 13.50% | 31,969 |
| 12 | Alaska | 85,766 | 81,648 | 5.04% | 31,871 |
| 13 | Washington | 145,132 | 132,000 | 9.95% | 31,647 |
| 14 | Delaware | 132,500 | 107,000 | 23.83% | 31,151 |
| 15 | Wyoming | 105,000 | 95,000 | 10.53% | 31,149 |
| 16 | Pennsylvania | 155,753 | 135,559 | 14.90% | 30,380 |
| 17 | Rhode Island | 105,194 | 95,000 | 10.73% | 30,302 |
| 18 | Nevada | 117,000 | 117,000 | 0.00% | 29,685 |
| 19 | Hawaii | 94,780 | 94,780 | 0.00% | 29,350 |
| 20 | Wisconsin | 131,768 | 115,699 | 13.89% | 29,336 |
| 21 | Nebraska | 85,000 | 65,000 | 30.77% | 29,203 |
| 22 | Vermont | 133,162 | 88,026 | 51.28% | 29,186 |
| 23 | Florida | 120,171 | 117,240 | 2.50% | 28,907 |
| 24 | Michigan | 177,000 | 151,245 | 17.03% | 28,900 |
| 25 | Ohio | 126,485 | 119,225 | 6.09% | 28,430 |
| 26 | Kansas | 98,331 | 91,742 | 7.18% | 28,422 |
| 27 | Georgia | 127,303 | 111,480 | 14.19% | 27,953 |
| 28 | Texas | 115,345 | 115,345 | 0.00% | 27,887 |
| 29 | Oregon | 93,600 | 8,830 | 960.02% | 27,857 |
| 30 | Missouri | 120,087 | 112,755 | 6.50% | 27,773 |
| 31 | South Dakota | 103,222 | 89,898 | 14.82% | 27,756 |
| 32 | North Dakota | 85,506 | 76,884 | 11.21% | 27,728 |
| 33 | Iowa | 107,482 | 104,352 | 3.00% | 27,575 |
| 34 | Maine | 70,000 | 70,000 | 0.00% | 27,373 |
| 35 | Indiana | 95,000 | 77,200 | 23.06% | 27,328 |
| 36 | Tennessee | 85,000 | 87,276 | -2.61% | 27,016 |
| 37 | North Carolina | 121,391 | 107,132 | 13.31% | 26,808 |
| 38 | Arizona | 95,000 | 95,000 | 0.00% | 25,481 |
| 39 | Oklahoma | 110,298 | 101,140 | 9.05% | 25,308 |
| 40 | Alabama | 96,361 | 94,655 | 1.80% | 25,006 |
| 41 | Kentucky | 127,146 | 97,068 | 30.99% | 24,925 |
| 42 | South Carolina | 106,078 | 106,078 | 0.00% | 24,811 |
| 43 | Louisiana | 94,532 | 95,000 | -0.49% | 24,780 |
| 44 | Montana | 93,089 | 83,672 | 11.25% | 24,610 |
| 45 | Idaho | 98,500 | 95,500 | 3.14% | 24,601 |
| 46 | New Mexico | 110,000 | 90,000 | 22.22% | 24,250 |
| 47 | Utah | 101,600 | 93,000 | 9.25% | 23,714 |
| 48 | West Virginia | 95,000 | 99,000 | -4.04% | 23,146 |
| 49 | Arkansas | 75,296 | 68,448 | 10.00% | 23,061 |
| 50 | Mississippi | 122,160 | 101,800 | 20.00% | 22,263 |

Notes: The Maryland Governor's salary is scheduled for an increase to \$150,000 in January 2006. Personal income per capita in constant (2000) dollars.

Source: The Council of State Government's Survey January 2004 and January 2005; U.S. Census Bureau, State Rankings – Statistical Abstract of the United States

Appendix 14

State Ranking of Lieutenant Governor Salaries

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|---------------------|----------------|
| 1 | New York | \$151,500 |
| 2 | California | 131,250 |
| 3 | Michigan | 123,900 |
| 4 | Pennsylvania | 121,309 |
| 5 | Maryland (c) | 120,833 |
| 6 | Massachusetts | 120,000 (f) |
| 7 | Florida | 119,390 |
| 8 | Illinois | 118,400 |
| 9 | Kansas | 111,523 |
| 10 | Connecticut | 110,000 |
| 11 | North Carolina | 107,136 |
| 12 | Kentucky | 91,075 |
| 13 | Hawaii | 90,041 |
| 14 | Rhode Island | 88,584 |
| 15 | Oklahoma | 85,500 |
| 16 | Louisiana | 85,000 |
| 17 | New Mexico | 85,000 |
| 18 | Georgia | 83,148 |
| 19 | Alaska | 80,040 |
| 20 | Utah | 78,200 |
| 21 | Minnesota | 78,197 |
| 22 | Missouri | 77,184 |
| 23 | Iowa | 76,698 |
| 24 | Indiana | 76,000 |
| 25 | Washington | 75,865 |
| 26 | Ohio | 73,715 (b) |
| 27 | Wisconsin | 69,579 |
| 28 | Colorado | 68,500 |
| 29 | Montana | 66,724 |
| 30 | North Dakota | 66,380 |
| 31 | Delaware | 64,900 |
| 32 | Mississippi | 60,000 |
| 33 | Nebraska | 60,000 |
| 34 | Vermont | 56,514 |
| 35 | Nevada | 50,000 |
| 36 | Tennessee | 49,500 (d) |
| 37 | South Carolina | 46,545 |
| 38 | Alabama | 45,360 |
| 39 | Arkansas | 37,229 |
| 40 | Virginia | 36,321 |
| 41 | Idaho | 26,750 |
| 42 | South Dakota | 12,635 (e) |
| 43 | Texas | 7,200 |
| 44 | Arizona | (a) |
| 45 | Maine | (d) |
| 46 | New Hampshire | (d) |
| 47 | New Jersey | (d) |
| 48 | West Virginia | (d) |
| 49 | Oregon | (a) |
| 50 | Wyoming | (a) |

Notes:

- (a) Secretary of State function.
- (b) Salary range for position.
- (c) Salary scheduled to increase to \$125,000 in January 2006.
- (d) In Maine, New Hampshire, New Jersey, Tennessee, and West Virginia, the President or Speaker are next in line for succession to Governor. In Tennessee, the Speaker of the Senate bears the statutory title of Lieutenant Governor.
- (e) Annual salary for duties as presiding officer of the Senate.
- (f) In Massachusetts, Governor Romney and Lt. Governor Healy have waived their salaries.

Source: The Council of State Government's Survey, January 2004 and January 2005

Appendix 15

State Ranking of Comptroller Salaries

| <u>Rank</u> | <u>State</u> | <u>Comptroller</u> |
|-------------|---------------------|--------------------|
| 1 | New York | \$151,500 |
| 2 | California | 140,000 |
| 3 | Delaware | 138,532 |
| 4 | Massachusetts | 137,500 |
| 5 | Tennessee | 135,060 |
| 6 | North Carolina | 133,330 |
| 7 | Arkansas | 124,402 |
| 8 | Pennsylvania | 123,032 |
| 9 | Maryland (f) | 120,833 |
| 10 | Alabama | 118,921 |
| 11 | Illinois | 115,235 |
| 12 | Virginia | 110,469 |
| 13 | Connecticut | 110,000 |
| 14 | Minnesota | 108,388 (g) |
| 15 | Colorado | 108,000 |
| 16 | Mississippi | 106,800 |
| 17 | Alaska | 106,508 |
| 18 | Michigan | 104,199 |
| 19 | Oregon | 101,844 |
| 20 | Hawaii | 100,000 |
| 21 | Wisconsin | 99,621 |
| 22 | Arizona | 98,000 |
| 23 | Rhode Island | 95,874 |
| 24 | Nebraska | 94,869 |
| 25 | Kentucky | 94,533 |
| 26 | Texas | 92,217 |
| 27 | South Carolina | 92,007 |
| 28 | Wyoming | 92,000 |
| 29 | Missouri | 86,364 |
| 30 | Maine | 80,267 |
| 31 | Nevada | 80,000 |
| 32 | Kansas | 79,590 |
| 33 | Oklahoma | 77,000 |
| 34 | New Hampshire | 75,806 |
| 35 | West Virginia | 75,000 |
| 36 | Montana | 68,839 |
| 37 | Idaho | 65,546 |
| 38 | New Mexico | n/a |
| 39 | Iowa | n/a |
| 40 | Georgia | n/a |
| 41 | North Dakota | (h) |
| 42 | New Jersey | (c) |
| 43 | Louisiana | (b) |
| 44 | Washington | (a) |
| 45 | Ohio | (a) |
| 46 | Florida | (a) |
| 47 | South Dakota | (e) |
| 48 | Indiana | (e) |
| 49 | Vermont | (d) |
| 50 | Utah | (d) |

Notes:

- (a) Treasurer function.
- (b) Administration function.
- (c) Budget function.
- (d) Finance function.
- (e) Pre-audit function.
- (f) Salary scheduled to increase to \$125,000 January 2006.
- (g) The State Treasurer position was abolished in January 2003. Function now served by the Department of Finance Commissioner.
- (h) Responsibilities shared between the Director of Fiscal Management – \$84,000 and the Director of the Department of Management and Budget – \$94,000.

Source: The Council of State Government's Survey, January 2004 and January 2005

Appendix 16

State Ranking of Treasurer Salaries

| <u>Rank</u> | <u>State</u> | <u>Treasurer</u> |
|-------------|---------------------|------------------|
| 1 | Michigan | \$167,504 |
| 2 | New Jersey | 141,000 |
| 3 | California | 140,000 |
| 4 | Tennessee | 131,060 |
| 5 | Florida | 123,331 |
| 6 | Maryland (c) | 120,833 |
| 7 | Pennsylvania | 120,154 |
| 8 | Massachusetts | 120,000 |
| 9 | Virginia | 118,644 |
| 10 | Illinois | 118,400 |
| 11 | Georgia | 117,893 |
| 12 | Connecticut | 110,000 |
| 13 | New York | 109,190 |
| 14 | Minnesota | 108,388 (d) |
| 15 | North Carolina | 107,136 |
| 16 | Washington | 101,702 |
| 17 | Delaware | 97,400 |
| 18 | Missouri | 96,455 |
| 19 | Ohio | 93,434 |
| 20 | South Carolina | 92,007 |
| 21 | Kansas | 91,232 |
| 22 | Alaska | 91,200 |
| 23 | Kentucky | 91,075 |
| 24 | Mississippi | 90,000 |
| 25 | New Hampshire | 89,128 |
| 26 | Rhode Island | 88,584 |
| 27 | Iowa | 87,900 |
| 28 | Oklahoma | 87,875 |
| 29 | Louisiana | 85,000 |
| 30 | Vermont | 84,427 |
| 31 | Montana | 83,932 |
| 32 | Idaho | 82,500 |
| 33 | Nevada | 80,000 |
| 34 | New Mexico | 80,000 |
| 35 | Utah | 78,200 |
| 36 | West Virginia | 75,000 |
| 37 | Oregon | 72,000 |
| 38 | Wyoming | 72,000 |
| 39 | Alabama | 71,500 |
| 40 | Maine | 71,032 |
| 41 | Arizona | 70,000 |
| 42 | Colorado | 68,500 |
| 43 | Indiana | 66,000 |
| 44 | South Dakota | 64,813 |
| 45 | North Dakota | 64,236 |
| 46 | Wisconsin | 62,549 |
| 47 | Nebraska | 60,000 |
| 48 | Arkansas | 48,182 |
| 49 | Hawaii | (a) |
| 50 | Texas | (b) |

Notes:

(a) Budget function.

(b) Comptroller function.

(c) Salary scheduled to increase to \$125,000 January 2006.

(d) The State Treasurer position was abolished in January 2003. Function now served by the Department of Finance Commissioner.

Source: The Council of State Government's Survey, January 2004 and January 2005

Appendix 17

State Ranking of Attorney General Salaries

| <u>Rank</u> | <u>State</u> | <u>Salary</u> |
|-------------|-----------------|---------------|
| 1 | Alabama | \$163,429 |
| 2 | New York | 151,500 |
| 3 | California | 148,750 |
| 4 | New Jersey | 141,000 |
| 5 | Illinois | 136,600 |
| 6 | Washington | 131,938 |
| 7 | Wisconsin | 127,868 |
| 8 | Tennessee | 126,528 |
| 9 | Georgia | 125,871 |
| 10 | Michigan | 124,900 |
| 11 | Florida | 123,331 |
| 12 | Massachusetts | 122,500 |
| 13 | Maryland | 120,833 |
| 14 | Delaware | 120,800 |
| 15 | Pennsylvania | 120,154 |
| 16 | Minnesota | 114,288 |
| 17 | Virginia | 110,667 |
| 18 | Connecticut | 110,000 |
| 19 | Nevada | 110,000 |
| 20 | New Mexico | 110,000 |
| 21 | Mississippi | 108,960 |
| 22 | North Carolina | 107,136 |
| 23 | Iowa | 105,430 |
| 24 | Hawaii | 105,000 |
| 25 | Missouri | 104,332 |
| 26 | Oklahoma | 103,109 |
| 27 | Vermont | 101,067 |
| 28 | New Hampshire | 99,317 |
| 29 | Rhode Island | 94,121 |
| 30 | Ohio | 93,434 |
| 31 | Texas | 92,217 |
| 32 | South Carolina | 92,007 |
| 33 | Idaho | 91,500 |
| 34 | Alaska | 91,200 |
| 35 | Kentucky | 91,075 |
| 36 | Arizona | 90,000 |
| 37 | Louisiana | 85,000 |
| 38 | West Virginia | 85,000 |
| 39 | Utah | 84,600 |
| 40 | Montana | 82,233 |
| 41 | South Dakota | 80,995 |
| 42 | Colorado | 80,000 |
| 43 | Indiana | 79,400 |
| 44 | Maine | 78,062 |
| 45 | Oregon | 77,200 |
| 46 | Wyoming | 77,200 |
| 47 | Kansas | 76,389 |
| 48 | Nebraska | 75,000 |
| 49 | North Dakota | 74,668 |
| 50 | Arkansas | 64,189 |

Note: Salary scheduled to increase to \$125,000 in January 2006.

Source: The Council of State Government's Survey, January 2004 and January 2005

Appendix 18

State Ranking of Secretary of State Salaries

| <u>Rank</u> | <u>State</u> | <u>Secretary of State</u> |
|-------------|---------------------|---------------------------|
| 1 | New Jersey | \$141,000 |
| 2 | Illinois | 136,600 |
| 3 | Virginia | 135,311 |
| 4 | Tennessee | 135,060 |
| 5 | California | 131,250 |
| 6 | Michigan | 124,900 |
| 7 | New York | 120,800 |
| 8 | Massachusetts | 120,000 |
| 9 | Florida | 118,400 |
| 10 | Texas | 117,546 |
| 11 | Georgia | 112,776 |
| 12 | Connecticut | 110,000 |
| 13 | Delaware | 109,800 |
| 14 | North Carolina | 107,136 |
| 15 | Pennsylvania | 103,980 |
| 16 | Washington | 101,702 |
| 17 | Missouri | 97,455 |
| 18 | South Carolina | 92,007 |
| 19 | Kentucky | 91,075 |
| 20 | Ohio | 90,725 |
| 21 | Minnesota | 90,227 |
| 22 | Oklahoma | 90,000 |
| 23 | Mississippi | 90,000 |
| 24 | New Hampshire | 89,128 |
| 25 | Rhode Island | 88,584 |
| 26 | Iowa | 87,990 |
| 27 | New Mexico | 85,000 |
| 28 | Louisiana | 85,000 |
| 29 | Maryland (b) | 84,583 |
| 30 | Vermont | 84,427 |
| 31 | Idaho | 82,500 |
| 32 | Nevada | 80,000 |
| 33 | Kansas | 76,389 |
| 34 | Montana | 72,085 |
| 35 | Wyoming | 72,000 |
| 36 | Oregon | 72,000 |
| 37 | Alabama | 71,500 |
| 38 | West Virginia | 70,000 |
| 39 | Arizona | 70,000 |
| 40 | Colorado | 68,500 |
| 41 | North Dakota | 68,018 |
| 42 | Indiana | 66,000 |
| 43 | Nebraska | 65,000 |
| 44 | South Dakota | 64,812 |
| 45 | Wisconsin | 62,549 |
| 46 | Arkansas | 48,182 |
| 47 | Maine | n/a |
| 48 | Hawaii | (a) |
| 49 | Alaska | (a) |
| 50 | Utah | (a) |

Notes:

(a) Lt. Governor function.

(b) Salary scheduled to increase to \$87,500 January 2006.

Source: The Council of State Government's Survey, January 2004 and January 2005

Appendix 19

Mayor and County Executives' Salaries Fiscal 1998 – 2005

| | <u>Fiscal 1998</u> | <u>Fiscal 2002</u> | <u>Fiscal 2005</u> | <u>% Change 2002 – 2005</u> |
|------------------------|--------------------|--------------------|--------------------|---------------------------------|
| Anne Arundel County | \$84,000 | \$99,000 | \$102,000 | 3.0% |
| Baltimore City | 95,000 | 125,000 | 125,000 | 0.0% |
| Baltimore County | 90,000 | 105,000 | 125,000 | 19.0% |
| Harford County | 65,000 | 65,000 | 90,000 | 38.5% |
| Howard County | 86,375 | 98,500 | 129,125 | 31.1% |
| Montgomery County | 106,324 | 120,837 (a) | 143,569 | 18.8% |
| Prince George's County | 96,211 | 105,508 | 132,730 | 25.8% |

(a) Will change December 2001.

Source: Local personnel offices

Appendix 20

City and County Council Salaries Fiscal 1998 – 2005

| | <u>Fiscal 1998</u> | <u>Fiscal 2002</u> | <u>Fiscal 2005</u> | <u>% Change 1998 – 2001</u> |
|------------------------|--------------------|--------------------|--------------------|---------------------------------|
| Anne Arundel County | | | | |
| Member | \$26,000 | \$28,660 | \$36,000 | 25.6% |
| Chairman | \$30,000 | \$33,000 | \$40,500 | 22.7% |
| Baltimore City | | | | |
| Member | \$37,000 | \$48,000 | \$48,000 | 0.0% |
| Chairman | \$65,000 | \$80,000 | \$80,000 | 0.0% |
| Baltimore County | | | | |
| Member | \$30,900 | \$38,500 | \$45,000 | 16.9% |
| Chairman | \$33,900 | \$43,000 | \$50,000 | 16.3% |
| Harford County | | | | |
| Member | \$18,500 | \$18,500 | \$31,000 | 67.6% |
| Chairman | \$20,000 | \$20,000 | \$34,000 | 70.0% |
| Howard County | | | | |
| Member | \$30,300 | \$33,800 | \$33,800 | 0.0% |
| Chairman | \$31,300 | \$34,800 | \$34,800 | 0.0% |
| Montgomery County | | | | |
| Member | \$58,518 | \$65,674 (a) | \$74,747 | 13.8% |
| Chairman | \$64,480 | \$72,242 (a) | \$82,222 | 13.8% |
| Prince George's County | | | | |
| Member | \$52,319 | \$56,858 | \$71,470 | 25.7% |
| Chairman | \$54,819 | \$59,403 | \$76,470 | 28.7% |

(a) Salaries will change December 2005.

Source: Local personnel offices

Appendix 21

(Unofficial copy of LR 1320)

P1

6lr1320
CF 6lr1321

Drafted By: Georgeanne Carter
Typed By:
Stored On:
Proofread By:
Checked By:

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 17, 2007.

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; Barry Gossett, Robert R. Neall, and James L. Shea appointed by the President of the Senate; John Dillon, George L. Russell, Jr., and Albert (Buz) Winchester III appointed by the Speaker of the House of Delegates. The Commission elected George L. Russell, Jr. as Chairman; 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 2006 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 17, 2007. If the General Assembly amends this Joint Resolution, the salaries specified in the Joint Resolution, as amended, shall apply; and

(Unofficial copy of LR 1320)

WHEREAS, At the meetings, conducted from November through December 2005, 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 2006; 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 17, 2007, for the 4-year term of office:

Governor:

For the first year, \$155,000;

For the second year, \$160,000;

For the third year, \$165,000; and

For the fourth year, \$170,000; and

Lieutenant Governor:

For the first year, \$129,167;

For the second year, \$133,333;

For the third year, \$137,500; and

For the fourth year, \$141,667; and be it further

RESOLVED, That a copy of this Resolution be forwarded by the Department of Legislative Services to the Honorable Robert L. Ehrlich, Jr., Governor of Maryland; the Honorable Michael S. Steele, Lieutenant Governor; and Cecilia Januszkiewicz, Secretary of Budget and Management.

Appendix 22

(Unofficial copy of LR 1318)

P1

6lr1318
CF 6lr1319

Drafted By: Georgeanne Carter
Typed By:
Stored On:
Proofread By:
Checked By:

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
(2004 Replacement Volume and 2005 Supplement)

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:

- (1) [\$112,500] **\$129,167** for the first year of the term beginning January, [2003] **2007**;
- (2) [\$116,667] **\$133,333** starting on the first anniversary of the beginning of the term;
- (3) [\$120,833] **\$137,500** starting on the second anniversary of the beginning of the term; and

(Unofficial copy of LR 1318)

(4) [\$125,000] **\$141,667** 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] **\$129,167** for the first year of appointment beginning January, [2003] **2007**;

(2) [\$116,667] **\$133,333** starting on the first anniversary after appointment;

(3) [\$120,833] **\$137,500** starting on the second anniversary after appointment; and

(4) [\$125,000] **\$141,667** 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:

(1) [\$112,500] **\$129,167** for the first year of the term beginning January, [2003] **2007**;

(2) [\$116,667] **\$133,333** starting on the first anniversary of the beginning of the term;

(3) [\$120,833] **\$137,500** starting on the second anniversary of the beginning of the term; and

(4) [\$125,000] **\$141,667** 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.

(Unofficial copy of LR 1318)

7-107.

The Secretary of State's annual salary shall be:

- (1) [\$78,750] **\$90,417** for the first year of appointment beginning January, [2003] **2007**;
- (2) [\$81,667] **\$93,333** starting on the first anniversary after appointment;
- (3) [\$84,583] **\$96,250** starting on the second anniversary after appointment; and
- (4) [\$87,500] **\$99,167** 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 in office on 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 3. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2006.

