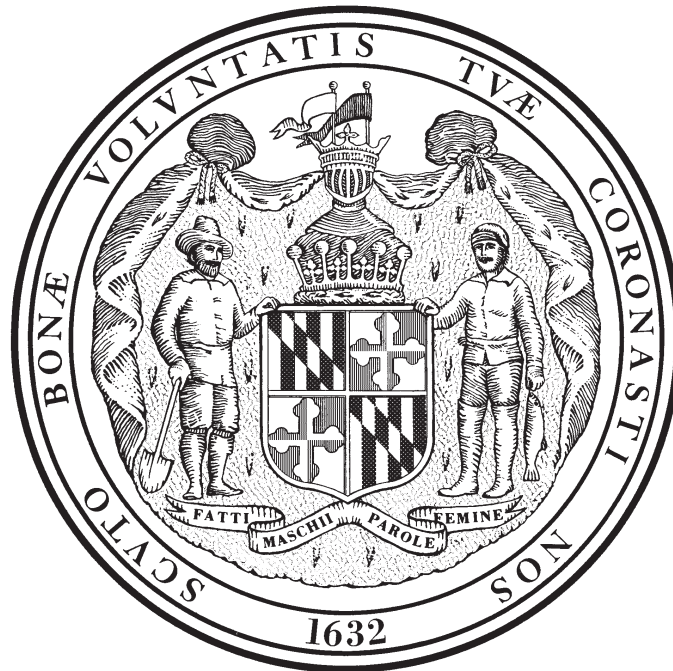


# REPORT OF THE GOVERNOR'S SALARY COMMISSION



ANNAPOLIS, MARYLAND  
JANUARY 2006

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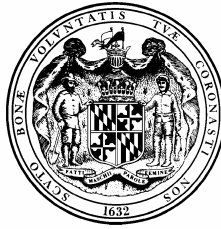
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## GOVERNOR'S SALARY COMMISSION

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**

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### **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



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# Report Summary

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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

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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

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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

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## 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

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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**

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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

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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

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### **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,

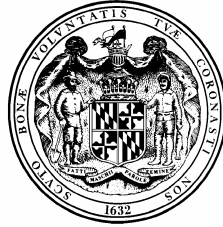
A handwritten signature in black ink, appearing to read "Robert L. Ehrlich, Jr.", written in a cursive style.

Robert L. Ehrlich, Jr.  
Governor

cc: Mr. James L. Stoops

## Appendix 3

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### 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:

<b>Comptroller, Treasurer, and Attorney General:</b>		<b>Secretary of State:</b>	
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

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### 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**

		<b><u>Action</u></b>
<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**

		<b><u>Action</u></b>
<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**

<i>Governor</i>	\$85,000
<i>Lieutenant Governor</i>	\$72,500

**Action**

Adopted
Adopted

**Suggested Following Salaries per Governor's Request**

<i>Attorney General</i>	\$72,500
<i>Comptroller</i>	\$72,500
<i>Treasurer</i>	\$72,500
<i>Secretary of State</i>	\$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>
<b>Governor</b>	\$60,000	Adopted
<b>Lieutenant Governor</b>	\$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

<b>Four-Year Period</b>	<b>Maryland Personal Income</b>	<b>Consumer Price Index – Urban Consumers</b>	<b>State and Local Government Compensation</b>	<b>Maryland State Employee General Salary Increase</b>	<b>General Assembly Member Salary(a)</b>
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		4.0%				
	1/1/1999						
2000		On time		\$600	Outstanding: \$1,000		Salary schedules expand from 6 to 16 steps on 7/1/99 <sup>1</sup>
	7/1/1999		4.0%		Exceeds standards: \$500		
	1/1/2000						
2001		On time		\$600	Outstanding: \$1,000		Standard salary schedule expands by 4 grades on 7/1/00 <sup>2</sup> and a new physicians' schedule is developed.
	11/15/2000		4.0%		Exceeds standards: \$500	Yes <sup>3</sup>	
	1/1/2001						
2002		On time		\$600	Outstanding: \$500		Salary schedules expand from 16 to 18 steps on 7/1/01 <sup>1</sup>
	7/1/2001		\$850		Exceeds standards: \$250	Yes <sup>4</sup>	
	1/1/2002						
2003		None	None	\$500	None		
2004		None	None	None	None		
2005	7/1/2004	\$752	On time	None	None	Yes <sup>5</sup>	
2006	7/1/2005	1.5%	On time	\$400	None	Yes <sup>6</sup>	

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

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

<sup>6</sup> 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>
<b>Constitutional Officers</b>										
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%
<b>Deputy Constitutional Officers</b>										
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%
<b>Judiciary</b>										
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%
<b>Cabinet Secretaries</b>										
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	
<b>Consumer Price Index</b>	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

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### 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%
<b>9</b>	<b>Maryland</b>	<b>145,000</b>	<b>120,000</b>	<b>20.83%</b>
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
<b>18</b>	<b>Maryland</b>	<b>145,000</b>	<b>120,000</b>	<b>20.83%</b>	<b>20,538,540</b>
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
<b>19</b>	<b>Maryland</b>	<b>145,000</b>	<b>120,000</b>	<b>20.83%</b>	<b>5,512,000</b>
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
<b>4</b>	<b>Maryland</b>	<b>145,000</b>	<b>120,000</b>	<b>20.83%</b>	<b>35,444</b>
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
<b>5</b>	<b>Maryland (c)</b>	<b>120,833</b>
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
<b>9</b>	<b>Maryland (f)</b>	<b>120,833</b>
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
<b>6</b>	<b>Maryland (c)</b>	<b>120,833</b>
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
<b>13</b>	<b>Maryland</b>	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
<b>29</b>	<b>Maryland (b)</b>	<b>84,583</b>
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

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### 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

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(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

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(Unofficial copy of LR 1318)

P1

6lr1318  
CF 6lr1319

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### 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.

