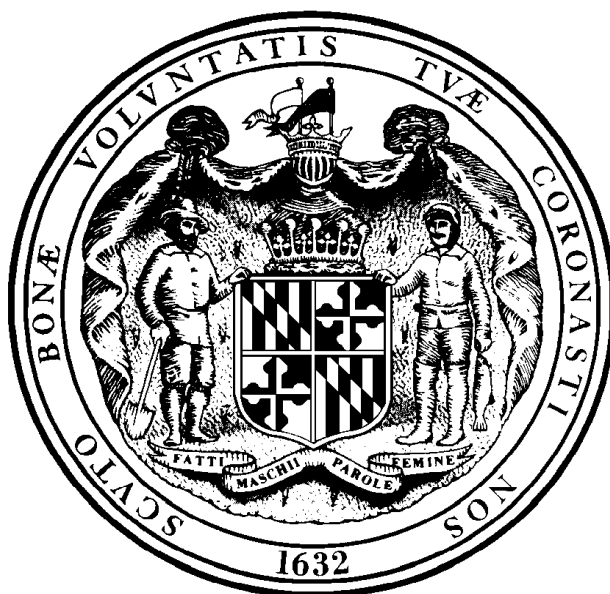


# REPORT OF THE GOVERNOR'S SALARY COMMISSION

---



Annapolis, Maryland  
January 2002

For additional copies or further  
information, contact:

Library and Information Services  
Office of Policy Analysis  
Department of Legislative Services  
90 State Circle  
Annapolis, Maryland 21401

Baltimore Area: 410-946-5400/5410 • Washington Area: 301-970-5400/5410

Other Areas: 1-800-492-7122, Extension 5400/5410

TTY: 410-946-5401 • 301-970-5401

TTY users may also use the Maryland Relay Service to contact the General Assembly

E-mail: [libr@mlis.state.md.us](mailto:libr@mlis.state.md.us)

Home Page: <http://mlis.state.md.us>

The Department of Legislative Services does not discriminate on the basis of race, color, national origin, sex, religion, or disability in the admission or access to its programs or activities. The department's information officer has been designated to coordinate compliance with the non-discrimination requirements contained in Section 35.107 of the Department of Justice regulations. Requests for assistance should be directed to the Information Officer at the telephone numbers shown above.



**GOVERNOR'S SALARY COMMISSION**  
**90 State Circle • Room 200 • Annapolis, Maryland 21401-1991**  
**BALTIMORE/ANNAPOLIS: 410-946-5530 DC. METRO: 301-970-5530**

December 11, 2001

The Honorable Parris N. Glendening  
Governor of Maryland

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

The Honorable Kathleen Kennedy Townsend  
Lieutenant Governor of Maryland

The Honorable Casper R. Taylor, Jr.  
Speaker of the House of Delegates

Ladies and Gentlemen:

The Governor's Salary Commission has completed its seventh 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.

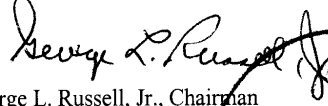
In accordance with the provisions of Article II Section 21A of the Maryland State Constitution, the commission recommends that the salary of the Governor and Lieutenant Governor be increased for the four-year term of office 2003 through 2007 as indicated in the following tables:

<b>Governor:</b>		<b>Lieutenant Governor:</b>	
First Year	\$135,000	First Year	\$112,500
Second Year	\$140,000	Second Year	\$116,667
Third Year	\$145,000	Third Year	\$120,833
Fourth Year	\$150,000	Fourth Year	\$125,000

The commission also recommends that the pension allowance for all Governors be calculated as a percentage of the current salary of a Governor. The pension allowance would be adjusted, in future years, to reflect increases in the Governor's salary. Provisions in the current laws that adjust the pension allowance to reflect increases in the consumer price index would be repealed.

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



Susanne Brogan



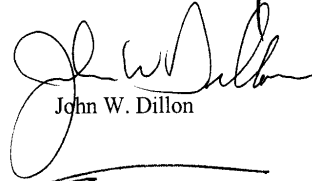
Patrick M. Buehler



Ralph E. Updike, M.D.



Richard N. Dixon, State Treasurer



John W. Dillon



Ken Michael

# **Governor's Salary Commission**

## **2001 Membership Roster**

---

<b>Member</b>	<b>Appointed By</b>
George L. Russell, Jr., Chairman Baltimore, Maryland	Speaker
Susanne Brogan Annapolis, Maryland	Speaker
Patrick M. Buehler St Leonard, Maryland	President
John W. Dillon Oxford, Maryland	Speaker
Ken Michael Lanham, Maryland	President
Ralph E. Updike, M.D. Baltimore, Maryland	President
The Honorable Richard N. Dixon State Treasurer Annapolis, Maryland	Ex-Officio

### **Commission Staff**

James L. Stoops  
Department of Legislative Services  
90 State Circle, Room 214  
Annapolis, Maryland 21401  
(410) 946-5530 (Baltimore/Annapolis area) • (301) 970-5530 (Washington, D.C. area)

### **Office of Attorney General**

Richard E. Israel, Counsel to the Commission



# Contents

---

Letter of Transmittal	iii
Governor's Salary Commission -- 2001 Membership Roster	v
List of Appendices	ix
Report Summary	xi
Introduction	1
Prior Commission Reports	2
Activities in 2001	3
Compensation Theory	7
Relationship to Salaries Paid Other Maryland Officials	7
A Commensurate Wage	7
Comparability with Other States	8
Other Considerations	8
Review of Compensation Data	9
Salaries Paid Other Maryland Officials	9
Gubernatorial Salaries -- Other States	9
Cost-of-Living	10
Salaries of State Employees	10
Salary Determinations	11
Governor's Salary	12
Personal Benefits of Elected Office	13
Governor's Retirement Provisions	13

Lieutenant Governor/Constitutional Officers' Retirement Provisions	14
Other Benefits	14
Other Aspects of Elected Office	17
Transportation	17
Security	17
Mansion	18



# Appendices

---

1. Constitution of Maryland Art. II § 21A
2. Letter from the Governor Requesting Salary Recommendations for Attorney General, Comptroller, Treasurer, and Secretary of State
3. Memorandum Regarding Benefits -- Governor's System
4. Letter to the Governor from the Commission Regarding Suggested Salaries for Other Constitutional Officers
5. Advice of Counsel Letter Concerning Salary Legislation for Other Constitutional Officers
6. Summary of Prior Governor's Salary Commission Recommendations
7. Recent General Assembly Member Salary Increases Compared to Several Price Indices and Maryland State Employee General Salary Increases
8. History of General Salary Increases for State Employees
9. Summary of Recent State Employee and General Assembly Member Salary Changes
10. Salaries of Selected Maryland State Officials -- Fiscal 1995-2002
11. Projected Salaries of Maryland Cabinet Officials
12. National Governor Salaries -- Fiscal 2001-1997
13. National Governor Salaries -- Fiscal 2001-1997  
(Ranked by State General Revenues)
14. National Governor Salaries -- Fiscal 2001-1997  
(Ranked by State Population)
15. National Governor Salaries -- Fiscal 2001-1997  
(Ranked by per Capita Income)
16. Salaries of Other Constitutional Officers
17. Current State Ranking of Lieutenant Governor Salaries

18. Current State Ranking of Comptroller Salaries
19. Current State Ranking of Treasurer Salaries
20. Current State Ranking of Attorney General Salaries
21. Current State Ranking of Secretary of State Salaries
- 22a. Mayor & County Executives' Salaries Fiscal Years 1998-2001
- 22b. City and County Council Salaries Fiscal Years 1994-2002
23. Joint Resolution -- Salary Recommendations for Governor and Lieutenant Governor
24. Proposed Legislation -- Pension Allowance for all Former Governors to be Calculated Based on the Current Salary of Governor
25. Proposed Legislation -- Technical Amendment to Governor's Pension Allowance Calculation
26. Proposed Legislation -- Provide for Annual Salary Increase for State Comptroller, Treasurer, Attorney General, and Secretary of State

# Report Summary

---

The Governor's Salary Commission met between November and December 2001 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 Maryland county executives, 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 such as the importance of a commensurate wage to attract highly qualified candidates and the growth in the complexity of the problems facing Maryland State government. The commission also notes that salaries of key administrative posts in Maryland State government have increased over the last four years, and many now exceed the current salary of the Governor. In contrast the salaries of the Governor and the Lieutenant Governor have not increased in 12 years. Thus, the commission voted to recommend the following salaries for the 2003 through 2007 term of office:

<b>Governor:</b>	
First Year	\$135,000
Second Year	\$140,000
Third Year	\$145,000
Fourth Year	\$150,000

## **Lieutenant Governor**

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

These proposals are incorporated in a legislative joint resolution which is included as **Appendix 23** 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 gubernatorial salary recommendations, the commission also reviewed 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 with one exception.

The commission has recommended legislation in **Appendix 24** to amend the pension provisions to make the pension allowance for all former Governors calculated as a percentage of the current salary of a Governor. The pension allowance would be adjusted, in future

years, to reflect increases in the Governor's salary. Provisions in the current laws that adjust the pension allowance to reflect increases in the consumer price index would be repealed.

Current law provides that the Governor's pension is based on a percentage of the annual salary received during the Governor's last term of office. The salary increases recommended in the second through the fourth year of the office term require a technical amendment to the Governor's pension law if the recommended changes in the Governor's pension are not enacted into law. Included is recommended legislation in **Appendix 25** to amend the pension provision to make the pension allowance calculation based on the salary received in the final year of the last term of office.

At the request of Governor Parris N. Glendening (**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 4**). State Treasurer Dixon 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	\$112,500
Second Year	\$116,667
Third Year	\$120,833
Fourth Year	\$125,000

**Secretary of State:**

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

The current Governor determines the recommended salary level to be paid these officials by including the salary in his final annual budget. Current law requires that the salaries paid these officials shall be as provided in the State budget. Commission Counsel (**Appendix 5**) has advised that legislation is required to provide for the annual increases recommended for the second, third, and fourth year. The necessary legislation to accomplish this is included as **Appendix 26** in the report.

The salary would be in effect for the term of office 2003 through 2007 and may not be increased during the term of office except as provided in the proposed legislation.

# Introduction

---

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

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

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

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

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

Salaries resulting from these actions take effect at the beginning of the next term of office, i.e., January 15, 2003.

## **Prior Commission Reports**

There have been six prior salary commission reports (**Appendix 6**). 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 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. Consequently there has been no increase in the salary of the Governor and Lieutenant Governor in the 12 years since the increases approved in 1990.

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 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. This in fact has occurred.

The first commission also reviewed other gubernatorial benefits. It proposed legislation revising the Governor's pension plan. The current plan is essentially that proposal which the General Assembly modified and adopted in 1978. 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 final salary. The 1989 Commission had not recommended this change.

The last four 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 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 2001**

The commission met three times between November and December 2001. 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 23**) specifying the salaries needs to be introduced during the 2002 session of the General Assembly.

The commission examined all the benefits provided the Governor and determined that they were appropriate and recommended no changes except for change in the pension allowance calculation. The commission has recommended legislation in **Appendix 24** to amend the pension provisions to make the pension allowance for all Governors calculated as a percentage of current salary of a Governor.

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 recommended the same increases in the salaries of the Comptroller, State Treasurer, and Attorney General that were recommended for the Lieutenant Governor for each year in the four-year term of office: first year \$112,500, second year \$116,667, third year \$120,833, and the fourth year \$125,000. The commission has recommended the same percentage increase each year for the Secretary of State: first year \$78,750, second year \$81,667, third year \$84,583, and the fourth year \$87,500. These recommendations are included in a letter to the Governor (**Appendix 4**).

The following is a summary of the commission's 2002 meetings:

- November 20 At this organizational meeting, the commission elected George L. Russell, Jr. as chairman, scheduled future meetings, reviewed constitutional requirements, prior commission reports, and a summary of the benefits provided to the Governor and Lieutenant Governor (**Appendix 3**). 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 elected local government officials, and salaries paid governors in other states. The commission also reviewed rankings of governors' salaries by population, general revenues, and per capita income, prospective salaries of selected State officials, and changes to salaries of State employees over the last four years. At this meeting there was general agreement on the need to increase the salary of the Governor and the other constitutional officers which have not received an increase in 12 years. The commission discussed two alternatives -- raising the salary of the Governor to \$135,000 or \$150,000 -- with appropriate increases for the other constitutional officers. The commission also discussed providing increases during the term of office equal to the CPI. The commission noted that this would make the salaries more in line with other State salaries, at the end of the four-year term, than they currently are.
- November 27 This meeting was scheduled to receive public testimony and as a work session. No individuals appeared before the commission or submitted written testimony to the commission. During the work session the commission discussed the salary of the Governor and the Lieutenant Governor. The Commission considered two options -- increasing the Governor's salary to \$135,000 or \$150,000. Neither option prevailed in obtaining the necessary constitutional five votes of the commission. After an extensive discussion of other options, the commission voted six to zero to increase the salary of the Governor \$15,000 to \$135,000 in the first year of the four-year term with annual increases of \$5,000 in the second, third and fourth years of the term of office. This resulted in a salary of \$150,000 for the Governor in the fourth year of office. After agreeing to the salary increases for the Governor, the commission in a six-to-zero vote adopted the same percentage increases in the Lieutenant Governor's salary over the



four years. This resulted in the following salaries for the Lieutenant Governor: first year \$112,500, second year \$116,667, third year \$120,833, and in the fourth and final year \$125,000. The commission discussed the salary to be paid the other constitutional officers. The commission voted without dissent, among the six members present, 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 to the Governor included the same percentage increase in the Secretary of State salary each year as follows: first year \$78,750, second year \$81,667, third year \$84,583, and in the fourth and final year of the term \$87,500. The State Treasurer was not present during the discussion and vote on the recommended salaries for Governor, Lieutenant Governor, and the other constitutional officers. The commission also discussed the benefits received by the Governor and the pension benefits currently paid to Maryland's living former Governors. The commission found the pension and other benefits provided were appropriate with one exception. The commission in a four-to-two vote recommended legislation to increase the pension benefit for former Governor Marvin Mandel by \$20,000.

December 11 The Commission revisited the pension issue and decided that all former Governors should be subject to the same pension law. After much discussion the commission, in a unanimous seven-to-zero vote, has recommended legislation in **Appendix 24** to amend the pension provisions to make the pension allowance for all former Governors calculated as a percentage of the current salary of a Governor. The pension allowance would be adjusted, in future years, to reflect increases in the Governor's salary. Provisions in the current laws that adjust the pension allowance to reflect increases in the consumer price index would be repealed. The Commission approved its 2002 report.

Copies of the reference material are included as part of this report (**Appendices 6-22b**). Also, detailed minutes of each of the above meetings are available in the offices of the Department of Legislative Services, 90 State Circle, Annapolis, Maryland 21401.



# Compensation Theory

---

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

## Relationship to Salaries Paid Other Maryland Officials

The commission agreed that the salary of the Governor should be higher than salaries paid other major elected officials in State and local government. 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 12 of 18 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.

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 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. Individuals with outstanding ability must be able to devote all their time to the office without experiencing a substantial drop in living standards.

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 four-year term.

The commission notes that the salary of the Governor, Lieutenant Governor, and the other constitutional officers has not changed for three consecutive terms (12 years). Further, the commission noted that if action is not taken now, it would be four consecutive terms (16 years) without an increase in the Governor's salary.

## **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 a chief executive do not necessarily reflect these differences or how well a governor manages state government. Nevertheless, several state governors have received substantial increases over the last four years. Significantly, the Governor of Pennsylvania received nearly a 30 percent increase in salary -- from \$105,000 in 1997 to \$135,559 in 2001. In 1997, Maryland with a Governor's salary of \$120,000 ranked number five in the nation but is currently ranked number 10. It is likely that other states will review current salaries and will adopt increases for their governors. Also, unlike Maryland, there are states that provide annual salary increases for their governor. The commission believes the salaries and benefits received by Maryland's Governor should be more than competitive with those received by governors in other states.

## **Other Considerations**

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

# Review of Compensation Data

---

## Salaries Paid Other Maryland Officials

The commission reviewed salaries paid cabinet secretaries, the Judiciary, the mayor of Baltimore City, county executives of the largest counties, and State employees. The commission notes salaries of key administrative officials in State Government have increased significantly, as noted in **Appendix 10**. These increases in most instances were in excess of the consumer price index over the last eight years. In contrast, when the term of the current Governor ends in 2003, salaries of the Governor and Lieutenant Governor will not have increased in 12 years.

In addition to reviewing the changes in salaries for the last four-year period, the commission looked at the projected salaries of cabinet officials in fiscal 2006 (**Appendix 11**). This analysis assumed that cabinet secretaries would receive an annual cost-of-living adjustment of 2 percent each year fiscal 2003 through 2006 based on the State's experience over the previous ten years (1993-2002) and a 2.3 percent merit increase for fiscal 2003 through 2006. This analysis was done for two groups of individuals -- new cabinet appointments and reappointments of existing cabinet secretaries. The results of the analysis showed that anywhere between 6 and 10 cabinet secretaries might potentially earn more than the \$150,000 salary the commission has recommended for the Governor in fiscal 2006. Currently 13 cabinet secretaries receive a salary in excess of the \$120,000 Governor's salary. The commission finds both the number of individuals and the amount by which their salaries would exceed that of the Governor's to be excessive.

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 1998 (**Appendix 22a**), the gap had narrowed considerably since fiscal 1994. Currently, in 2001, both the Mayor of Baltimore and Montgomery County Executive have salaries exceeding that of the Governor. While less significant, it should be noted that compensation of city and county council members as noted in **Appendix 22b** has risen significantly in recent years. It is expected that salaries for local officials will continue to increase during the 2003 to 2007 term of office so that it is likely that the salary of most chief executives in the seven jurisdictions will exceed that of the current Governor's salary by 2007.

## Gubernatorial Salaries -- Other States

The commission also compared the salary of the Governor of Maryland to that

of other states (**Appendices 12-15**). These rankings by salary, general revenue, population, and per capita income, show that the salary of the governors with a few exceptions generally track the indicators. In per capita income (**Appendix 15**), the one indicator that sets Maryland apart from most of the country, Maryland continues to rank number five. Significantly the salary of Maryland's Governor ranked third in the country in 1997, it now ranks number 10 as noted in **Appendix 12**. Maryland's Governor should have a salary commensurate with its per capita income ranking in the top five.

### **Cost-of-Living**

The rate of inflation between fiscal 1999 and 2002 was 10.4 percent, between 1995 and 1998 was 10.6 percent, and between 1991 and 1994 was 15.2 percent (**Appendix 7**). The commission assumes that the rate of inflation for the next four-year period will likely be 9.5 percent. The 36.2 percent increase in the cost of living since 1990, the last increase in the Governor's salary, warrants an adjustment in the Governor's salary for the 2003 to 2007 term.

### **Salaries of State Employees**

The commission received information on the salaries of State employees (**Appendix 8**). Between 1991 and 1998 a sizable number of State employees, though not all, received small general increases in only two of the seven years. The commission thought that it was important that the recommendation in 1994 for no increase was consistent with constraints on State employee salary growth that were necessitated by the State's fiscal crises in the 1991 to 1994 years. However, in each year during the 1999 to 2002 period, with an improved economic and State budget outlook, State employees received general salary increases with 4 percent increases occurring in each of the last two years, and a 4 percent increase is budgeted to take place January 1, 2002. The commission does not believe it is necessary to relate increases in the Governor's salary to increases for salaries of State employees. However, in a period during which there were increases in State salaries and no increases in the Governor's salary in 12 years, there is ample justification to increase the salary of the Governor.

## Salary Determinations

---

The commission reviewed salary and related information summarized in the earlier parts of this report. Applying the compensation principles outlined earlier, the commission recommends the following increases in the salaries of the Governor and Lieutenant Governor for the term of office 2003 through 2007:

### **Governor:**

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

### **Lieutenant Governor:**

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

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

**Secretary of State**

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

The current Governor determines the salary of these officials for the next term of office by including the salary in his final annual budget submitted to the General Assembly. It has been the practice by the current and past governors to do this in a supplemental budget submitted after the General Assembly has acted on the Governor's Salary Commission recommendations. Current law provides that the salaries paid these officials shall be as provided in the budget. Commission counsel (**Appendix 5**) has advised that legislation needs to be enacted to specify the annual increases 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 is included in **Appendix 26**. The recommended legislation is in the letter to the Governor (**Appendix 4**).

**Governor's Salary**

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 \$150,000. Currently, the pension law computes the Governor's pension based on a percentage of the annual salary received during the Governor's last term of office. The annual salaries' increases recommended in the joint resolution (**Appendix 23**) require a technical amendment to the Governor's pension law in the event the recommended changes in the Governor's pension laws are not enacted. The recommended legislation is included in **Appendix 25** to make the pension calculation based on the salary received in the final year of the last term of office.



## Personal Benefits of Elected Office

---

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

### Governor's Retirement Provisions

The Governor's retirement benefit as amended in 1990 establishes a noncontributory gubernatorial pension beginning at age 55, equal to one-third of salary received at the time of leaving office if the Governor serves one term and one-half of salary at the time of leaving office if the Governor serves two terms. The initial retirement allowance is adjusted annually by the change in the federal consumer price index to a maximum of 3 percent. 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.

The commission notes that the Governor's retirement allowance is more generous than other retirement benefits. It recognizes that a Governor in many instances will have a limited period of State service compared to other State officials and employees. The commission believes that the retirement benefit, calculated on a final salary of \$150,000 will be either \$50,000 or \$75,000 depending on the number of terms the Governor serves, is the appropriate level of benefit.

The commission also reviewed the pension law that was enacted prior to 1979. Currently former Governor Marvin Mandel is the only former Governor now living who receives a pension calculated under the old pension law. His pension is \$12,500 plus CPI adjustments in subsequent years, or one-half of the \$25,000 constitutional salary of the Governor when he was Governor. The \$25,000 salary, frozen at that level since 1967, ranked last among the states when it was increased to \$60,000 in 1978.

The commission believes that all former Governors should have pensions that are equal for the same length of service as Governor -- be it one term for four years, or two terms for eight years. The commission has recommended legislation in **Appendix 24** to amend the pension provisions to make the pension allowance for all former Governors calculated as a percentage of the current salary of a Governor. The pension allowance would be adjusted, in future years, to reflect increases in the Governor's salary.

Provisions in the current pension provisions that adjust the pension allowance to reflect increases in the consumer price index would be repealed.

Under the proposed pension changes, if the **Appendix 23** Joint Resolution is approved as proposed, all the current former Governors would receive a pension of \$67,500 beginning January 15, 2003, with annual incremental increases to \$75,000 beginning January 15, 2006.

### **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 programs (State/employee sharing);
- Prescription program (State/employee sharing);
- Vision program (State);
- Dental program (employee);
- 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 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 coverages either increasing or decreasing their costs with a corresponding effect on the State subsidy. The commission notes that the Governor and the constitutional officers would not be eligible for additional benefits for State employees that were initially created or enacted during their term of office until the beginning of the next term.

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



## **Other Aspects of Elected Office**

---

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

### **Transportation**

The State provides the Governor with a limousine and a smaller vehicle driven by the State Police. The State recently purchased an executive aircraft (airplane) that is at the Governor's disposal, for his use, 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. Finally, the State maintains a yacht for use by the Governor that was placed on stand-by during the State's last fiscal crisis. With the improved fiscal climate, the State yacht is now back in service. Considering that one-fifth of the total area of Maryland is comprised of water, a State yacht is not unreasonable and has been useful as part of the State's economic development program. The other constitutional officers are furnished a State vehicle and have a State Police driver.

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

### **Security**

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

The security detail provided to the Governor is funded in the budget and subject to review by the General Assembly as part of the budget process. Providing security is not a benefit in the normal sense of the word, but rather a necessity reflecting the position of Governor. The provision for State Police to drive the other constitutional officers is recognition of the security aspects of these offices, albeit at a less intensive level than the Office of Governor.

## **Mansion**

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

The costs involved in staffing and operating the mansion are included in the Department of General Services budget and are and have been 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 \$60,000 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.





## **Appendices**



**Constitution of Maryland Art. 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.

STATE OF MARYLAND  
OFFICE OF THE GOVERNOR



PARRIS N. GLENDENING  
GOVERNOR

ANNAPOLIS OFFICE  
STATE HOUSE  
100 STATE CIRCLE  
ANNAPOLIS, MARYLAND 21401  
(410) 974-3901  
(TOLL FREE) 1-800-811-8336

WASHINGTON OFFICE  
SUITE 311  
444 NORTH CAPITOL STREET, N.W.  
WASHINGTON, D.C. 20001  
(202) 624-1430  
TDD (410) 333-3098

November 14, 2001

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

Attention: James L. Stoops

Dear Mr. Stoops:

Since its first report in January 1978, the Governor's Salary Commission has provided a valuable service to the citizens of Maryland. I commend the current members of the Commission for their hard work and dedication. We truly appreciate the unselfish efforts.

As mandated by Constitutional amendment in 1976, the Commission is now conducting its regular, four-year review of the salaries of the Governor, Lieutenant Governor and four other Maryland Constitutional officers. In the past, the Commission's guidance on these salaries has always been helpful. I encourage the Commission to continue this practice and provide salary recommendations for the Attorney General, Comptroller, Secretary of State and Treasurer.

Please do not hesitate to contact me if you have any questions concerning my request or any other aspect of this issue. Thank you again and I look forward to working with you.

Sincerely,

Parris N. Glendening  
Governor

# Memo

To: James L. Stoops  
From: Howard Pleines  
Date: November 15, 2001  
Re: Benefits-Governor's System

You asked me to provide you with information on the retirement benefits paid to former Maryland Governors and their spouses. At the present time, there are three former Governors eligible to receive benefits from the Retirement Agency. There are William Donald Schaefer, Harry Hughes, and Marvin Mandel. It is important to note that Governor Schaefer's allowance is suspended while he is serving as Comptroller of the State of Maryland.

Governor Schaefer and Governor Hughes receive benefits based on the allowance provided for service after January 17, 1979. As such, each is entitled to a base allowance equal to one-half of the highest salary received while Governor (one-half salary for two terms; one-third salary for one term).

- Governor Schaefer: \$5,404.50 per month - \$5,000 base allowance (based on \$120,000 annual salary) and \$404.50 cost of living adjustment.
- Governor Hughes: \$4,324.38 per month - \$3,125 based allowance (based on \$75,000 annual salary) and \$1,199.38 cost of living adjustment.

For both Governor Schaefer and Governor Hughes, annual cost of living adjustments can be no greater than 3% of the initial retirement allowance.

Governor Mandel receives his allowance for service prior to January 17, 1979. As such, he is entitled to an annual allowance of \$12,500, plus unlimited cost of living adjustments.

- Governor Mandel: \$2,749.70 per month - \$1,041.67 base allowance and \$1,708.03 cost of living adjustment.

For your information, there are no surviving spouses of former Governors currently receiving benefits. I have been advised that to provide such information to you in the future would require written authorization from each surviving spouse.

If you need additional information, please contact me at 410-625-5603.



**GOVERNOR'S SALARY COMMISSION**  
**90 State Circle • Room 214 • Annapolis, Maryland 21401-1991**  
**BALTIMORE/ANNAPOLIS: 410-946-5530 DC. METRO: 301-970-5530**

December 11, 2001

The Honorable Parris N. Glendening  
 Governor of Maryland  
 State House  
 Annapolis, Maryland 21401

Dear Governor Glendening:

In your letter of November 14, 2001 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 2003 as part of the fiscal 2003 budget and remain fixed for the four-year term ending January 2007. 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 currently receive \$100,000, and the Secretary of State receives \$70,000. 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 2003 through 2007:

<b>Governor:</b>		<b>Lieutenant Governor:</b>	
First Year	\$135,000	First Year	\$112,500
Second Year	\$140,000	Second Year	\$116,667
Third Year	\$145,000	Third Year	\$120,833
Fourth Year	\$150,000	Fourth Year	\$125,000

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 25 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. The salary of the

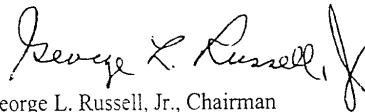
Secretary of State should continue to be set at a level that is significantly below that of the other constitutional offices and cabinet secretaries to reflect the position's less significant role in Maryland State government. We therefore suggest that the Secretary of State receive the same percentage 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	\$112,500	First Year	\$78,750
Second Year	\$116,667	Second Year	\$81,667
Third Year	\$120,833	Third Year	\$84,583
Fourth Year	\$125,000	Fourth Year	\$87,500

You determine the recommended salary level to be paid these officials by including the salaries in your final annual budget for fiscal 2003. In the past this was done in a supplemental budget submitted after the General Assembly has considered the joint resolution to determine the salaries for the next Governor and Lieutenant Governor. Current law requires that the salaries paid these officials shall be as provided in the State budget. Commission counsel has advised that legislation is required to provide for the increases we are recommending for the second, third and fourth year. We have enclosed the necessary legislation to accomplish this.

The Commission trusts you find these suggestions helpful in formulating the next operating budget. Although a member of the Commission, State Treasurer Dixon did not participate in the discussion of these salaries.

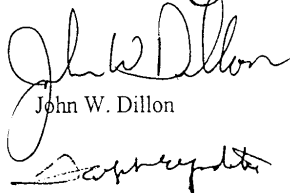
Respectfully submitted,



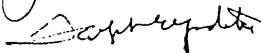
George L. Russell, Jr., Chairman



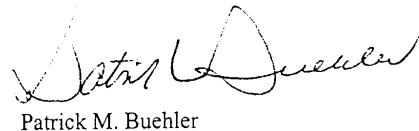
Susanne Brogan



John W. Dillon



Ralph E. Updike, M.D.



Patrick M. Buehler

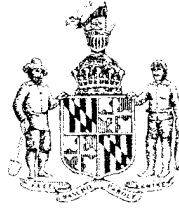


Ken Michael

J. JOSEPH CURRAN, JR.  
ATTORNEY GENERAL

ROBERT A. ZARNOCH  
Assistant Attorney General  
Counsel to the General Assembly

CARMEN M. SHEPARD  
DONNA HILL STATON  
Deputy Attorneys General



Appendix 5

RICHARD E. ISRAEL  
KATHRYN M. ROWE  
SANDRA J. COHEN  
Assistant Attorneys General

THE ATTORNEY GENERAL OF MARYLAND  
OFFICE OF COUNSEL TO THE GENERAL ASSEMBLY

November 30, 2001

Mr. James L. Stoops  
Governor's Salary Commission  
90 State Circle  
Annapolis, Maryland 21401

Dear Mr. Stoops:

This is in response to your request for advice of counsel on implementing a recommendation for incremental increases in the salaries of certain constitutional officers who have four year terms. Although there is a constitutional prohibition on increasing the compensation of such public officers during their terms, there would be no violation of this prohibition if the incremental increases were prescribed by a statute enacted before the beginning of the new terms.

Pursuant to a request from the Governor, the Governor's Salary Commission has agreed to recommend salaries for the new terms of the Attorney General, Comptroller, Treasurer and Secretary of State (hereinafter referred to as the other four constitutional officers). Reflecting the Commission's decision to propose annual incremental increases in the salaries of the Governor and Lieutenant Governor, the Commission has agreed to recommend annual incremental increases in the salaries of the other four constitutional officers. In the past, when these other four constitutional officers have received an increase, it has been the same increase for the entire term. To implement such single increases, the Governor has simply provided for the increases in the Budget which is enacted in the session preceding the beginning the new terms and which covers the first half-year of the new terms. Subsequent Budgets merely carry the new figures forward. This practice is in accord with State law, which explicitly provides that the salaries of the Attorney General, Comptroller and Treasurer are to be as provided in the State Budget. Md. Code, State Government Article, §§4-103, 5-104(c), and 6-103(b)(1). Moreover, this practice is consistent with Art. III, §35 of the State Constitution, which provides that the compensation of a public officer with a term of four years or less may not be increased or diminished during the term. In our recent conversation, you suggested that implementing the recommended incremental increases in the salaries for the other four constitutional officers in the annual Budget would violate this prohibition as the increases would be acted on during the term. I agree.



Mr. James L. Stoops  
Page 2  
November 30, 2001

In a letter of December 10, 1985 to Joseph M. Coble, Director of Fiscal Research for the Department of Fiscal Services, I noted that providing for incremental increases in the salaries of the Governor and Lieutenant Governor in the Joint Resolution which reflects the proposal of the Commission and which, subject to any legislative reduction, fixes the salaries for the new terms, would not violate the prohibition of Art. III, §35. This is so because the resolution is acted on prior to the beginning of the new term. Md. Const., Art. II, §21A. For the same reason, there would be no violation of the prohibition of Art. III, §35 if the recommended incremental increases in the salaries for the other four constitutional officers are embodied in a statute enacted in the 2002 session prior to the beginning of the new terms. Such a statute would be consistent with the Constitution, which expressly provides that the salaries of the other four constitutional officers are to be prescribed by law. Md. Const., Art. II, §22, Art. V, §3(c) and Art. VI, §1. Moreover, under the Budget Amendment of the State Constitution, the Governor would be obliged to include in the annual Budget the increased salaries which were previously prescribed by law and the General Assembly could not reduce these salaries. Md. Const., Art. III, §52(4) and (6).

In conclusion, the Commission's recommendation that the salaries of the Attorney General, Comptroller, Treasurer and Secretary of State be increased incrementally during the next term could not be implemented by Budget action alone. However, the recommendation could be implemented by enactment of a statute prior to the beginning of the new terms which would prescribe the incrementally increased salaries to be included in subsequent annual Budgets.

Very truly yours,



Richard E. Israel  
Assistant Attorney General

REI:ads

## Summary of Prior Governor's Salary Commission Recommendations

### *1997/1998 Salary Commission*

<u>Recommendations</u>	<u>Action</u>
Salary:	Resolution rejected. No increase approved
Governor                    \$135,000	\$120,000
Lt. Governor                \$115,000	\$100,000
Suggested following salaries per Governor's request	
Attorney General        \$115,000	\$100,000
Comptroller                \$115,000	\$100,000
Treasurer                 \$115,000	\$100,000
Secretary of State        \$80,000	\$70,000

### *1993/1994 Salary Commission*

<u>Recommendations</u>	<u>Action</u>
Salary:	
Governor                    \$120,000	None required. No increase
Lt. Governor                \$100,000	recommended.

Suggested following salaries per Governor's request:

Attorney General	\$100,000	\$100,000
Comptroller	\$100,000	\$100,000
Treasurer	\$100,000	\$100,000
Secretary of State	\$70,000	\$70,000

### *1989/1990 Salary Commission*

<u>Recommendations</u>	<u>Action</u>
Salary:	Resolution amended:
Governor                    \$135,000	\$120,000
Lt. Governor                \$115,000	\$100,000

Suggested following salaries per Governor’s request:

Attorney General	\$115,000	\$100,000
Comptroller	\$115,000	\$100,000
Treasurer	\$115,000	\$100,000
Secretary of State	\$80,000	\$70,000

Other:

1. Recommend no change to Governor’s Retirement Plan. 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.
  
2. Proposed legislation making two changes to retirement plan of constitutional officers, including the Lieutenant Governor:
  - a. immediate vesting in lieu of current five-year vesting requirement.
  
  - b. establishment of minimum pension benefit equal to 10 percent of final salary for constitutional officers serving at least one full term.

***1985/1986 Salary Commission***

<u>Recommendations</u>	<u>Action</u>
Salary:	
Governor                 \$85,000	Resolution adopted.
Lt. Governor            \$72,500	

Suggested following salaries per Governor’s request:

Attorney General	\$72,500	\$72,500
Comptroller	\$72,500	\$72,500
Treasurer	\$72,500	\$72,500
Secretary of State	\$52,500	\$45,000

Other:

1. 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). Bill enacted.

***1981/1982 Salary Commission***

<u>Recommendations</u>	<u>Action</u>
Salary:	
Governor                     \$75,000	Resolution adopted.
Lt. Governor                \$62,500	

Suggested following salaries per Governor's request:

Attorney General	\$62,500	\$62,500
Comptroller	\$62,500	\$62,500
Treasurer	\$62,500	\$62,500
Secretary of State	\$40,000	\$45,000

Other:

1. Recommend no change to Governor's Retirement Plan.
2. 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 Salary Commission***

<u>Recommendations</u>	<u>Action</u>
Salary:	
Governor                     \$60,000	Resolution adopted.
Lt. Governor                \$52,500	

Other:

1. 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.
2. 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.
3. Proposed legislation establishing a \$20,000 transition allowance for governors leaving office after January 17, 1979. Bill failed.

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

<b>Four-Year Period</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	15.7%	30.5%	20.2%	13.5%
1987 - 1990	16.6%	21.0%	14.7%	19.0%
1991 - 1994	15.2%	18.7%	4.0%	12.0%
1995 - 1998	10.6%	12.4%	5.1%	6.1%
1999 - 2002	10.4%	14.0%	16.3%	6.1%
2003 - 2006	9.5%	10.9%	8.2%(b)	

- (a) 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).
- (b) Projected using an average annual increase of 2% from fiscal 2003 to fiscal 2006, based on the State's experience over the previous ten years (1993-2002).

## Sources:

Consumer Price Index - All Urban Consumers (U.S.): Bureau of Labor Statistics (actuals)  
Economy.com, Inc., August 2001 (projections)

State and Local Compensation of General Government Employees  
DRI-WEFA, September 2001 (projections)

Department of Legislative Services, October 2001

### History of General Salary Increases for State Employees

<u>Fiscal Year</u>	<u>Percent of Cost-of-Living Increase</u>	<u>Total Fund Cost (\$ millions)</u>
1980	6.1% (a)	\$39.8
1981	7.0%	\$61.9
1982	None	
1983	9.0%	\$97.7
1984	None	
1985	6.0%	\$59.4
1986	4.0%	\$51.8 (b)
1987	3.5%	\$48.7
1988	2.5%	\$48.3
1989	4.0%	\$80.6
1990	4.0%	\$90.0
1991	4.0%	\$102.0
1992	None	
1993	None	
1994	None	
1995	3.0%	\$83.0
1996	2.0%	\$55.4
1997	None	
1998	None	
1999	\$900 on 7/1/98 \$375 on 1/1/99	\$83.5
2000	\$638 on 7/1/99 \$637 on 1/1/00	\$98.3 (c)
2001	4.0%	\$92.5 (d)
2002	4.0%	\$87.2 (e)

(a) Provided each position receives a salary increase of at least \$500.

(b) Includes for the first time the additional cost for retirement associated with the salary increases. In previous years, only Social Security was included. Also, grades 3 through 23 were renamed grades 1 through 21 and grade 22 was created.

(c) Includes the cost of annualization of the fiscal 1999 phased-in increase (approximately \$14 million). Also, the salary schedule was expanded from 6 steps to 16 steps. The cost of this conversion is not included here.

(d) Includes the cost of annualization of the fiscal 2000 increase (\$24 million). The full fiscal 2001 increase was implemented on November 15, 2001. Also in fiscal 2001, four grades were added to the salary schedule to accommodate positions previously placed on the Executive Pay Plan.

(e) Includes January 1, 2002 increase plus annualization of the fiscal 2001 increase implemented on November 15, 2001.

Source: Department of Legislative Services, September 2001

**Summary of Recent State Employee  
and General Assembly Member Salary Changes  
Fiscal 1991-2002**

<u>Fiscal Year</u>	<u>State Employees</u>		<u>General Assembly Members</u>	
	<u>Cost-of-Living Increase</u>	<u>Increments</u>	<u>Salary(d)</u>	<u>Salary Increase Over Previous Year</u>
1991	4.0%	Yes	\$27,000	8.0%
1992	None	No	\$27,000	None
1993	None	No	\$28,000	3.7%
1994	None	Yes	\$28,000	None
1995	3.0%	Yes, but delayed 2 months	\$28,840	3.0%
1996	2.0%	Yes, but delayed 4 months	\$29,700	3.0%
1997	None	Yes, but Executive Pay Plan delayed until Feb. 12, 1997	\$29,700	None
1998	None	Yes, except none for Executive Pay Plan	\$29,700	None
1999	\$900 on 7/1/98 \$375 on 1/1/99	Yes	\$30,591	3.0%
2000	\$638 on 7/1/99 \$637 on 1/1/00	Yes	\$30,591	None
2001	4%(a)	Yes(c)	\$31,509	3.0%
2002	4%(b)	Yes	\$31,509	None

(a) Effective November 15, 2000

(b) Effective January 1, 2002

(c) Executive Pay Plan structure altered to incorporate salary ranges (grades and steps eliminated)

(d) Calendar years

Source: Department of Legislative Services, September 2001



**Salaries of Selected Maryland State Officials**  
**Fiscal 1995-2002**

	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>% Change 1995-1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>% Change 1999-2002</u>
<b>Constitutional Officers</b>										
Governor	120,000	120,000	120,000	120,000	0.00%	120,000	120,000	120,000	120,000	0.00%
Lieutenant Governor	100,000	100,000	100,000	100,000	0.00%	100,000	100,000	100,000	100,000	0.00%
Attorney General	100,000	100,000	100,000	100,000	0.00%	100,000	100,000	100,000	100,000	0.00%
Comptroller	100,000	100,000	100,000	100,000	0.00%	100,000	100,000	100,000	100,000	0.00%
Treasurer	100,000	100,000	100,000	100,000	0.00%	100,000	100,000	100,000	100,000	0.00%
Secretary of State	70,000	70,000	70,000	70,000	0.00%	70,000	70,000	70,000	70,000	0.00%
<b>Deputy Constitutional Officers</b>										
Attorney General	88,610	93,095	95,889	93,096	5.06%	89,026	99,472	99,472	119,310	34.02%
Comptroller	88,610	90,383	93,096	95,889	8.21%	97,164	108,448	108,448	116,419	19.82%
Treasurer	81,090	85,194	87,751	87,751	8.21%	89,026	91,254	91,254	100,880	13.32%
<b>Judiciary</b>										
Ch. Judge Ct. of Appeals	118,500	120,900	124,500	124,500	5.06%	135,775	139,200	144,800	150,600	10.92%
Judge, Court of Appeals	102,000	104,100	107,300	107,300	5.20%	118,575	121,600	126,500	131,600	10.98%
Ch. Judge Ct. Spec Appeals	97,900	99,900	103,000	103,000	5.21%	114,275	117,200	121,900	126,800	10.96%
Judge, Special Appeals	95,300	97,300	100,300	100,300	5.25%	111,575	114,400	119,000	123,800	10.96%
Judge, Circuit Court	91,700	93,600	96,500	96,500	5.23%	107,775	110,500	115,000	119,600	10.97%
Ch. Judge, District Court	95,300	97,300	100,300	100,300	5.25%	111,575	114,400	119,000	123,800	10.96%
Judge, District Court	84,800	86,500	89,200	89,200	5.19%	100,475	103,000	107,200	111,500	10.97%

**Salaries of Selected Maryland State Officials  
Fiscal 1995-2002**

	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>% Change 1995-1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>% Change 1999-2002</u>
<b>Cabinet Secretaries</b>										
Public Safety	114,972	120,790	124,413	128,146	11.46%	118,547	123,340	132,042	141,443	19.31%
Transportation	111,624	117,272	113,857	117,272	5.06%	118,547	119,822	128,274	140,076	18.16%
Bus. & Econ. Develop.	111,624	117,272	124,413	128,416	15.04%	129,421	130,696	135,924	142,063	9.77%
Budget & Mgt.	111,624	110,540	113,857	117,272	5.06%	118,547	123,340	132,042	136,612	15.24%
Health & Men. Hygiene	108,372	113,857	113,857	117,272	8.21%	118,547	123,340	132,042	141,443	19.31%
Supt. of Schools(a)	103,355	108,585	119,000	119,000	15.14%	119,000	119,000	135,000	135,000	13.45%
Housing	103,355	108,585	105,423	108,585	5.06%	109,860	111,135	118,968	127,438	16.00%
Natural Resources	103,355	108,585	108,585	108,585	5.06%	109,860	114,392	102,986	110,319	0.42%
Human Resources	103,355	102,351	105,423	108,585	5.06%	109,860	111,135	118,968	127,438	16.00%
General Services	95,699	103,559	97,613	100,542	5.06%	101,817	106,109	113,583	121,670	19.50%
Juvenile Justice	95,699	100,542	105,559	106,664	11.46%	107,939	112,415	95,555	141,443	31.04%
Environment	92,912	97,613	97,613	100,542	8.21%	101,817	106,109	113,583	121,670	19.50%
Higher Education	103,355	108,585	105,423	108,585	5.06%	109,860	114,392	122,458	115,880	5.48%
State Police(b)	84,508	97,613	97,613	100,542	18.97%	101,817	106,109	118,968	131,151	28.81%
Agriculture	95,699	97,613	100,542	103,559	8.21%	93,286	97,321	104,170	111,587	19.62%
Aging(c)	80,595	84,673	77,488	79,813	-0.97%	81,088	84,757	101,214	112,759	39.06%
Labor Licensing & Reg.	95,699	97,613	97,613	100,542	5.06%	101,817	106,109	113,583	121,670	19.50%
Planning(d)	80,595	88,785	91,448	94,191	16.87%	97,164	101,314	108,448	108,448	11.61%
Veterans(e)	56,845	57,982	59,723	61,514	8.21%	62,789	65,910	79,511	82,692	31.70%
<b>Consumer Price Index</b>					10.60%					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.

Source: Annual budget bills, Bureau of Labor Statistics, Department of Legislative Services, October 2001

**Projected Salaries of Maryland Cabinet Officials  
Fiscal 2002-2006**

<b>Cabinet Secretaries</b>	<b>EPP Scale</b>	<b>Fiscal 2006 Incumbent (Note 1)</b>	<b>Fiscal 2006 New Appointee (Note 2)</b>	<b>Fiscal 2002 Incumbent</b>
Public Safety	11	167,681	151,830	141,443
Transportation	11	166,061	151,830	140,076
Bus. & Econ. Develop.	11	168,416	151,830	142,063
Budget & Mgt.	11	161,954	151,830	136,612
Health & Men. Hygiene	11	167,681	151,830	141,443
Supt. of Schools <b>(Note 3)</b>		155,250	155,250	135,000
Housing	10	151,078	133,181	127,438
Natural Resources	10	130,784	133,181	110,319
Human Resources	10	151,078	133,181	127,438
General Services	9	144,240	123,572	121,670
Juvenile Justice	11	167,681	144,503	141,443
Environment	10	144,240	116,456	121,670
Higher Education	8	137,386	108,068	115,880
State Police	10	155,480	125,512	131,151
Agriculture	9	132,287	123,572	111,587
Aging	9	133,676	123,572	112,759
Labor Licensing & Reg.	9	144,240	123,572	121,670
Planning	8	128,566	114,672	108,448
Veterans	5	98,032	91,738	82,692

## Notes:

1. Incumbent salary assumes a cost-of-living adjustment each year fiscal 2003 through 2006 based on the State's experience over the previous ten years (1993-2002) and a 2.3% merit increase each year for fiscals 2003 through 2006.
2. New appointee salary assumes placement at mid-point for Executive Pay Plan (EPP) Scale 11, appointment at 25% above the base step for other EPP appointments in fiscal 2003 and the same COLA and merit increases provided incumbents in fiscal 2004, 2005, and 2006.
3. Salary for State Superintendent of Schools is set at flat rate of \$135,000 for current four-year appointment fiscal 2001-2004 and assumes a 15% increases for the next four-year appointment fiscal 2005-2008.

Source: Executive Pay Plan salary schedule in fiscal 2002 budget bill (HB150, Chapter 150, 2001); Department of Legislative Services Office Of Policy Analysis projections, November 5, 2001

**National Governor Salaries**  
**Fiscal 2001-1997**

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>Present Term Ends</u>
1	New York	\$179,000	\$130,000	37.69%	1/2003
2	California	165,000	114,286	44.37%	1/2003
3	Michigan	151,245	112,025	35.01%	1/2003
4	Illinois	140,200	119,439	17.38%	1/2003
5	Pennsylvania	135,559	105,000	29.10%	1/2003
6	Massachusetts	135,000	75,000	80.00%	1/2003
7	Washington	132,000	121,000	9.09%	1/2005
8	New Jersey	130,000	85,000	52.94%	1/2002
9	Minnesota	120,303	109,053	10.32%	1/2003
10	Maryland	120,000	120,000	0.00%	1/2003
11	Ohio	119,225	115,752	3.00%	1/2003
12	Florida	117,240	97,850	19.82%	1/2003
13	Nevada	117,000	90,000	30.00%	1/2003
14	Wisconsin	115,699	101,861	13.59%	1/2003
15	Texas	115,345	99,122	16.37%	1/2003
16	Missouri	112,755	98,345	14.65%	1/2005
17	Georgia	111,480	103,074	8.16%	1/2003
18	Virginia	110,000	110,000	0.00%	1/2002
19	North Carolina	107,132	98,576	8.68%	1/2005
20	Delaware	107,000	95,000	12.63%	1/2005
21	South Carolina	106,078	103,998	2.00%	1/2003
22	Iowa	104,352	98,200	6.26%	1/2003
23	Mississippi	101,800	75,600	34.66%	1/2004
24	Oklahoma	101,140	70,000	44.49%	1/2003
25	West Virginia	99,000	90,000	10.00%	1/2005
26	Kentucky	97,068	96,352	0.74%	12/2003
27	Idaho	95,500	75,000	27.33%	1/2003
28	Arizona	95,000	75,000	26.67%	1/2005
29	Louisiana	95,000	73,440	29.36%	1/2004
30	Rhode Island	95,000	69,900	35.91%	1/2003
31	Wyoming	95,000	95,000	0.00%	1/2003
32	Hawaii	94,780	94,780	0.00%	12/2002
33	Alabama	94,655	81,151	16.64%	1/2003
34	New Hampshire	93,263	82,325	13.29%	1/2003
35	Utah	93,000	82,000	13.41%	1/2005
36	Kansas	91,742	80,340	14.19%	1/2003

**National Governor Salaries**  
**Fiscal 2001-1997**

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>Present Term Ends</u>
37	Colorado	90,000	70,000	28.57%	1/2003
38	New Mexico	90,000	90,000	0.00%	1/2003
39	South Dakota	89,898	82,271	9.27%	1/2003
40	Oregon	88,300	80,000	10.38%	1/2003
41	Vermont	88,026	80,724	9.05%	1/2003
42	Tennessee	87,276	85,000	2.68%	1/2003
43	Montana	83,672	53,310	56.95%	1/2005
44	Alaska	81,648	81,648	0.00%	12/2002
45	Connecticut	78,000	78,000	0.00%	1/2003
46	Indiana	77,200	77,200	0.00%	1/2005
47	North Dakota	76,884	69,650	10.39%	12/2004
48	Maine	70,000	69,992	0.01%	1/2003
49	Arkansas	68,448	60,000	14.08%	1/2003
50	Nebraska	65,000	65,000	0.00%	1/2003

## Notes:

- (a) California Governor has taken a voluntary 5 percent cut in statutory salary.
- (b) New Jersey Governor returned 10 percent of salary to Treasury.
- (c) Virginia Governor voluntarily accepts a reduced salary of \$85,000.

Source: The Book of the States 2000-2001, Council of State Governments, 1996-1997 and 2000-2001:  
[[www.csg.org/sic/bosfix/2-3.pdf](http://www.csg.org/sic/bosfix/2-3.pdf)]  
National Governor Association: [[www.nga.gov](http://www.nga.gov)]

### Governor Salaries States Ranked by State General Revenues

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>General Revenue \$ in Millions<sup>(d)</sup></u>
1	California	\$165,000	\$114,286	44.37%	\$154,017
2	New York	179,000	130,000	37.69%	102,242
3	Texas	115,345	99,122	16.37%	74,649
4	Ohio	119,225	115,752	3.00%	51,273
5	Florida	117,240	97,850	19.82%	49,209
6	Michigan	151,245	112,025	35.01%	46,724
7	Illinois	140,200	119,439	17.38%	43,294
8	New Jersey	130,000	85,000	52.94%	39,150
9	North Carolina	107,132	98,576	8.68%	34,064
10	Washington	132,000	121,000	9.09%	28,737
11	Wisconsin	115,699	101,861	13.59%	28,334
12	Massachusetts	135,000	75,000	80.00%	28,120
13	Georgia	111,480	103,074	8.16%	27,639
14	Virginia	110,000	110,000	0.00%	26,138
15	Minnesota	120,303	109,053	10.32%	25,089
16	Maryland	120,000	120,000	0.00%	19,613
17	Missouri	112,755	98,345	14.65%	19,505
18	Indiana	77,200	77,200	0.00%	19,149
19	Louisiana	95,000	73,440	29.36%	17,786
20	Tennessee	87,276	85,000	2.68%	16,904
21	Kentucky	97,068	96,352	0.74%	16,853
22	Connecticut	78,000	78,000	0.00%	16,438
23	Oregon	88,300	80,000	10.38%	15,666
24	Alabama	94,655	81,151	16.64%	15,501
25	Arizona	95,000	75,000	26.67%	15,122
26	South Carolina	106,078	103,998	2.00%	14,560
27	Colorado	90,000	70,000	28.57%	14,158
28	Oklahoma	101,140	70,000	44.49%	11,935
29	Iowa	104,352	98,200	6.26%	11,629
30	Mississippi	101,800	75,600	34.66%	10,701
31	Arkansas	68,448	60,000	14.08%	10,361
32	Pennsylvania	135,559	105,000	29.10%	9,482
33	New Mexico	90,000	90,000	0.00%	8,757
34	Utah	93,000	82,000	13.41%	8,742

### Governor Salaries States Ranked by State General Revenues

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>General Revenue \$ in Millions<sup>(d)</sup></u>
35	Kansas	91,742	80,340	14.19%	8,687
36	West Virginia	99,000	90,000	10.00%	8,034
37	Nevada	117,000	90,000	30.00%	7,573
38	Alaska	81,648	81,648	0.00%	7,313
39	Hawaii	94,780	94,780	0.00%	6,646
40	Maine	70,000	69,992	0.01%	5,888
41	Nebraska	65,000	65,000	0.00%	5,576
42	Rhode Island	95,000	69,900	35.91%	5,478
43	Idaho	95,500	75,000	27.33%	4,870
44	Delaware	107,000	95,000	12.63%	4,540
45	New Hampshire	93,263	82,325	13.29%	4,024
46	Montana	83,672	53,310	56.95%	3,725
47	Wyoming	95,000	95,000	0.00%	3,092
48	Vermont	88,026	80,724	9.05%	3,055
49	North Dakota	76,884	69,650	10.39%	2,936
50	South Dakota	89,898	82,271	9.27%	2,886

## Notes:

(a) California Governor has taken a voluntary 5 percent cut in statutory salary.

(b) New Jersey Governor returned 10 percent of salary to Treasury.

(c) Virginia Governor voluntarily accepts a reduced salary of \$85,000.

(d) Revenue is from fiscal 1999.

Source: The Book of the States 2000-2001, Council of State Governments, 1996-1997 and 2000-2001:  
[[www.csg.org/sic/bosfix/2-3.pdf](http://www.csg.org/sic/bosfix/2-3.pdf)]

National Governor Association: [[www.nga.gov](http://www.nga.gov)]

State Government Finances 1999, Bureau of Census: [[www.census.gov](http://www.census.gov)]

### Governor Salaries States Ranked by Population

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>Population 4/1/2000</u>
1	California	\$165,000	\$114,286	44.37%	33,871,648
2	Texas	115,345	99,122	16.37%	20,851,820
3	New York	179,000	130,000	37.69%	18,976,457
4	Florida	117,240	97,850	19.82%	15,982,378
5	Illinois	140,200	119,439	17.38%	12,419,293
6	Pennsylvania	135,559	105,000	29.10%	12,281,054
7	Ohio	119,225	115,752	3.00%	11,353,140
8	Michigan	151,245	112,025	35.01%	9,938,444
9	New Jersey	130,000	85,000	52.94%	8,414,350
10	Georgia	111,480	103,074	8.16%	8,186,453
11	North Carolina	107,132	98,576	8.68%	8,049,313
12	Virginia	110,000	110,000	0.00%	7,078,515
13	Massachusetts	135,000	75,000	80.00%	6,349,097
14	Indiana	77,200	77,200	0.00%	6,080,485
15	Washington	132,000	121,000	9.09%	5,894,121
16	Tennessee	87,276	85,000	2.68%	5,689,283
17	Missouri	112,755	98,345	14.65%	5,595,211
18	Wisconsin	115,699	101,861	13.59%	5,363,675
19	Maryland	120,000	120,000	0.00%	5,296,486
20	Arizona	95,000	75,000	26.67%	5,130,632
21	Minnesota	120,303	109,053	10.32%	4,919,479
22	Louisiana	95,000	73,440	29.36%	4,468,976
23	Alabama	94,655	81,151	16.64%	4,447,100
24	Colorado	90,000	70,000	28.57%	4,301,261
25	Kentucky	97,068	96,352	0.74%	4,041,769
26	South Carolina	106,078	103,998	2.00%	4,012,012
27	Oklahoma	101,140	70,000	44.49%	3,450,654
28	Oregon	88,300	80,000	10.38%	3,421,399
29	Connecticut	78,000	78,000	0.00%	3,405,565
30	Iowa	104,352	98,200	6.26%	2,926,324
31	Mississippi	101,800	75,600	34.66%	2,844,658
32	Kansas	91,742	80,340	14.19%	2,688,418
33	Arkansas	68,448	60,000	14.08%	2,673,400
34	Utah	93,000	82,000	13.41%	2,233,169
35	Nevada	117,000	90,000	30.00%	1,998,257
36	New Mexico	90,000	90,000	0.00%	1,819,046
37	West Virginia	99,000	90,000	10.00%	1,808,344
38	Nebraska	65,000	65,000	0.00%	1,711,263



**Governor Salaries States Ranked by Population**

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>Population 4/1/2000</u>
39	Idaho	95,500	75,000	27.33%	1,293,953
40	Maine	70,000	69,992	0.01%	1,274,923
41	New Hampshire	93,263	82,325	13.29%	1,235,786
42	Hawaii	94,780	94,780	0.00%	1,211,537
43	Rhode Island	95,000	69,900	35.91%	1,048,319
44	Montana	83,672	53,310	56.95%	902,195
45	Delaware	107,000	95,000	12.63%	783,600
46	South Dakota	89,898	82,271	9.27%	754,844
47	North Dakota	76,884	69,650	10.39%	642,200
48	Alaska	81,648	81,648	0.00%	626,932
49	Vermont	88,026	80,724	9.05%	608,827
50	Wyoming	95,000	95,000	0.00%	493,782

## Notes:

- (a) California Governor has taken a voluntary 5 percent cut in statutory salary.
- (b) New Jersey Governor returned 10 percent of Salary to Treasury.
- (c) Virginia Governor voluntarily accepts a reduced salary of \$85,000.

Source: The Book of the States 2000-2001, Council of State Governments, 1996-1997 and 2000-2001:  
 [www.csg.org/sic/bosfix/2-3.pdf]  
 National Governor Association: [www.nga.gov]  
 State Government Finances 1999, Bureau of Census: [www.census.gov]

### Governor Salaries States Ranked by Per Capita Income

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>Per Capita Income CY2000</u>
1	Connecticut	\$78,000	\$78,000	0.00%	40,870
2	Massachusetts	135,000	75,000	80.00%	37,710
3	New Jersey	130,000	85,000	52.94%	37,112
4	New York	179,000	130,000	37.69%	34,502
5	Maryland	120,000	120,000	0.00%	33,621
6	New Hampshire	93,263	82,325	13.29%	33,042
7	Colorado	90,000	70,000	28.57%	32,441
8	California	165,000	114,286	44.37%	32,225
9	Minnesota	120,303	109,053	10.32%	31,913
10	Illinois	140,200	119,439	17.38%	31,842
11	Washington	132,000	121,000	9.09%	31,129
12	Delaware	107,000	95,000	12.63%	31,074
13	Virginia	110,000	110,000	0.00%	31,065
14	Alaska	81,648	81,648	0.00%	29,597
15	Nevada	117,000	90,000	30.00%	29,551
16	Pennsylvania	135,559	105,000	29.10%	29,533
17	Rhode Island	95,000	69,900	35.91%	29,158
18	Michigan	151,245	112,025	35.01%	29,071
19	Wisconsin	115,699	101,861	13.59%	28,066
20	Ohio	119,225	115,752	3.00%	27,914
21	Florida	117,240	97,850	19.82%	27,836
22	Hawaii	94,780	94,780	0.00%	27,819
23	Georgia	111,480	103,074	8.16%	27,790
24	Texas	115,345	99,122	16.37%	27,722
25	Nebraska	65,000	65,000	0.00%	27,658
26	Oregon	88,300	80,000	10.38%	27,649
27	Wyoming	95,000	95,000	0.00%	27,436
28	Kansas	91,742	80,340	14.19%	27,408
29	Missouri	112,755	98,345	14.65%	27,186
30	Vermont	88,026	80,724	9.05%	26,904
31	North Carolina	107,132	98,576	8.68%	26,842
32	Indiana	77,200	77,200	0.00%	26,838
33	Iowa	104,352	98,200	6.26%	26,376
34	South Dakota	89,898	82,271	9.27%	25,993
35	Tennessee	87,276	85,000	2.68%	25,878
36	Maine	70,000	69,992	0.01%	25,399
37	Arizona	95,000	75,000	26.67%	24,991

**Governor Salaries States Ranked by Per Capita Income**

	<u>State</u>	<u>2001 Salary</u>	<u>1997 Salary</u>	<u>% Change</u>	<u>Per Capita Income CY2000</u>
38	North Dakota	76,884	69,650	10.39%	24,780
39	Kentucky	97,068	96,352	0.74%	24,057
40	South Carolina	106,078	103,998	2.00%	23,952
41	Idaho	95,500	75,000	27.33%	23,640
42	Oklahoma	101,140	70,000	44.49%	23,582
43	Alabama	94,655	81,151	16.64%	23,460
44	Utah	93,000	82,000	13.41%	23,364
45	Louisiana	95,000	73,440	29.36%	23,041
46	Montana	83,672	53,310	56.95%	22,541
47	Arkansas	68,448	60,000	14.08%	21,945
48	New Mexico	90,000	90,000	0.00%	21,883
49	West Virginia	99,000	90,000	10.00%	21,767
50	Mississippi	101,800	75,600	34.66%	20,856

## Notes:

- (a) California Governor has taken a voluntary 5 percent cut in statutory salary.
- (b) New Jersey Governor returned 10 percent of Salary to Treasury.
- (c) Virginia Governor voluntarily accepts a reduced salary of \$85,000.
- (d) Per capita income is calculated using calendar 1998 income and projected population as of July 1999.

Source: The Book of the States 2000-2001, Council of State Governments, 1996-1997 and 2000-2001:  
 [www.csg.org/sic/  
 Bureau of Economic Analysis, Regional Accounts Data Table SA1-3: Per capita Personal Income,  
 September 2001: [www.bea.doc]

### Salaries of Constitutional Officers

<u>State</u>	<u>Governor</u>	<u>LT Gov.</u>	<u>Treasurer</u>	<u>Comptroller</u>	<u>Atty General</u>	<u>Sec State</u>
Alabama	\$94,655	\$48,870	\$66,722	\$110,973	\$124,951	\$66,722
Alaska	\$81,648	\$76,188	a-9	\$74,592	\$83,292	a-1
Arizona	\$95,000	a-2	\$70,000	\$83,200	\$90,000	\$70,000
Arkansas	\$68,448	\$33,083	\$42,780	a15	\$57,040	\$42,780
California	\$165,000	\$123,750	\$132,000	\$132,000	\$140,250	\$123,750
Colorado	\$90,000	\$68,500	\$68,500	\$98,004	\$80,000	\$68,500
Connecticut	\$78,000	\$55,000	\$50,000	\$50,000	\$60,000	\$50,000
Delaware	\$107,000	\$47,900	\$84,800	\$85,700	\$105,200	\$95,500
Florida	\$117,240	\$112,304	\$116,056	\$106,870	\$116,056	\$116,056
Georgia	\$111,480	\$72,812	\$96,804	a-4	\$102,211	\$89,538
Hawaii	\$94,780	\$90,041	a-6	\$85,302	\$85,302	a-1
Idaho	\$95,500	\$25,250	\$77,500	\$67,500	\$85,500	\$77,500
Illinois	\$140,200	\$107,200	\$107,200	\$96,804	\$123,700	\$123,700
Indiana	\$77,200	\$64,000	\$66,000	a-23	\$79,400	\$66,000
Iowa	\$104,352	\$73,047	\$82,940	a-6	\$99,379	\$82,940
Kansas	\$91,742	waived	\$71,270	\$65,037	\$81,958	\$71,270
Kentucky	\$97,068	\$82,521	\$82,521	a15	\$82,521	\$82,521
Louisiana	\$95,000	\$85,008	\$85,000	a5	\$85,000	\$85,000
Maine	\$70,000	z	\$48,298	\$73,466	\$91,208	\$70,886
Maryland	\$120,000	\$100,000	\$100,000	\$100,000	\$100,000	\$70,000
Massachusetts	\$135,000	\$120,000	\$120,000	\$103,502	\$122,500	\$120,000
Michigan	\$151,245	\$100,671	\$108,000	\$92,123	\$124,900	\$124,900
Minnesota	\$120,303	\$66,168	\$66,168	a15	\$93,981	\$66,168
Mississippi	\$101,800	\$60,000	\$75,000	\$85,000	\$90,800	\$75,000
Missouri	\$112,755	\$68,188	\$90,471	\$82,488	\$97,899	\$90,471
Montana	\$83,672	\$53,407	\$70,420	\$70,420	\$66,756	\$62,848
Nebraska	\$65,000	\$47,000	\$49,500	\$78,250	\$64,500	\$52,000
Nevada	\$117,000	\$50,000	\$80,000	call	\$110,000	\$80,000
New Hampshire	\$93,263	z	\$74,372	\$65,508	\$83,256	\$74,372
New Jersey	\$130,000	z	\$100,225	a-6	\$100,225	\$100,225
New Mexico	\$90,000	\$65,000	\$65,000	a-4	\$72,500	\$65,000
New York	\$179,000	\$151,500	\$86,800	\$151,500	\$151,500	\$120,800
North Carolina	\$107,132	\$94,552	\$94,552	\$117,669	\$94,552	\$94,552
North Dakota	\$76,884	\$63,180	\$58,260	pp	\$65,753	\$58,260
Ohio	\$119,225	\$57,637	\$82,347	a-4	\$85,509	\$82,347
Oklahoma	\$101,140	\$75,530	\$82,004	\$72,000	\$94,349	\$65,000
Oregon	\$88,300	a-2	\$67,900	\$84,264	\$72,800	\$67,900
Pennsylvania	\$135,559	\$113,870	\$112,785	\$105,300	\$112,785	\$97,603
Rhode Island	\$95,000	\$80,000	\$80,000	\$85,647	\$85,000	\$80,000
South Carolina	\$106,078	\$46,545	\$92,007	\$92,007	\$92,007	\$92,007
South Dakota	\$89,898	\$65,270	\$61,090	a-23	\$76,357	\$61,090
Tennessee	\$87,276	\$49,500	\$120,000	\$78,600	\$112,068	\$120,000

### Salaries of Constitutional Officers

<u>State</u>	<u>Governor</u>	<u>LT Gov.</u>	<u>Treasurer</u>	<u>Comptroller</u>	<u>Atty General</u>	<u>Sec State</u>
Texas	\$115,345	\$7,200	\$92,217	\$92,217	\$92,217	\$112,352
Utah	\$93,000	\$72,300	\$72,300	a-15	\$78,200	a-1
Vermont	\$88,026	\$46,030	\$69,493	a-15	\$83,491	\$69,493
Virginia	\$110,000	\$32,000	\$93,573	\$94,241	\$97,500	\$76,346
Washington	\$132,000	\$69,000	\$92,500	a-4	\$120,000	\$75,900
West Virginia	\$99,000	z	\$70,000	\$70,000	\$75,000	\$65,000
Wisconsin	\$115,699	\$60,182	\$54,610	\$87,805	\$112,274	\$54,610
Wyoming	\$95,000	a-2	\$77,000	\$77,000	\$78,500	\$77,000

a-1: Lt. Gov function

a-2: Sec. State function

a-3: Attorney General function

a-4: Treasurer function

a-5: Administration Dept

a-6: Budget Dept

a-7: Commerce Dept

a-8: Community Affairs Dept

a-9: Comptroller Function

a-15: Finance Dept.

a-23: pre-audit function

a-24: shared responsibility

z : In Maine, New Hampshire, New Jersey, Tennessee, and West Virginia the Presidents (or Speakers) of the Senate are next in line of succession to the governorship. In Tennessee, the Speaker of Senate bears the statutory title of Lieutenant Governor.

Source: Book of the States, Volume 31, Council State Governments

Prepared: Department of Legislative Services, August 28, 2001

## State Ranking of Lieutenant Governor Salaries

	<u>State</u>	<u>Lt. Governor</u>
1	New York	\$151,500
2	California	123,750
3	Massachusetts	120,000
4	Pennsylvania	113,870
5	Florida	112,304
6	Illinois	107,200
7	Michigan	100,671
8	Maryland	100,000
9	North Carolina	94,552
10	Hawaii	90,041
11	Louisiana	85,008
12	Kentucky	82,521
13	Rhode Island	80,000
14	Alaska	76,188
15	Oklahoma	75,530
16	Iowa	73,047
17	Georgia	72,812
18	Utah	72,300
19	Washington	69,000
20	Colorado	68,500
21	Missouri	68,188
22	Minnesota	66,168
23	South Dakota	65,270
24	New Mexico	65,000
25	Indiana	64,000
26	North Dakota	63,180
27	Wisconsin	60,182
28	Mississippi	60,000
29	Ohio	57,637
30	Connecticut	55,000
31	Montana	53,407
32	Nevada	50,000
33	Tennessee	49,500 (z)
34	Alabama	48,870
35	Delaware	47,900
36	Nebraska	47,000
37	South Carolina	46,545
38	Vermont	46,030
39	Arkansas	33,083
40	Virginia	32,000
41	Idaho	25,250
42	Texas	7,200

**State Ranking of Lieutenant Governor Salaries**

<u>State</u>	<u>Lt. Governor</u>
43 Kansas	waived
44 Wyoming	a-2
45 Oregon	a-2
46 Arizona	a-2
47 West Virginia	z
48 New Jersey	z
49 New Hampshire	z
50 Maine	z

a-1: Lt. Governor function

a-2: Secretary of State function

a-3: Comptroller function

a-4: Budget function

a-5: Finance Dept.

a-6: Treasurer

a-7: Pre-audit function

a-8: Dept. Admin.

a-9: Shared responsibility

z In Maine, New Hampshire, New Jersey, Tennessee, and West Virginia the President (or Speakers) of the Senate are next in line of succession to the Governor. In Tennessee the Speaker of the Senate bears the statutory of Lt. Governor.

Source: Book of the States, Volume 31, Council State Governments

Prepared: Department of Legislative Services, August 28, 2001

## State Ranking of Comptroller Salaries

	<u>State</u>	<u>Comptroller</u>
1	New York	\$151,500
2	California	132,000
3	North Carolina	117,669
4	Alabama	110,973
5	Florida	106,870
6	Pennsylvania	105,300
7	Massachusetts	103,502
8	Maryland	100,000
9	Colorado	98,004
10	Illinois	96,804
11	Virginia	94,241
12	Texas	92,217
13	Michigan	92,123
14	South Carolina	92,007
15	Wisconsin	87,805
16	Delaware	85,700
17	Rhode Island	85,647
18	Hawaii	85,302
19	Mississippi	85,000
20	Oregon	84,264
21	Arizona	83,200
22	Missouri	82,488
23	Tennessee	78,600
24	Nebraska	78,250
25	Wyoming	77,000
26	Alaska	74,592
27	Maine	73,466
28	Oklahoma	72,000
29	Montana	70,420
30	West Virginia	70,000
31	Idaho	67,500
32	New Hampshire	65,508
33	Kansas	65,037
34	Connecticut	50,000
35	Nevada	call
36	Iowa	a-6
37	New Jersey	a-6



**State Ranking of Comptroller Salaries**

	<u>State</u>	<u>Comptroller</u>
38	Louisiana	a-5
39	Georgia	a-4
40	New Mexico	a-4
41	Ohio	a-4
42	Washington	a-4
43	North Dakota	pp
44	Indiana	a-23
45	South Dakota	a-23
46	Utah	a-15
47	Vermont	a-15
48	Arkansas	a15
49	Kentucky	a15
50	Minnesota	a15

- a-1: Lt. Governor function
- a-2: Sec. State function
- a-3: Comptroller function
- a-4: Budget function
- a-5: Finance Dept
- a-6: Treasurer
- a-7: pre-audit function
- a-8: Dept. Admin.
- a-15: Dept. Finance function
- a-23: pre-audit function
- pp: shared responsibility

Source: Book of the States, Volume 31, Council State Governments  
 Prepared: Department of Legislative Services, August 28, 2001

### State Ranking of Treasurer Salaries

	<u>State</u>	<u>Treasurer</u>
1	California	\$132,000
2	Massachusetts	120,000
3	Tennessee	120,000
4	Florida	116,056
5	Pennsylvania	112,785
6	Michigan	108,000
7	Illinois	107,200
8	New Jersey	100,225
9	Maryland	100,000
10	Georgia	96,804
11	North Carolina	94,552
12	Virginia	93,573
13	Washington	92,500
14	Texas	92,217
15	South Carolina	92,007
16	Missouri	90,471
17	New York	86,800
18	Louisiana	85,000
19	Delaware	84,800
20	Iowa	82,940
21	Kentucky	82,521
22	Ohio	82,347
23	Oklahoma	82,004
24	Nevada	80,000
25	Rhode Island	80,000
26	Idaho	77,500
27	Wyoming	77,000
28	Mississippi	75,000
29	New Hampshire	74,372
30	Utah	72,300
31	Kansas	71,270
32	Montana	70,420
33	Arizona	70,000
34	West Virginia	70,000
35	Vermont	69,493
36	Colorado	68,500
37	Oregon	67,900
38	Alabama	66,722

**State Ranking of Treasurer Salaries**

	<u>State</u>	<u>Treasurer</u>
39	Minnesota	66,168
40	Indiana	66,000
41	New Mexico	65,000
42	South Dakota	61,090
43	North Dakota	58,260
44	Wisconsin	54,610
45	Connecticut	50,000
46	Nebraska	49,500
47	Maine	48,298
48	Arkansas	42,780
49	Alaska	a-9
50	Hawaii	a-6

- a-1: Lt. Governor function
- a-2: Sec. State function
- a-3: Comptroller function
- a-4: Budget function
- a-5: Finance Dept
- a-6: Treasurer
- a-7: pre-audit function
- a-8: Dept. Admin.
- a-9: shared responsibility

Source: Book of the States, Volume 31, Council State Governments  
 Prepared: Department of Legislative Services, November 21, 1997

## State Ranking of Attorney General Salaries

	<u>State</u>	<u>Attorney General</u>
1	New York	\$151,500
2	California	140,250
3	Alabama	124,951
4	Michigan	124,900
5	Illinois	123,700
6	Massachusetts	122,500
7	Washington	120,000
8	Florida	116,056
9	Pennsylvania	112,785
10	Wisconsin	112,274
11	Tennessee	112,068
12	Nevada	110,000
13	Delaware	105,200
14	Georgia	102,211
15	New Jersey	100,225
16	Maryland	100,000
17	Iowa	99,379
18	Missouri	97,899
19	Virginia	97,500
20	North Carolina	94,552
21	Oklahoma	94,349
22	Minnesota	93,981
23	Texas	92,217
24	South Carolina	92,007
25	Maine	91,208
26	Mississippi	90,800
27	Arizona	90,000
28	Ohio	85,509
29	Idaho	85,500
30	Hawaii	85,302
31	Rhode Island	85,000
32	Louisiana	85,000
33	Vermont	83,491
34	Alaska	83,292
35	New Hampshire	83,256
36	Kentucky	82,521

### State Ranking of Attorney General Salaries

	<u>State</u>	<u>Attorney General</u>
37	Kansas	81,958
38	Colorado	80,000
39	Indiana	79,400
40	Wyoming	78,500
41	Utah	78,200
42	South Dakota	76,357
43	West Virginia	75,000
44	Oregon	72,800
45	New Mexico	72,500
46	Montana	66,756
47	North Dakota	65,753
48	Nebraska	64,500
49	Connecticut	60,000
50	Arkansas	57,040

a-1: Lt. Governor function  
 a-2: Sec. State function  
 a-3: Comptroller function  
 a-4: Budget function  
 a-5: Finance Dept  
 a-6: Treasurer  
 a-7: pre-audit function  
 a-8: Dept. Admin.  
 a-9: shared responsibility

Source: Book of the States, Volume 31, Council State Governments  
 Prepared: Department of Legislative Services, August 28, 2001

## State Ranking of Secretary of State Salaries

	<u>State</u>	<u>Secretary of State</u>
1	Michigan	\$124,900
2	California	123,750
3	Illinois	123,700
4	New York	120,800
5	Massachusetts	120,000
6	Tennessee	120,000
7	Florida	116,056
8	Texas	112,352
9	New Jersey	100,225
10	Pennsylvania	97,603
11	Delaware	95,500
12	North Carolina	94,552
13	South Carolina	92,007
14	Missouri	90,471
15	Georgia	89,538
16	Louisiana	85,000
17	Iowa	82,940
18	Kentucky	82,521
19	Ohio	82,347
20	Nevada	80,000
21	Rhode Island	80,000
22	Idaho	77,500
23	Wyoming	77,000
24	Virginia	76,346
25	Washington	75,900
26	Mississippi	75,000
27	New Hampshire	74,372
28	Kansas	71,270
29	Maine	70,886
30	Arizona	70,000
31	Maryland	70,000
32	Vermont	69,493
33	Colorado	68,500
34	Oregon	67,900
35	Alabama	66,722
36	Minnesota	66,168
37	Indiana	66,000

**State Ranking of Secretary of State Salaries**

	<u>State</u>	<u>Secretary of State</u>
38	New Mexico	65,000
39	Oklahoma	65,000
40	West Virginia	65,000
41	Montana	62,848
42	South Dakota	61,090
43	North Dakota	58,260
44	Wisconsin	54,610
45	Nebraska	52,000
46	Connecticut	50,000
47	Arkansas	42,780
48	Alaska	a-1
49	Hawaii	a-1
50	Utah	a-1

- a-1: Lt. Governor function
- a-2: Sec. State function
- a-3: Comptroller function
- a-4: Budget function
- a-5: Finance Dept
- a-6: Treasurer
- a-7: pre-audit function
- a-8: Dept. Admin.
- a-9: shared responsibility

Source: Book of the States, Volume 31, Council State Governments  
 Prepared: Department of Legislative Services, August 28, 2001

**Mayor and County Executives' Salaries**  
**Fiscal 1994-2002**

	<u>Fiscal 1994</u>	<u>Fiscal 1998</u>	<u>Fiscal 2002</u>	<b>1998 - 2002 % Change</b>
Anne Arundel County	\$81,000	\$84,000	\$99,000	17.9%
Baltimore City	\$60,000	\$95,000	\$125,000	31.6%
Baltimore County	\$75,920	\$90,000	\$105,000	16.7%
Harford County	\$64,999	\$65,000	\$65,000	0.0%
Howard County	\$80,000	\$86,375	\$98,500	14.0%
Montgomery County	\$96,540	\$106,324	\$120,837(a)	13.7%
Prince George's County	\$91,378	\$96,211	\$105,508	9.7%

(a) Will change December 2001.

Source: Local personnel offices

Prepared by: Department of Legislative Services, November 2001



**City & County Council Salaries**  
**Fiscal 1994-2002**

	<u>Fiscal 1994</u>	<u>Fiscal 1998</u>	<u>Fiscal 2002</u>	<u>1998 - 2001 % Change</u>
Anne Arundel County				
Member	\$25,000	\$26,000	\$28,660	10.2%
Chairman	\$29,000	\$30,000	\$33,000	10.0%
Baltimore City				
Member	\$29,000	\$37,000	\$48,000	29.7%
Chairman	\$53,000	\$65,000	\$80,000	23.1%
Baltimore County				
Member	\$30,900	\$30,900	\$38,500	24.6%
Chairman	\$33,900	\$33,900	\$43,000	26.8%
Harford County				
Member	\$18,500	\$18,500	\$18,500	0%
Chairman	\$20,000	\$20,000	\$20,000	0%
Howard County				
Member	\$27,500	\$30,300	\$33,800	11.6%
Chairman	\$28,500	\$31,300	\$34,800	11.2%
Montgomery County				
Member	\$53,211	\$58,518	\$65,674(a)	12.2%
Chairman	\$58,544	\$64,480	\$72,242(a)	12.0%
Prince George's County				
Member	\$48,764	\$52,319	\$56,858	8.7%
Chairman	\$51,264	\$54,819	\$59,403	8.4%

(a) Will change December 2001.

Source: Local personnel offices

Prepared by: Department of Legislative Services, November 2001

(Unofficial copy of LR 1059)

P1

2lr1059

Drafted By: Georgeanne Carter  
Typed By: jd  
Stored On:  
Proofread By: \_\_\_\_\_  
Checked By: \_\_\_\_\_

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 15, 2003.

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: Richard N. Dixon, State Treasurer; Patrick M. Buehler, Ken Michael, Dr. Ralph E. Updike appointed by the President of the Senate; Susanne Brogan, John W. Dillon, George L. Russell, Jr. 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 2002 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 15, 2003. If the General Assembly amends this Joint Resolution, the salaries specified in the Joint Resolution, as amended, shall apply; and

WHEREAS, At the meetings, conducted from November through December, 2001, 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 2002; now, therefore, be it

(Unofficial copy of LR 1059)

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 15, 2003, for the 4-year term of office:

Governor:

For the first year, \$135,000;

For the second year, \$140,000;

For the third year, \$145,000; and

For the fourth year, \$150,000; and

Lieutenant Governor:

For the first year, \$112,500;

For the second year, \$116,667;

For the third year, \$120,833; and

For the fourth year, \$125,000; and be it further

RESOLVED, That a copy of this Resolution be forwarded by the Department of Legislative Services to the Honorable Parris N. Glendening, Governor of Maryland; the Honorable Kathleen Kennedy Townsend, Lieutenant Governor; and T. Eloise Foster, Secretary of Budget and Management.

(Unofficial copy of LR 1056)

K4

2lr1056

Drafted By: Gawthrop  
Typed By: Carolyn  
Stored On:  
Proofread By: \_\_\_\_\_  
Checked By: \_\_\_\_\_

By:

**A BILL ENTITLED**

AN ACT concerning

**Pensions - Service Retirement Benefits for Governors and Surviving Spouses**

FOR the purpose of increasing the annual retirement allowance for Governors who have served at least one full term of office; eliminating certain adjustments to the retirement allowances of certain Governors and surviving spouses of certain retired Governors; and generally relating to the service retirement benefits for Governors.

BY repealing and reenacting, with amendments,  
Article - State Personnel and Pensions  
Section 22-405  
Annotated Code of Maryland  
(1997 Replacement Volume and 2001 Supplement)

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

**Article - State Personnel and Pensions**

22-405.

(a) [(1) This subsection applies to a former Governor who served at least one full term of office as Governor before January 17, 1979.

(2) A former Governor described in paragraph (1) of this subsection may retire immediately after completing one full term of office.

(3) A former Governor who retires under this subsection is entitled to receive:

(i) an annual retirement allowance of \$12,500; and

(ii) a cost-of-living adjustment as provided by Title 29, Subtitle 4, Part III of this article.

(4) The Board of Trustees shall suspend a retirement allowance received under this section during any period in which the former Governor is employed by a unit of State government.

(Unofficial copy of LR 1056)

(5) (i) On the death of a former Governor who has retired under this subsection, the surviving spouse of the former Governor shall receive an allowance that is equal to one-half of the former Governor's retirement allowance.

(ii) The surviving spouse of the former Governor shall receive a cost-of-living adjustment as provided in Title 29, Subtitle 4, Part III of this article.

(b) (1) This subsection applies to an individual who has served as Governor on or after January 17, 1979.

(2) Subject to paragraph (5) of this subsection, if a Governor described in paragraph (1) of this subsection serves for at least:

(i) **SUBJECT TO SUBSECTION (D) OF THIS SECTION, IF A GOVERNOR SERVES FOR AT LEAST:**

(1) one full term, the Governor is entitled to receive a retirement allowance equal to one-third of the annual salary received [during the Governor's last term of] **BY THE CURRENT GOVERNOR IN** office; or

[(ii)] (2) two full terms, the Governor is entitled to receive a retirement allowance equal to one-half of the annual salary received [during the Governor's last term of] **BY THE CURRENT GOVERNOR IN** office.

[(3)] (B) The Board of Trustees shall suspend a retirement allowance received under this section during any period when the former Governor is employed by a unit of State government.

[(4)] (C) Except as provided in [paragraph (5) of this subsection] **SUBSECTION (D) OF THIS SECTION**, a Governor may not receive a retirement allowance under this subsection until the Governor is at least 55 years old.

[(5)] (D) [(i)] (1) A Governor who leaves office because of physical or mental disability, under Article II, Section 6(c) of the Maryland Constitution, shall immediately receive a disability retirement allowance equal to the amount the Governor would have received had the Governor completed the current term and become 55 years old.

[(ii)] (2) If the physical or mental disability ends before the former Governor becomes 55 years old, the Board of Trustees shall stop the disability retirement allowance, but the former Governor shall receive the normal retirement allowance at age 55 if otherwise qualified.

[(6)] (E) On the death of a former Governor who has retired under this subsection, the surviving spouse of the former Governor shall receive an allowance that is equal to one-half of the former Governor's retirement allowance.

(Unofficial copy of LR 1056)

[(7)] (F) On the death of a Governor while in office, the deceased Governor's surviving spouse shall receive one-half of the retirement allowance that the deceased Governor would have been entitled to receive had the deceased Governor completed the current term and become 55 years old.

[(8)] Each fiscal year, the Board of Trustees shall adjust the retirement allowance received by a former Governor or the surviving spouse of a former or deceased Governor under this subsection as provided by Title 29, Subtitle 4, Part II of this article.]

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2002.

(Unofficial copy of LR 1058)

K4

2lr1058

Drafted By: Anne E. Gawthrop  
Typed By: rs  
Stored On:  
Proofread By: \_\_\_\_\_  
Checked By: \_\_\_\_\_

By:

**A BILL ENTITLED**

AN ACT concerning

**Retirement and Pensions - Service Retirement Benefits - Governor**

FOR the purpose of altering the calculation that is used to determine a service retirement allowance for certain Governors; making this Act contingent on the failure of another Act; and generally relating to service retirement benefits for certain Governors.

BY repealing and reenacting, with amendments,  
Article - State Personnel and Pensions  
Section 22-405(b)  
Annotated Code of Maryland  
(1997 Replacement Volume and 2001 Supplement)

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

**Article - State Personnel and Pensions**

22-405.

(b) (1) This subsection applies to an individual who has served as Governor on or after January 17, 1979.

(2) Subject to paragraph (5) of this subsection, if a Governor described in paragraph (1) of this subsection serves for at least:

(i) one full term, the Governor is entitled to receive a retirement allowance equal to one-third of the annual salary received during **THE FINAL YEAR OF** the Governor's last term of office; or

(ii) two full terms, the Governor is entitled to receive a retirement allowance equal to one-half of the annual salary received during **THE FINAL YEAR OF** the Governor's last term of office.

(Unofficial copy of LR 1058)

(3) The Board of Trustees shall suspend a retirement allowance received under this section during any period when the former Governor is employed by a unit of State government.

(4) Except as provided in paragraph (5) of this subsection, a Governor may not receive a retirement allowance under this subsection until the Governor is at least 55 years old.

(5) (i) A Governor who leaves office because of physical or mental disability, under Article II, Section 6(c) of the Maryland Constitution, shall immediately receive a disability retirement allowance equal to the amount the Governor would have received had the Governor completed the current term and become 55 years old.

(ii) If the physical or mental disability ends before the former Governor becomes 55 years old, the Board of Trustees shall stop the disability retirement allowance, but the former Governor shall receive the normal retirement allowance at age 55 if otherwise qualified.

(6) On the death of a former Governor who has retired under this subsection, the surviving spouse of the former Governor shall receive an allowance that is equal to one-half of the former Governor's retirement allowance.

(7) On the death of a Governor while in office, the deceased Governor's surviving spouse shall receive one-half of the retirement allowance that the deceased Governor would have been entitled to receive had the deceased Governor completed the current term and become 55 years old.

(8) Each fiscal year, the Board of Trustees shall adjust the retirement allowance received by a former Governor or the surviving spouse of a former or deceased Governor under this subsection as provided by Title 29, Subtitle 4, Part II of this article.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2002, contingent on the failure of Chapter \_\_\_ (S.B. \_\_\_/H.B. \_\_\_)(2lr1056) of the Acts of the General Assembly of 2002, and if Chapter \_\_\_ does become effective, this Act shall be null and void without the necessity of further action by the General Assembly.

SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2002.



(Unofficial copy of LR 1057)

P1

2lr1057

Drafted By: Carter  
Typed By: Carolyn  
Stored On:  
Proofread By: \_\_\_\_\_  
Checked By: \_\_\_\_\_

By:

**A BILL ENTITLED**

AN ACT concerning

**Constitutional Officers - Salary**

FOR the purpose of providing for the annual salary of the Comptroller, Treasurer, Attorney General, and Secretary of State; providing that this Act does not apply to the salary 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, and 6-103  
Annotated Code of Maryland  
(1999 Replacement Volume and 2001 Supplement)

BY adding to  
Article - State Government  
Section 7-107  
Annotated Code of Maryland  
(1999 Replacement Volume and 2001 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.

(Unofficial copy of LR 1057)

The [Comptroller is entitled to the salary provided in the State budget] **COMPTROLLER'S ANNUAL SALARY SHALL BE:**

- (1) \$112,500 FOR THE FIRST YEAR OF THE TERM;**
- (2) \$116,667 STARTING ON THE FIRST ANNIVERSARY OF THE TERM;**
- (3) \$120,833 STARTING ON THE SECOND ANNIVERSARY OF THE TERM; AND**
- (4) \$125,000 STARTING ON THE THIRD ANNIVERSARY OF THE TERM.**

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 is entitled to the salary provided in the State budget] **TREASURER'S ANNUAL SALARY SHALL BE:**

- (1) \$112,500 FOR THE FIRST YEAR OF APPOINTMENT;**
- (2) \$116,667 STARTING ON THE FIRST ANNIVERSARY AFTER APPOINTMENT;**
- (3) \$120,833 STARTING ON THE SECOND ANNIVERSARY AFTER APPOINTMENT; AND**
- (4) \$125,000 STARTING ON THE THIRD ANNIVERSARY AFTER APPOINTMENT.**

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 FOR THE FIRST YEAR OF THE TERM;**
- (2) \$116,667 STARTING ON THE FIRST ANNIVERSARY OF THE TERM;**

(Unofficial copy of LR 1057)

**(3) \$120,833 STARTING ON THE SECOND ANNIVERSARY OF THE TERM; AND**

**(4) \$125,000 STARTING ON THE THIRD ANNIVERSARY OF THE TERM.**

**(C)** The Attorney General is ALSO entitled to[:

(1) the salary provided in the State budget; and

(2)] reimbursement for travel and other expenses that are connected with the duties of the Office.

7-107.

**THE SECRETARY OF STATE'S ANNUAL SALARY SHALL BE:**

**(1) \$78,750 FOR THE FIRST YEAR OF APPOINTMENT;**

**(2) \$81,667 STARTING ON THE FIRST ANNIVERSARY AFTER APPOINTMENT;**

**(3) \$84,583 STARTING ON THE SECOND ANNIVERSARY AFTER APPOINTMENT; AND**

**(4) \$87,500 STARTING ON THE THIRD ANNIVERSARY AFTER APPOINTMENT.**

SECTION 2. AND BE IT FURTHER ENACTED, That, pursuant to Article III, Section 35 of the Constitution of Maryland, 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, 2002.