

State of Michigan



2013 Report of the State Officers Compensation Commission

Members: **Larry Meyer, Chairman**
(term expires 1/01/16)

Cheryl Bergman
(term expires 1/01/14)

David Fink
(term expires 1/01/14)

George Franklin
(term expires 1/01/14)

Carol Klenow
(term expires 1/01/16)

James Middaugh
(term expires 1/01/16)

Erane Washington-Kendrick
(term expires 1/01/14)

Secretary: **Janet McClelland, Acting State Personnel Director**
(ex officio)

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EXECUTIVE SUMMARY OF 2013 SOCC DETERMINATIONS

The following are the determinations of the 2013 State Officers Compensation Commission. The determinations will become effective only if the legislature, by concurrent resolution adopted by a majority of both houses, approves them.

GENERAL SALARY ADJUSTMENTS

Effective 2015, salaries for the offices of Governor, Lieutenant Governor, Legislator, Attorney General, and Secretary of State are to remain unchanged. The salary for Supreme Court Justice is to be increased by 3%. The resulting salaries for 2015 will be:

| | |
|--------------------|-----------|
| Governor | \$159,300 |
| Lt. Governor | 111,510 |
| Justice | 169,548 |
| Legislator | 71,685 |
| Attorney General | 112,410 |
| Secretary of State | 112,410 |

Effective 2016, salaries for the offices of Governor, Lieutenant Governor, Supreme Court Justice, Legislator, Secretary of State, and Attorney General are to remain unchanged. The resulting salaries for 2016 will be:

| | |
|--------------------|-----------|
| Governor | \$159,300 |
| Lt. Governor | 111,510 |
| Justice | 169,548 |
| Legislator | 71,685 |
| Attorney General | 112,410 |
| Secretary of State | 112,410 |

EXPENSE ALLOWANCES

The expense allowances for the Governor, Lieutenant Governor, and Legislator will remain unchanged at the 2013 amounts.

| | <u>2015 Expense Allowance</u> | <u>2016 Expense Allowance</u> |
|--------------|-------------------------------|-------------------------------|
| Governor | \$54,000 | \$54,000 |
| Lt. Governor | 18,000 | 18,000 |
| Legislator | 10,800 | 10,800 |

LEGISLATIVE SUPPLEMENTAL SALARIES

Supplemental salaries for the legislative leadership positions listed below are to remain at 2013 levels during 2015 and 2016.

| <u>Leadership Position</u> | 2015 and 2016 <u>Amount of Annual Supplement</u> |
|---------------------------------|---|
| Speaker of the House | \$24,300 |
| Senate Majority Leader | 23,400 |
| Minority Leaders | 19,800 |
| Majority Floor Leaders | 10,800 |
| Minority Floor Leaders | 9,000 |
| Appropriations Committee Chairs | 6,300 |
| Speaker Pro Tempore – House | 4,962 |
| President Pro Tempore – Senate | 4,962 |

Introduction

The 2013 State Officers Compensation Commission (SOCC) was the twenty-second commission since a 1968 amendment to the State Constitution was approved creating a compensation commission and charging it with responsibility for determining the salaries and expense allowances of the members of the Legislature, the Governor, the Lieutenant Governor, and the Justices of the Supreme Court. A 2002 constitutional amendment added the Attorney General and the Secretary of State to the list of offices for which the SOCC makes its determinations.

Members of the Commission are appointed by the Governor to serve for one term of four years. Enabling legislation permits the Commission to meet for not more than fifteen session days beginning after January 31 of every odd-numbered year. Determinations of the SOCC must be filed with the Clerk of the House of Representatives, the Secretary of the Senate, and the Director of the Department of Technology, Management and Budget on or before June 15th of every odd-numbered year.

SOCC determinations shall be the salaries and expense allowances only if the legislature, by concurrent resolution adopted by a majority of each house, approves them. The house and senate must alternate on which body will initiate the resolution on SOCC determinations. The house was scheduled to make the resolution in 2011, although nothing was ever introduced. The senate will initiate the resolution in 2013. The concurrent resolution may amend the SOCC determinations to reduce the salary and expense allowance by the same proportion for all offices, but it may not reduce the salary and expense determinations to below the amounts in place when the determinations are made. Once approved by the legislature, the salaries and expense allowances become effective for the legislative session immediately following the next general election. Therefore, the determination made by the 2013 SOCC, if approved by the legislature, would take effect with the legislative session beginning in January 2015.

The Commission's authority has been addressed by the Attorney General and by court decisions making it clear that the SOCC is limited to determining salaries and expense allowances. It has no authority to determine fringe benefits to which members of the legislature are entitled. It may consider the value of such benefits in considering compensation adjustments. Expense allowances determinable by the Commission have been defined to mean normal, reimbursable personal expenses such as food, lodging, and travel costs incurred by an individual in carrying out the responsibilities of state office.

Criteria historically used by the SOCC in making its determinations include consideration of the responsibility levels of the jobs, compensation effectiveness to attract individuals possessing the education and experience required, comparison of compensation with similar positions in other states and with positions of similar responsibility in the private and public sectors, the public sentiment, the financial condition of the state and outlook for the state's economy, and the cost of living.

2013 Process and Determinations

On February 9, 2012, Governor Rick Snyder announced the appointment of three new members to serve on the State Officers Compensation Commission: Carol Klenow, owner of Oakridge Consulting Services; Larry Meyer, retired Michigan Retailers Association president and CEO; and James Middaugh, former member of the Michigan House of Representatives. The terms of these new members will expire on January 1, 2016.

The four returning members from the 2011 Commission were: Cheryl Bergman, owner of Bergman, Inc.; David Fink, attorney with Fink + Associates Law; George Franklin, President of Franklin Public Affairs; and Erane Washington-Kendrick, attorney in private practice. The terms of these members expire on January 1, 2014.

The 2013 State Officers Compensation Commission held its first meeting on April 10, 2013 in Lansing. Matt Fedorchuk, Acting Deputy Director for the Civil Service Commission, called the meeting to order and opened discussion to elect a chair. Upon the motion of Commissioner Middaugh, supported by Commissioner Franklin, Larry Meyer was nominated as the Chair of the 2013 commission. The motion was approved by a unanimous vote.

The Commission was briefed by Civil Service staff on the SOCC process and on a salary and benefits survey prepared by staff to provide comparative information on the salary levels and benefits of the Michigan officials under the purview of SOCC with counterpart officials in other states. The survey results included data on the national ranking of Michigan officials' salaries: Governor, tenth; Lieutenant Governor, seventeenth; Supreme Court Justice, sixteenth; Legislator, fourth; Attorney General, thirtieth; and Secretary of State, sixteenth.

The Commission received testimony on Michigan's economic forecast from Jay Wortley from the Department of Treasury and Colleen Gossman from the State Budget Office. The presentation highlighted some positive national economic trends, including GDP growth for fourteen consecutive quarters, increases in payroll employment, increases in light vehicle sales that are at the highest level since 2007, and increases in housing starts for the first time since the recession.

Although the economic recovery in Michigan has taken longer than the national recovery, it has finally turned a corner with a number of positive trends. Payroll employment, personal income, and real per capita income are growing again. Michigan motor vehicle production is rebounding and is expected to be back to pre-recession levels within the next year. Housing prices and housing starts are also beginning to rebound in Michigan. The Consensus Revenue estimates for fiscal year 2013 show a decline because this is the final year of tax changes related to the Michigan Business Tax. But for 2014 and 2015, the forecast indicates economic growth and increases in revenues of 3.9% and 3.4%, respectively.

Following the economic forecast presentation, The State Court Administrator, Chad Schmucker, provided testimony regarding judicial salaries. Mr. Schmucker mentioned the 2011 SOCC

recommendation for a 3% pay increase in 2013 and a 3% increase in 2014 for the office of Supreme Court Justice. At that time, the Supreme Court, three judicial associations, and the State Bar of Michigan all officially declined to support the recommendation.

Now, on behalf of the Michigan trial judges, the State Court Administrative Office (SCAO) is asking the SOCC to make the same recommendation. Several changes since 2011 have contributed to this turnaround. In addition to the improved economic conditions in Michigan, there has been a major restructuring of Michigan's trial bench. Some of the changes include eliminating 36 trial court judgeships, adopting concurrent jurisdiction to streamline processes and consolidate resources, and introducing performance measurement for the courts and public reporting of this data.

Mr. Schmucker stated that the trial bench is working hard to become more effective and efficient, yet their pay has stagnated for over a decade. Even if the SOCC recommends a 3% increase each year for 2015 and 2016, the trial judges will have gone 13 years without a raise. Mr. Schmucker provided a written statement from the State Bar, which echoed his request for pay increases for the office of Supreme Court Justice.

Several commissioners expressed concern over the impact that these pay increases may have on local jurisdictions where the lower court judges reside. Mr. Schmucker confirmed that those salaries are 100% state-paid, and he also assured them that there would be no financial impact on the local jurisdictions with respect to retirement costs.

After this presentation, support for a pay increase for judges was expressed by several commissioners. However, as was the case in 2011, concern about public acceptance and the likelihood of gaining legislative approval was discussed. For this reason, the SOCC asked staff to officially invite legislative leadership to provide input at its next meeting. They also asked to invite all the affected elected officials to provide input regarding appropriate salaries and expense allowances. The meeting was then adjourned.

The second and final meeting of the 2013 SOCC was held in Lansing on May 21, 2013. Noting that there were no interested parties present to address the SOCC, the Commission turned immediately to its deliberations. After concluding that there was no support for any changes to salaries or expense allowances for the offices of Governor, Lieutenant Governor, Legislator, Attorney General, or Secretary of State, the remainder of the Commission's discussion centered on the appropriate compensation for the office of Supreme Court Justice.

Commissioner Middaugh made a motion to increase the Supreme Court Justice salary by 3% in 2015 with no increase in 2016. He stated that a 3% increase is a step in the right direction and is reasonable. Commissioner Fink concurred with the need for a pay increase. However, he preferred a repeat of the recommendation made by the 2011 Commission. Commissioner Fink argued that trial judges' wages have stagnated since 2002. Additionally, Michigan's economy and budget have improved over the last several years and he asked that the Commission consider a 3% pay increase in 2015 and 3% in 2016.

Commissioner Fink moved to amend the motion to recommend a pay increase for Supreme Court Justices of 3% in 2015, and 3% in 2016, while maintaining current salary and expense allowance amounts for all other offices. Commissioner Fink indicated that he would support a larger increase, but thought it would be more reasonable and modest to request increases of 3% for each of the two years. He noted that the legislature could reduce the recommended increases, and this recommendation would be a modest attempt at stopping the erosion of judicial compensation. Discussion among the commissioners turned to the perception of this modified request. Several commissioners expressed concern that it would be perceived as a 6% increase, making it less palatable to the public and to the legislature and less likely to be approved. The commissioners then voted on the proposed amendment, which failed 4 to 3 with Commissioners Bergman, Fink, and Washington-Kendrick supporting the amendment.

The commissioners then voted on the original motion from Commissioner Middaugh of a 3% pay increase in 2015 and 0% in 2016 for Supreme Court Justices, with no change in salaries for any of the other offices and no changes in expense allowances for any offices. The motion was adopted by a vote of 7 to 0.

APPENDICES

Constitution and Law

Constitution of Michigan of 1963 (excerpt)

Article IV, § 12 State officers compensation commission.

The state officers compensation commission is created which subject to this section shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor, the attorney general, the secretary of state, and the justices of the supreme court. The commission shall consist of 7 members appointed by the governor whose qualifications may be determined by law. Subject to the legislature's ability to amend the commission's determinations as provided in this section, the commission shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor, the attorney general, the secretary of state, and the justices of the supreme court which determinations shall be the salaries and expense allowances only if the legislature by concurrent resolution adopted by a majority of the members elected to and serving in each house of the legislature approve them. The senate and house of representatives shall alternate on which house of the legislature shall originate the concurrent resolution, with the senate originating the first concurrent resolution.

The concurrent resolution may amend the salary and expense determinations of the state officers compensation commission to reduce the salary and expense determinations by the same proportion for members of the legislature, the governor, the lieutenant governor, the attorney general, the secretary of state, and the justices of the supreme court. The legislature shall not amend the salary and expense determinations to reduce them to below the salary and expense level that members of the legislature, the governor, the lieutenant governor, the attorney general, the secretary of state, and the justices of the supreme court receive on the date the salary and expense determinations are made. If the salary and expense determinations are approved or amended as provided in this section, the salary and expense determinations shall become effective for the legislative session immediately following the next general election. The commission shall meet each 2 years for no more than 15 session days. The legislature shall implement this section by law.

Enabling Legislation (as amended)

15.211 Commission; assignment to department of civil service; expiration of members' terms; appointment of members; reappointments prohibited; vacancies; ineligibility.

The state officers' compensation commission created by section 12 of article 4 of the state constitution of 1963 is assigned to the department of civil service for the purposes of administration, budgeting, procurement, and related management functions. For members appointed to a new term after December 31, 2007, the members' terms shall expire on January 1 of the fourth year following appointment. For members appointed to a new term after December 31, 2007, the members shall be appointed prior to January 31 of the year of appointment. A member may not be reappointed. Vacancies shall be filled by the governor for the remainder of the unexpired term. A member or employee of the legislative, judicial, or executive branch of government shall not be eligible to be a member of the commission.

15.212 Definitions.

As used in the constitution "each 2 years" means periods ending on December 31 of each even numbered year. As used in this act, "session days" means any calendar day on which the commission meets and a quorum is present.

15.213 Commission; meetings; quorum; actions or determinations by concurrence of majority; chairperson; secretary; subcommittees.

The commission shall meet for not more than 15 session days beginning after January 31 of every odd numbered year. Four members of the commission constitute a quorum for conducting the business of the commission. The commission shall not take action or make determinations without a concurrence of a majority of the members appointed and serving on the commission. The commission shall elect a chairperson from among its members. The state personnel director shall act as the secretary to the commission. The commission may establish subcommittees.

15.214 Assistance from state agencies.

The commission may call upon the services and personnel of any agency of the state for assistance.

15.215 Compensation commission compensation, expenses.

The members of the commission shall receive no compensation but shall be entitled to their actual and necessary expenses incurred in the performance of their duties to be paid from the appropriation made to the department of civil service.

15.216 Commission; determination of salaries and expense allowances; filing determinations; copies.

The commission shall determine the salaries and expense allowance of the governor, the lieutenant governor, the attorney general, the secretary of state, the justices of the supreme court, and the members of the legislature and file its determinations with the clerk of the house of representatives, the secretary of the senate, and the director of the department of management and budget on or before June 15 of each odd numbered year and shall furnish copies to the governor, the lieutenant governor, the attorney general, the secretary of state, the justices of the supreme court, and the members of the legislature. The report may be furnished in an electronic format.

15.217 Salary and expense determinations; concurrent resolution adopted by legislature; approval or amendment.

The determinations of the commission shall be the salaries and expense allowances only if the legislature by concurrent resolution adopted by a majority of the members elected to and serving in each house of the legislature approve them. The senate and house of representatives shall alternate on which house of the legislature shall originate the concurrent resolution, with the senate originating the first concurrent resolution in 2009. The concurrent resolution may amend the salary and expense determinations of the state officers compensation commission to reduce the salary and expense determinations by the same proportion for the members of the legislature, the governor, the lieutenant governor, the attorney general, the secretary of state, and the justices of the supreme court. The legislature shall not amend the salary and expense determinations to reduce them to below the salary and expense level that the members of the legislature, the governor, the lieutenant governor, the attorney general, the secretary of state, and the justices of the supreme court receive on the date the salary and expense determinations are made. If the salary and expense determinations are approved or amended as provided in this section, the salary and expense determinations shall become effective for the regular legislative session immediately following the next general election.

15.218 Effective date.

This act shall take effect September 20, 1968.

History of SOCC Pay Actions

Governor

| | <u>Salary</u> | <u>Expense Allowance</u> | | <u>Salary</u> | <u>Expense Allowance</u> |
|--------------|---------------|------------------------------|-----------------|---------------|------------------------------|
| 1968* | \$40,000 | \$15,000 | 1992* ** | 106,690 | 30,000 |
| 1969 | 40,000 | 15,000 | 1993 | 106,690 | 30,000 |
| 1970* | 45,000 | 15,000 | 1994* | 112,025 | 30,000 |
| 1971 | 45,000 | 15,000 | 1995 | 116,506 | 30,000 |
| 1972* | 45,000 | 15,000 | 1996* | 121,166 | 30,000 |
| 1973 | 45,000 | 15,000 | 1997 | 124,195 | 40,000 |
| 1974* | 45,000 | 15,000 | 1998* | 127,300 | 40,000 |
| 1975 | 47,250 | 18,000 | 1999 | 138,757 | 50,000 |
| 1976* | 47,250 | 18,000 | 2000* | 151,245 | 50,000 |
| 1977 | 55,000 | 18,000 | 2001 | 172,000 | 60,000 |
| 1978* | 58,000 | 18,000 | 2002* | 177,000 | 60,000 |
| 1979 | 61,500 | 18,000 | 2003 | 177,000 | 60,000 |
| 1980* | 65,000 | 18,000 | 2004* | 177,000 | 60,000 |
| 1981 | 65,000 | 18,000 | 2005 | 177,000 | 60,000 |
| 1982* | 70,000 | 20,000 | 2006* | 177,000 | 60,000 |
| 1983 | 70,000 | 20,000 | 2007 | 177,000 | 60,000 |
| 1984* | 78,000 | 20,000 | 2008 | 177,000 | 60,000 |
| 1985 | 81,900 | 20,000 | 2009*** | 177,000 | 60,000 |
| 1986* | 85,800 | 20,000 | 2010 | 177,000 | 60,000 |
| 1987 | 92,664 | 30,000 | 2011*** | 159,300 | 54,000 |
| 1988* | 100,077 | 30,000 | 2012 | 159,300 | 54,000 |
| 1989 | 103,580 | 30,000 | 2013*** | 159,300 | 54,000 |
| 1990* | 106,690 | 30,000 | 2014 | 159,300 | 54,000 |
| 1991** | 106,690 | 30,000 | 2015*** | 159,300 | 54,000 |
| | | | 2016 | 159,300 | 54,000 |

*Years when SOCC made determinations for the following two years.

**Rates retained from 1988 determination pursuant to legislative action on 1990 determinations.

***Years when SOCC made determinations for legislative session following next general election, under P.A. 357.

Lieutenant Governor

| | <u>Salary</u> | <u>Expense Allowance</u> | | <u>Salary</u> | <u>Expense Allowance</u> |
|--------------|---------------|--------------------------|-----------------|---------------|--------------------------|
| 1968* | \$22,000 | \$3,000 | 1992* ** | 80,300 | 9,000 |
| 1969 | 22,000 | 3,000 | 1993 | 80,300 | 9,000 |
| 1970* | 25,000 | 3,000 | 1994* | 84,315 | 9,000 |
| 1971 | 25,000 | 3,000 | 1995 | 86,844 | 9,000 |
| 1972* | 25,000 | 3,000 | 1996* | 89,450 | 9,000 |
| 1973 | 25,000 | 3,000 | 1997 | 91,686 | 12,000 |
| 1974* | 25,000 | 3,000 | 1998* | 93,978 | 12,000 |
| 1975 | 27,500 | 3,500 | 1999 | 97,267 | 15,000 |
| 1976* | 27,500 | 3,500 | 2000* | 100,671 | 15,000 |
| 1977 | 38,000 | 4,250 | 2001 | 120,400 | 20,000 |
| 1978* | 40,000 | 4,600 | 2002* | 123,900 | 20,000 |
| 1979 | 42,500 | 4,950 | 2003 | 123,900 | 20,000 |
| 1980* | 45,000 | 5,200 | 2004* | 123,900 | 20,000 |
| 1981 | 45,000 | 5,200 | 2005 | 123,900 | 20,000 |
| 1982* | 50,000 | 7,000 | 2006* | 123,900 | 20,000 |
| 1983 | 50,000 | 7,000 | 2007 | 123,900 | 20,000 |
| 1984* | 53,500 | 7,000 | 2008 | 123,900 | 20,000 |
| 1985 | 56,175 | 7,000 | 2009*** | 123,900 | 20,000 |
| 1986* | 58,850 | 7,000 | 2010 | 123,900 | 20,000 |
| 1987 | 62,970 | 7,000 | 2011*** | 111,510 | 18,000 |
| 1988* | 67,377 | 7,000 | 2012 | 111,510 | 18,000 |
| 1989 | 80,300 | 9,000 | 2013*** | 111,510 | 18,000 |
| 1990* | 80,300 | 9,000 | 2014 | 111,510 | 18,000 |
| 1991** | 80,300 | 9,000 | 2015*** | 111,510 | 18,000 |
| | | | 2016 | 111,510 | 18,000 |

*Years when SOCC made determinations for the following two years.

**Rates retained from 1988 determination pursuant to legislative action on 1990 determinations.

***Years when SOCC made determinations for legislative session following next general election, under P.A. 357.

Legislators

| | <u>Salary</u> | <u>Expense Allowance</u> | | <u>Salary</u> | <u>Expense Allowance</u> |
|--------------|---------------|------------------------------|-----------------|---------------|------------------------------|
| 1968* | | | 1992* ** | 45,450 | 8,500 |
| 1969 | \$15,000 | \$ 3,000 | 1993 | 45,450 | 8,500 |
| 1970* | 15,000 | 3,000 | 1994* | 47,723 | 8,925 |
| 1971 | 17,000 | 2,750 | 1995 | 49,155 | 8,925 |
| 1972* | 17,000 | 2,750 | 1996* | 50,629 | 8,925 |
| 1973 | 17,000 | 2,875 | 1997 | 51,895 | 8,925 |
| 1974* | 17,000 | 3,000 | 1998* | 53,192 | 8,925 |
| 1975 | 19,000 | 3,300 | 1999 | 55,054 | 10,000 |
| 1976* | 19,000 | 3,500 | 2000* | 56,981 | 10,000 |
| 1977 | 22,500 | 4,250 | 2001 | 77,400 | 12,000 |
| 1978* | 24,000 | 4,600 | 2002* | 79,650 | 12,000 |
| 1979 | 25,500 | 4,900 | 2003 | 79,650 | 12,000 |
| 1980* | 27,000 | 5,200 | 2004* | 79,650 | 12,000 |
| 1981 | 27,000 | 5,200 | 2005 | 79,650 | 12,000 |
| 1982* | 31,000 | 6,200 | 2006* | 79,650 | 12,000 |
| 1983 | 31,000 | 6,200 | 2007 | 79,650 | 12,000 |
| 1984* | 33,200 | 6,700 | 2008 | 79,650 | 12,000 |
| 1985 | 34,860 | 6,700 | 2009*** | 79,650 | 12,000 |
| 1986* | 36,520 | 6,700 | 2010 | 79,650 | 12,000 |
| 1987 | 38,163 | 7,700 | 2011*** | 71,685 | 10,800 |
| 1988* | 39,881 | 7,700 | 2012 | 71,685 | 10,800 |
| 1989 | 42,670 | 8,100 | 2013*** | 71,685 | 10,800 |
| 1990* | 45,450 | 8,500 | 2014 | 71,685 | 10,800 |
| 1991** | 45,450 | 8,500 | 2015*** | 71,685 | 10,800 |
| | | | 2016 | 71,685 | 10,800 |

*Years when SOCC made determinations for the following two years.

**Rates retained from 1988 determination pursuant to legislative action on 1990 determinations.

***Years when SOCC made determinations for legislative session following next general election, under P.A. 357.

Legislative Leadership Supplements

| | <u>Speaker*</u> | <u>Senate Majority Leader</u> | <u>Minority Leader</u> | <u>Approp. Chair</u> | <u>Majority Floor Leader</u> | <u>Minority Floor Leader</u> | <u>Judicial Comm. Chair**</u> | <u>House Speaker Pro Tem & Senate President Pro Tem</u> |
|------|-----------------|---------------------------------------|----------------------------|--------------------------|--------------------------------------|--------------------------------------|---------------------------------------|---|
| 1979 | \$ 9,000 | \$ 8,000 | \$ 4,800 | | | | | |
| 1980 | 13,000 | 11,000 | 6,600 | | | | | |
| 1981 | 13,000 | 11,000 | 6,600 | | | | | |
| 1982 | 16,000 | 14,000 | 8,000 | \$ 1,000 | | | | |
| 1983 | 16,000 | 14,000 | 8,000 | 1,000 | | | | |
| 1984 | 18,000 | 16,000 | 8,600 | 2,000 | | | | |
| 1985 | 18,000 | 16,000 | 14,000 | 3,000 | \$ 7,500 | \$ 6,000 | | |
| 1986 | 18,000 | 16,000 | 14,000 | 3,000 | 7,500 | 6,000 | | |
| 1987 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | | |
| 1988 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | | |
| 1989 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | \$ 5,000 | |
| 1990 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 5,000 | |
| 1991 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 5,000 | |
| 1992 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 5,000 | |
| 1993 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 5,000 | \$ 5,000 |
| 1994 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 5,000 | 5,000 |
| 1995 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 5,000 | 5,000 |
| 1996 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 5,000 | 5,000 |
| 1997 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 0 | 5,000 |
| 1998 | 23,000 | 21,000 | 17,000 | 5,000 | 10,000 | 8,000 | 0 | 5,000 |
| 1999 | 24,150 | 22,050 | 17,850 | 5,250 | 10,500 | 8,400 | 0 | 5,250 |
| 2000 | 25,358 | 23,153 | 18,743 | 5,513 | 11,025 | 8,820 | 0 | 5,513 |
| 2001 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2002 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2003 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2004 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2005 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2006 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2007 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2008 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2009 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2010 | 27,000 | 26,000 | 22,000 | 7,000 | 12,000 | 10,000 | 0 | 5,513 |
| 2011 | 24,300 | 23,400 | 19,800 | 6,300 | 10,800 | 9,000 | 0 | 4,962 |
| 2012 | 24,300 | 23,400 | 19,800 | 6,300 | 10,800 | 9,000 | 0 | 4,962 |
| 2013 | 24,300 | 23,400 | 19,800 | 6,300 | 10,800 | 9,000 | 0 | 4,962 |
| 2014 | 24,300 | 23,400 | 19,800 | 6,300 | 10,800 | 9,000 | 0 | 4,962 |
| 2015 | 24,300 | 23,400 | 19,800 | 6,300 | 10,800 | 9,000 | 0 | 4,962 |
| 2016 | 24,300 | 23,400 | 19,800 | 6,300 | 10,800 | 9,000 | 0 | 4,962 |

*Speaker received a \$5,000 annual supplement before 1979.

**Supplemental salaries for Judiciary Committee Chairs ended under the 1996 Commission report.

Justices

| | <u>Salary</u> | <u>Expense Allowance for Justices</u> | <u>Expense Allowance for Chief Justice</u> | | <u>Salary</u> | <u>Expense Allowance for Justices</u> | <u>Expense Allowance for Chief Justice</u> |
|--------------|---------------|---------------------------------------|--|-----------------|---------------|---------------------------------------|--|
| 1968* | | | | 1992* ** | 106,610 | N/A | N/A |
| 1969 | \$ 35,000 | N/A | | 1993 | 106,610 | N/A | N/A |
| 1970* | 35,000 | N/A | | 1994* | 111,941 | N/A | N/A |
| 1971 | 42,000 | N/A | | 1995 | 115,299 | N/A | N/A |
| 1972* | 42,000 | N/A | | 1996* | 118,758 | N/A | N/A |
| 1973 | 42,000 | \$1,500 | | 1997 | 121,727 | N/A | N/A |
| 1974* | 42,000 | 1,500 | | 1998* | 124,770 | N/A | N/A |
| 1975 | 43,500 | 1,500 | | 1999 | 134,752 | N/A | N/A |
| 1976* | 43,500 | 1,500 | | 2000* | 140,816 | N/A | N/A |
| 1977 | 50,000 | 1,500 | | 2001 | 159,960 | N/A | N/A |
| 1978* | 53,000 | 1,500 | | 2002* | 164,610 | N/A | N/A |
| 1979 | 56,500 | 1,500 | \$3,000 | 2003 | 164,610 | N/A | N/A |
| 1980* | 60,500 | 1,500 | 4,500 | 2004* | 164,610 | N/A | N/A |
| 1981 | 60,500 | 1,500 | 4,500 | 2005 | 164,610 | N/A | N/A |
| 1982* | 69,000 | 2,000 | 5,000 | 2006* | 164,610 | N/A | N/A |
| 1983 | 69,000 | 2,000 | 5,000 | 2007 | 164,610 | N/A | N/A |
| 1984* | 74,000 | 2,000 | 5,000 | 2008 | 164,610 | N/A | N/A |
| 1985 | 77,700 | 2,000 | 5,000 | 2009*** | 164,610 | N/A | N/A |
| 1986* | 81,400 | 2,000 | 5,000 | 2010 | 164,610 | N/A | N/A |
| 1987 | 94,000 | N/A | N/A | 2011*** | 164,610 | N/A | N/A |
| 1988* | 100,000 | N/A | N/A | 2012 | 164,610 | N/A | N/A |
| 1989 | 103,500 | N/A | N/A | 2013*** | 164,610 | N/A | N/A |
| 1990* | 106,610 | N/A | N/A | 2014 | 164,610 | N/A | N/A |
| 1991** | 106,610 | N/A | N/A | 2015*** | 169,548 | N/A | N/A |
| | | | | 2016 | 169,548 | N/A | N/A |

*Years when SOCC made determinations for the following two years.

**Rates retained from 1988 determination pursuant to legislative action on 1990 determinations.

***Years when SOCC made determinations for legislative session following next general election, under P.A. 357.

Attorney General

| | <u>Salary</u> |
|-------|---------------|
| 2002 | \$124,900 |
| 2003 | 124,900 |
| 2004 | 124,900 |
| 2005 | 124,900 |
| 2006 | 124,900 |
| 2007 | 124,900 |
| 2008 | 124,900 |
| 2009 | 124,900 |
| 2010 | 124,900 |
| 2011* | 112,410 |
| 2012 | 112,410 |
| 2013 | 112,410 |
| 2014 | 112,410 |
| 2015 | 112,410 |
| 2016 | 112,410 |

Secretary of State

| | <u>Salary</u> |
|-------|---------------|
| 2002 | \$124,900 |
| 2003 | 124,900 |
| 2004 | 124,900 |
| 2005 | 124,900 |
| 2006 | 124,900 |
| 2007 | 124,900 |
| 2008 | 124,900 |
| 2009 | 124,900 |
| 2010 | 124,900 |
| 2011* | 112,410 |
| 2012 | 112,410 |
| 2013 | 112,410 |
| 2014 | 112,410 |
| 2015 | 112,410 |
| 2016 | 112,410 |

* This was the first year that the SOCC made determinations for this office. Prior to the 2002 constitutional amendment, the salaries for Attorney General and Secretary of State were determined by statute.