

STATE OF MICHIGAN



2000

Report of the

STATE OFFICERS COMPENSATION COMMISSION

State of Michigan

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STATE OFFICERS COMPENSATION COMMISSION

**Prepared By:
Michigan Department of Civil Service
December 2000**

STATE OFFICERS COMPENSATION COMMISSION

MEMBERS - 2000

Robert B. Webster, Chairperson
(term expires 6/30/02)

Ronald Weiser, Vice Chair
(term expires 6/30/02)

Arthur B. Blackwell, II
term expires 06/30/02

Lewis N. Dodak
(term expires 06/30/04)

Sonya K. Friedman – resigned 10/00
(term expires 6/30/02)

Eugene A. Gargaro, Jr.
(term expires 06/30/04)

Gordon E. Guyer
(term expires 06/30/04)

Secretary: John F. Lopez, State Personnel Director
(ex officio)

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2000 SOCC
SUMMARY OF DETERMINATIONS

SALARY ADJUSTMENTS

EFFECTIVE JANUARY 1, 2001, salaries for the offices of Governor, Lieutenant Governor, Supreme Court Justice, and Legislator shall be increased as follows.

2001 Salaries

Office	Percent Increase	% of Governor Salary	Salary Amount
Governor	13.7%	--	\$172,000
Lt. Governor	19.6%	70%	120,400
Justice	13.6%	93%	159,960
Legislator	35.8%	45%	77,400

EFFECTIVE JANUARY 1, 2002, salaries for the offices of Governor, Lieutenant Governor, Supreme Court Justice, and Legislator shall be increased as follows.

2002 Salaries

Office	Percent Increase	% of Governor Salary	Salary Amount
Governor	2.9%	--	\$177,000
Lt. Governor	2.9%	70%	123,900
Justice	2.9%	93%	164,610
Legislator	2.9%	45%	79,650

EXPENSE ALLOWANCES

EFFECTIVE JANUARY 1, 2001 AND JANUARY 1, 2002, the expense allowances for the offices of Governor, Lieutenant Governor and Legislator shall be:

	<u>2001 & 2002 Expense Allowances</u>
Governor	\$60,000
Lt. Governor	20,000
Legislator	12,000

LEGISLATIVE SUPPLEMENTAL SALARIES

EFFECTIVE JANUARY 1, 2001 AND JANUARY 1, 2002, the supplemental salaries for the legislative positions listed below shall be:

<u>Position</u>	<u>2001 & 2002 Supplement</u>
Speaker of the House	\$27,000
Senate Majority Leader	26,000
Minority Leader of the House	22,000
Minority Leader of the Senate	22,000
Majority Floor Leader of the House	12,000
Majority Floor Leader of the Senate	12,000
Minority Floor Leader of the House	10,000
Minority Floor Leader of the Senate	10,000
House Appropriations Committee Chair	7,000
Senate Appropriations Committee Chair	7,000
Speaker Pro Tempore of the House	5,513
Speaker Pro Tempore of the Senate	5,513

INTRODUCTION

The 2000 State Officers Compensation Commission (SOCC) was the seventeenth commission to convene for purposes of carrying out the 1968 amendment to Article 4, Section 12 of the Michigan Constitution, which states the following.

The state officers compensation commission is created which shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor, and the justices of the supreme court. The commission shall consist of 7 members appointed by the governor. The commission shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor, and the justices of the supreme court which determinations shall be the salaries and expense allowances unless the legislature by concurrent resolution adopted by 2/3 of the members elected to and serving in each house of the legislature reject them. The commission shall meet each 2 years for no more than 15 session days.

Public Act 357 of 1968, as amended (see Appendix A), prescribes the powers, duties and functions of the commission and the powers and duties of the legislature in relation to the commission.

The law requires that the determinations of the SOCC be filed with the clerk of the house of representatives, the secretary of the senate, and the director of the department of management and budget after December 1 and before December 31 of each even-numbered year, and that copies be provided to the governor, lieutenant governor, justices of the supreme court, and members of the legislature.

The determinations of the 2000 SOCC are detailed in the following report, filed in accordance with the law on December 28, 2000.

2000 SOCC OVERVIEW

In the fall of 2000, Governor John Engler announced the appointment of three new members to serve on the State Officers Compensation Commission: Lewis N. Dodak, Founder and President of Dodak & Associates and former Speaker of the House; Eugene A. Gargaro, Jr., Vice President and Secretary of Masco Corporation and Secretary of MascoTech, Inc.; and Dr. Gordon Guyer, former President of Michigan State University and former Director of the Michigan Department of Agriculture. The terms of these new members will expire on June 30, 2004.

The four members returning from the 1998 Commission were: Arthur Blackwell, President and CEO of DeWay Development Corporation in Detroit, and partner with The Lineage Group; Robert Webster, a member of Clark Hill P.L.C. in Birmingham, and a former Circuit Court Judge and former President of the State Bar of Michigan; Ronald N. Weiser, CEO of McKinley in Ann Arbor; and Dr. Sonya Friedman, former host of "Sonya Live" and weekly columnist for the Detroit Free Press. Dr. Friedman resigned prior to the first meeting due to personal and family obligations.

The 2000 State Officers Compensation Commission held its first session in Lansing on October 24, 2000. Commissioner Webster was elected to chair the Commission. Commissioner Weiser was elected to serve as Vice Chair. The Commission received a briefing by Department of Civil Service staff on the SOCC process, staff services, and the results of a salary and benefits survey.

The Commission decided to convene for two additional sessions, one in November to receive input from interested parties, and a decision-making session in early December.

Economic Outlook

At the November 28 session, representatives from the Michigan Departments of Treasury and Management and Budget provided an overview of the state's revenue forecast and budget projections for the next two years. They reported that the Michigan economy is expected to continue to grow, but at a slower pace than in the last few years. The forecasted rate of inflation for 2001 is 3.2%, which is higher than last year's forecast of 2.1% for this year. If revenues grow at the rate of inflation, there will be a net loss in revenue in 2002. However, if revenues grow at a rate of 4% or 5%, there will be additional revenues above last year's amount. New spending pressures for fiscal year 2002 were discussed with expectations that there would be Medicaid cost increases, Family Independence Agency and Department of Corrections increases, Building Authority and rent cost increases, higher education cost increases, and economic adjustments. New spending was estimated to be in the range of \$120 to \$710 million.

Interested Party Input

Six Legislators, the Chief Justice of the Supreme Court, the Deputy Chief of Staff to the Lieutenant Governor, the President of the Michigan Judges Association, and the President of the State Bar of Michigan addressed the Commission, sharing their views about the importance of the positions and recommending compensation adjustments. Letters were also received from one Senator and one Representative.

General Public Input

A toll-free hotline number and mailing address were published in several press releases, and a SOCC website was created on the internet with the capability of receiving electronic mail messages. The volume of correspondence from the public increased dramatically over the amount received in 1996 and 1998. Three letters, 116 e-mails, and 171 phone calls were received. Most of the comments were received following the media coverage of the November 28, 2000 session during which suggestions to make compensation adjustments to the elected officials' salaries were made. A summary is provided in Appendix C.

DELIBERATIONS

All six commissioners were present for the deliberations session. Chairman Webster opened the discussion by noting that the commission had solicited input to gain a better understanding of the needs of each of the branches. He then invited commissioners to state their views with respect to the determinations the commission is charged to make.

Ronald Weiser, Vice Chair, began the discussion by presenting a summary of information he believed to be pertinent to compensation decisions for each office and a rationale for increases, which he informally proposed. His position was that the jobs are under-valued and that a one-time special adjustment was needed. He offered an approach that would tie the salaries for the offices of Lieutenant Governor, Justice, and Legislator to a percentage of the salary for the office of Governor. The rationale he presented was ultimately the basis for the commission's determinations. It is summarized in the following pages, preceding the determinations for each office.

Commissioner Blackwell responded to the proposals, indicating that while he could support the proposed increases for the offices of Governor and Justice, it was his opinion that it was inappropriate to place too much weight on the opinions of legislators who were on their way out of office and that the existence of term limits for legislators should not drive compensation decisions.

Commissioner Guyer also voiced support for the executive and judicial proposals but expressed his view that legislative term limits were problematic, tenure was too brief, and that increasing the compensation would not fix that problem.

Commissioner Gargaro commented on the magnitude of judicial responsibility and the high level of performance on the part of top leadership from which the state has benefited. He stated that he was comfortable with the decisions the commission must make regarding how legislators should be paid.

***DETERMINATIONS OF THE STATE OFFICERS COMPENSATION
COMMISSION***

FOR THE OFFICES OF

GOVERNOR

LIEUTENANT GOVERNOR

STATE LEGISLATOR

JUSTICE OF THE SUPREME COURT

FOR CALENDAR YEARS 2001 AND 2002

GOVERNOR

Discussion

Commissioners agreed that the office of Governor is the single most important office in the state, and the “chief executive” of Michigan should be well compensated. They concluded that it is necessary to establish a salary to properly compensate the current incumbent, as well as to attract the best and brightest individuals to seek the office in the future.

Commissioner Weiser provided the following justification for his proposal to increase the salary for the office of Governor to \$172,000 in 2001, and to \$177,000 in 2002.

- The current salary for the office of Governor is \$151,245. This compares with other elected officials in Michigan: Mayor of Detroit - \$176,176, Wayne County Executive - \$146,707, and Oakland County Executive - \$139,221.
- The presidents of all six major state-supported Universities have salaries of at least \$200,000, with the highest at \$311,000.
- The salary for the Michigan Superintendent of Public Instruction was raised to \$145,000 on October 1, 2000, and the Board of Education agreed that his replacement will be paid between \$150,000 and \$165,000.
- It is important that the Governor as the “CEO” of the state, be the top-paid official and serve as the base for attracting talented top executives to run the various departments of government.
- A 1998 survey of the top-50 compensated CEO's and non-CEO's in Michigan indicated that the 50th highest paid CEO in Michigan received a salary of \$450,000, and the 50th non-CEO received \$1.3 million.
- The ability to attract talented people at the top levels, in the public or private sector, has become much more competitive in recent years.

Commissioner Blackwell, suggesting that the salary for the office of Governor should be higher than that for the Mayor of Detroit, offered an amended proposal. He moved that the salary for Governor be increased to \$177,000 in 2001, with an inflationary increase of 2.9% to \$182,133 in 2002, and to increase the expense allowance to \$60,000 in 2001. Commissioner Gargaro supported this motion, which was defeated by a vote of 4 to 2 with Commissioners Gargaro and Blackwell voting "yes" and all other Commissioners voting "no".

Commissioner Weiser moved to increase the salary for the office of Governor to \$172,000 in 2001, and to provide an inflationary increase of 2.9% in 2002, raising it to \$177,000. He also moved to increase the expense allowance to \$60,000 in 2001. Commissioner Guyer supported the motion, which was approved with Commissioners Blackwell and Gargaro dissenting.

Summary of Determinations

GOVERNOR

		2000 SOCC Determinations	
	<u>Current</u>	<u>2001</u>	<u>2002</u>
Salary	\$151,245	\$172,000	\$177,000
Expense Allowance	50,000	60,000	60,000

LIEUTENANT GOVERNOR

Discussion

During the initial meeting on October 24, 2000, Commissioners expressed interest in gaining a better understanding of the full duties and responsibilities of the office of Lieutenant Governor.

David Hildenbrand, Deputy Chief of Staff to the Lieutenant Governor, appeared before the Commission on November 28 to provide an overview of the duties and responsibilities of the Lieutenant Governor. He explained that Constitutionally, the Lieutenant Governor must act as Governor when the Governor is out of state and must also preside over the Senate. Lieutenant Governor Posthumus also assumes additional assignments and responsibilities: advisor to the legislature on policy issues, chairman of several commissions and task forces, and spokesperson for the administration on important issues.

Commissioner Weiser proposed an increase to the salary for the office of Lieutenant Governor to \$120,400 in 2001, which is 70% of the salary he proposed for the office of Governor, and a 2.9% inflationary increase in 2002. He also suggested increasing the expense allowance to \$20,000 in 2001. He provided the following justification.

- The Lieutenant Governor must assume all responsibilities of Governor while the Governor is out of state or unable to perform his duties.
- The Lieutenant Governor presides over the Michigan Senate.
- The Lieutenant Governor assumes major responsibilities for the administration.
- The salary increases provided for the office of Lieutenant Governor over the last two years were significantly less than those provided for the office of Governor.

Commissioner Weiser moved to: (1) increase the salary for the office of Lieutenant Governor to \$120,400 in 2001, which is 70% of the salary

determination for the office of Governor; (2) approve a 2.9% inflationary increase in 2002 to \$123,900; and (3) increase the expense allowance to \$20,000 in 2001. Commissioner Gargaro supported the motion, which was passed by a vote of 5 to 1 with Commissioner Blackwell dissenting.

Summary of Determinations

LIEUTENANT GOVERNOR

	<u>Current</u>	2000 SOCC Determinations	
		<u>2001</u>	<u>2002</u>
Salary	\$100,671	\$120,400	\$123,900
Expense Allowance	15,000	20,000	20,000

LEGISLATOR

Discussion

Salary

During the public meeting held on November 28, the Senate Majority and Minority Leaders made a joint presentation to the commission. The Speaker of the House, the President Pro Tempore of the Senate and the Assistant President Pro Tempore of the Senate also made presentations. All advocated a significant increase in legislative salaries. Senators DeGrow and Schwarz both recommended that legislator salaries be set at 50% of the Governor's salary. All tied the need for increases to the significant sacrifices that must be made in a term-limited environment, necessitating interruption of one's career for 6 or 8 years, and the resulting difficulty in recruiting candidates to run for these offices.

Commissioner Weiser, in his opening remarks to the commission's deliberations, provided the following rationale for his proposal to set the salary for the office of Legislator at \$77,400, which is 45% of the Governor's salary, and to increase it by 2.9% for 2002.

- There is less job security than in the pre-term limits years and this has a negative impact on the ability to attract.
- The California Citizens Compensation Commission considered the effects of term limits in 1994 when it increased legislative salaries by 65%. The California commission noted that: comparisons with county and municipal government salaries revealed gross disparities; legislative jobs are complex and the responsibilities go beyond a normal "9 to 5" work day; the job will represent a 4 to 8 year mid-career hiatus; the public needs access to well-motivated and adequately prepared individuals; the people's representatives should have sound analytical skills; salaries

should be competitive with the private sector; the job deals with complex issues and significant external influences. The California commission's observations are all relevant to the decisions that the 2000 SOCC must make.

- Since term limits have been in effect, legislative retirement benefits have been altered.
- Detroit City Council members salaries are \$81,312.
- Wayne County Board of Commissioner salaries are \$58,683.
- California Legislator salaries are \$99,000.
- New York Legislator salaries are \$79,500.
- Michigan Legislator salaries are 15.3% below the average of legislator salaries in the 6 states with full-time legislatures surveyed by the commission's staff.

A motion by Commissioner Guyer to increase the salary by 40% of the Governor's salary was not supported.

Expense Allowance

The incumbents present at the November 28 session who responded to commissioners' questions about the adequacy of the expense allowance were not opposed to an increase. The main concerns were the expenses incurred by those who have more than a 2-hour commute to Lansing and require lodging in the Capitol area, and the rising cost of gasoline.

Representative Douglas Bovin of Gladstone in the Upper Peninsula addressed the commission during the December 7 session. He requested consideration of an improvement to the one-round-trip per week mileage reimbursement policy to cover emergency situations necessitating additional trips home.

Commissioner Weiser prefaced his proposal to increase the expense allowance to \$12,000 with the following points.

- It is expensive to be a legislator, and many of them have expenses in excess of what their reimbursements are.
- The IRS exempted up to \$ 16,470 from federal tax last year as a total for per diem expenses, which compares to the \$10,000 allowance approved by the 1998 SOCC.

Supplemental Salaries

Senator Schwarz, in his presentation on November 28, proposed increasing the leadership stipends to \$30,000 for Majority Leader, \$28,000 for Minority Leader, \$20,000 for Majority Floor Leader, \$8,000 for President Pro Tempore of the Senate, and \$8,000 for Chair of the Appropriations and the stipend for the Chair of Judiciary continue at \$5,000. Although Speaker Perricone was not opposed to stipends for all committee chairs, Senators Hoffman, DeGrow, and Cherry cautioned against approving them for additional positions.

Commissioners agreed that the additional duties of the leadership and appropriations chair positions are significant and warrant appropriate increases. In his motion to increase the supplemental salaries, Commissioner Dodak noted that the supplements remained unchanged for twelve years between 1987 and 1998.

Commissioner Dodak moved to increase the salary for the office of Legislator to \$77,400 in 2001, which is 45% of the 2001 salary determined for the Governor, and to provide an inflationary increase of 2.9% in 2002. He also moved to: (1) increase the expense allowance to \$12,000 in 2001 and to maintain it at that level in 2002; (2) increase the supplemental salaries as follows: Speaker of the House to \$27,000, Senate Majority Leader to \$26,000, House and Senate Minority leaders to \$22,000, House and Senate Appropriations Chairs to \$7,000, Majority

Floor Leaders of the House and Senate to \$12,000 and Minority Floor Leaders of the House and Senate to \$10,000; and (3) clarify the one-round-trip mileage reimbursement policy to include reimbursement at the standard mileage rate, regardless of the method of travel. Commissioner Weiser supported the motion, which was approved by a vote of 5 to 1 with Commissioner Blackwell dissenting.

Summary of Determinations

LEGISLATOR

	<u>Current</u>	2000 SOCC Determinations	
		<u>2001</u>	<u>2002</u>
Salary	\$56,981	\$77,400	\$79,650
Expense Allowance	10,000	12,000	12,000

Supplemental Salaries

<u>Position</u>	<u>Current</u>	<u>2000 SOCC Determinations for 2001 & 2002</u>
Speaker of the House	\$25,358	\$27,000
Senate Majority Leader	23,153	26,000
Minority Leader of the House	18,743	22,000
Minority Leader of the Senate	18,743	22,000
Majority Floor Leader of the House	11,025	12,000
Majority Floor Leader of the Senate	11,025	12,000
Minority Floor Leader of the House	8,820	10,000
Minority Floor Leader of the Senate	8,820	10,000
House Appropriations Committee Chair	5,513	7,000
Senate Appropriations Committee Chair	5,513	7,000
Speaker Pro Tempore of the House	5,513	5,513
Speaker Pro Tempore of the Senate	5,513	5,513

JUSTICE OF THE SUPREME COURT

Discussion

The Chief Justice of the Supreme Court, the State Court Administrator, the President of the Michigan Judges Association, and the President of the State Bar of Michigan all appeared before the commission to advocate for salary increases for the judiciary. The importance of the role of the judiciary was stressed, especially in light of recent events in the state of Florida. The advocates pointed out that judicial salaries are significantly less than the salaries of senior attorneys practicing in the private sector and that an adequate salary is needed to attract the best to serve the state as jurists. Chief Justice Weaver highlighted recent accomplishments of the Michigan judiciary and stated that the current differential of about \$10,000 between the salary of Governor and Justice was appropriate.

Commissioner Weiser provided the following rationale in support of his proposal to increase the salary for the office of Justice of the Supreme Court to \$159,960 in 2001, which is 93% of the salary proposed for the Governor and would maintain the current differential between the two salary rates, and to increase the salary by 2.9% for 2002.

- Candidates for the positions must be experienced attorneys.
- In some cases, recent law school graduates are being offered starting salaries of \$110,000 in Detroit and \$125,000 in Chicago.
- The average salary for partners in Michigan law firms is \$226,000; the low quartile average is \$146,000, which is more than the current Justice salary.
- Over the last 10 years the average wage for all Michigan workers increased by 46.5% while the Justice salary increased by only 32.6%.

Commissioner Guyer moved to increase the salary for the office of Supreme Court Justice to \$159,960 in 2001, which is 93% of the salary determined for the Office of Governor, and to provide an inflationary increase of 2.9% in 2002, raising the salary to \$164,610. Commissioner Blackwell supported the motion, which was approved by unanimous vote of the commission.

Summary of Determinations

JUSTICE OF THE SUPREME COURT

	<u>Current</u>	2000 SOCC Determinations	
		<u>2001</u>	<u>2002</u>
Salary	\$140,816	\$159,960	\$164,610

APPENDICES

AMENDMENT TO SECTION 12 OF ARTICLE IV OF THE STATE CONSTITUTION

"Sec. 12. The state officers compensation commission is created which shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor and the justices of the supreme court. The commission shall consist of 7 members appointed by the governor. The commission shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor and the justices of the supreme court which determinations shall be the salaries and expense allowances unless the legislature by concurrent resolution adopted by 2/3 of the members elected to and serving in each house of the legislature reject them. The commission shall meet each 2 years for no more than 15 session days. The legislature shall implement this section by law."

Approved by vote of the people
August 6, 1968

ENABLING LEGISLATION

Act 357 of 1968, As Amended by Act 125 of 1969 and Act 213 of 1975 (M.C.L.A.
15.211 ET SEQ.)

An ACT to prescribe the powers, duties and functions of the state officers' compensation commission; and to prescribe the powers and duties of the legislature in relation to the commission.

The People of the State of Michigan enact:

15.211 STATE OFFICERS' COMPENSATION COMMISSION CREATION; PURPOSE;
MEMBERS; TERMS; EXPIRATION OF TERMS

Sec. 1. 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. The members' terms shall expire on June 30 of the fourth year following appointment. The members shall be appointed prior to July 1 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

Sec. 2. 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 MEETINGS, FREQUENCY, SESSION DAY LIMITATION, MILEAGE ALLOWANCE, QUORUM, CONCURRENCE OF MAJORITY; CHAIRPERSON, SECRETARY, SUBCOMMITTEES

Sec. 3. The commission shall meet for not more than 15 session days beginning after July 1 of every even numbered year and may reconsider and make a further determination of the mileage allowance of the members of the legislature who request of the commission a redetermination. 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 COOPERATION BY OTHER STATE AGENCIES

Sec. 4. The commission may call upon the services and personnel of any agency of the state for assistance.

15.215 COMPENSATION, ACTUAL AND NECESSARY EXPENSES INCURRED

Sec. 5. 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 DETERMINATION OF SALARIES AND EXPENSE ALLOWANCES OF STATE OFFICERS; FILING; FURNISHING COPIES TO PARTIES AFFECTED

Sec. 6. The commission shall determine the salaries and expense allowance of the governor, lieutenant governor, the justices of the supreme court, and the members of the legislature and file its determination with the clerk of the house of representatives, the secretary of the senate and the director of the department of management and budget after December 1 and before December 31, of each even numbered year and shall furnish copies to the governor, the lieutenant governor, justices of the supreme court, and members of the legislature.

15.217 DETERMINATION OF SALARIES AND EXPENSE ALLOWANCES OF STATE OFFICERS; EFFECTIVE DATE; REJECTION

Sec. 7. The determinations of the commission shall be effective January 1 of the year following their filing and shall be the compensation and expense allowances of the governor, lieutenant governor, justices of the supreme court and members of the legislature unless the legislature, by concurrent resolution adopted by a 2/3 vote of the members elected to and serving prior to February 1 of the year following the filing of the determinations, rejects either the entire determinations or specific determinations for specific positions. In case of rejection the existing salary and expense allowances shall prevail retroactive to January 1.

15.218 EFFECTIVE DATE

Sec. 8. This act shall take effect September 20, 1968.

Individuals Who Addressed the State Officers Compensation Commission

(in order of appearance)

Mr. Mark Haas, Director, Office of Revenue and Tax Analysis, Michigan Department of Treasury

Ms. Nancy Duncan, Deputy State Budget Director, Michigan Department of Management & Budget

Mr. Barry Howard, President of the Michigan Judges Association and Chief Judge of the Oakland County Circuit Court

Ms. Elizabeth Weaver, Chief Justice, Michigan Supreme Court

Mr. John Ferry, State Court Administrator

Senator Dan L. DeGrow (R-Port Huron), Majority Leader

Senator John D. Cherry (D-Clio), Minority Leader

Representative Charles Perricone (R-Kalamazoo), Speaker of the House

Senator John H. Schwarz, M.D. (R-Battle Creek), President Pro Tempore

Senator Philip E. Hoffman (R-Horton), Assistant President Pro Tempore

Mr. Dave Hildenbrand, Deputy Chief of Staff, Office of the Lieutenant Governor

Representative Douglas Bovin (D-Gladstone), Assistant Associate Minority Leader

Mr. Tom Ryan, President of the State Bar of Michigan

Senator Gary Peters and Representative Robert Gosselin sent letters

SUMMARY OF PUBLIC COMMENT

In response to published and broadcast requests for public comment, the members of the 2000 State Officers Compensation Commission received a combined total of 290 telephone calls and correspondences. This represents a 2,231% increase from the number of public comments received by the 1998 SOCC.

Toll-free and local phone numbers for public input were published throughout the state and a SOCC website was used to receive electronic mail messages. Three individuals communicated their views via letters, 116 via e-mail, and 171 contacted the phone hotline.

A summary of the public comments is listed below:

COMMENT	#*	%
No Increases	54	14
Pay should be cut	12	3
Support moderate increase, 2 – 4%, inflation/COLA, or what state employees received	79	21
Support a 5 – 10% increase	13	3
Support a 10% + increase	1	.3
Expressed negative reaction to media reports following increases discussed at November 28 th SOCC session	164	43
Legislature not full-time or should be part-time	38	10
Term limits not a valid reason for large increases	14	4
Miscellaneous – 1. Raises should be put to public vote (2) 2. SOCC is illegally convened (1) 3. Should have at least one SOCC hearing in West Michigan (1) 4. Legislative wages should be tied to personal income per capita of their district (1) 5. SOCC should be abolished (2) 6. Has confidence in SOCC decisions (3)	10	3

*Note: Some correspondences addressed more than one issue

HISTORY OF SOCC PAY ACTIONS

GOVERNOR

	<u>SALARY</u>	<u>EXPENSE ALLOWANCE</u>
1968*	\$40,000	\$15,000
1969	40,000	15,000
1970*	45,000	15,000
1971	45,000	15,000
1972*	45,000	15,000
1973	45,000	15,000
1974*	45,000	15,000
1975	47,250	18,000
1976*	47,250	18,000
1977	55,000	18,000
1978*	58,000	18,000
1979	61,500	18,000
1980*	65,000	18,000
1981	65,000	18,000
1982*	70,000	20,000
1983	70,000	20,000
1984*	78,000	20,000
1985	81,900	20,000
1986*	85,800	20,000
1987	92,664	30,000
1988*	100,077	30,000
1989	103,580	30,000
1990*	106,690	30,000
1991**	106,690	30,000
1992* **	106,690	30,000
1993	106,690	30,000
1994*	112,025	30,000
1995	116,506	30,000
1996*	121,166	30,000
1997	124,195	40,000
1998*	127,300	40,000
1999	138,757	50,000
2000*	151,245	50,000
2001	172,000	60,000
2002	177,000	60,000

*Years in which SOCC met to make determinations for the following two years.

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

L T. GOVERNOR

	<u>SALARY</u>	<u>EXPENSE ALLOWANCE</u>
1968*	\$22,000	\$3,000
1969	22,000	3,000
1970*	25,000	3,000
1971	25,000	3,000
1972*	25,000	3,000
1973	25,000	3,000
1974*	25,000	3,000
1975	27,500	3,500
1976*	27,500	3,500
1977	38,000	4,250
1978*	40,000	4,600
1979	42,500	4,950
1980*	45,000	5,200
1981	45,000	5,200
1982*	50,000	7,000
1983	50,000	7,000
1984*	53,500	7,000
1985	56,175	7,000
1986*	58,850	7,000
1987	62,970	7,000
1988*	67,377	7,000
1989	80,300	9,000
1990*	80,300	9,000
1991**	80,300	9,000
1992* **	80,300	9,000
1993	80,300	9,000
1994*	84,315	9,000
1995	86,844	9,000
1996*	89,450	9,000
1997	91,686	12,000
1998*	93,978	12,000
1999	97,267	15,000
2000*	100,671	15,000
2001	120,400	20,000
2002	123,900	20,000

*Years in which SOCC met to make determinations for the following two years.

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

LEGISLATORS

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

* Years in which SOCC met to make determinations for the following two years.

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

LEGISLATIVE LEADERSHIP SUPPLEMENTS

<u>Year</u>	<u>Speaker (Note 1)</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 (Note 2)</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

NOTE 1: Speaker received \$5,000 annual supplement in years prior to 1979.

NOTE 2: Supplemental salaries for Judiciary Committee Chairs were ended pursuant to the report of the 1996 Commission.

JUSTICES

	<u>SALARY</u>	<u>EXPENSE ALLOWANCE FOR JUSTICES</u>	<u>EXPENSE ALLOWANCE FOR CHIEF JUSTICES</u>
1968*			
1969	\$ 35,000	N/A	
1970*	35,000	N/A	
1971	42,000	N/A	
1972*	42,000	N/A	
1973	42,000	\$1,500	
1974*	42,000	1,500	
1975	43,500	1,500	
1976*	43,500	1,500	
1977	50,000	1,500	
1978*	53,000	1,500	
1979	56,500	1,500	\$3,000
1980*	60,500	1,500	4,500
1981	60,500	1,500	4,500
1982*	69,000	2,000	5,000
1983	69,000	2,000	5,000
1984*	74,000	2,000	5,000
1985	77,700	2,000	5,000
1986*	81,400	2,000	5,000
1987	94,000	N/A	N/A
1988*	100,000	N/A	N/A
1989	103,500	N/A	N/A
1990*	106,610	N/A	N/A
1991**	106,610	N/A	N/A
1992* **	106,610	N/A	N/A
1993	106,610	N/A	N/A
1994*	111,941	N/A	N/A
1995	115,299	N/A	N/A
1996*	118,758	N/A	N/A
1997	121,727	N/A	N/A
1998*	124,770	N/A	N/A
1999	134,752	N/A	N/A
2000*	140,816	N/A	N/A
2001	159,960	N/A	N/A
2002	164,610	N/A	N/A

*Years in which SOCC met to make determinations for the following two years.

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