



STATE OF MICHIGAN
CIVIL SERVICE COMMISSION

INTEROFFICE MEMORANDUM

Date: January 2, 2013
To: 2011 State Officers Compensation Commission File
From: Amy Cahoon, Civil Service Commission
Subject: 2011 SOCC Recommendations

In accordance with Act 357 of 1968, the determinations included in the 2011 Report of the State Officers Compensation Commission were transmitted to the Secretary of the Senate, the Clerk of the House, and the Director of the Department of Technology, Management, and Budget on June 6, 2011.

Because the legislature did not vote on a resolution related to the 2011 SOCC determinations, the previous salaries remain in effect.

STATE OF MICHIGAN



2011

Report of the

STATE OFFICERS COMPENSATION COMMISSION

State of Michigan

2011

Report of the

STATE OFFICERS COMPENSATION COMMISSION

**Prepared By:
Civil Service Commission
May 2011**

STATE OFFICERS COMPENSATION COMMISSION

MEMBERS - 2011

Patrick Olson, Chairman
(term expires 1/01/12)

Albert Holtz
(term expires 1/01/12)

Jack Minore
(term expires 1/01/12)

Cheryl Bergman
(term expires 1/01/14)

David Fink
(term expires 1/01/14)

George Franklin
(term expires 1/01/14)

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

Secretary: Jeremy Stephens, State Personnel Director
(ex officio)

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2011 SOCC
EXECUTIVE SUMMARY OF DETERMINATIONS

The following are the determinations of the 2011 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 2013, 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%.

2013 Salaries

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

EFFECTIVE 2014, salaries for the offices of Governor, Lieutenant Governor, Legislator, Secretary of State, and Attorney General are to remain unchanged. The salary for Supreme Court Justice is to be increased by 3%.

2014 Salaries

Governor	\$159,300
Lt. Governor	111,510
Justice	174,634
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 2011 amounts.

	<u>2013 Expense</u> <u>Allowance</u>	<u>2014 Expense</u> <u>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 2011 levels during 2013 and 2014.

<u>Leadership Position</u>	<u>2013 and 2014 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 2011 State Officers Compensation Commission (SOCC) was the twenty-first 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 Attorney General and 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 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 senate originated the resolution in 2009, and the house will initiate in 2011. 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 2011 SOCC, if approved by the legislature, would take effect with the legislative session beginning in January 2013.

The 2002 constitutional amendment altered the approval process for SOCC determinations. Prior to 2002, the determinations went into effect unless rejected by 2/3 of the members of each house. The amendment also required new enabling legislation, which was approved effective January 1, 2008. Because of this delay in the passage of implementing legislation, the 2002, 2004, and 2006 State Officers Compensation Commissions were unable to submit official recommendations. Public Act 357, as amended in 2008, also included changes to the SOCC process. It changed the timing of the meetings from even-numbered years to odd-numbered

years, and the determination filing deadline from January 31 of each even-numbered year to June 15 of each odd-numbered year.

The Commission's authority has been addressed by Attorney General opinion and 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.

2011 PROCESS AND DETERMINATIONS

On July 8, 2010, Governor Jennifer Granholm announced the appointment of four new members to serve on the State Officers Compensation Commission: 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 new members will expire on January 1, 2014.

The three returning members from the 2009 Commission were: Albert Holtz, attorney with Albert L. Holtz, P.C.; Jack Minore, retired teacher and former state representative; and Patrick Olson, owner of Mayer Educational Products. The terms of these members expire on January 1, 2012.

The 2011 State Officers Compensation Commission held its first meeting in Lansing on April 29, 2011. Returning Chairperson, Patrick Olson called the meeting to order. 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, fourteenth; Supreme Court Justice, tenth; Legislator, fourth; Attorney General, twenty-seventh; and Secretary of State, fifteenth.

At its first meeting, the Commission received testimony regarding Michigan's economic forecast from Jay Wortley, Department of Treasury, and Colleen Gossman with the State Budget Office. The presentation highlighted some positive national economic trends, while noting that Michigan's economy is still facing major challenges which are making its recovery slower than the nation as a whole. Modest increases in employment are expected over the next couple of years, but the increases are far exceeded by the losses over the past decade. Over the last several decades, Michigan has fallen from one of the most prosperous states, to one of the poorest, currently 36th in the nation. And while the economy has begun taking a positive turn, decisions on tax rates and tax breaks have resulted in a structural deficit, with revenues cut by hundreds of millions of dollars more each year for the near future. In real terms, general fund revenues are at their lowest level since 1965.

Following the economic forecast presentation, having no additional scheduled speakers or individual interested parties, the Commission began its discussion regarding appropriate salary

and expense allowance levels for the affected offices. Discussions focused almost exclusively on the appropriate salary level for a Supreme Court Justice. While the only office under the purview of the SOCC is that of Supreme Court Justice, the salaries of all lower level judges in the state (Court of Appeals, Circuit Court, Probate Court and District Court) are tied by statute to the salary of the Justices and several commissioners expressed concern over the ability to attract qualified individuals to seek judgeships throughout the state. Hesitant to make final determinations without allowing additional time for feedback and input from interested parties, the Commission agreed to hold an additional meeting for final deliberations. With the expectation that the motion would be tabled until the next meeting, and in an effort to generate further discussion, Commissioner Fink made a motion to increase the Supreme Court Justices salaries by 5% in 2013 and another 5% in 2014. This motion was tabled until the next meeting.

The second and final meeting of the 2011 SOCC was held in Lansing on May 17, 2011. 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 tabled motion and the appropriate salary level for the office of Supreme Court Justice.

Commissioner Fink began the discussion on the tabled motion. He expressed a concern for recommending an increase in judicial salaries without knowing what unintended impact that may have in the current political environment. However, he pointed to statistics showing that the Consumer Price Index and classified state employee wages have both increased by roughly 20% since 2002, while the Justice pay has not increased at all during that same time. Mr. Fink also pointed out that, even with increases of 3% in 2013 and 3% in 2014, the pay for Supreme Court Justices would still have increased between the years of 2000 and 2014 by a smaller percentage than the pay for State Legislators. Commissioners Minore and Franklin indicated their support for approving a pay increase for the Justices, citing the uniqueness of the office, along with concern for the long-term health of the state's judiciary. Commissioner Washington-Kendrick also expressed her support for an increase, but the amount of 5% was too high. She also expressed concern over potential backlash of approving any increases at this time, and she wished to receive feedback from interested parties before making a decision. During the meeting, she indicated that she received word from a representative from the State Bar of Michigan indicating that they would have no official input for the SOCC determinations.

Neither Commissioner Olson nor Bergman supported approval of any pay increases at this time. Commissioner Bergman, while recognizing the importance of maintaining an effective and competent judiciary, failed to see how this small increase would make a difference in the quality of candidates for the position and would also send the wrong message amid the current environment with ongoing state employee concessions and layoffs, and economic difficulties statewide. Commissioner Olson also opposed recommendations for any pay increases at this time, and noted that the 10% pay reductions approved by the 2009 SOCC for all affected offices except the Supreme Court Justices, just took effect in January 2011. Since the economy appears to be starting a positive trend, pay increases for all affected offices should be considered by the next SOCC as a point of fairness. He also noted that data does not support the notion that our Justices are underpaid, pointing out that Michigan's Supreme Court Justice is paid 2% above the average of the eight states surveyed by staff, even though economic data shows that Michigan is one of the poorest states in the nation.

After discussion, Commissioner Fink amended his motion to recommend a pay increase for Supreme Court Justices of 3% in 2013, and a 3% increase in 2014, while maintaining current salary and expense allowance amounts for all other offices.

The motion was approved by a vote of 5 to 2, with Commissioners Olson and Bergman voting against the recommendation.

APPENDICES

**STATE CONSTITUTION (EXCERPT)
CONSTITUTION OF MICHIGAN OF 1963**

§ 12 State officers compensation commission.

Sec. 12. 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.

History: Const. 1963, Art. IV, § 12, Eff. Jan. 1, 1964;¾Am. H.J.R. AAA, approved Aug. 6, 1968, Eff. Sept. 21, 1968;¾Am. H.J.R. E, approved Aug. 6, 2002, Eff. Sept. 21, 2002.

ENABLING LEGISLATION

**STATE OFFICERS' COMPENSATION COMMISSION
Act 357 of 1968**

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.

History: 1968, Act 357, Eff. Sept. 20, 1968.

The People of the State of Michigan enact:

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

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. 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.

History: 1968, Act 357, Eff. Sept. 20, 1968;¾Am. 1975, Act 213, Imd. Eff. Aug. 25, 1975;¾Am. 2006, Act 629, Eff. Jan. 1, 2008. **Compiler's note:** Const 1963, art IV, sec 12 provides that "the legislature shall implement this section by law."

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.

History: 1968, Act 357, Eff. Sept. 20, 1968;¾Am. 1969, Act 125, Imd. Eff. July 29, 1969.

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

Sec. 3. 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.

History: 1968, Act 357, Eff. Sept. 20, 1968;¾Am. 1969, Act 125, Imd. Eff. July 29, 1969;¾Am. 1975, Act 213, Imd. Eff. Aug. 25, 1975;¾Am. 2006, Act 629, Eff. Jan. 1, 2008.

15.214 Assistance from state agencies.

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

History: 1968, Act 357, Eff. Sept. 20, 1968.

15.215 Compensation commission compensation, expenses.

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.

History: 1968, Act 357, Eff. Sept. 20, 1968.

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

Sec. 6. 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.

History: 1968, Act 357, Eff. Sept. 20, 1968;¾Am. 1975, Act 213, Imd. Eff. Aug. 25, 1975;¾Am. 2006, Act 629, Eff. Jan. 1, 2008.

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

Sec. 7. 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.

History: 1968, Act 357, Eff. Sept. 20, 1968;¾Am. 2006, Act 628, Eff. Jan. 1, 2008.

15.218 Effective date.

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

History: 1968, Act 357, Eff. Sept. 20, 1968.

HISTORY OF SOCC PAY ACTIONSG O V E R N O R

	<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
2003	177,000	60,000
2004*	177,000	60,000
2005	177,000	60,000
2006*	177,000	60,000
2007	177,000	60,000
2008	177,000	60,000
2009***	177,000	60,000
2010	177,000	60,000
2011***	159,300	54,000
2012	159,300	54,000
2013***	159,300	54,000
2014	159,300	54,000

*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.

***Years in which the SOCC met to make determinations for legislative session following next general election, pursuant to changes in P.A. 357.

L T. G O V E R N O R

	<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
2003	123,900	20,000
2004*	123,900	20,000
2005	123,900	20,000
2006*	123,900	20,000
2007	123,900	20,000
2008	123,900	20,000
2009***	123,900	20,000
2010	123,900	20,000
2011***	111,510	18,000
2012	111,510	18,000
2013***	111,510	18,000
2014	111,510	18,000

*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.

***Years in which the SOCC met to make determinations for legislative session following next general election, pursuant to changes in P.A. 357.

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
2003	79,650	12,000
2004*	79,650	12,000
2005	79,650	12,000
2006*	79,650	12,000
2007	79,650	12,000
2008	79,650	12,000
2009***	79,650	12,000
2010	79,650	12,000
2011***	71,685	10,800
2012	71,685	10,800
2013***	71,685	10,800
2014	71,685	10,800

* 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.

***Years in which the SOCC met to make determinations for legislative session following next general election, pursuant to changes in P.A. 357.

LEGISLATIVE LEADERSHIP SUPPLEMENTS

	<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
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

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
2003	164,610	N/A	N/A
2004*	164,610	N/A	N/A
2005	164,610	N/A	N/A
2006*	164,610	N/A	N/A
2007	164,610	N/A	N/A
2008	164,610	N/A	N/A
2009***	164,610	N/A	N/A
2010	164,610	N/A	N/A
2011***	164,610	N/A	N/A
2012	164,610	N/A	N/A
2013***	169,548	N/A	N/A
2014	174,634	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.

***Years in which the SOCC met to make determinations for legislative session following next general election, pursuant to changes in 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

* 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.

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

* 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.