

We were asked to review the Washington report and see why their legislative salary is significantly higher than Oregon's. We found that when the Commission started in 1987, the annual salary for legislators in Washington was \$15,500. In 2004, the Commission contracted for a study of the Legislative and Judicial positions. Below is some of the methodology used by Washington in the 2004 report. Attached is a chart showing the salary histories in Washington.

Washington

Use comparable states. Determined states based on:

- Per capita state expenditures
- Per capita income
- Average hourly earnings
- Number of full-time state employees per capita
- Per capita state expenditures for education

This resulted in a list of 11 states. Two additional states, Idaho and Montana were added because of their proximity to Washington.

They then reviewed those states to see if they had "full time" legislatures. It was determined that California, Illinois and Michigan, which were on the list, were full time. The decision was to use 70% of the salaried amount in those states for the purpose of salary comparison. For those states that paid a per diem for each day of session rather than a salary, the per diem was multiplied by the number of days that the Washington legislature is in session.

Washington used the average of the salaries and found that the average salary rate for the ten states paying salaries was \$34,734. The average salary when including the three non-salaried legislatures was \$28,942. The salary rate for legislators at that time in Washington was \$34,227.

The study concluded that they should look at legislators' salaries in alignment with executive positions in Washington State government.

Washington also reviewed the salaries of County Commissioners at the request of legislators, but found it not to be a sound comparison. Their conclusion from the 2004 study is below.

County Commissioners and Council Members: Although several members of the legislature have requested comparison of legislative salaries with those of county commissioners, that comparison is not recommended as a sound basis for legislative salary policy. The legislative argument has been that county commissioners serve the legislative role in a much smaller arena, yet - in general - are paid more than legislators. The fallacy of that argument is that county commissioners also serve as the chief executive body of their respective counties and have direct accountability for budgetary, fiscal and operational management. As a smaller body, each commissioner carries a higher stake in answering for the actions of the whole and in the consequences of those actions.

On average, the Washington Commission has raised legislative salaries 5% each year since 1987, based largely on cost of living or to catch up with market. There were years when no increases were granted and the largest increase was 20% in 1991 (10% in COLAs and 10% in "equity.")

Salary History 1987 to 2008

Position	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Executive Branch											
Governor	83,800	93,900	96,700	99,600	112,000	121,000	121,000	121,000	121,000	121,000	121,000
Lieutenant Governor	45,000	48,000	51,100	52,600	58,600	62,700	62,700	62,700	62,700	62,700	62,700
Secretary of State	46,300	50,200	52,600	54,200	60,100	64,300	64,300	64,300	64,300	64,300	69,000
Treasurer	54,250	62,050	65,000	67,000	74,400	79,500	79,500	79,500	84,100	84,100	84,100
Auditor	55,250	64,050	67,100	69,100	77,800	84,100	84,100	84,100	84,100	84,100	84,100
Attorney General	63,800	72,200	75,700	78,000	86,400	92,000	92,000	92,000	92,000	92,000	93,000
Insurance Com.	53,700	61,000	63,900	65,800	72,700	77,200	77,200	77,200	77,200	77,200	77,200
Supt. Public Instruction	59,950	66,600	69,800	71,900	80,500	86,600	86,600	86,600	86,600	86,600	86,600
Com. of Public Lands	59,950	66,600	69,800	71,900	80,500	86,600	86,600	86,600	86,600	86,600	86,600
Judicial Branch											
Supreme Court Justice	75,900	82,700	86,700	89,300	99,900	107,200	107,200	107,200	109,880	109,880	112,078
Appeals Court Judges	72,100	78,600	82,400	84,900	95,000	101,900	101,900	101,900	104,448	104,448	106,537
Superior Court Judges	68,500	74,600	78,200	80,500	90,100	96,600	96,600	96,600	99,015	99,015	100,995
District Court Judges	62,100	71,000	74,400	76,600	85,700	91,900	91,900	91,900	94,198	94,198	96,082
Legislative Branch											
Legislator	15,500	16,500	17,900	19,900	23,900	25,900	25,900	25,900	27,100	28,300	28,300
Speaker of the House	*	*	19,700	21,900	29,000	33,900	33,900	33,900	35,100	36,300	36,300
Senate Majority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,300	32,300
House Minority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,000	32,000
Senate Minority Leader	*	*	18,800	20,900	25,100	29,900	29,900	29,900	31,100	32,000	32,000

*The annual legislative stipend for leadership duties was not adopted until the 1989 salary setting session.

Salary History 1987 to 2008

Position	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Executive Branch											
Governor	121,000	132,000	135,960	139,087	142,286	142,286	145,132	148,035	150,995	163,618	166,891
Lieutenant Governor	62,700	69,000	71,070	72,705	74,377	74,377	75,865	77,382	78,930	92,106	93,948
Secretary of State	69,000	75,900	78,177	89,001	91,048	99,708	101,702	103,736	105,811	114,657	116,950
Treasurer	84,100	92,500	95,275	97,466	99,708	99,708	101,702	103,736	105,811	114,657	116,950
Auditor	84,100	92,500	95,275	97,466	99,708	99,708	101,702	103,736	105,811	114,657	116,950
Attorney General	93,000	120,000	123,600	126,443	129,351	129,351	131,938	134,577	137,268	148,744	151,718
Insurance Com.	77,200	86,000	88,580	90,617	92,702	99,708	101,702	103,736	105,811	114,657	116,950
Supt. Public Instruction	86,600	94,394	97,226	99,462	101,750	101,750	103,785	105,861	107,978	119,234	121,618
Com. of Public Lands	86,600	94,394	97,226	99,462	101,750	101,750	103,785	105,861	107,978	119,234	121,618
Judicial Branch											
Supreme Court Justice	112,078	120,000	123,600	131,558	134,584	134,584	137,276	141,394	145,636	155,556	164,230
Appeals Court Judges	106,537	114,000	117,420	125,236	128,116	128,116	130,678	134,598	138,636	148,080	156,328
Superior Court Judges	100,995	108,300	111,549	119,230	121,972	121,972	124,411	128,143	131,988	140,979	148,831
District Court Judges	96,082	102,885	105,972	113,524	116,135	116,135	118,458	122,012	125,672	134,232	141,708
Legislative Branch											
Legislators	28,300	31,130	32,064	32,801	33,556	33,556	34,227	35,254	36,311	41,280	42,106
Speaker of the House	36,300	39,120	40,064	40,801	41,556	41,556	42,227	43,254	44,311	49,280	50,106
Senate Majority Leader	32,300	35,130	36,064	40,801	41,556	41,556	42,227	43,254	44,311	49,280	50,106
House Minority Leader	32,300	35,130	36,064	36,801	37,556	37,556	38,227	39,254	40,311	45,280	46,106
Senate Minority Leader	32,300	35,130	36,064	36,801	37,556	37,556	38,227	39,254	40,311	45,280	46,106