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# **PUBLIC OFFICIALS COMPENSATION COMMISSION**

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## **Report and Recommendations**

November 2008

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## Report and Recommendations 2008 Public Officials Compensation Commission

### **The Commission**

The Legislature created the Public Officials Compensation Commission in 1983, and gave it the job of recommending salaries for many of the state's elected officials. Over the years the commission became inactive, and the Legislature set the salaries by passing laws with the Governor's approval.

In 2007, the Legislature reactivated the Commission and broadened its authority based on a recommendation from the Public Commission on the Oregon Legislature. The current Public Officials Compensation Commission is an 11-member commission with the directive to recommend the salary amounts for:

- The Governor, Secretary of State, Treasurer, Attorney General, Superintendent of Public Instruction, and the Commissioner of Labor and Industries
- Members of the Legislative Assembly, including the majority and minority leadership positions
- The Chief Justice and Judges of the Supreme Court; the Chief Judge and Judges of the Court of Appeals; and the Judges of the Tax Court and Circuit Courts.

The composition of the Commission is unique. Previously, elected officials appointed all Commission members. Now, a majority of the Commission members are randomly selected Oregonians. Beginning in 2008 the law called for Commissioners to be appointed in the following manner:

- Two members appointed by the Governor
- One member appointed by the Chief Justice of the Supreme Court
- One member appointed by the President of the Senate
- One member appointed by the Speaker of the House of Representatives
- Six members appointed by the Secretary of State chosen by lot from voter registration records - one from each Congressional district and one statewide.

No elected official whose salary falls under the Commission's jurisdiction may serve as a member. Neither may a relative of such an official serve on the Commission, nor anyone who lives in the household of an elected official affected by the Commission. The list of current Commissioners and their appointing authorities appears below.

Doris Johnson, Chair (Random draw, Secretary of State)  
Barbara Fredericks, Vice-Chair (Senate President)  
Scott Dawson (Governor)  
Jan Dean (Random draw, Secretary of State)  
Verne Duncan (House Speaker)  
John Hemann (Chief Justice)  
Anna Mehrer (Random draw, Secretary of State)  
Stephen Munkers (Random draw, Secretary of State)

MardiLyn Saathoff (Governor)  
Richard Scherer (Random draw, Secretary of State)  
Paul Swadener (Random draw, Secretary of State)

The Commission law, ORS 292.907 to 292.930, requires that the Commission meet on or before September 1 of each even-numbered year to review and establish the salary recommendations. The Commission must complete a report that lists the recommended salaries on or before November 10 of each even-numbered year. The Commission then sends the report to the Governor, the President of the Senate, the Speaker of the House, and the Chief Justice of the Supreme Court. The Commission law requires the Governor to include the Commission's recommended salaries in the Governor's recommended budget that he sends to the Legislature prior to the January session. The Commission law also requires the Legislative Assembly to consider those salary recommendations in adopting a state budget.

In creating its recommendations, the Commission must consider the following criteria:

- Comparable positions in neighboring states
- The qualifications and skills necessary for each office
- The level of responsibility implicit in each office
- The cost of living
- The total compensation of the positions, including benefits other than salary
- Budget limitations
- Any other factors the Commission may consider to be reasonable, appropriate and in the public interest

The 2008 Commission began meeting on July 9, 2008 and generally met for two consecutive days every other week through September 18, 2008. These meetings were open to the public and notice was provided as required by the public records law. Minutes of all meetings are available at the POCC website <http://pocc.oregon.gov>. At those meetings the Commission heard from elected officials and their staff, administrative experts, and others who provided detailed written materials and testimony addressing the criteria identified in the Commission law. The Commission is grateful for the time and effort they generously gave to assist the work of the Commission. At the public hearing held on September 18, 2008, the Commission received testimony from the public. The Commission approved the final report on October 30, 2008.

## **Recommendations**

Based on the requirements of the Commission Law, the data collected, and the compensation methodology applied, the Commission makes the salary recommendations contained in Table 1.

**Table 1  
Summary of POCC Recommendations**

<b>Elected Official</b>	<b>2007-2009 Current Salary</b>	<b>2009-2011 Recommendation</b>
Governor	\$93,600	\$130,000
Attorney General	\$77,200	\$119,000
Secretary of State	\$72,000	\$100,000
Treasurer	\$72,000	\$100,000
Supt. Of Public Instruction	\$72,000	\$100,000
Labor Commissioner	\$72,000	\$100,000
Chief Justice, Supreme Court	\$128,556	\$145,800
Supreme Court Judge	\$125,688	\$139,800
Chief Judge, Court of Appeals	\$125,688	\$139,800
Court of Appeals Judge	\$122,820	\$138,000
Tax Court Judge	\$118,164	\$135,000
Circuit Court Judge	\$114,468	\$132,000
Legislators	\$20,592	\$25,200
Senate President*	\$41,184	\$50,400
Sen. Majority Leader	\$20,592	\$31,500
Sen. Minority Leader	\$20,592	\$31,500
House Speaker*	\$41,184	\$50,400
House Majority Leader	\$20,592	\$31,500
House Minority Leader	\$20,592	\$31,500

\*ORS 171.072(2)(a) specifies that the Senate President and the Speaker of the House of Representatives shall receive an additional salary equal to a legislator's salary for performing the duties of their office.

### **Fiscal Impact**

These recommendations affect the budget for the 2009-11 biennium. The impact is the increase in cost directly resulting from the recommendations and includes all payroll related costs, including PERS. Health benefits are not included since they are not a percentage of payroll but a set amount. Table 2 shows the fiscal impact of the Commission's recommendations for the 2009-11 biennium.

**Table 2**  
**Fiscal Impact of POCC Recommendations**  
**2009-2011 Biennium**

<b>Branch of Government</b>	<b>Number of Positions</b>	<b>Fiscal Impact</b>
Executive	6	\$443,224
Legislative	90	\$1,053,945
Judicial	191	\$8,282,137
<b>Total</b>	<b>287</b>	<b>\$9,779,306</b>

Source: Department of Administrative Services Budget and Management Division, Judicial Department, and Legislative Administration

### **Compensation Background and Analysis**

To accomplish its statutory mission, the Commission decided its goal was to attract and retain highly-qualified public officials in order to provide the best state leadership and governance while maintaining Oregon's historical commitment to both a citizen legislature and officials committed to public service.

The Commission also recognized that, as required by Commission law, it must consider the following criteria as part of its compensation determination for each category of public official:

- Comparable positions in neighboring states (California, Washington, Idaho and Nevada)
- The qualifications and skills necessary for each office
- The level of responsibility implicit in each office
- The cost of living
- The total compensation of the positions including benefits other than salary
- Budget limitations
- Any other factors the Commission may consider to be reasonable, appropriate and in the public interest

The Commission received information from compensation experts about standard practices and procedures for setting compensation in government, business, and industry. Professional classification and compensation staff provided by the Department of Administrative Services met with the Commission and reviewed the general practices for establishing compensation levels. Information provided by staff included discussion of:

- Total compensation (annual salary plus the amount contributed by the state for health care benefits and retirement)
- Internal equity (wage fairness within the same business)
- External equity (wage fairness with similar positions in other organizations)

The Commission considered the Commission law, the Commission's goal, and standard compensation practice and procedure. The Commission elected to develop recommended compensation levels for each category of public official by comparing compensation amounts with the corresponding public official compensation in a group of states demographically aligned with the state of Oregon. That group of states became Oregon's Comparative Group. Because the law requires consideration of salaries in the neighboring states, the Commission included California, Washington, Idaho and Nevada in the Comparative Group.

To determine which states would provide an appropriate basis of comparison, the Commission received information from the State Economist outlining factors economists use to evaluate comparability of other states. Oregon's State Economist provided the Commission with a list of criteria that economists customarily use as standard indicators for identifying states with demographic and economic structures similar to Oregon. The Commission used the following four criteria:

- Population
- Per Capita Income
- Per Capita State Revenue
- Per Capital State Expenditures

At the Commission's request, the State Economist provided a list of the five states above and the five states below Oregon in each of the four factors. (The Table of comparative information can be found in Appendix A.) The Commission reviewed the data and narrowed the list to those states that were comparable in two or more of the four factors. That resulted in a comparative group of nine states. The final Comparative Group, including the neighboring states, is shown in Table 3.

**Table 3**  
**States in Comparative Group**

California	North Dakota
Idaho	Ohio
Iowa	Oklahoma
Louisiana	South Carolina
Michigan	Washington
Mississippi	Wisconsin
Nevada	

The Commission used the Comparative Group for all positions unless otherwise noted in the detailed discussion of recommendations.

### **Comparison Methodology**

The Commission requested total compensation data for the elected officials in the each of the comparative group states. Data for each office was obtained from national associations which compile compensation data from the 50 states. Additionally staff contacted these states directly to obtain total compensation information. <sup>1</sup>

In addition to the comparative data collected, the Commission spent time reviewing the job functions of each official, including the scope of their duties, their fiscal responsibilities, and the impact of their work on the citizens of the state.

Consistent with its goal to attract and retain highly-qualified public officials to provide the best state leadership and governance committed to public service, the Commission decided to set compensation levels for each public official at the median level of the Comparative Group for that official. The median is the point at which half of the numbers on a given list, such as the Comparative Group for the Governor, are above and half are below. By using the median, the extreme high and low numbers have less impact and each state in the Comparative Group has equal weight. For example, since the salary for California's Governor is the highest in the nation, the average of the Governors' salaries in the Comparative Group is a larger dollar amount than is the median of those salaries.

The Commission used the median to set compensation levels because it is the standard generally used by compensation experts in government, business, and industry, and it is the standard that would best meet the Commission's goals and requirements under the Commission Law. The tables showing the data from the list of comparable states for Executive Branch officials appear in Appendix C.

### **Discussion of Recommendations**

This report addresses the recommendations by branch of government in which the position resides.

#### **Executive Branch**

Current salary information, salary history, and ranking of the states' elected officials in the Executive Branch appear in the appendix.

The Commission received testimony from either the elected officials or their representatives. Their testimony described the responsibility of each executive office and the qualities and skills necessary for each office. Many of the representatives provided information to identify states in which executive officials share comparable responsibilities. Based upon that information and the Comparative Group compensation data, the Commission calculated the median salary for each elected official.

The Commission also considered the historical tradition in Oregon of dividing executive branch officials into three groups for purposes of compensation as set out in Table 4.



**Table 4  
Historical Groupings of Elected Officials for Compensation**

Level One

Governor

Level Two

Attorney General

Level Three

Secretary of State

State Treasurer

Superintendent of Public Instruction

Commissioner of Labor and Industries

The Commission voted to maintain these three levels of compensation based on the qualifications for the positions and the level of responsibility inherent in each office.

The Commission reviewed the data from the Comparative Group for these elected officials. Staff obtained total compensation data for elected officials in the Comparative Group states. The Commission based its recommendation on the median for those states. Table 5 shows the current salary in Oregon, the median for the Comparative Group, and the recommended median salary amount. Tables showing more detailed data, including total compensation can be found in Appendix .

**Table 5  
Comparison of Oregon Executive Branch Official's Salary with  
Median in Comparative Group States**

<b>Elected Official</b>	<b>2007-09 Current Salary</b>	<b>Median Salary in Comparative Group States</b>	<b>2009-11 Commission Recommendation</b>
Governor	\$93,600	\$133,546	\$130,000
Attorney General	\$77,200	\$119,335	\$119,000
Secretary of State	\$72,000	\$95,750	\$100,000*
Treasurer	\$72,000	\$100,106	\$100,000
Supt. Of Public Instruction	\$72,000	\$109,587**	\$100,000*
Labor Commissioner	\$72,000	\$100,050	\$100,000

\*Differs from the median, but the Commission used the \$100,000 amount to maintain the historical compensation relationship among the public officials in that category.

\*\*Includes only those states in the Comparative Group that elect rather than appoint their Superintendent of Public Instruction, except for Nevada which, under the Commission law, must

be included in the Comparative Group. In the six remaining states in the Comparative Group, the Superintendent of Public Instruction is appointed.

Executive Branch officials currently receive a monthly amount that they may use for unvouchered expenses. These expenses may involve payments for expenses related to entertaining visiting officials and are not currently covered within the office budgets of the elected official. These expense allowances (\$1,000 per month for the Governor and \$250 per month for the other Executive Branch officials) are taxable. But the allowances are not considered income for the purpose of the employer contribution to the Public Employees Retirement System. Because of the unique nature of these payments and the difficulty in matching with other states, this expense amount was not included in the total compensation figures. Under the current law, Executive Branch officials will not receive these allowances after June 2009.

### **Judicial Branch**

Current salary information, salary history, and ranking of the state's judges appear in the appendix.

The Commission received testimony and data from each level of state court in Oregon, including a presentation by the Chief Justice on the current demographics of Oregon judges. Though judges in Oregon must stand for election, they are nonpartisan positions without any limit on the number of terms that judges may serve.

The Commission learned that the Comparative Group for judges is most often viewed regionally. In the past, the courts have provided the Legislature with comparable data from 13 Western states, as noted in Table 6, when discussing salary. Because this has been an accepted practice, which is consistent with the methodology used by the Commission, it voted to use the 13 Western states in Table 6 as the Judicial comparative group.<sup>2</sup>

**Table 6**  
**List of Comparative Group States for Judicial Branch Positions**

Alaska	Nevada
Arizona	New Mexico
California	Oregon
Colorado	Utah
Hawaii	Washington
Idaho	Wyoming
Montana	

The Commission reviewed the data provided by the Judicial Department and gathered by the National Center for State Courts. The same methodology used for Executive Branch officials, using the median, was applied to the judicial positions. Table 7 shows the current salary, the median salary of the Comparative Group states, and the recommendation of the Commission. The Commission rounded the median salary for each office to yield a number divisible by 12 months.<sup>3</sup> Appendix C contains the charts showing data for the total compensation in each state.

**Table 7  
Comparison of Oregon Judges Salary with  
the Median in Comparative Group States**

<b>Judge</b>	<b>2008-09 Current Salary</b>	<b>Median Salary in Comparative Group States</b>	<b>2009-11 Commission Recommendation</b>
Chief Justice, Supreme Court	\$128,556	\$147,350*	\$145,800
Supreme Court Judge	\$125,688	\$140,000	\$139,800
Chief Judge, Court of Appeals	\$125,688	\$140,069	\$139,800
Court of Appeals Judge	\$122,820	\$139,069	\$138,000
Tax Court Judge	\$118,164	No Comparative Groups	\$135,000
Circuit Court Judge	\$114,468	\$132,150	\$132,000

\*Chief Justice only compared with California, Hawaii, Utah, and Colorado, which have or are moving to state court systems in which the Chief Justice is responsible for administration of all state courts, as in Oregon.

### **Legislative Branch**

Current salary information, salary history, and ranking of the state's legislative officials appear in the appendix.

Legislators are elected officials for the entire term of their office (two years for Representatives and four years for Senators). They receive an annual salary as legislators.

Compensation for legislators is set based on unique elements not applicable to the other elected officials. The Commission received testimony from current state legislators about the nature of the work and the challenges they face. Technically, Oregon has a "citizen legislature." Most legislators have occupations outside the legislature.

Legislators are required to be in Salem for the legislative session every other year. The average session lasts between six and seven months. This requires many legislators to find and pay for housing and other living expenses in addition to their ongoing living expenses in their districts. The Legislature provides a per diem (daily stipend) to legislators while they are in session. Depending on the location of an individual legislator's home, this per diem may or may not be taxable.

Legislators handle unspecified but demanding responsibilities, including constituent service and committee meetings during the 18 months or so when the Legislature is not in session. The Commission acknowledges the significant time commitment that legislators give to meet the needs of their constituents

During the interim between sessions, legislators receive a monthly expense amount to cover their office expenses. Depending on the location of the district and the size of the district, the interim expenditure amounts vary. The Legislative Administration Committee sets these amounts. Hence, they are not within the purview of this Commission.

Because of the unique nature of legislators' work, the Commission reviewed several comparators suggested by those who testified:

- The "White" category of state legislatures created by the National Conference of State Legislators (NCSL)
- Salaries of County Commissioners
- Oregon's median wage
- The Comparative Group it used to determine salaries for the Executive Branch Officials

The NCSL categorizes states' legislatures as Red, White, or Blue depending, in part, on the amount of time legislators devote to the job of being legislators in each state. Legislators in Red states spend 80 percent or more of a full-time job on legislative work and receive enough compensation to live without an outside job. In White states legislators spend more than two-thirds of a full time job performing legislative work and do not earn enough to live without other sources of income. In Blue states legislators devote half of a full time job to their legislative work for low compensation that requires outside income to make a living. The NCSL places Oregon's Legislative Assembly in the White category. After reviewing NCSL's data supporting the classifications, the Commission noted that the median salary using the White states was nearly the same as the median legislative salary of the Comparative Group used for the Executive Branch officials.

The Commission determined that the salaries of County Commissioners were not an appropriate comparator because County Commissioners act as executives in county government. In other words, the duties of County Commissioners are not comparable to the duties of a state legislator.

The Commission also reviewed calculations of Oregon's median wage provided by the Economic Analyst and Administrator for Research of the State of Oregon Employment Department. The most recent data available showed that the median wage for all non-farm jobs in Oregon was \$31,721. Using the NCSL's assessment that Oregon's legislators spend two-thirds of their time on legislative work, the Commission found that two-thirds of the median wage for non-farm jobs in Oregon was less than the median salary for legislators in the Comparative Group. The Commission determined that the category of all non-farm jobs is too broad to use as a comparator to the work of state legislators.

The Commission concluded that, as with the Executive Branch, the rationale for using states that met at least two of the four criteria identified by the State Economist also applied to legislative positions. The Commission identified a median legislator's salary

by reference to legislative salaries in the 13 comparator states used to determine salaries for the Executive Branch officials.

The Commission notes as well that ORS 171.072 (2)(a) specifies that the President and Speaker will receive an additional salary, equal to a legislator's salary, for performing the duties of their office.

The law also specifies that the Commission must review the salaries for the majority and minority leaders in the House and Senate. These positions do not currently receive any salary amount greater than other legislators' salaries. In reviewing data from the Comparative Group states, the Commission found that these positions are often compensated at a slightly higher level, but the compensation may differ even within states. After reviewing the median of the salaries of the Comparative Group, the Commission determined that minority leaders and majority leaders should receive the same level of compensation, which the Commission recommends be an amount 25 percent greater than that of other legislators.

Legislators are eligible to participate in the state's health care program and retirement system. Not all legislators, however, choose to participate. The same situation occurs in other states. For the purposes of calculating total compensation, the Commission obtained information on the composite amount contributed by the states for health care coverage and has included it in the figures. The Commission could not obtain comparable retirement data and has not included that amount in the total compensation figure.

The table below shows the median salary for the Comparative Group and the Commission's recommendation for legislators' salaries. A more complete table of other state comparators appears in the Appendix.

**Table 8  
Comparison of Oregon Salary for Legislators with Median in Comparative Group**

Position	2007-09 Current Salary	Median Salary in Comparative Group States	2009-11 Commission Recommendation
Legislators	\$20,592	\$25,000	\$25,200
Senate President	\$41,184	\$39,768	\$50,400*
Sen. Majority Leader	\$20,592	\$32,457	\$31,500
Sen. Minority Leader	\$20,592	\$32,457	\$31,500
House Speaker	\$41,184	\$43,891	\$50,400*
House Majority Leader	\$20,592	\$28,320	\$31,500
House Minority Leader	\$20,592	\$32,457	\$31,500

\*ORS 171.072(2)(a) specifies that the Senate President and the Speaker of the House of Representatives shall receive an additional salary equal to a legislator's salary for performing duties of their office.

## **Final Note**

The Commission makes the salary recommendations contained in this report fully aware of the current economic concerns and possible budget constraints, which will be addressed by the Legislative Assembly. Such times present greater challenges to Oregon's public officials, who are currently some of the lowest-paid state executive, legislative, and judicial officials in the nation.

The Commission used a conservative approach for setting salary levels that are the median of public officials' salaries in states comparable to Oregon. The Commission's recommendations reflect its goal of attracting and retaining highly qualified public officials in order to provide the best state leadership and governance while maintaining Oregon's historical commitment to both a citizen legislature and officials committed to public service.

## **Endnotes**

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<sup>1</sup> Each state manages its compensation and benefits differently. DAS Classification and Compensation staff used published reports when possible and contacted states to clarify information if needed. Staff was not able to get comparable data in all instances. Staff used composite rates for benefits whenever possible.

<sup>2</sup> The Commission compared the salary for the Chief Justice with the salary of the Chief Justices of only California, Hawaii, Utah, and Colorado. Oregon has a unified court system in which the Chief Justice is responsible for administration of the entire Oregon court system. California, Hawaii, Utah, and Colorado also have, or are moving to, a similar unified court system. The Commission felt it appropriate to use those four states as comparison states because the Chief Justice of each of those states has, or will have responsibilities similar to the responsibilities of Oregon's Chief Justice.

The figures for total compensation found in the Appendix show each state's contribution toward health care coverage, but do not include the contribution the state makes towards retirement. The Commission found that judicial retirement systems vary greatly from state to state and was unable to quantify the amount of that contribution for comparisons. Oregon has two specific PERS programs for judges. The one used by the vast majority of Oregon judges is a defined benefit program that requires a retiree to serve on the bench for 35 days each year without compensation after he or she retires. Only two states have retirement programs similar at all to Oregon's: Nevada and Utah. In both of those states, the salary levels exceed those in Oregon.

<sup>3</sup> Historically the Chief Judge of the Oregon Court of Appeals has received a salary equal to the salary of an Associate Justice of the Oregon Supreme Court and slightly exceeding the salary of the other judges of the Court of Appeals in acknowledgment of the additional administrative responsibilities of the Chief Judge. The Commission chose to maintain that practice.

## Appendix Index

- A. Criteria table put together by state economist
- B. Salaries for Executive Branch Officials – 50 States
- C. Comparative Group Salary Information by Executive Branch Official
- D. Fifty State Salary Ranking of Executive Branch Officials
- E. Salary History – Exec Branch
- F. Salary History – Legislative Branch
- G. Salary History – Judicial Branch

**Appendix A  
Comparative States Criteria**

Population	Revenue per capita	Expenditure per capita	Income per capita
Arkansas	Ohio	Michigan	Indiana
Mississippi	Maine	Washington	Oklahoma
Iowa	New Jersey	Wisconsin	North Dakota
Connecticut	Minnesota	South Carolina	Missouri
Oklahoma	North Dakota	West Virginia	Iowa
Oregon	Oregon	Oregon	Oregon
Kentucky	Massachusetts	Montana	Ohio
Louisiana	Rhode Island	Mississippi	Michigan
South Carolina	California	Ohio	Wisconsin
Alabama	New Mexico	North Dakota	Nebraska
Colorado	Hawaii	Louisiana	Kansas

Source: Office of Economic Analysis, Department of Administrative Services

The first four columns are low to high in the measurement with Oregon the missing item in the middle. For example, the population in Oklahoma is less than Oregon and the population in Kentucky is greater than Oregon. "Revenue" and "Expenditure" related to state government.



**Appendix B**  
**Salaries for Executive Branch Officials – 50 States**

Selected State Administrative Officials: Annual Salaries By Region

<i>State or other jurisdiction</i>	<i>Governor</i>	<i>Secretary of state</i>	<i>Attorney general</i>	<i>Treasurer</i>	<i>Labor</i>	<i>Education</i>
<b>Eastern Region</b>						
Connecticut	\$150,000	\$110,000	\$110,000	\$110,000	\$128,750	\$175,100
Delaware	132,500	123,850	140,950	110,050	115,550	155,450
Maine	70,000	71,302	90,438	71,032	96,803	100,672
Massachusetts	140,535	130,916	133,644	130,916	125,000	175,000
New Hampshire	108,990	94,584	105,396	94,584	89,128	89,388
New Jersey	175,000	141,000	141,000	141,000	141,000	141,000
New York	179,000	120,800	151,500	124,811	127,000	170,165
Pennsylvania	170,150	122,509	141,565	141,565	136,120	136,120
Rhode Island	117,817	99,214	105,416	99,214		155,843
Vermont	150,051	95,139	113,901	95,139	98,821	126,992
Regional average	139,404	110,931	123,381	111,831		
<b>Midwestern Region</b>						
Illinois	158,000	139,400	139,400	120,800	112,700	159,996
Indiana	95,000	66,000	79,400	66,000	96,291	79,400
Iowa	130,000	103,212	123,669	103,212	108,805	144,000
Kansas	108,007	83,905	96,489	83,905	105,356	165,000
Michigan	177,000	124,900	124,900	174,204	135,000	168,300
Minnesota	120,303	90,227	114,288		108,388	108,388
Nebraska	105,000	85,000	95,000	85,000	87,705	180,448
North Dakota	96,183	76,511	83,991	72,256	68,088	87,108
Ohio	144,830	109,986	109,986	109,986	97,468	217,838
South Dakota	111,972	76,080	95,076	76,080	109,144	156,424
Wisconsin	137,092	65,079	133,033	65,079	95,413	109,587
Regional average	125,762	92,755	108,657	96,810		
<b>Southern Region</b>						
Alabama	112,895	79,580	161,794	79,580	87,936	191,270
Arkansas	80,848	50,529	67,373	50,529	107,322	208,598
Florida	132,932	120,000	131,604	131,604	120,000	275,000
Georgia	135,281	120,036	133,778	126,500	118,029	117,333
Kentucky	137,506	101,596	101,596	101,596	107,448	175,000
Louisiana	130,000	115,000	115,000	115,000	137,000	273,597
Maryland	150,000	67,345	125,000	125,000	105,094	195,000
Mississippi	122,160	90,000	108,960	90,000	...	307,125
Missouri	129,923	104,608	113,046	104,608	103,944	180,000
North Carolina	135,854	119,901	119,901	119,901	119,901	119,901
Oklahoma	140,000	94,500	126,500	109,250	100,050	118,450
South Carolina	106,078	92,007	92,007	92,007	116,796	92,007
Tennessee	159,960	180,000	154,800	180,000	135,000	180,000
Texas	150,000	117,516	150,000		137,500	180,000
Virginia	175,000	146,916	150,000	128,371	120,922	184,525
West Virginia	95,000	70,000	85,000	75,000	70,000	175,000

Regional average	130,840	104,346	121,022	111,184
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**Western Region**

Alaska	125,000		122,640	102,480	122,640	127,236
Arizona	95,000	70,000	90,000	70,000	146,713	85,000
California	212,179	159,134	184,301	169,743	156,840	184,301
Colorado	90,000	68,500	80,000	68,500	127,200	171,032
Hawaii	117,600		114,708		103,776	150,000
Idaho	105,560	85,800	95,160	85,800	99,653	85,800
Montana	100,121	79,123	89,602		93,597	99,274
Nevada	141,000	97,000	133,000	97,000	94,136	120,104
New Mexico	110,000	85,000	95,000	85,000	120,750	173,249
Oregon	93,600	72,000	77,200	72,000	72,000	72,000
Utah	107,200		101,840	101,840	91,997	188,755
Washington	163,618	114,657	148,744	114,657	135,000	119,234
Wyoming	105,000	92,000	125,000	92,000	77,496	92,000
Regional Average	120,452	94,620	112,092	97,067		

Source: Council of State Governments, *Book of the States*

**Appendix C**  
**Executive Branch Officials Comparison Table**  
**States in Comparative Group**

Governor's Total Compensation  
Comparative Group

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$212,179	\$12,732	16.59%	\$35,200	\$260,111
Michigan	\$177,000	\$18,064	7.00%	\$12,390	\$207,454
Washington	\$163,618	\$8,692	8.31%	\$13,597	\$185,907
Nevada	\$141,000	\$10,532	20.50%	\$28,905	\$180,437
Oklahoma	\$140,000	\$17,319	13.50%	\$18,900	\$176,219
Ohio	\$144,830	\$10,541	14.00%	\$20,276	\$175,647
Wisconsin	\$137,092	\$22,531	10.60%	\$14,532	\$174,155
Louisiana	\$130,000	\$8,598	18.50%	\$24,050	\$162,648
Iowa	\$130,000	\$15,430	6.35%	\$8,255	\$153,685
Mississippi	\$122,160	\$4,116	11.85%	\$14,476	\$140,752
Idaho	\$105,560	\$7,125	10.39%	\$10,968	\$123,653
South Carolina	\$106,078	\$7,371	9.24%	\$9,802	\$123,251
North Dakota	\$96,183	\$7,896	4.12%	\$3,963	\$108,042
<b>Oregon</b>	<b>\$93,600</b>	\$12,198	18.30%	\$17,129	\$122,927
<b>MEDIAN</b>	<b>133,546</b>			<b>MEDIAN</b>	<b>\$168,401</b>

**Neighboring States**

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$212,179	\$12,732	16.59%	\$35,200	\$260,111
Washington	\$163,618	\$8,692	8.31%	\$13,597	\$185,907
Nevada	\$141,000	\$10,532	20.50%	\$28,905	\$180,437
Idaho	\$105,560	\$7,125	10.39%	\$10,968	\$123,653

**Appendix C**  
**Executive Branch Officials Comparison Table**  
**States in Comparative Group**

Attorneys General Total Compensation  
Comparative Group

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$184,301	\$12,732	16.59%	\$30,576	\$227,609
Nevada	\$133,000	\$10,532	20.50%	\$27,265	\$170,797
Washington	\$148,744	\$8,692	8.31%	\$12,361	\$169,797
Wisconsin	\$133,033	\$22,531	10.60%	\$14,101	\$169,665
Oklahoma	\$126,500	\$17,319	13.50%	\$17,078	\$160,897
Michigan	\$124,900	\$18,064	7.00%	\$8,743	\$151,707
Iowa	\$123,669	\$15,430	6.35%	\$7,853	\$146,952
Louisiana	\$115,000	\$8,598	18.50%	\$21,275	\$144,873
Ohio	\$109,986	\$10,541	14.00%	\$15,398	\$135,925
Mississippi	\$108,960	\$4,116	11.85%	\$12,912	\$125,988
Idaho	\$95,160	\$7,125	10.39%	\$9,887	\$112,172
South Carolina	\$92,007	\$7,371	9.24%	\$8,501	\$107,879
North Dakota	\$83,991	\$7,896	4.12%	\$3,460	\$95,347
<b>Oregon</b>	<b>\$77,200</b>	\$12,198	18.30%	\$14,128	\$103,526
<b>MEDIAN</b>	<b>\$119,335</b>			<b>MEDIAN</b>	<b>\$145,912</b>

**Neighboring States**

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$184,301	\$12,732	16.59%	\$30,576	\$227,609
Nevada	\$133,000	\$10,532	20.50%	\$27,265	\$170,797
Washington	\$148,744	\$8,692	8.31%	\$12,361	\$169,797
Idaho	\$95,160	\$7,125	10.39%	\$9,887	\$112,172

**Appendix C**  
**Executive Branch Officials Comparison Table**  
**States in Comparative Group**

Secretaries of State Total Compensation  
Comparative Group

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$159,134	\$12,732	16.59%	\$26,400	\$198,266
Michigan	\$124,900	\$18,064	7.00%	\$8,743	\$151,707
Louisiana	\$115,000	\$8,598	18.50%	\$21,275	\$144,873
Ohio	\$109,986	\$10,541	14.00%	\$15,398	\$135,925
Washington	\$114,657	\$8,692	8.31%	\$9,528	\$132,877
Nevada	\$97,000	\$10,532	20.50%	\$19,885	\$127,417
Iowa	\$103,212	\$15,430	6.35%	\$6,554	\$125,196
Oklahoma	\$94,500	\$17,319	13.50%	\$12,758	\$124,577
South Carolina	\$92,007	\$7,371	9.24%	\$8,501	\$107,879
Mississippi	\$90,000	\$4,116	11.85%	\$10,665	\$104,781
Idaho	\$85,800	\$7,125	10.39%	\$8,915	\$101,840
Wisconsin	\$65,079	\$22,531	10.60%	\$6,898	\$94,508
North Dakota	\$76,511	\$7,896	4.12%	\$3,152	\$87,559
<b>Oregon</b>	<b>\$72,000</b>	\$12,198	18.30%	\$13,176	\$97,374
<b>MEDIAN</b>	<b>\$95,750</b>			<b>MEDIAN</b>	<b>\$124,886</b>

**Neighboring States**

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$159,134	\$12,732	16.59%	\$26,400	\$198,266
Washington	\$114,657	\$8,692	8.31%	\$9,528	\$132,877
Nevada	\$97,000	\$10,532	20.50%	\$19,885	\$127,417
Idaho	\$85,800	\$7,125	10.39%	\$8,915	\$101,840

**Appendix C**  
**Executive Branch Officials Comparison Table**  
**States in Comparative Group**

State Treasurers Total Compensation  
Comparative Group

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$169,743	\$12,732	16.59%	\$ 28,160	\$210,635
Michigan	\$174,204	\$18,064	7.00%	\$ 12,194	\$204,462
Louisiana	\$115,000	\$8,598	18.50%	\$ 21,275	\$144,873
Oklahoma	\$109,250	\$17,319	13.50%	\$ 14,749	\$141,318
Ohio	\$109,986	\$10,541	14.00%	\$ 15,398	\$135,925
Washington	\$114,657	\$ 8,692	8.31%	\$ 9,528	\$132,877
Nevada	\$97,000	\$10,532	20.50%	\$ 19,885	\$127,417
Iowa	\$103,212	\$15,430	6.35%	\$ 6,554	\$125,196
South Carolina	\$92,007	\$ 7,371	9.24%	\$ 8,501	\$107,879
Mississippi	\$90,000	\$ 4,116	11.85%	\$10,665	\$104,781
Idaho	\$85,800	\$ 7,125	10.39%	\$ 8,915	\$101,840
Wisconsin	\$65,079	\$22,531	10.60%	\$ 6,898	\$ 94,508
North Dakota	\$72,256	\$ 7,896	4.12%	\$ 2,977	\$ 83,129
<b>Oregon</b>	<b>\$72,000</b>	\$12,198	18.30%	\$ 13,176	\$ 97,374
<b>MEDIAN</b>	<b>\$100,106</b>			<b>MEDIAN</b>	<b>\$126,306</b>

**Neighboring States**

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	169,743	12,732	16.59%	\$ 28,160	210,635
Washington	114,657	8,692	8.31%	\$ 9,528	132,877
Nevada	97,000	10,532	20.50%	\$ 19,885	127,417
Idaho	85,800	7,125	10.39%	\$ 8,915	101,840

**Appendix C**  
**Executive Branch Officials Comparison Table**  
**States in Comparative Group**

Superintendents of Public Instruction Total Compensation  
Comparative Group

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
Mississippi	\$307,125	\$4,116	11.85%	\$36,394	\$347,635
Louisiana	\$273,597	\$8,598	18.50%	\$50,615	\$332,810
Ohio	\$217,838	\$10,541	14.00%	\$30,497	\$258,876
California	\$184,301	\$12,732	16.59%	\$30,576	\$227,609
Michigan	\$168,300	\$18,064	7.00%	\$11,781	\$198,145
Iowa	\$144,000	\$15,430	6.35%	\$9,144	\$168,574
Nevada	\$120,104	\$10,532	20.50%	\$24,621	\$155,257
Oklahoma	\$118,450	\$17,319	13.50%	\$15,991	\$151,760
Wisconsin	\$109,587	\$22,531	10.60%	\$11,616	\$143,734
Washington	\$119,234	\$8,692	8.31%	\$9,908	\$137,834
South Carolina	\$92,007	\$7,371	9.24%	\$8,501	\$107,879
Idaho	\$85,800	\$7,125	10.39%	\$8,915	\$101,840
North Dakota	\$87,108	\$7,896	4.12%	\$3,589	\$98,593
<b>Oregon</b>	<b>\$72,000</b>	\$12,198	18.30%	\$13,176	\$97,374
<b>MEDIAN</b>	<b>\$119,669</b>			<b>MEDIAN</b>	<b>\$153,509</b>

**Neighboring  
States**

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	\$184,301	\$12,732	\$0	\$30,576	\$227,609
Nevada	\$120,104	\$10,532	\$0	\$24,621	\$155,257
Washington	\$119,234	\$8,692	\$0	\$9,908	\$137,834
Idaho	\$85,800	\$7,125	\$0	\$8,915	\$101,840

**Appendix C**  
**Executive Branch Officials Comparison Table**  
**States in Comparative Group**

Labor Commissioners Total Compensation  
Comparative Group

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	156,840	12,732	16.59%	\$26,020	\$195,592
Louisiana	137,000	8,598	18.50%	\$25,345	\$170,943
Michigan	135,000	18,064	7.00%	\$ 9,450	\$162,514
Washington	135,000	8,692	8.31%	\$11,219	\$154,911
South Carolina	116,796	7,371	9.24%	\$10,792	\$134,959
Iowa	108,805	15,430	6.35%	\$ 6,909	\$131,144
Oklahoma	100,050	17,319	13.50%	\$13,507	\$130,876
Wisconsin	95,413	22,531	10.60%	\$10,114	\$128,058
Nevada	94,136	10,532	20.50%	\$19,298	\$123,966
Ohio	97,468	10,541	14.00%	\$13,646	\$121,655
Idaho	99,653	7,125	10.39%	\$10,354	\$117,132
North Dakota	68,088	7,896	4.12%	\$ 2,805	\$ 78,789
Mississippi					
<b>Oregon</b>	<b>72,000</b>	12,198	18.30%	\$ 13,176	\$97,374
<b>MEDIAN</b>	100,050			<b>MEDIAN</b>	\$130,876

**Neighboring States**

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	156,840	12,732	16.59%	\$ 26,020	\$195,592
Washington	135,000	8,692	8.31%	\$ 11,219	\$ 54,911
Nevada	94,136	10,532	20.50%	\$ 19,298	\$123,966
Idaho	99,653	7,125	10.39%	\$ 10,354	\$117,132



**Appendix D**  
**Fifty State Salary Ranking of Executive Branch Officials**

Current Salary Ranking of Governors  
50 States

<b>State</b>	<b>Annual Salary</b>
California	\$212,179
New Jersey	\$175,000
New York	\$179,000
Michigan	\$177,000
Virginia	\$175,000
Pennsylvania	\$170,150
Washington	\$163,618
Tennessee	\$159,960
Illinois	\$158,000
Vermont	\$150,051
Connecticut	\$150,000
Maryland	\$150,000
Texas	\$150,000
Ohio	\$144,830
Nevada	\$141,000
Massachusetts	\$140,535
Oklahoma	\$140,000
Kentucky	\$137,506
Wisconsin	\$137,092
North Carolina	\$135,854
Georgia	\$135,281
Florida	\$132,932
Delaware	\$132,500
Iowa	\$130,000

<b>State</b>	<b>Annual Salary</b>
Louisiana	\$130,000
Missouri	\$129,923
Alaska	\$125,000
Mississippi	\$122,160
Minnesota	\$120,303
Rhode Island*	\$117,817
Hawaii	\$117,600
Alabama	\$112,895
South Dakota	\$111,972
New Mexico	\$110,000
New Hampshire	\$108,990
Kansas	\$108,007
Utah	\$107,200
South Carolina	\$106,078
Idaho	\$105,560
Nebraska	\$105,000
Wyoming	\$105,000
Montana	\$100,121
North Dakota	\$96,183
Indiana	\$95,000
West Virginia	\$95,000
Arizona	\$95,000
<b>Oregon</b>	\$93,600
Colorado	\$90,000
Arkansas	\$80,848
Maine	\$70,000

**Appendix D**  
**Fifty State Salary Ranking of Executive Branch Officials**

Current Salary Ranking of Attorneys General  
50 States

<b>State</b>	<b>Annual Salary</b>
California	184,301
Alabama	161,794
Tennessee	154,800
New York	151,500
Texas	150,000
Virginia	150,000
Washington	148,744
Pennsylvania	141,565
New Jersey	141,000
Delaware	140,950
Illinois	139,400
Georgia	133,778
Massachusetts	133,644
Wisconsin	133,033
Nevada	133,000
Florida	131,604
Oklahoma	126,500
Maryland	125,000
Wyoming	125,000
Michigan	124,900
Iowa	123,669
Alaska	122,640
North Carolina	119,901
Louisiana	115,000

<b>State</b>	<b>Annual Salary</b>
Hawaii	114,708
Minnesota	114,288
Vermont	113,901
Missouri	113,046
Connecticut	110,000
Ohio	109,986
Mississippi	108,960
Rhode Island	105,416
New Hampshire	105,396
Utah	101,840
Kentucky	101,596
Kansas	96,489
Idaho	95,160
South Dakota	95,076
Nebraska	95,000
New Mexico	95,000
South Carolina	92,007
Maine	90,438
Arizona	90,000
Montana	89,602
West Virginia	85,000
North Dakota	83,991
Colorado	80,000
Indiana	79,400
<b>Oregon</b>	77,200
Arkansas	67,373

**Appendix D**  
**Fifty State Salary Ranking of Executive Branch Officials**

Current Salary Ranking of Secretaries of State  
50 States

<b>State</b>	<b>Annual Salary</b>
Tennessee	180,000
California	159,134
Virginia	146,916
New Jersey	141,000
Illinois	139,400
Massachusetts	130,916
Michigan	124,900
Delaware	123,850
Pennsylvania	122,509
New York	120,800
Georgia	120,036
Florida	120,000
North Carolina	119,901
Texas	117,516
Louisiana	115,000
Washington	114,657
Connecticut	110,000
Ohio	109,986
Missouri	104,608
Iowa	103,212
Kentucky	101,596
Rhode Island*	99,214
Nevada	97,000

<b>State</b>	<b>Annual Salary</b>
Vermont	95,139
New Hampshire	94,584
Oklahoma	94,500
South Carolina	92,007
Wyoming	92,000
Minnesota	90,227
Mississippi	90,000
Idaho	85,800
Nebraska	85,000
New Mexico	85,000
Kansas	83,905
Alabama	79,580
Montana	79,123
North Dakota	76,511
South Dakota	76,080
<b>Oregon</b>	72,000
Maine	71,302
West Virginia	70,000
Arizona	70,000
Colorado	68,500
Maryland	67,345
Indiana	66,000
Wisconsin	65,079
Arkansas	50,529
Alaska	
Hawaii	
Utah	

**Appendix D**  
**Fifty State Salary Ranking of Executive Branch Officials**

Current Salary Ranking of State Treasurers  
50 States

<b>State</b>	<b>Annual Salary</b>
Tennessee	180,000
Michigan	174,204
California	169,743
Pennsylvania	141,565
New Jersey	141,000
Florida	131,604
Massachusetts	130,916
Virginia	128,371
Georgia	126,500
Maryland	125,000
New York	124,811
Illinois	120,800
North Carolina	119,901
Louisiana	115,000
Washington	114,657
Delaware	110,050
Connecticut	\$110,000
Ohio	109,986
Oklahoma	109,250
Missouri	104,608
Iowa	103,212
Alaska	102,480
Utah	101,840

<b>State</b>	<b>Annual Salary</b>
Kentucky	101,596
Rhode Island*	99,214
Nevada	97,000
Vermont	95,139
New Hampshire	94,584
South Carolina	92,007
Wyoming	92,000
Mississippi	90,000
Idaho	85,800
Nebraska	85,000
New Mexico	85,000
Kansas	83,905
Alabama	79,580
South Dakota	76,080
West Virginia	75,000
North Dakota	72,256
<b>Oregon</b>	72,000
Maine	71,032
Arizona	70,000
Colorado	68,500
Indiana	66,000
Wisconsin	65,079
Arkansas	50,529
Minnesota	
Texas	
Hawaii	
Montana	

**Appendix D**  
**Fifty State Salary Ranking of Executive Branch Officials**

Current Salary Ranking of State Labor Commissioners  
50 States

<b>State</b>	<b>Annual Salary</b>
California	156,840
Arizona	146,713
New Jersey	141,000
Texas	137,500
Louisiana	137,000
Pennsylvania	136,120
Michigan	135,000
Tennessee	135,000
Washington	135,000
Connecticut	\$128,750
Colorado	127,200
New York	127,000
Massachusetts	125,000
Alaska	122,640
Virginia	120,922
New Mexico	120,750
Florida	120,000
North Carolina	119,901
Georgia	118,029
South Carolina	116,796
Delaware	115,550
Illinois	112,700
South Dakota	109,144

<b>State</b>	<b>Annual Salary</b>
Iowa	108,805
Minnesota	108,388
Kentucky	107,448
Arkansas	107,322
Kansas	105,356
Maryland	105,094
Missouri	103,944
Hawaii	103,776
Oklahoma	100,050
Idaho	99,653
Vermont	98,821
Ohio	97,468
Maine	96,803
Indiana	96,291
Wisconsin	95,413
Nevada	94,136
Montana	93,597
Utah	91,997
New Hampshire	89,128
Alabama	87,936
Nebraska	87,705
Wyoming	77,496
<b>Oregon</b>	72,000
West Virginia	70,000
North Dakota	68,088
Mississippi	
Rhode Island*	

**Appendix D**  
**Fifty State Salary Ranking of Executive Branch Officials**

Current Salary Ranking of State K-12 Education Superintendents  
 50 States

<b>State</b>	<b>Annual Salary</b>
Mississippi	307,125
Florida	275,000
Louisiana	273,597
Ohio	217,838
Arkansas	208,598
Maryland	195,000
Alabama	191,270
Utah	188,755
Virginia	184,525
California	184,301
Nebraska	180,448
Missouri	180,000
Tennessee	180,000
Texas	180,000
Connecticut	\$175,100
Massachusetts	175,000
Kentucky	175,000
West Virginia	175,000
New Mexico	173,249
Colorado	171,032
New York	170,165
Michigan	168,300
Kansas	165,000
Illinois	159,996

<b>State</b>	<b>Annual Salary</b>
South Dakota	156,424
Rhode Island*	155,843
Delaware	155,450
Hawaii	150,000
Iowa	144,000
New Jersey	141,000
Pennsylvania	136,120
Alaska	127,236
Vermont	126,992
Nevada	120,104
North Carolina	119,901
Washington	119,234
Oklahoma	118,450
Georgia	117,333
Wisconsin	109,587
Minnesota	108,388
Maine	100,672
Montana	99,274
South Carolina	92,007
Wyoming	92,000
New Hampshire	89,388
North Dakota	87,108
Idaho	85,800
Arizona	85,000
Indiana	79,400
<b>Oregon</b>	72,000

**Appendix E**  
**Salary History for Executive Branch Elected Officials**  
**1985-2008**

	Governor	Attorney General	Secretary of State	Treasurer	Superintendent of Public Instruction	Labor Commissioner
Authorized Salary						
Effective July 1 of:						
1985	\$72,000	\$60,000	\$52,826	\$52,826	\$52,826	\$52,826
1986	\$72,000	\$60,000	\$52,826	\$52,826	\$52,826	\$52,826
1987	\$73,500	\$61,000	\$55,000	\$55,000	\$55,000	\$55,000
1988	\$75,000	\$62,000	\$57,500	\$57,500	\$57,500	\$57,500
1989	\$77,500	\$64,000	\$59,500	\$59,500	\$59,500	\$59,500
1990	\$80,000	\$66,000	\$61,500	\$61,500	\$61,500	\$61,500
1991	\$80,000	\$66,000	\$61,500	\$61,500	\$61,500	\$61,500
1992	\$80,000	\$66,000	\$61,500	\$61,500	\$61,500	\$61,500
1993	\$80,000	\$66,000	\$61,500	\$61,500	\$61,500	\$61,500
1994	\$80,000	\$66,000	\$61,500	\$61,500	\$61,500	\$61,500
1995	\$80,000	\$66,000	\$61,500	\$61,500	\$61,500	\$61,500
1996	\$80,000	\$66,000	\$61,500	\$61,500	\$61,500	\$61,500
1997	\$88,300	\$72,800	\$67,900	\$67,900	\$67,900	\$67,900
1998	\$88,300	\$72,800	\$67,900	\$67,900	\$67,900	\$67,900
1999	\$88,300	\$72,800	\$67,900	\$67,900	\$67,900	\$67,900
2000	\$88,300	\$72,800	\$67,900	\$67,900	\$67,900	\$67,900
2001	\$93,600	\$77,200	\$72,000	\$72,000	\$72,000	\$72,000
2002	\$93,600*	\$77,200*	\$72,000*	\$72,000*	\$72,000*	\$72,000*
2003	\$93,600*	\$77,200*	\$72,000*	\$72,000*	\$72,000*	\$72,000*
2004	\$93,600*	\$77,200*	\$72,000*	\$72,000*	\$72,000*	\$72,000*
2005	\$93,600*	\$77,200*	\$72,000*	\$72,000*	\$72,000*	\$72,000*
2006	\$93,600*	\$77,200*	\$72,000*	\$72,000*	\$72,000*	\$72,000*
2007	\$93,600*	\$77,200*	\$72,000*	\$72,000*	\$72,000*	\$72,000*
2008	\$93,600*	\$77,200*	\$72,000*	\$72,000*	\$72,000*	\$72,000*
*Authorized but not implemented in 2002	\$99,200	\$81,800	\$76,300	\$76,300	\$76,300	\$76,300

**Appendix F**  
**Salary History Legislative Branch**  
**1971 – 2008**

<b>Effective Date</b>	<b>Monthly Salary (1)</b>	<b>Per Diem (2)</b>	<b>Interim Expense Allowance (3)</b>
11-Jan-71	\$262.50	\$25	\$125
1-Jan-72	275	25	125
8-Jan-73	400	30	150
1-Jul-75	440	35	175
1-Jul-76	484	35	175
16-Jan-77	484	39	225
1-Jul-77	600	44	225
1-Jan-79	654	44	225
1-Jul-79	654	44	300
11-Jan-81	700	44	300
1-Jul-82	658	44	300
1-Jul-83	700	44	300
1-Jul-85	775	50	400-550
3-Nov-85	775	56	400-550
1-Jul-86	850	62	400-550
12-Jan-87	901	62	400-550
1-Jul-87	919	62	400-550
1-Oct-88	937	62	400-550
9-Oct-88	937	66	400-550
1-Apr-89	956	66	400-550
1-Jul-89	958	66	400-550
1-Oct-89	989	66	400-550
1-Jan-91	989	73	400-550
1-Jan-91	1,029	73	400-550
1-Jul-91	989	73	400-550
12-Mar-93	989	75	400-550
1-Jul-93	1,092	75	400-550
1-Jan-95	1,092	77	400-550
1-Apr-96	1,092	79	400-550
1-Jan-97	1,092	87	400-550
1-Jul-97	1,208	87	400-550
1-Jan-98	1,208	86	400-550
1-Jul-98	1,208	86	400-550
1-Jan-99	1,208	87	400-550
1-Feb-99	1,233	87	400-550
1-Jul-99	1,233	87	400-550
1-Oct-99	1,258	87	400-550
1-Jan-00	1,258	90	400-550
1-Oct-00	1,258	85	400-550

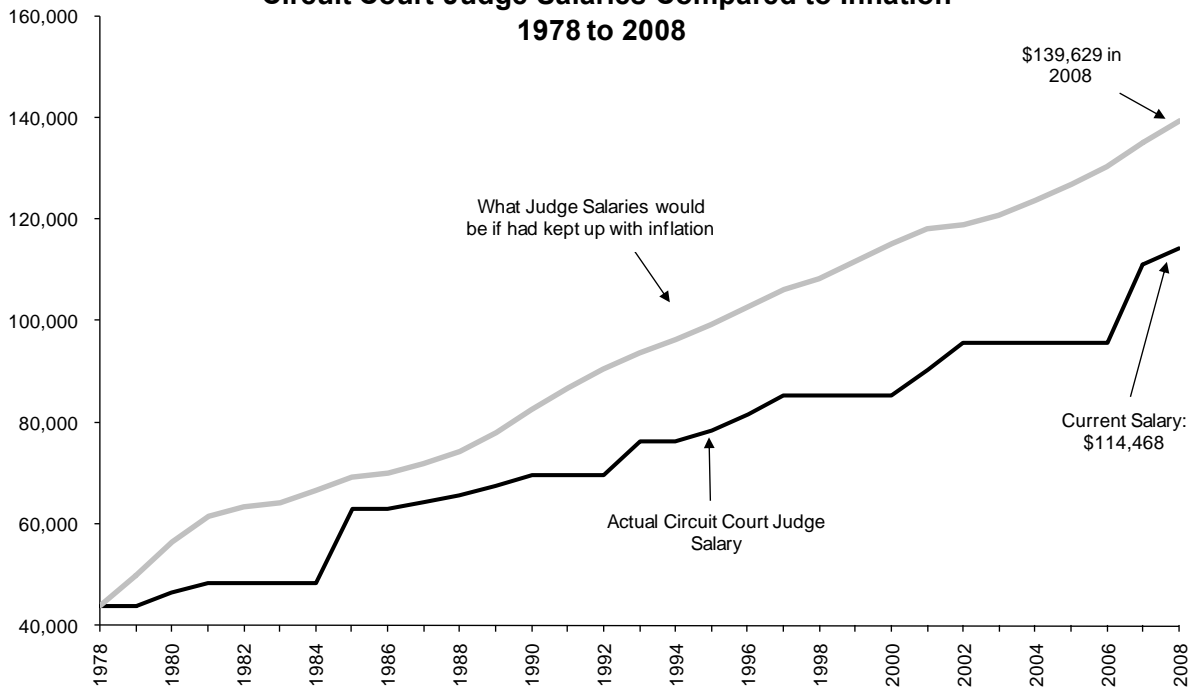


<b>Effective Date</b>	<b>Monthly Salary (1)</b>	<b>Per Diem (2)</b>	<b>Interim Expense Allowance (3)</b>
1-Jan-01	1,283	85	400-550
1-Oct-01	1,283	85	450-750
1-Dec-01	1,321	85	450-750
1-Jan-02	1,347	85	450-750
10-Jul-02	1,283	85	450-750
1-Oct-03	1,283	86	450-750
1-Oct-04	1,283	91	450-750
1-Jul-05	1,437	91	450-750
1-Oct-05	1,437	99	450-750

Source: Legislative Administration Committee

- (1) Salary rate established in ORS 171.072 (1). HB 4055 (2002 Third Special Session) reduced the rate 7/10/02 – 6/30/03. HB 3644 (2003 Regular Session) retains the rate at \$1,283 until 7/1/05.
- (2) Per diem rate established in ORS 171.072 (9).
- (3) Established in ORS 171.072 (4) (8). Allowance became a geographic differential, based upon size of district effective 7/1/85.
- (4) Interim staff allowance established in Legislatively Adopted Budget and Rules of the Senate and Rules of the House. Rate set by the Emergency Board on 10/8/99.

### Circuit Court Judge Salaries Compared to Inflation 1978 to 2008



**Summary Data Table  
Decrease in Purchasing Power of Circuit Court Judge Salaries  
1978 to 2008**

July 1, XX	Cumulative Increase		Annual Judicial Salary	
	In Prices	In Judge Salaries	If had kept pace with inflation	Actual Salary
1978	0%	0%	43,949	43,949
1979	14%	0%	49,913	43,949
1980	29%	6%	56,524	46,586
1981	40%	10%	61,580	48,356
1982	45%	10%	63,525	48,356
1983	46%	10%	64,238	48,356
1984	52%	10%	66,637	48,356
1985	57%	44%	69,165	63,096
1986	60%	44%	70,137	63,096
1987	64%	46%	71,887	64,358
1988	69%	49%	74,350	65,645
1989	78%	54%	78,045	67,600
1990	88%	58%	82,583	69,600
1991	97%	58%	86,796	69,600
1992	106%	58%	90,621	69,600
1993	113%	73%	93,797	76,200
1994	120%	73%	96,519	76,200
1995	126%	79%	99,307	78,500
1996	134%	86%	102,807	81,600
1997	142%	94%	106,307	85,300
1998	146%	94%	108,317	85,300
1999	155%	94%	111,882	85,300
2000	163%	94%	115,382	85,300
2001	169%	106%	118,234	90,400
2002	171%	118%	119,142	95,800
2003	175%	118%	120,763	95,800
2004	182%	118%	123,874	95,800
2005	189%	118%	127,050	95,800
2006	197%	118%	130,389	95,800
2007	208%	153%	135,190	111,132
2008	218%	160%	139,629	114,468

