

MAINE STATE LEGISLATURE

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MAINE STATE COMPENSATION COMMISSION

REPORT TO THE 110th MAINE LEGISLATURE

March 18, 1982

C

John F. Grant, Bangor
Robert Smith, Bath

Wallace Haselton, Augusta
Rand Stowell, Dixfield

Donald E. Nicoll, Portland
Chairman

MAINE STATE COMPENSATION COMMISSION

State House

Augusta

Maine 04333

March 18, 1982

Honorable Joseph Sewall, President of the Senate
Honorable John L. Martin, Speaker of the House of Representatives
State of Maine 110th Legislature

Dear Mr. President and Mr. Speaker:

We herewith transmit to you the report of the Maine State Compensation Commission. It contains findings and recommendations on legislative, constitutional officer and legislative staff compensation in accordance with the mandate of Public Law 498 of the 110th Legislature and your requests.


The Commission also considered your request to review and make recommendations on compensation for the Governor. We could not address that issue in time for a report to this session of the Legislature and recommend that it be referred to the next Compensation Commission.

In the course of our work we were made aware of apparent problems with the present level of compensation for Maine's judges. We recommend that the question of judiciary compensation be included in the charge to the next Compensation Commission.

We appreciate the privilege you afforded us in undertaking the work of the Commission. We could not have fulfilled our responsibilities without the invaluable assistance of Mr. Kenneth Allen, Executive Assistant to the Speaker, who served as principal staff to the Commission, and Mr. William Garside, Administrative Director of the Legislature, who contributed from his wealth of experience and knowledge. As noted in the report, we also gained from the services of the State Planning Office and the State Department of Personnel. We were grateful for the testimony and information provided by legislators, constitutional officers, legislative staff and private citizens.

We are prepared to discuss the report with you and your colleagues.

Sincerely,



Chairman

John Grant, Bangor
Robert Smith, Bath

Wallace Haselton, Augusta
Rand Stowell, Dixfield
Donald E. Nicoll, Portland
Chairman

MAINE STATE COMPENSATION COMMISSION
Report - March 18, 1982

INTRODUCTION

The first Session of the 110th Legislature established the State Compensation Commission under Chapter 498 (H.P. 757 - L.D. 894) of the Public Laws passed during that session. The Commission is required to report to the Legislature and the Governor with recommendations "For all regular and special sessions of the next Legislature; for all compensation of Legislators and representatives of Indian tribes, including, but not limited to, all payments for salaries; for meals, housing, travel, mileage and all other expenses and allowances; for additional services as President of the Senate, Speaker of the House, and as a member of leadership; and for constituent services. The report shall also contain recommendations for compensation for the Attorney General, the Secretary of State, the Treasurer of State and the State Auditor. The report may contain other recommendations."

As enacted, Chapter 498 provides for the appointment of a State Compensation Commission for each Legislature, with its "term to coincide with the legislative biennium." The Commission's report is due "not later than January 15th of every even-numbered year." Appointment of this, the first State Compensation Commission, was not completed until January 1982. Therefore, it was not possible for the Commission to complete its work until mid-March.

The President of the Senate and the Speaker of the House requested that the Commission also make recommendations "dealing with the salaries of the Clerk of the House and the Secretary of the Senate and their assistants." (Appendix C)

Since its formation the Commission has held nine meetings, including two public hearings. It is required to hold a hearing on its report prior to submitting that report to the Governor and to the Legislature. The Commission held two hearings, one on February 8, 1982, to obtain information and public views on the questions before it, and one on March 18, 1982, to provide an opportunity for public comment on its draft report.

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The Commission has reviewed the 1973 Legislative Compensation Commission report, information from the National Conference of State Legislatures, the State Planning Office, the State Department of Personnel, members of the Legislature, former members of the Legislature, the affected Constitutional Officers and private citizens. Staff support for the Commission has been provided by Kenneth P. Allen, Executive Assistant to the Speaker of the House of Representatives, and William H. Garside, Legislative Administrative Director.

Pertinent data and information related to commission deliberations and recommendations are included as tables and appendices.

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Legislative Compensation - Recent History

In 1973 members of the Maine Legislature received \$3500 salary for the biennium, \$25 per diem compensation for attendance at committee meetings out of session, plus mileage, meals and lodging expense allowances.

The Legislative Compensation Commission, chaired by Dr. Richard E. Morgan of South Harpswell, recommended in December 1973 that legislators be paid a salary of \$5,000 for the regular session and \$2,500 for the special session, plus \$25 per diem for committee meetings outside the sessions. The commission also recommended that the President of the Senate and the Speaker of the House receive "50% above regular compensation, that the Majority and Minority Leaders of each House receive 25% above regular compensation, and that their Assistants receive 12½% above regular compensation." The Commission recommended a combined meal and housing allowance of \$25 per day. Under the commission proposal legislators who commuted daily would be given a \$12 per day meal allowance and would be paid up to \$15 per day mileage, using the standard state mileage allowance. The commission further recommended that legislators be paid \$200 per year "to help pay for mileage and clerical help away from the State House" for constituent service.

Legislative compensation and reimbursement for expenses did not change until January 1977, three years after the Legislative Compensation Commission submitted its report.

The Legislature implemented the general recommendations of the Legislative Compensation, cutting the salary level and increasing the expense allowance. The 1977 salary level was set at \$4500 for the first regular session and \$2500 for the second session, \$500 less than the commission recommendation. Per diem compensation for committee meetings outside the regular session remained at \$25 as recommended by the commission. For legislators who stay in Augusta during the sessions, expense allowance include one round trip per week at the regular state rate (now 20¢ per mile) and \$35 meals/lodging per day. Legislators who commute daily are allowed up to \$20 per day mileage and \$17 per day for meals during the sessions. Allowances for expenses are tied to actual attendance, but do not require receipts or detailed expense reports. The Legislature also adopted the commission recommendation that legislators receive \$200 per year

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to help cover the costs of constituent service. The differentials for leadership were instituted in accordance with the commission's proposals.

Indian Representatives are paid \$25 per diem when in attendance at the Legislature and are reimbursed for expenses as are the Legislators.

Legislative compensation has not changed since 1977.

Legislative Compensation -- Commission Findings

The Joint Order creating the 1973 Legislative Compensation Commission noted that the biennial compensation of Maine legislators at that time (\$3,500) was 43rd in the nation, below the national median of more than \$14,500. The rationale for creating the Commission was contained in three clauses of the Joint Order:

WHEREAS, Maine Legislators should be compensated for their services to the People of the State of Maine in a fair, just and reasonable manner; and

WHEREAS, legislative salaries ought not be so low as to discourage citizens from seeking office nor so high as to give sole reason for that pursuit; and

WHEREAS, determination of what is fair, just and reasonable compensation for the Legislature is a difficult task which ought to be resolved by a group of citizens independent of the Legislature;...

The State Compensation Commission has been guided by the same general considerations. We believe compensation for the members of the Legislature should be "fair, just and reasonable." We believe that compensation should not be so low that it creates an artificial barrier to legislative service. We believe it should not be designed to support full-time legislators.

Testimony before the Commission and communication from private citizens, former and present legislators supported those views. The information we obtained also made it clear that there can be no perfect, completely equitable legislative compensation system. Individual legislators differ greatly in their economic circumstances. Some have substantial private sources of income. Some have businesses or professions that allow them considerable flexibility to devote time to legislative service without significant economic penalty. Some members are retired. Some are married with spouses who are employed. Some members are totally dependent on wages. Some of those have employers who make allowances for legislative schedules and pay. Some pay a penalty in lost work time and lost job opportunities. Some have no dependents. Some have several.

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Maine's legislative compensation position has improved by some measures since 1973. We are now 38th rather than 43rd in the nation in our biennial legislative compensation. But we pay our legislators \$29,404 less than the national average of \$36,404, and \$12,421 less than the national geometric mean of \$19,421 for a biennium. (Appendix A)

These discrepancies are symptomatic of a continuation of the problems identified by the 1973 Legislative Compensation Commission. At that time the Commission wrote that the "present token compensation ...places very undesirable burdens on the time and energies of those who do serve at present and are dependent on one or more jobs to maintain themselves. The Commission heard of night shifts, weekend work, depressing searches for temporary out-of-session employment to replace the job lost because an employer could not retain a man or woman who had to be away in Augusta during the session."

We heard similar evidence and learned that the "middle aged, middle class and middle income" citizens of the state find it very difficult to seek election to the Legislature or to remain. Some estimated the number of legislators not seeking re-election for economic reasons at one-third the total number. The Commission does not favor perpetual membership for legislators, but legislative changes should be a function of the ballot box, not the legislator's pocket-book.

The Compensation Commission did not measure the adequacy of Maine's legislative compensation by what other states pay, nor did it use legislative compensation in other states as a test of what is fair, just and reasonable. We looked instead at economic indicators for Maine.

The Commission examined five economic indicators (Table 1): median household income, average personal income, per capita income, average hourly wage for factory production workers, the PCE Deflator, and the Consumer Price Index (CPI). We looked at those indicators for 1977 and 1981 and measured the change between the two years. During that time median household income went up 35.1%, per capita income was boosted 52.7%, the average factory production worker saw a 50% increase in hourly wages, the PCE Deflator went up 38.5% and the Consumer Price Index marked at 50.1% increase. Compensation for Maine State legislators remained the same.

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The Commission then considered two approaches to analyzing the legislative compensation problem. It applied the percentage increases from the several economic indicators to the 1977 base year for legislative compensation and it applied the several current income averages to conservatively estimated hours of work in the first and second sessions and per diem. (Table II).

No one economic indicator was satisfactory by itself. Percentage changes in individual indicators between 1977 and 1981 depend on a number of factors, including the 1977 base, population changes, modifications in the components of the indicator and different market forces.

At the same time, an examination of the different indicators and their changes during the 1977-1981 period reveals some consistency in the pattern and a reasonable range within which one may work on options for adjustments in legislative compensation. The percentage change for the economic indicators between 1977 and 1981 ranged from 35.1% to 52.7%, an average of about 45%.

The Commission tested two methods for setting legislative compensation at this time. (Table II) The first assumed applying a comparable increase from each of the indicators to the 1977 level of compensation for Maine Legislators (\$4,500 first session; \$2,500 second session; \$25 per diem; and \$200 per annum constituent service). The resulting ranges in comparable compensation and reimbursement are reasonably narrow, averaging \$6,538 for the first session, \$3,632 for the second session, \$36.32 per diem, and \$290.56 per annum constituent service. The second approach applied current (1981) income averages to a conservative estimate of time spent by legislators in the first and second sessions and to an eight hour day for preparation, travel and participation in a committee meeting outside the regular session. The ranges for those calculations were wider than under the first approach, but the average was remarkably close for the first and second sessions at \$6,693 and \$3,347. The per diem average is higher under the second approach, \$53.

Whether one tests current legislative compensation against increases in average income or cost of living or against current income levels, it is apparent that real compensation for Maine legislators is less today than it was in 1977.

TABLE I - Income and Economic Indicators, 1977-1981

<u>MAINE</u>	<u>1977</u>	<u>1981</u>	<u>% Change</u>
Median Household Income (EBI) ¹	\$ 13,394	\$ 18,100*	+ 35.1
Per Capita Income ²	5,678	8,813*	+ 52.7
Average Hourly Wage/ Factory Production Worker ³	4.52	6.78*	+ 50.0
PCE Deflator ⁴	139.8	193.6*	+ 38.5
Consumer Price Index (CPI) ⁵	181.5	272.4*	+ 50.1

1. Effective Buying Income, Sales and Marketing Management magazine

2. E. Miller, New England Economic Project

3. State Planning Office

4. U.S. Department of Commerce, 1972 = 100

5. Bureau of Labor Statistics, U.S. Department of Labor, 1967 = 100

* Estimated

Table II - Optional Methods for Setting Legislative Compensation

A. Assume comparable percentage increases from 1977 base

<u>Indicator (Increase)</u>	<u>1st Sess.</u>	<u>2nd Sess.</u>	<u>Per Diem</u>	<u>Const. Svc.</u>
Med. Hshld. Inc. (35.1%)	\$ 6,080	\$ 3,378	\$ 33.78	\$ 270.20
Per Cap. Inc. (52.7%)	6,872	3,818	38.18	305.40
Hrl. Fctry. Wrkr. (50%)	6,750	3,750	37.50	300.00
PCE Defl. (38.5%)	6,233	3,463	34.63	277.00
CPI (50.1%)	6,755	3,753	37.53	300.20
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Average	\$ 6,538	\$ 3,632	\$ 36.32	\$ 290.56

B. Assume 1,000 hours 1st Session ($\frac{1}{2}$ year); 500 hours 2nd Session ($\frac{1}{2}$ year); 2080 hours per year annual compensation, including holiday and vacation pay; and 8 hour days for committee meetings outside the regular sessions.

<u>Indicator (Rate)</u>	<u>1st Sess.</u>	<u>2nd Sess.</u>	<u>Per Diem</u>
Med Hshld. Inc. (\$18,100/y-\$8.70/h)	\$ 8,702	\$ 4,351	\$ 69.60
Per Cap. Inc. (\$8,813/y-\$4.24/h)	4,240	2,120	33.92
Hr. Fctry. Wrkr. (\$14,102/y)	7,051	3,526	54.24
(\$6.78/h)	6,780	3,390	54.24
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Average	\$ 6,693	\$ 3,347	\$ 53.00

Legislative Compensation - Commission Recommendations

1. The Commission recommends that legislators be paid a salary of \$6,500 for the first session and \$3,500 for the second session, a 43% increase over the salary set in 1977. That is less than the average 45% increase in economic indicators for Maine over the same period. The second session salary is higher, proportionately, than the first. This follows the pattern of the 1977 compensation package, which the Commission understands relates in part to the higher proportionate demands on legislators in the second session. The proposed increase for the second session is less (40%) than that for the first (44%).

2. The Commission recommends that legislators be paid \$35 in compensation for each day in committee session outside the regular legislative sessions. That is \$10 more than the 1977 level, an increase of 40%, less than the average increase in economic indicators over the same period. The same per diem salary should be paid Indian Representatives.

3. The Commission recommends that reimbursement for constituent service expenses be increased from \$200 per year to \$300 per year. That represents an increase greater than the general economic indicator trend since 1977, but it takes into account the greater than average increases in postage, fuel and telephone expenses since 1977.

4. The Commission recommends that legislative expense allowances be modified as follows: maximum daily mileage reimbursement be increased to \$24 (120 mile round trip at 20¢ per mile) from the present \$20; daily meal allowance be increased from \$17 to \$21 for commuting legislators and daily meals/lodging allowance be increased from \$35 to \$45 for each day's attendance during either session for those legislators living in Augusta for the session. The mileage allowance is increased only in terms of maximum distance for daily commuting. The meal and lodging increase is less than 30%.

5. The Commission recommends that the existing differential for leadership be continued at 50% for the President of the Senate and the Speaker of the House, 25% for Senate and House majority and minority leaders and 12½% for Senate and House assistant majority and minority leaders; and the Commission further recommends that Senate and House chairs of joint standing committees who are not

members of leadership be paid a 12½% differential with no chair being eligible for more than one differential payment.*

The Commission was advised that joint standing committee chairs have demands on their time similar to those on assistant leaders.

The estimated total cost of the increase in compensation, constituent service reimbursement and expenses would be about \$680,820 for the next fiscal year. (See Table III).

* The Commission was not unanimous on the recommendations for differential payments for assistant leaders and joint standing committee chairs.

RECOMMENDATIONS

\$4,500 to \$6,500 \$2,000 increase First Regular Session
\$2,500 to \$3,500 \$1,000 increase Second Regular Session

\$25 to \$35/day per diem salaries (Committee Meetings and Special Session)
\$200 to \$300 annual constituent allowance
\$35 to \$45 meals and lodging allowance (meals \$17 to \$21 and lodging
\$18 to \$24) Mileage in lieu of lodging up to \$24.
12½ additional for 19 Committee Chairmen (38 people)

FUNDING REQUIRED

1982-83

Personal Services

\$2000
x184
\$368,000
2,000 50% additional for President and Speaker
2,000 24% additional for 4 leaders
1,000 12½ additional for 4 assistant leaders
19,000 12½ additional for 19 Committee Chairmen (38 people)
\$392,000
62,720 16% additional retirement costs
\$454,720

8,000 Per diem salaries \$25 to \$35 (40% increase) est.
 (\$20,000 present budget)
\$462,720 Total Personal Services required 1982-8

All other

\$200 to \$300 Constituent Service Allowance
\$ 18,600 184 Legislators and 2 Indian Representatives 186 x \$100

\$35 to \$45 meals and lodging increase (approx. 28½ increase)
199,500 First Regular Session expenditures approx. \$700,00 x 28½%
\$218.100 Total All Other required 1982-83

Constitutional Officers - Commission Findings

Maine's four Constitutional Officers -- Secretary of State, State Auditor, Treasurer of State and Attorney General -- are elected by the Legislature, the Secretary of State, Treasurer and Attorney General for two year terms and the Auditor for four years. Salaries of the four officers are set by statute.

The Secretary of State, Auditor and Treasurer are each paid a salary of \$25,000 per year, an amount set in July 1979. The Attorney General's salary is the same as that of an Associate Justice of the Supreme Judicial Court, now \$38,468. Effective July 1, 1982, the Attorney General's salary will rise to \$40,392, in line with changes in the justices' salaries. The Secretary of State and the Attorney General are each furnished with a State car.

For many years the Constitutional Officers were regarded as part-time positions. In some quarters they were considered sinecures for the party faithful. We have been advised that each of the incumbents works full-time.

The Secretary of State is responsible for supervision of public elections, administration of the State Administrative Procedures Act, the State Archives, corporation records and public reports, and the motor vehicle registration and driver licensing and control programs. The total number of employees in the Secretary of State's department is 315; the annual budget for the department is about \$6.7 million.

The State Auditor is responsible for State departmental audits, municipal audits and judicial audits. The Auditor's staff is relatively small, but highly skilled and vital to the integrity of the State's financial operations.

The Treasurer of State is responsible for cash management and short term investments, debt management, cash receipts and disbursements and related bank reconciliations, management of municipal revenue sharing, the Forestry District Tax and various guarantee deposits and surety deposits, management of the Maine Abandoned Property Program, and for service on various boards and authorities of the State.

The Attorney General is the State's chief legal officer and the director of the largest "law firm" in the State.

The Commission did not attempt a comprehensive comparison of Maine's Constitutional Officers' salaries with those of their counterparts in other states. Roles and responsibilities of similarly titled officers vary considerably. In New England, Maine is the only State where the Secretary of State is responsible for motor vehicle licenses and registration as well as the usual duties of that office. Information on comparative salaries is contained in Appendix B.

The Commission found that the four Constitutional Officers should be selected to fulfill their responsibilities as full-time officials, performing at a high level of professional competence. Their compensation and their accountability for performance should be established accordingly by the Legislative Council.

Constitutional Officers - Commission Recommendations

As noted above, the Commission finds that the official responsibilities of the Secretary of State, the State Auditor, the Treasurer of State and the Attorney General require full-time appointments, high standards of professional performance and concomitant compensation.

1. The Commission recommends that salaries for the Secretary of State, State Auditor, Treasurer of State and Attorney General be set within the range established by statute for the Commissioner of Transportation, Commissioner of Conservation, Director of State Development Office, Commissioner of Finance and Administration, Commissioner of Educational and Cultural Services, Commissioner of Environmental Protection, Commissioner of Human Services, Commissioner of Mental Health and Corrections, Commissioner of Public Safety, Commissioner of Business Regulation, Commissioner of Labor and Commissioner of Personnel (Range 91).

2. The Commission further recommends that the specific salary for each Constitutional Officer be set within the range by the Legislative Council, which is the suitable agent for the Legislature in determining appropriate compensation based on the demands of the office and the experience of the officer.

Salary Range 91, effective July 1, 1981, is \$34,444.80 - \$50,627.20. The Commission assumes all forms of compensation would be included in calculating specific salaries within the range.

Secretary of the Senate/Clerk of the House - Commission Findings

Salaries for the Secretary of the Senate and the Clerk of the House are set by statute. They are now paid \$450 per week.

The Department of Personnel evaluated the positions of Secretary and Clerk and concluded that the positions are comparable to pay grade 32 in classified state service. The range for that grade, effective July 1, 1981, is \$418 to \$556.40 per week or \$22,817.60 - \$30,388.80 per year.

The Assistant Secretary of the Senate and the Assistant Clerk are now paid \$350 per week. The Department of Personnel evaluated those positions and concluded that they are comparable to pay grade 24 in classified state service. The range for that grade, effective July 1, 1981, is \$306.80 to \$406.00 per week, or equivalent to \$15,953.60 to \$21,112.00 per year, full-time. The Department evaluation is included as Appendix D.

Secretary of the Senate/Clerk of the House,
Assistant Secretary and Assistant Clerk - Commission Recommendations

1. The Commission recommends that the Legislature set the salary range of the Secretary of the Senate and the Clerk of the House at pay grade 32 and that the specific salary for those officers be established by the Legislative Council, taking into account the demands of the office and the experience of the officer.

2. The Commission recommends that the Legislature set the salary range of the Assistant Secretary of the Senate and the Assistant Clerk of the House at pay grade 24 and that the specific salaries for the Assistant Secretary and Assistant Clerk be set by the Legislative Council, taking into account the demands of the office and the experience of the officer.

State Compensation Commission

The Commission believes the Legislature acted prudently in establishing a State Compensation Commission that can advise each Legislature on legislative and related compensation policy. We do not advocate automatic pay increases for legislators, their assistants or the Constitutional Officers, nor do we believe it is wise to allow compensation policy to drift. The existence of an independent commission provides an opportunity for examination of the issues inherent in compensation for public officials and for debate of those issues.

We have several recommendations designed to improve the operations of the next Commission:

1. The Commission recommends that Chapter 498 be amended to provide that the Commission be appointed within the first two weeks of the first session of a Legislature.
2. The Commission recommends that Chapter 498 be amended to provide that the President of the Senate and the Speaker of the House, jointly, appoint the chairman of the Commission.
3. The Commission recommends that in addition to the professional staff assistance from which it now benefits, the Commission be provided with sufficient funds to employ clerical staff to support its work.

Legislative Language

There are several options available to the Legislature for implementing the Commission's recommendations. The Commission concluded, therefore, that it was more appropriate to defer to the Legislature on specific statutory language.

APPENDIX A

NATIONAL CONFERENCE OF STATE LEGISLATURES Biennial
Legislative Compensation and Per Diem Living
Expenses

EXPENSES STATE DURING SESSION	* BIENNIAL * SALARIES	* PER DIEM * SALARY (BIENNIAL)*	* PER DIEM LIVING
Alabama	\$	\$ 2,100.00	\$55 (unvouchered)
Alaska	23,000.00		\$60 (unvouchered)
Arizona	30,000.00		\$40 (\$20 for Maricopa County legislators) (unvouchered)
Arkansas	15,000.00		\$44 (vouchered)
California	56,220.00		\$46 (unvouchered)
Colorado	28,000.00		\$40 (\$20 for Denver metropoli- tan legislators) (unvouchered)
Connecticut	10,500.00 (1981) 7,500.00 (1982)		Receive no per diem
Delaware	19,260.00		Receive no per diem
Florida	24,000.00		\$40 (unvouchered)
Georgia	14,400.00		\$44 (unvouchered)
Hawaii	24,000.00		\$20 (\$10 for Oahu legislators) (unvouchered)
Idaho	8,400.00		\$44 (\$25 if legislator lives at home in capital city) (unvouchered)
Illinois	56,000.00		\$36 (unvouchered)
Indiana	12,000.00		\$50 (unvouchered)
Iowa	12,800.00 (1981) 13,700.00 (1982)		\$30 (\$15 for Polk County leg- islators) (unvouchered)
Kansas		\$ 40.00/day*	\$50 (unvouchered)
Kentucky		3,000.00	\$75 (unvouchered)
Louisiana		6,000.00	Receive no per diem but re-

APPENDIX A-2

State	1981	1982	Notes
Maine	4,500.00	2,500.00	Receive round trip weekly mileage. \$35 meals and housing or \$17 per day meals, mileage up to \$20 per day (vouchered)
Maryland	17,600.00	18,500.00	\$50 maximum (vouchered)
Massachusetts	21,050.00	21,764.00	Receive no per diem, but receive mileage for every session day
Michigan	54,000.00		Total of \$5,200 in 1981 (vouchered)
Minnesota	37,000.00		\$27 (\$17 for metropolitan legislators) (unvouchered)
Mississippi	16,200.00		\$44 for actual daily attendance (none for Jackson legislators) (unvouchered)
Missouri	30,000.00		\$35 for actual daily attendance (unvouchered)
Montana		3,555.00	\$40 (unvouchered)
Nebraska	9,600.00		Receive no per diem
Nevada		4,800.00	\$44 (unvouchered)
New Hampshire	200.00		Receive no per diem, but receive mileage for every session day
New Jersey	36,000.00		Receive no per diem
New Mexico		3,600.00	\$40 (vouchered)
New York	47,000.00		Up to \$55 (vouchered)
North Carolina	13,872.00		\$50 (unvouchered)
North Dakota		400.00	\$70 (unvouchered)
Ohio	45,000.00		Receive no per diem (only weekly mileage during session)

APPENDIX A-3

Oklahoma	18,000.00		\$35 (only mileage during session if legislator lives at home) (vouchered)
Oregon	15,696.00		\$44 (unvouchered)
Pennsylvania	50,000.00		\$58 (vouchered)
Rhode Island		600.00	Receive no per diem (receive mileage each day of session attendance)
South Carolina	20,000.00		\$50 subsistence (vouchered)
South Dakota	3,600.00 (1981) 2,400.00 (1982)		\$50 (unvouchered)
Tennessee	16,616.00		\$66.47 (unvouchered)
Texas	14,400.00		\$30 (unvouchered)
Utah		2,000.00	\$15 expense allowance (unvouchered)
Vermont		250.00/wk** session length varies	\$37.50 if housed in capital (\$17.50 if legislator lives at home) (unvouchered)
Virginia	16,000.00		Up to \$50 but no more than \$44 as allowed by IRS (unvouchered)
Washington	19,600.00		\$44 (unvouchered)
West Virginia	10,272.00		\$30 lodging, or up to \$30 travel expenses if commuting, Charleston legislators \$20 for meals but no other expense. (unvouchered)
Wisconsin	45,276.00		\$30 (\$15 if legislator lives inside Madison) (unvouchered)
Wyoming		1,800.00	\$44 (unvouchered)

*Odd year--unlimited session length even year--90 calendar days **1981 up to maximum amount of \$7,500 1982 up to maximum amount of \$2,000

STAFF CONTACT: ALICE ANNEBERG REV. 04/28/81

SECRETARY OF STATE

COMPARATIVE NEW ENGLAND SALARIES (in order of size of departments)

	New England Secretaries of State	New England Motor Vehicle Commissioners*
1. Massachusetts	\$40,000	\$47,500
2. Connecticut	\$25,000	\$51,700 - \$63,200
3. Maine	\$25,000	\$25,000
4. New Hampshire	\$31,270	\$32,709 - \$41,333
5. Vermont	\$24,380	\$44,200
6. Rhode Island	\$30,500	\$46,500

*Maine is the only N. E. State where Motor Vehicles are assigned to Sec/State. In other states the Sec/State is a smaller office with responsibilities similar to those of Maine's Deputy Secretary of State for Public Administration.

STATE AUDITOR

A Survey of salaries of state officials conducted by the State of Tennessee indicates that the majority of State Auditors are paid between \$40,000 and \$50,000 per year.

Only four State Auditors are paid less than \$30,000 per year: Delaware, \$24,000; Maine \$25,000; New Jersey (part time) \$21,500; and Vermont, \$24,380.



SAMUEL SHAPIRO
TREASURER OF STATE

STATE OF MAINE
DEPARTMENT OF TREASURY

AUGUSTA, MAINE
04333

(207) 289-2771

APPENDIX B-2

MAURICE F. STICKNEY
DEPUTY TREASURER OF STATE

SALARIES OF STATE TREASURERS

<u>State</u>	<u>Amount</u>	<u>Ranking</u>	<u>State</u>	<u>Amount</u>	<u>Ranking</u>
Louisiana	\$55,700.00	1	Utah	\$33,500.00	27
Michigan	54,100.00	2	New Hampshire	33,400.00	28
New Jersey	53,000.00	3	Iowa	33,000.00	29
Texas	51,000.00	4	Wisconsin	32,600.00	30
Maryland	50,000.00	5	Washington	32,500.00	31
Ohio	50,000.00		Nebraska	32,000.00	32
Florida	49,750.00	7	Nevada	31,500.00	33
Illinois	48,000.00	8	Rhode Island	30,500.00	34
Pennsylvania	48,000.00		Arizona	30,000.00	35
Tennessee	46,500.00	10	Massachusetts	30,000.00	
North Carolina	45,636.00	11	North Dakota	28,500.00	37
New York	44,207.00	12	Idaho	28,000.00	38
Oregon	43,944.00	13	Colorado	27,500.00	39
Georgia	43,272.00	14	Kansas	27,500.00	
California	42,750.00	15	Montana	26,500.00	41
Hawaii	42,500.00	16	Alabama	25,800.00	42
Missouri	42,500.00		Connecticut	25,000.00	43
West Virginia	42,000.00	18	Maine	25,000.00	
Virginia	39,000.00	19	Vermont	24,380.00	45
Kentucky	38,640.00	20	South Dakota	24,000.00	46
Wyoming	37,500.00	21	Delaware	24,000.00	
District of Columbia	37,400.00	22	Arkansas	22,500.00	48
Minnesota	36,000.00	23	Alaska		
New Mexico	35,000.00	24	Guam		
Indiana	34,000.00	25	Oklahoma		
Mississippi	34,000.00		South Carolina		



STATE OF MAINE
SENATE CHAMBER
PRESIDENT'S OFFICE
AUGUSTA, MAINE 04333

JOSEPH SEWALL
PRESIDENT OF
THE SENATE

January 4, 1982

Donald E. Nicoll, Chairman
State Compensation Commission
State House
Augusta, Maine 04333

Dear Mr. Nicoll:

The Legislative Compensation Commission, pursuant to Chapter 498 of the Public Laws of 1981, was directed to submit its report to the Legislature no later than January 15. The report "shall" contain specific recommendations and "may contain other recommendations."

We are respectfully requesting that the report make recommendations dealing with the salaries of the Clerk of the House and Secretary of the Senate and their assistants. Maine is one of ten states which deals with the salaries of these elected officials by statute. It would be appreciated if your report would deal with the statutory provisions.

The facts and figures on these salaries and the salaries of other legislative staff people working for the Maine Legislature, as well as salaries of full-time Clerks and Secretaries in other states, are available in the Office of the Speaker, if you should require them.

Thank you for considering this matter in your deliberations.

Best personal regards.

Sincerely,

A handwritten signature in cursive script, appearing to read "J. Sewall".

Joseph Sewall
President of the Senate

A handwritten signature in cursive script, appearing to read "John P. Martin".

John P. Martin
Speaker of the House



DEPARTMENT OF PERSONNEL

State Office Building
State House Station 4
Augusta, Maine 04333
207 289-3761

STATE OF MAINE

March 18, 1982

Mr. Kenneth Allen
Executive Assistant to the Speaker
House of Representatives
State House
Augusta, Maine 04333

Dear Mr. Allen:

At the request of the State Compensation Commission, we have evaluated the positions of Clerk of the House and Secretary of the Senate and their respective assistants.

Based on discussions with the individuals presently holding these offices and a review of their statutory responsibilities, we have developed the following evaluations (Hay System Factors are: Know-How, Problem Solving, and Accountability):

<u>Clerk of the House and Secretary of the Senate</u>			
<u>Know-How</u>	<u>Problem Solving</u>	<u>Accountability</u>	<u>Total Points</u>
F13 400	F3(43)175	F1P 200	775

The total points places these offices in pay grade 32, and the rates for that grade (effective July 1, 1980) are:

	<u>Weekly</u>	<u>Annually</u>
Step A	\$418.00	\$21,736.00
Step B	438.80	22,817.60
Step C	459.60	23,899.20
Step D	482.40	25,084.80
Step E	506.00	26,312.00
Step F	530.40	27,580.80
Step G	556.40	28,932.80

<u>Assistant Clerk of the House and Assistant Secretary of the Senate</u>			
<u>Know-How</u>	<u>Problem Solving</u>	<u>Accountability</u>	<u>Total Points</u>
E12 230	E3(33)76	E1S 115	421

This evaluation places these offices in pay grade 24, and the rates for that grade are:

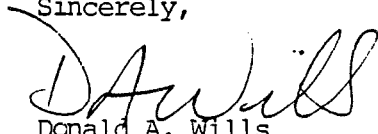
	<u>Weekly</u>	<u>Annually</u>
Step A	\$306.80	\$15,953.60
Step B	320.00	16,640.00
Step C	335.60	17,451.20
Step D	352.40	18,324.80
Step E	369.20	19,198.40
Step F	386.80	20,113.60
Step G	406.00	21,112.00

Normally, appointment to a classified position is at Step A. Progression through the steps is dependent upon one year of satisfactory performance. Individuals with unique qualifications can be appointed at a higher step.

Although these offices have no direct counterparts in the classified service, and the evaluation process is above all a comparative process, I believe that these evaluations can be used to compare their salary levels to positions in the classified service having similar levels of responsibility.

If I can provide further assistance, please let me know.

Sincerely,



Donald A. Wills
Director Personnel Services

DAW/cm