

Compensation Review for Constitutional Officers

Participant Report

Sponsored by the State of South Carolina
March 2007



Annual Salaries

State	Region	Governor	Lieutenant Governor	Secretary of State	Treasurer	Attorney General	Comptroller General	Supt of Education	Adjutant General	Commissioner of Agriculture
Connecticut	East	\$150,000	\$110,000	\$110,000	\$110,000	\$110,000	\$110,000	\$148,525	\$148,816	\$110,000
Delaware	East	\$132,500	\$73,100	\$119,700	\$106,200	\$136,600	\$138,532	\$150,700	\$114,300	\$111,700
Maine	East	\$70,000			\$71,032	\$78,062	\$80,267	\$91,208	\$91,208	\$87,692
Massachusetts	East	\$135,000	\$120,000	\$120,000	\$120,000	\$122,500	\$137,500	\$181,640	\$132,091	\$99,617
New Hampshire	East	\$102,704		\$89,128	\$89,128	\$99,317	\$75,806	\$85,753	\$89,128	\$84,232
New Jersey	East	\$175,000		\$141,000	\$141,000	\$141,000	\$125,950	\$141,000	\$141,000	\$141,000
New York	East	\$179,000	\$151,500	\$120,800	\$109,190	\$151,500	\$151,500	\$170,165	\$120,800	\$120,800
Pennsylvania	East	\$161,173	\$135,383	\$116,045	\$134,096	\$134,096	\$128,627	\$128,938	\$116,045	\$116,045
Rhode Island	East	\$105,194	\$88,584	\$88,584	\$88,584	\$94,121	\$95,874	\$135,516	\$85,067	\$54,864
Vermont	East	\$138,465	\$58,760	\$87,796	\$87,796	\$105,102	\$87,110	\$117,104	\$81,348	\$106,246
Regional Average	East	\$134,904	\$73,733	\$99,305	\$105,703	\$117,230	\$113,117	\$135,055	\$111,980	\$103,220
Illinois	Midwest	\$154,100	\$117,800	\$135,900	\$117,800	\$135,900	\$117,800	\$142,500	\$100,400	\$115,700
Indiana	Midwest	\$95,000	\$76,000	\$66,000	\$66,000	\$79,400	\$90,792	\$79,400	\$106,723	\$102,004
Iowa	Midwest	\$130,000	\$103,212	\$103,212	\$103,212	\$123,669		\$123,900	\$119,357	\$103,212
Kansas	Midwest	\$98,331	\$111,523	\$76,389	\$76,389	\$76,389	\$79,590	\$137,280	\$91,232	\$91,362
Michigan	Midwest	\$177,000	\$123,900	\$124,900	\$118,616	\$124,900	\$112,734	\$168,300	\$136,333	\$129,842
Minnesota	Midwest	\$120,303	\$78,197	\$90,227	\$108,388	\$114,288	\$108,388	\$108,388	\$136,200	\$108,388
Nebraska	Midwest	\$85,000	\$60,000	\$65,000	\$60,000	\$75,000	\$99,669	\$151,276	\$83,679	\$90,124
North Dakota	Midwest	\$88,926	\$69,035	\$70,739	\$66,805	\$77,655	\$92,560	\$80,532	\$125,112	\$72,669
Ohio	Midwest	\$130,291	\$130,020	\$105,185	\$105,185	\$105,185		\$209,456		\$107,827
South Dakota	Midwest	\$105,544	\$14,399	\$71,713	\$71,713	\$89,618	\$71,713	\$147,444	\$86,269	\$99,874
Wisconsin	Midwest	\$131,768	\$69,579	\$62,549	\$62,549	\$127,868	\$101,615		\$98,217	\$111,094
Regional Average	Midwest	\$119,660	\$86,697	\$88,347	\$86,969	\$102,716	\$79,533	\$122,589	\$98,502	\$102,918

Annual Salaries (cont'd)

State	Region	Governor	Lieutenant Governor	Secretary of State	Treasurer	Attorney General	Comptroller General	Supt of Education	Adjutant General	Commissioner of Agriculture
Alabama	South	\$96,361	\$48,966	\$71,500	\$71,500	\$153,927	\$126,056	\$164,300	\$80,916	\$71,003
Arkansas	South	\$77,028	\$37,229	\$48,182	\$48,182	\$64,189	\$124,402	\$122,295	\$93,223	\$80,091
Florida	South	\$129,060	\$123,688	\$119,000	\$127,771	\$127,771	\$127,771	\$225,000	\$136,184	\$127,771
Georgia	South	\$131,481	\$86,442	\$116,664	\$121,882	\$130,020		\$117,332	\$136,184	\$114,701
Kentucky	South	\$130,705	\$95,815	\$95,815	\$95,815	\$95,815	\$100,253	\$200,744	\$130,705	\$95,815
Louisiana	South	\$95,000	\$85,008	\$85,000	\$85,000	\$85,000	\$185,744	\$202,259	\$153,795	\$85,000
Maryland	South	\$150,000	\$125,000	\$87,500	\$125,000	\$125,000	\$125,000	\$175,000	\$94,367	\$101,633
Mississippi	South	\$122,160	\$60,000	\$90,000	\$90,000	\$108,960	\$108,000	\$292,500	\$111,400	\$90,000
Missouri	South	\$120,087	\$77,184	\$96,455	\$96,455	\$104,332	\$86,364	\$154,128	\$81,672	\$97,044
North Carolina	South	\$123,819	\$109,279	\$109,279	\$109,279	\$109,279	\$135,997	\$109,279	\$91,946	\$109,279
Oklahoma	South	\$110,299	\$85,500	\$90,000	\$87,875	\$103,109	\$83,700	\$95,898	\$132,091	\$78,100
South Carolina	South	\$106,078	\$46,545	\$92,007	\$92,007	\$92,007	\$92,007	\$92,007	\$92,007	\$92,007
Tennessee	South	\$85,000	\$49,500	\$139,116	\$139,116	\$129,948	\$139,116	\$104,304	\$98,004	\$98,004
Texas	South	\$115,345	\$115,345	\$117,546	\$92,217	\$125,000	\$92,217	\$164,748	\$105,000	\$92,217
Virginia	South	\$124,855	\$36,321	\$135,311	\$118,644	\$110,667	\$110,469	\$135,311	\$103,285	\$135,311
West Virginia	South	\$95,000		\$70,000	\$75,000	\$85,000	\$75,000	\$146,100	\$75,000	\$75,000
Regional Average	South	\$113,267	\$73,864	\$97,711	\$98,484	\$109,377	\$107,006	\$156,325	\$102,549	\$96,436
Alaska	West	\$125,000	\$100,000	\$100,000	\$100,476	\$124,752	\$90,324	\$124,752	\$124,752	\$73,404
Arizona	West	\$95,000	\$70,000	\$70,000	\$70,000	\$90,000	\$99,666	\$85,000	\$103,175	\$97,632
California	West	\$175,000	\$131,250	\$131,250	\$140,000	\$148,750	\$140,000	\$148,750	\$177,366	\$131,412
Colorado	West	\$90,000	\$68,500	\$68,500	\$68,500	\$80,000	\$111,240	\$171,032	\$133,575	\$143,823
Hawaii	West	\$94,780	\$90,041	\$90,041	\$102,000	\$107,100	\$102,000	\$150,000	\$181,525	\$91,800
Idaho	West	\$98,500	\$26,750	\$82,500	\$82,500	\$91,500	\$82,500	\$82,500	\$120,162	\$86,778
Montana	West	\$96,462	\$74,173	\$76,539	\$86,870	\$85,762	\$74,660	\$89,472	\$86,870	\$86,870
Nevada	West	\$117,000	\$50,000	\$80,000	\$80,000	\$110,000	\$80,000	\$112,200	\$106,080	\$97,410
New Mexico	West	\$110,000	\$85,000	\$85,000	\$85,000	\$95,000		\$138,002	\$101,000	\$131,560
Oregon	West	\$93,600	\$72,000	\$72,000	\$72,000	\$77,200	\$103,884	\$72,000	\$126,240	\$103,884
Utah	West	\$104,100	\$81,000	\$81,000	\$81,000	\$98,895	\$83,500	\$168,168	\$88,385	\$88,385
Washington	West	\$148,035	\$77,382	\$103,736	\$103,736	\$134,577	\$103,736	\$105,861	\$115,000	\$115,000
Wyoming	West	\$105,000	\$92,000	\$92,000	\$92,000	\$100,776	\$92,000	\$92,000	\$103,000	\$78,000
Regional Average	West	\$111,729	\$78,315	\$87,120	\$89,545	\$103,409	\$89,501	\$118,441	\$120,548	\$101,997
Regional Average w/o CA	West	\$106,456	\$73,904	\$83,443	\$85,340	\$99,630	\$85,293	\$115,916	\$115,814	\$99,546

Methods of Selecting Constitutional Officers

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt. of Education	Adjutant General	Comm. of Agriculture
Alabama	E	E	E	E	E	A	A	A	E
Alaska	E	E	A	A	A	A	A	A	A
Arizona	E	A	E	E	E	A	E	A	A
Arkansas	E	E	E	E	E	A	A	A	A
California	E	E	E	E	E	E	E	A	A
Colorado	E	E	E	E	E	A	A	A	A
Connecticut	E	E	E	E	E	E	A	A	A
Delaware	E	E	A	E	E	A	A	A	A
Florida	E	E	A	E	E	E	A	A	E
Georgia	E	E	E	A	E	E	E	A	E
Hawaii	E	E	A	A	A	A	A	A	A
Idaho	E	E	E	E	E	E	E	A	A
Illinois	E	E	E	E	E	E	A	A	A
Indiana	E	E	E	E	E	E	E	A	A
Iowa	E	E	E	E	E	...	A	A	E
Kansas	E	E	E	E	E	A	A	A	A
Kentucky	E	E	E	E	E	A	A	A	E
Louisiana	E	E	E	E	E	A	A	A	E
Maine	E	(o)	E	E	E	A	A	A	A
Maryland	E	E	A	E	E	E	A	A	A
Massachusetts	E	E	E	E	E	A	A	A	A
Michigan	E	E	E	A	E	A	A	A	A
Minnesota	E	E	E	(mm)	E	(mm)	A	A	A
Mississippi	E	E	E	E	E	A	A	A	E

Methods of Selecting Constitutional Officers (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt. of Education	Adjutant General	Comm. of Agriculture
Missouri	E	E	E	E	E	A	A	A	A
Montana	E	E	E	A	E	E	E	A	A
Nebraska	E	E	E	E	E	A	A	A	A
Nevada	E	E	E	E	E	E	A	A	A
New Hampshire	E	(o)	E	E	A	A	A	A	A
New Jersey	E	(o)	A	A	A	A	A	A	A
New Mexico	E	E	E	E	E	...	A	A	A
New York	E	E	A	A	E	E	A	A	A
North Carolina	E	E	E	E	E	A	E	A	E
North Dakota	E	E	E	E	E	(e)	E	A	E
Ohio	E	E	E	E	E	N.A.	A	(d)	A
Oklahoma	E	E	A	E	E	A	E	A	A
Oregon	E	A	E	E	E	A	E	A	A
Pennsylvania	E	E	A	E	E	A	A	A	A
Rhode Island	E	E	E	E	E	A	A	A	A
South Carolina	E	E	E	E	E	E	E	E	E
South Dakota	E	E	E	E	E	A	A	A	A
Tennessee	E	(o) (y)	E	E	E	E	A	A	A
Texas	E	E	A	E	E	E	A	A	E

Methods of Selecting Constitutional Officers (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt. of Education	Adjutant General	Comm. of Agriculture
Utah	E	E	A	E	E	A	A	A	A
Vermont	E	E	E	E	E	A	A	E	A
Virginia	E	E	A	A	E	A	A	A	A
Washington	E	E	E	E	E	E	E	A	A
West Virginia	E	(o)	E	E	E	E	A	A	E
Wisconsin	E	E	E	E	E	A	E	A	A
Wyoming	E	A	E	E	A	E	E	A	A

E - elected by public

A - appointed

(o) - In Maine, New Hampshire, New Jersey, Tennessee and West Virginia, the Presidents (or Speakers) of the Senate are next in line of succession to the Governorship. In Tennessee, the Speaker of the Senate bears the statutory title of Lieutenant Governor.

(o) (y) - (o) is defined above + (y) - Elected to the Senate by the public and elected Lieutenant Governor by the Senate

(mm) - Effective Jan 6, 2003, the offices of State Treasurer, State Budget Director and Commerce will be abolished and the duties will be transferred to the Commissioner of Finance in the Department of Finance

... - No specific chief administrative official or agency in charge of function

(e) - Responsibilities shared between Director of Fiscal management (A) and Director of Management and Budget (G)

N.A. - Not available

(d) - method not specified

Last Salary Increase

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt. of Education	Adjutant General	Comm. of Agriculture
Alabama	2006	2006	2006	2006	3/9/2006	10/1/2006	2006	2006	2006
Alaska	6/24/05	2002			2006		2006	2006	
Arizona	1999		1999	1999	1999		1999		
Arkansas	7/1/05	7/1/2005	7/1/2005	7/1/2005	7/1/2005	7/1/2005	7/1/2005	7/1/2005	7/1/2005
California									
Colorado									
Connecticut	1/8/03	1/8/2003	1/8/2003	1/8/2003	1/8/2003	1/8/2003	6/23/2006	6/23/2006	6/23/2006
Delaware	1/1/05	7/1/2006	7/1/2006	7/1/2006	7/1/2006	7/1/2006	7/1/2006	7/1/2006	7/1/2006
Florida	10/1/06	10/1/2006	10/1/2006	10/1/2006	10/1/2006	10/1/2006	10/1/2006	1/1/2006	10/1/2006
Georgia	1/1/06	1/1/2005	1/1/2006	1/1/2006	1/1/2006	1/1/2006	1/1/2006	8/1/2006	1/1/2006
Hawaii									
Idaho	1/1/07	1/1/2007	1/1/2007	1/1/2007	1/1/2007	1/1/2007	1/1/2007	1/1/2007	1/1/2007
Illinois									
Indiana	2001	2001	1999	1999	1999	1998	1999		
Iowa	7/1/05	7/1/05	7/1/05	7/1/05	7/1/05	8/11/2006	7/28/2006	1/1/2006	7/1/2005
Kansas	6/18/06	6/18/06	6/18/06	6/18/06	6/18/06	6/18/06	10/10/2005	6/18/06	6/18/06
Kentucky	1/1/06	1/1/06	1/1/06	1/1/06	1/1/06	5/1/2006	10/1/2005	7/1/2006	1/1/06

Last Salary Increase (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt. of Education	Adjutant General	Comm. of Agriculture
Louisiana	1/8/96	1/8/96	1/8/96	1/8/96	1/8/96		7/1/2006	1/1/2006	1/8/1996
Maine									
Maryland	1/15/06	1/15/06	1/15/06	1/31/2006	1/20/2006	1/20/2006	7/1/2006	7/1/2006	7/1/2006
Massachusetts			2005		2006	2005	2005	2006	2005
Michigan									
Minnesota									
Mississippi	7/1/03	7/1/03	7/1/03	7/1/03	7/1/03	7/1/03	7/1/03		
Missouri	2001	2001	2001	2001	2001	2007	2007	2007	2007
Montana	7/1/05	7/1/05	7/1/05		7/1/05		7/1/05	10/1/2006	10/1/2006
Nebraska									
Nevada	7/1/05	7/1/05	7/1/05	7/1/05	7/1/05	7/1/05	7/1/2006	7/1/2006	7/1/2006
New Hampshire	6/14/06		6/14/06	6/14/06	6/14/06	6/14/06		6/14/06	6/14/06
New Jersey	6/1/04		6/1/04	6/1/04	6/1/04	6/1/2005	6/1/04	6/1/04	6/1/04
New Mexico	2003	2003	2003	2003	2003	2003	2003	2003	2003
New York	1/1/99	1/1/99	1/1/99		1/1/99	1/1/99	1/1/99	1/1/99	1/1/99
North Carolina	7/1/06	7/1/06	7/1/06	7/1/06	7/1/06	7/1/06	7/1/06		7/1/06
North Dakota									

Last Salary Increase (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt. of Education	Adjutant General	Comm. of Agriculture
Ohio									
Oklahoma	2006	2006	2006	2006	2006	2006	2006	2006	2006
Oregon	7/1/01		7/1/01	7/1/01					
Pennsylvania	1/1/06	1/1/06	1/1/06	1/1/06	1/1/06	1/1/06	1/1/06	1/1/06	1/1/06
Rhode Island	2003	2003	2003	2003	2003		2003	2006	
South Carolina	7/1/1994	7/1/1994	7/1/1994	7/1/1994	7/1/1994	7/1/1994	7/1/1994	7/1/1994	7/1/1994
South Dakota									
Tennessee	3/16/04	11/1/1988	7/1/2006	9/1/2006	7/1/2006	7/1/2006	7/1/2006	7/1/2006	7/1/2006
Texas									
Utah	7/1/05	7/1/05	7/1/05	7/1/05	7/1/05		8/1/2006	7/1/05	7/1/05
Vermont									
Virginia	every 4 yrs	every 4 yrs	2005	2005	every 4 yrs	2005	2005	2005	2005
Washington	9/1/06	9/1/06	9/1/06	9/1/06	9/1/06	9/1/06	9/1/06	1/1/06	9/1/06
West Virginia									
Wisconsin									
Wyoming	2003		2003	2003	2006	2003	2003	2006	2006

Basis for Salary Change

State	Cost of Living	Legislation	Other
Alabama			Code of Alabama
Alaska		X	
Arizona			Commission
Arkansas		X	
California			
Colorado			
Connecticut	X	X	
Delaware		X	
Florida		X	
Georgia	X	X	
Hawaii			
Idaho		X	
Illinois			
Indiana		X	
Iowa	X	X	
Kansas		X	
Kentucky		X	
Louisiana		X	
Maine			

Basis for Salary Change (cont'd)

State	Cost of Living	Legislation	Other
Maryland			The commission's recommendations must be adopted by legislature.
Massachusetts		X	
Michigan			
Minnesota			
Mississippi		X	
Missouri	X		
Montana		X	Salaries adjusted 7/1/05 are based on the average salaries of similar positions in the 4 surrounding states to Montana.
Nebraska			
Nevada	X	X	In 2005 a tier system was established for the unclassified service salaries.
New Hampshire	X		
New Jersey		X	
New Mexico		X	
New York	X	X	
North Carolina		X	
North Dakota			
Ohio			

Basis for Salary Change (cont'd)

State	Cost of Living	Legislation	Other
Oklahoma		X	
Oregon		X	
Pennsylvania	X	X	
Rhode Island		X	
South Carolina		X	
South Dakota			
Tennessee	X	X	
Texas			
Utah	X	X	
Vermont			
Virginia			Governor makes recommendation to the General Assembly.
Washington	X		
West Virginia			
Wisconsin			
Wyoming	X		

Other Issues

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt of Education	Adjutant General	Comm. of Agric
Alabama	house; car	car	car	car	car	car	car	car	car
Alaska	house; per diem for travel	per diem for travel							
Arizona	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees	all officials have the same equipment as regular state employees
Arkansas	house; car	car	car	car	car	car	car	car	car
California									
Colorado									
Connecticut	house; staff; car	transportation allowance	transportation allowance	transportation allowance	transportation allowance	transportation allowance			
Delaware	house; car	car	car	car	car	car	car	car	car
Florida	house; car; security	housing allowance; security							
Georgia	house; car								
Hawaii									
Idaho	housing allowance \$60,000								

Other Issues (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt of Education	Adjutant General	Comm. of Agric
Illinois									
Indiana	house; car	\$12,000 annual housing maintenance allowance; car	\$12,000 annual housing maintenance allowance; car	\$12,000 annual housing maintenance allowance; car	\$12,000 annual housing maintenance allowance; car	\$12,000 annual housing maintenance allowance; car	\$12,000 annual housing maintenance allowance; car		
Iowa	house, drivers								
Kansas	house; state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive	state issued laptop computer; car; drivers; free parking for those who drive
Kentucky	house; car; security	housing allowance; security							
Louisiana	house; car	use of apartment; car; driver	car allowance; home computer		car		housing allowance; car allowance	housing; car; \$265/mo. Maint fee for being on 24 hr call	car

Other Issues (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt of Education	Adjutant General	Comm. of Agric
Maine									
Maryland	car; house; security; drivers	car; house; security; drivers	car	car; security; drivers	car; security; drivers	car; security; drivers	car	car	car
Massachusetts									
Michigan									
Minnesota									
Mississippi	house; car; drivers								
Missouri	house; driver; car; security								
Montana	house								
Nebraska									
Nevada	car; house; operational budget for Governor's mansion								
New Hampshire	yes	yes	yes	yes	yes	yes	yes	yes	yes
New Jersey	sick and vacation leave; car; drivers; security; 2 houses; \$75,000 for entertaining and other expenses	use of car; sick and vacation leave	use of car; sick and vacation leave	use of car; sick and vacation leave	use of car; sick and vacation leave	use of car; sick and vacation leave	use of car; sick and vacation leave	use of car; sick and vacation leave	use of car; sick and vacation leave

Other Issues (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt of Education	Adjutant General	Comm. of Agric
New Mexico	housing allowance; car	car	car	car	car	car	car	car	car
New York	car	car	car	car	car	car	car	car	car
North Carolina	house(+ operational budget for house); car; driver								
North Dakota									
Ohio									
Oklahoma	house; car								
Oregon	house; car								
Pennsylvania	car; driver; house; meals	car; driver; house; meals	car	car	car	car	car	car	car
Rhode Island	car allowance	car allowance	car allowance	car allowance	car allowance		car allowance	car allowance	
South Carolina	house; car	car	car	car	car	car	car	car	car

Other Issues (cont'd)

State	Governor	Lt. Governor	Secretary of State	State Treasurer	Attorney General	Comptroller	Supt of Education	Adjutant General	Comm. of Agric
South Dakota									
Tennessee	house; car	car	car	car	car	car	car	car	car
Texas	house; car								
Utah	life insurance; car allowance	life insurance; car allowance	life insurance; car allowance	life insurance; car allowance	life insurance; car allowance	life insurance; car allowance	life insurance; car allowance	life insurance; car allowance	life insurance; car allowance
Vermont									
Virginia	house; car								
Washington	house; car; plane; security	driver							
West Virginia	house; car								
Wisconsin									
Wyoming	house; car		car	car		car	car		

Thank you for your participation in this study

- If you have any questions about the results of this study, please don't hesitate to contact:
 - Ashley Brammer
 - 704-333-1591
 - Hay Group
 - Charlotte, NC

- About Hay Group
 - Hay Group is a global consulting firm that works with leaders to transform strategy into reality. Our focus is on making change happen and helping people and organizations realize their potential. With 85 offices in 47 countries, we can partner with clients anywhere in the world. Hay Group clients come from the private, public, and not-for-profit sectors, across every industry. Their diverse business challenges mean we help them recognize and face their unique issues, as well as their unique cultures.