

**REPORT OF THE**  
**COMMISSION STUDYING THE COMPENSATION**  
**OF THE**  
**GOVERNOR, LIEUTENANT GOVERNOR,**  
**ATTORNEY GENERAL AND SPEAKER**  
**TO**  
**THE GOVERNOR**  
**AND**  
**THE GENERAL ASSEMBLY OF VIRGINIA**



**SENATE DOCUMENT NO. 13**

**COMMONWEALTH OF VIRGINIA**  
**RICHMOND**  
**1981**

**MEMBERS OF COMMISSION**

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**Report of the  
Commission Studying the Compensation of the  
Governor, Lieutenant Governor,  
Attorney General and Speaker  
To  
The Governor and the General Assembly of Virginia  
Richmond, Virginia  
January, 1981**

To: Honorable John N. Dalton, Governor of Virginia  
and  
The General Assembly of Virginia

**I. EXECUTIVE SUMMARY**

Senate Joint Resolution No. 88 was enacted by the 1980 Session of the Virginia General Assembly and established this Commission to study the compensation and salary of the Governor, Lieutenant Governor, Attorney General, and Speaker. The Commission was required to present its findings and recommendations to the 1981 Session of the Virginia General Assembly.

This reporting date was particularly important since the Constitution of Virginia provides that the compensation of the Governor, Lieutenant Governor, and Attorney General shall be prescribed by law and shall neither be increased nor diminished during the period for which these individuals shall be elected. In the case of the Speaker, the Constitution of Virginia provides that his salary shall be prescribed by law, but that no increase in salary shall take effect until after the end of the term for which he was elected. Thus, if any salary changes are to become effective for the next Governor, Lieutenant Governor, Attorney General, and Speaker the 1981 Session of the Virginia General Assembly must take action by adopting new salaries for the next term.

The Commission, which consisted of Senator Edward E. Willey, Chairman, and Delegate Richard M. Bagley, Vice-Chairman, and seven of Virginia's most prominent and successful business leaders, conducted a thorough historical review of the salaries of these individuals over the past 25 years. In addition, the Commission examined the relationship of their salary to their counterparts in other states, as well as their responsibilities; examined their fringe benefits and the effect of inflation on salaries, especially since the salaries for these individuals must endure for an entire term of office; and examined the salaries of other key officials of the executive, legislative, and judicial branches of government, both state and federal.

Based on an analysis of the data and material examined by the Commission, the Commission unanimously makes the following recommendations to the Governor and to the Virginia General Assembly.

**The Governor**

The Commission recommends that the annual salary of the next Governor be increased to \$80,000 from the present \$60,000. The Commission believes this salary increase is necessary for a number of important factors. The first is the need to keep Virginia's salary in line with salaries in the other states. At the present time, Virginia's Governor is tied for 11th highest salary with four other states. In addition, a number of southern states provide a higher salary than Virginia—Texas, Tennessee, and Louisiana. Secondly, it must be recognized that this salary will be in effect for four years and will be diminished annually by inflation. Since January, 1978, the date of the last salary increase, prices have clearly outstripped the last salary increase. The recommended salary increase, although a relatively large dollar amount, is less than a 7.5% increase per annum. Finally, the present salary of the Governor is barely ahead of the salary of the Cabinet secretaries which will be \$59,000 in fiscal year 1981-82. Moreover, the Commission has also found that this year there are approximately 138 State employees whose annual salaries are in excess of the present Governor's salary.

The Commission does not recommend that the Governor's salary be the highest annual salary paid to a State employee. It is recognized that there are specialized disciplines where it may be necessary to pay a salary commensurate with the particular skill and training of the individual

involved that would require a salary greater than that of the Governor. At the same time, the Commission wishes to stress that the salary of the Governor not be the governing factor in setting other salaries. The Commonwealth should continue to attract the most able administrators and should do so recognizing that the money to pay these salaries is raised by taxes levied on the public.

### The Attorney General

The Commission recommends that the annual salary of the Attorney General be increased from the present \$45,000 to \$64,000. At the present time, Virginia's Attorney General has a salary that is tied with two other states for 19th highest. Many surrounding and neighboring states provide a much higher annual salary, for example, the State of Tennessee provides a salary in excess of \$65,000. Moreover, the last two Attorneys General have received a smaller salary increase than the increase in the consumer price index which has resulted in a declining real value of salary. It is the sense of the Commission that in recent years the Office of the Attorney General in all states have experienced a growth in responsibilities and duties. The importance of the position requires that a salary be paid which would attract the caliber of individual necessary to assume the important duties of this office. The Commission believes the recommended salary increase is necessary.

### The Lieutenant Governor and Speaker

The Commission recommends that the annual salary of the Lieutenant Governor and the Speaker be increased to \$25,000 from the present \$16,000. The Commission notes the historical precedent of paying these two individuals equal salaries. The Commission has also found these two positions do not fare well when comparing their salaries with their counterparts in other states. These individuals spend a large portion of their day in the conduct of their official duties. In addition, the Lieutenant Governor must be ready to assume the duties of the Governor should the need arise. The Commission believes that the recommended salary adjustments are necessary to compensate these individuals for the responsibilities that they assume. The Commission recommends that these new salaries apply for the next four year term of the Lieutenant Governor and the next two terms of the Speaker. Senator Willey and Delegate Bagley abstained from voting on this recommendation.

## II. INTRODUCTION AND BACKGROUND

The Constitution of Virginia provides that the compensation of the Governor, Lieutenant Governor, and Attorney General may not be changed during the term for which they were elected. In the case of the Speaker of the House of Delegates the Constitution of Virginia provides that his salary cannot be increased until after the end of the term for which he was elected. Thus, if any salary changes are to become effective for the next Governor, Lieutenant Governor, Attorney General, and Speaker, the 1981 Session of the Virginia General Assembly must take action. Traditionally, the amounts of compensation have been incorporated into the Appropriations Act.

In order to provide guidance on this subject to the 1981 Session of the Virginia General Assembly the 1980 Session adopted Senate Joint Resolution No. 88 which established a Commission to study the compensation of these individuals and to make its recommendations to the 1981 Session. The Commission consisted of nine individuals and included the Chairman of the Senate Finance Committee and two citizens appointed by him, the Chairman of the House Appropriations Committee and two citizens appointed by him and three citizens appointed by the Governor.

Senator Edward E. Willey appointed former Senator Omer L. Hirst of Annandale and Mr. Edwin Hyde of Richmond. Delegate Richard M. Bagley appointed Mr. John W. Hancock, Jr. of Roanoke and Mr. Lloyd U. Noland, Jr. of Newport News. Governor John N. Dalton appointed Mr. G. Frank Clement of Roanoke, Mr. Floyd D. Gottwald, Jr. of Richmond, and Mr. Bernard J. Haggerty of Charlottesville.

The Commission was assisted in its study by the Division of Legislative Services. Specific staff assigned were John A. Garka, Economist and E. M. Miller, Jr., Senior Attorney. Jeanne S. Livsie was the Commission's secretary and attended to all the administrative and clerical details.

### III. FINDINGS

The Commission as part of its analysis undertook a survey of all 50 states to obtain the most recent compensation and fringe benefit data. Forty-one states responded to the survey. For the other nine states the Commission used salary data obtained from the Book of the States, 1980-81, published by the Council of State Governments. Although this data is accurate it is not as current as the data for the other states.

#### Governor

At the present time, the Governor of Virginia receives an annual salary of \$60,000. Table 1 ranks the states by the annual salary of the Governor. The highest paid Governor is the Governor of the state of New York. Virginia's Governor is tied for 11th highest salary with four other states—Georgia, Maryland, Massachusetts, and South Carolina. The Commission also examined how the annual salary of Virginia's Governor ranks with his counterparts in the 12 Southeast and neighboring states (please see Table 2). Virginia's Governor is tied for 3rd place with three other states in this category of states. Table 3 ranks the largest 25 states in terms of personal income and population. The Commission believes that there is a relationship between these two variables and the responsibilities of the Governor. It appears that the larger and wealthier states do pay their Governor larger salaries. Virginia's rank for the annual salary is very close to its ranking for population (13th) and personal income (12th).

The Commission has also examined the historical trend of the annual salary of the Governor. As Table 4 clearly shows the salary has been increased for the term of each Governor by percentages ranging from as little as 14% to as much as 43%. Of course, the dollar amounts of salary increases as well as percentages are only meaningful when compared to changing prices. Although in the past salary increases were greater than the change in prices, in two of the last three terms prices have outstripped salary increases.

The Commission did not simply examine annual salary but also examined other aspects of total compensation. Tables 5 and 6 examine certain fringe benefits and allowances received by the Governors. The Commission wishes to emphasize that this is a very difficult area to examine as well as being a difficult area in which to gather accurate information. In summary, it appears that Virginia's Chief Executive receives fringe benefits that are similar to those provided by other states. For example, almost all Governors are provided an official residence or mansion as well as funds for its upkeep, transportation and security, life and health insurance plans, retirement, travel expenses for official business, and funds for personal services (such as for domestic help, food, or entertainment). Although these items are difficult to measure and quantify it appears to the Commission that Virginia provides its Governor with fringe benefits that are similar and comparable to other Chief Executives.

#### Attorney General

Presently, the Attorney General in Virginia receives an annual salary of \$45,000. Table 7 provides a ranking of the annual salaries of the Attorneys General in the other states. Virginia's Attorney General is tied for 19th highest salary with two other states—Arizona and South Carolina. The Commission wishes to draw particular attention to the comparison of the salary of the Attorney General in Virginia with the salaries of his counterparts in 12 other Southeast and neighboring states (Table 2). In this group Virginia is the median salary, with a surprising number of states offering a higher compensation than Virginia.

The Commission also examined the historical trend of the annual salary of the Attorney General. As Table 8 shows, the annual salary of the Attorney General has been increased for every term. However, for the last two Attorneys General the salary increase has not kept pace with the change in the consumer price index.

The Commission has also examined the responsibilities and duties of the Attorney General in Virginia as well as those in other states. The Commission concludes that although there are differences in duties, there are many more similarities among the duties and responsibilities of the Attorneys General. The differences appear to be ones based on workload which, of course, relate primarily to the size of the state. All Attorneys General share certain responsibilities, such as issuing opinions and rendering advice and counsel to state agencies. In most states the Attorney General

reviews legislation prior to enactment, and conducts litigation on behalf of state agencies. The Commission has also examined the number of authorized staff attorney positions in each state's Attorney General's office as a proxy for the level of responsibility. Table 9 presents this information for all states in ranking order. Virginia ranks number 19. Most of the surrounding and Southeast states rank below Virginia although their salaries are higher.

The Commission has also examined another aspect of compensation, that is fringe benefits. It appears to the Commission that the fringe benefits offered to Virginia's Attorney General are similar to those offered to most of his counterparts. Most other states provide an automobile, travel expenses for official business, state employees' retirement plan, and life and health insurance. In addition, Virginia's Attorney General receives \$6,000 annually in equal installments for expenses not otherwise reimbursed.

#### Lieutenant Governor and Speaker

The salaries of the Governor and Attorney General were relatively easy to compare because the basic responsibilities of these individuals in other states are similar. The Commission notes, however, that the same cannot be said of the Speaker and especially of the Lieutenant Governor.

Table 10 presents a listing of some of the duties of the Lieutenant Governors in Virginia and in other states. In Virginia, his major duty is to preside over the Virginia Senate when in Session and to vote in the Senate in the case of a tie. Moreover, he must also be ready at all times to assume the responsibilities of the Governor should the need arise. As Table 10 shows, in other states the Lieutenant Governor has a variety of duties including referring bills, appointing committees, and heading an executive department. Moreover, in most cases the Lieutenant Governor serves when the Governor is out of the state, but not in Virginia. Thus, because of the vast differences in responsibilities it is relatively difficult to compare salaries.

Table 11 presents the annual salaries of the Lieutenant Governor in the other states. When the Commission sent out its questionnaire it requested the respondent to list whether the responsibility is full-time or part-time. The table provides this information for those that responded.

At present, the annual salary of the Lieutenant Governor in Virginia is \$16,000. An examination of this table provides an insight into the disparities in annual salary. The salaries range from a low of \$7,200 in Texas to \$58,673 in Louisiana. If one examines the salary of all Lieutenant Governors, Virginia ranks 33rd (out of 43) in terms of annual salary for all Lieutenant Governors. If one compares Virginia with the salaries of those Lieutenant Governors which are deemed to be part-time, then Virginia's salary would be tied for third highest out of nine Lieutenant Governors.

The Commission also examined the fringe benefits of the Lieutenant Governors. Although the fringe benefit data is not complete it does show Virginia's benefits appear to be comparable with other states although fringe benefits vary among the states. In Virginia, the Lieutenant Governor receives \$5,000 annually in monthly installments for expenses not otherwise reimbursed. In other states some receive an apartment, additional daily salary if the Governor is out of town, automobile, residence, etc.

It is also difficult to compare the annual salary of the Speaker. There is an even greater salary disparity here. A good portion of this disparity is due to the fact that the Speakers' salaries are directly related to legislative salaries in their respective states. When compared to all other states (Table 12) Virginia's Speaker was the 19th highest paid.

The Commission has also examined the responsibilities of the Speakers and it appears to the Commission that the responsibilities and duties of all the Speakers are similar. The differences arise primarily as a result of the workloads and lengths of the legislatures in other states. The Commission believes that the fringe benefits of the Speaker in Virginia are similar to those of his counterparts in other states.

#### IV. RECOMMENDATIONS AND RATIONALE

The Commission, after a thorough study of a voluminous amount of information, makes the following recommendations.

The Commission unanimously recommends that the annual salary for the next Governor be increased from \$60,000 to \$80,000. This recommendation is based on a number of important factors.

The salary of the Governor in Virginia should remain commensurate with the duties of the Chief Executive who is responsible for an annual budget of over \$5 billion. The responsibilities of this person touch virtually every citizen in the Commonwealth. Although the Commonwealth provides for his living expenses and residence the salary should be attractive enough to compensate a person who chooses to undertake this responsibility.

Virginia's salary should be in line with other states and with positions of similar responsibilities. At the present time, Virginia's Governor is tied with four other states for 11th highest salary. Although this ranking appears reasonable, the salary which the 1981 Session of the General Assembly establishes will not go into effect until January, 1982 and will remain unchanged until 1986. In other words, the salary that is established must endure through five years of inflation, uncertainty, etc. Moreover, other states have similar provisions in setting salaries. Thus, as new Chief Executives in other states take office these states are increasing their salaries and thus Virginia's ranking will certainly decline every year. The Commission recommends an increase which in effect provides over a four year period an increase of less than 7.5% on a compounded annual basis.

The Commission was also concerned about the relationship of salaries between the Governor and the key members of his Administration—particularly the Cabinet. Next year, the salary for the members of the Cabinet will increase to \$59,000. The Commission does not recommend that the Governor's salary be higher than every single State employee because the Commission is cognizant of the fact that in certain areas it may be necessary to pay a salary higher than the Governor's—for example, certain faculty at medical schools, etc. However, as a matter of policy the Commission believes that the Governor, since he is ultimately responsible for the Commonwealth's government, should be paid more than his subordinates and advisors. Clearly, if the members of the Cabinet as well as other key members of the Governor's Administration are to receive even modest salary increases through the period of 1982-1986 the annual salary of the Governor must be increased.

The Commission wishes to make a related point. The Commission does not believe that the salary of the Governor should be the governing factor in establishing the salaries of State employees. That is, the salary of certain State employees should not necessarily rise in the same proportion as the Governor's. The Commonwealth should continue to pay competitive salaries that will attract the most able administrators but it must also be remembered that the money that is raised to pay these salaries is derived from the public in the form of taxes.

Although it is impossible to anticipate the salary changes of other states, the Commission believes the recommended salary increase should keep Virginia roughly in line with the other states, both all states and the Southeast states. In terms of the inflation outlook, if the rate of inflation decreases from the present intolerable rates then the Governor may receive an actual increase in his real income. The Commission hopes this occurs but the chances are that inflation will not improve as much as hoped and the salary will again be eroded in terms of real value. The Commission attempted to take into account an estimate of the rate of inflation—since the Commission is recommending a salary that will remain fixed until 1986.

The Commission unanimously recommends that the annual salary of the next Attorney General be increased from \$45,000 to \$64,000. This recommendation is based on a thorough examination of a number of important factors. The Attorney General is the chief legal officer in the Commonwealth. As the Commission has noted the responsibilities and size of the Office of the Attorney General in Virginia have grown recently. The Attorney General issues legal opinions and renders advice and counsel to State agencies. He reviews legislation prior to enactment, appears for the State in criminal appeals, and conducts litigation on behalf of State agencies as well as supervises and directs a legal staff of approximately 85 attorneys. The Commission believes that the Attorney General should receive a salary that is commensurate with these responsibilities.



The Commission believes that Virginia must increase the annual salary to ensure that it is more competitive with other states. At the present time Virginia's Attorney General is tied for 19th highest salary with the states of Arizona and South Carolina. If one examines Virginia's ranking among neighboring and Southeast states it is approximately in the middle, well below Tennessee, Georgia, and North Carolina just to mention a few. The Commission believes that the position of Attorney General must be held by a person with outstanding legal experience, a record of achievement, integrity, and the proven ability to oversee and direct the legal affairs of the entire Commonwealth. The Commission believes that the present salary is relatively low when compared to the caliber of individual which is required for the position and thus the Commission is recommending a larger percentage salary increase for the Attorney General than it did for the Governor. The Commission notes that among our neighboring and Southeast states, the average state compensates the Attorney General at 80% of the salary of the Governor. If Virginia provides its Governor an annual salary of \$80,000, then 80% of that annual salary equals \$64,000. Over a four year period this increase amounts to slightly more than 10% on a compounded annual basis.

As in the case of the salary of the Governor, the salary of the Attorney General has been seriously eroded by inflation. Over the last two terms, the price index has increased faster than the percentage increase in salary. Although most individuals see their salary eroded by inflation it is a particular problem for the individual who has a salary fixed for a period of four years.

The Commission recommends that the annual salary of the Lieutenant Governor and the Speaker be increased to \$25,000 from the present \$16,000. Historically, these positions have paid the same salary, partly due to the fact that one presides over the Senate while the other presides over the House of Delegates. The Commission recommends this tradition continue. Although these individuals have vastly different duties, they both spend a significant portion of their time in their respective official duties. The Speaker of the House of Delegates refers bills, assigns members to committees, and conducts the business of the House of Delegates. The Lieutenant Governor presides over the Senate and must be ready to assume the duties of the Governor. In addition, the Lieutenant Governor takes the place of the Governor for many ceremonial duties.

The Commission has examined the salary of these positions relative to the other states and finds them relatively low when compared to their counterparts. The Lieutenant Governor ranks 33rd while the Speaker ranks 19th. These ranks may be somewhat misleading because of the great deal of variability in salaries in the other states.

Another factor in the Commission's deliberations was the desire to provide a salary high enough that would not restrict individuals seeking to serve the Commonwealth to only those at the very highest income levels. In addition, these two individuals spend a substantial portion of their time engaged in official duties. Clearly, the salary provided to these individuals should be correlated with their responsibilities and the time that it takes to conduct their duties.

The Commission recommends that these salaries apply to the next term of the Lieutenant Governor and the next two terms (four years total) of the Speaker. The Commission's recommendations were unanimous, however, Senator Willey and Delegate Bagley abstained on the voting and discussion on the salaries for the Lieutenant Governor and the Speaker.

Respectfully submitted,

Senator Edward E. Willey  
Delegate Richard M. Bagley  
G. Frank Clement  
Floyd D. Gottwald, Jr.  
Bernard J. Haggerty  
John W. Hancock, Jr.  
Senator Omer L. Hirst  
Edwin Hyde  
Lloyd U. Noland, Jr.

TABLE 1  
RANKING OF STATES BY ANNUAL SALARY OF THE  
GOVERNOR

<u>RANK</u>	<u>STATE</u>	<u>ANNUAL SALARY</u>
1	New York	\$85,000
2	Texas	71,400
3	Tennessee	68,226
4	Louisiana	68,000
5	Minnesota	66,500
6	Pennsylvania	66,000
7	Wisconsin	65,801
8	Michigan New Jersey	65,000
10	Washington	63,000
11	Georgia Maryland Massachusetts South Carolina VIRGINIA	60,000
16	Illinois	58,000
17	Florida	56,017
18	North Carolina	55,104
19	Iowa Wyoming	55,000
21	Oregon	53,394
22	Mississippi	53,000
23	Alaska	52,992
24	Alabama Arizona Colorado Hawaii Nevada New Mexico Ohio West Virginia	50,000
32	California	49,100

TABLE 1 (continued)

<u>RANK</u>	<u>STATE</u>	<u>ANNUAL SALARY</u>
33	Oklahoma	\$48,000
34	New Hampshire	47,550
35	Kansas Kentucky South Dakota	45,000
38	Rhode Island	42,500
39	Connecticut	42,000
40	Vermont	41,000
41	Idaho Montana Nebraska Utah	40,000
45	Missouri	37,500
46	Indiana	36,000
47	Arkansas Delaware Maine	35,000
50	North Dakota	27,500

TABLE 2

COMPARISON OF ANNUAL SALARIES FOR  
SOUTHEAST AND NEIGHBORING STATES

<u>State</u>	<u>Annual Salaries</u>			
	<u>Governor</u>	<u>Lt. Governor</u>	<u>Attorney General</u>	<u>Speaker</u>
Alabama	\$50,000	\$11,835	\$39,500	\$ 1,260
Arkansas	35,000	14,000	26,500	10,000
Florida	56,017	44,814	44,814	15,000
Georgia	60,000	20,350	53,262	25,600
Kentucky	45,000	38,640	38,640	6,095
Louisiana	68,000	58,673	55,712	32,000
Maryland	60,000	52,500	50,000	21,750
Mississippi	53,000	34,000	41,000	34,000
North Carolina	55,104	45,636	51,396	13,860
South Carolina	60,000	30,000	45,000	21,000
Tennessee	68,226	12,462	65,313	12,462
West Virginia	50,000		35,000	5,136
VIRGINIA	\$60,000	\$16,000	\$45,000	\$16,000

TABLE 3  
TOP 25 STATES RANKED BY  
STATE PERSONAL INCOME AND POPULATION. 1979

(1)	(2)	(3)	(4)	(5)	(6)
<u>Personal Income Rank</u>	<u>State</u>	1979 <u>Personal Income (millions of \$)</u>	<u>Population Rank</u>	<u>State</u>	1979 <u>Population (thousands)</u>
1	California	\$224,969	1	California	22,696
2	New York	160,555	2	New York	17,649
3	Texas	115,721	3	Texas	13,385
4	Illinois	110,302	4	Pennsylvania	11,731
5	Pennsylvania	100,400	5	Illinois	11,230
6	Ohio	94,162	6	Ohio	10,731
7	Michigan	85,341	7	Michigan	9,208
8	Florida	75,597	8	Florida	8,860
9	New Jersey	71,135	9	New Jersey	7,332
10	Massachusetts	51,019	10	Massachusetts	5,769
11	Indiana	46,903	11	North Carolina	5,606
12	VIRGINIA	44,719	12	Indiana	5,400
13	North Carolina	41,257	13	VIRGINIA	5,197
14	Wisconsin	39,738	14	Georgia	5,117
15	Missouri	39,581	15	Missouri	4,868
16	Georgia	38,456	16	Wisconsin	4,720
17	Maryland	37,955	17	Tennessee	4,380
18	Washington	37,041	18	Maryland	4,149
19	Minnesota	35,567	19	Minnesota	4,060
20	Tennessee	31,972	20	Louisiana	4,026
21	Connecticut	31,092	21	Washington	3,926
22	Louisiana	30,042	22	Alabama	3,769
23	Alabama	26,294	23	Kentucky	3,527
24	Kentucky	25,896	24	Connecticut	3,115
25	Iowa	\$24,925	25	South Carolina	\$ 2,932

SOURCE: U.S. Department of Commerce, "Survey of Current Business", April, 1980.

TABLE 4

HISTORICAL TREND OF THE ANNUAL SALARY OF  
THE GOVERNOR IN VIRGINIA

<u>Date of Increase</u>	<u>Annual Salary</u>	<u>Percentage Increase</u>	<u>Consumer Price Index (1967=100)</u>	<u>Percentage Change</u>
January, 1954	\$17,500		80.5	
January, 1958	20,000	+14.3%	86.6	+ 7.6%
January, 1962	25,000	+25.0%	90.6	+ 4.6%
January, 1966	30,000	+20.0%	97.2	+ 7.3%
January, 1970	35,000	+16.7%	116.3	+19.7%
January, 1974	50,000	+42.9%	147.7	+27.0%
January, 1978	60,000	+20.0%	195.4	+32.3%

TABLE 5

BUDGET AND STAFF OF THE  
GOVERNOR'S OFFICE, ALL STATES

State or other jurisdiction	Transportation provided						
	Governor's office		Automobile	Airplane	Helicopter	Travel allowance	Official residence
	Staff	Budget					
Alabama	42	\$ 977,400	*	*	*	\$30,000	*(j)
Alaska	41	N. A.	*	...	...	(g)	*
Arizona	16	896,100	*	*	(e)	23,500(f)	*(j)
Arkansas	10	800,000	*	...	...	10,000	*
California	82.6	3,242,704	*	...	...	(f)	*(j)
Colorado	28.5	688,032	*	(d)	...	(g)	*
Connecticut	35	571,000	*	...	...	(h)	*
Delaware	17	568,200	*	...	*	13,600(f)	*
Florida	10	8,170,037	*	*	...	(h)	*
Georgia	25	N. A.	*	(d)	(e)	(h)	*
Hawaii	31	899,643	*	...	...	(g)	*
Idaho	21	355,000	*	*	...	(g)	*
Illinois	6	2,100,000(b)	*	*	*	155,000(f)	*
Indiana	8	814,582	*	*	*	(g)	*
Iowa	17	475,172	...	*	...	N. A.	*
Kansas	29	831,314	*	*	...	(g)	*
Kentucky	54	787,200	*	*	*	28,300	*
Louisiana	18	539,173	*	*	*	7,000	*
Maine	12	373,638	*	*	...	(h)	*
Maryland	78	2,013,698	*	*(d)	*	(h)	*
Massachusetts	60	1,278,000	*	(d)	*	(h)	...
Michigan	60	2,200,000	*	(d)	...	10,000	*
Minnesota	38	1,709,969	*	*	*	*	*
Mississippi	23	671,335	*	*	*	14,150	*
Missouri	33	851,458	*	*	(e)	(h)	*
Montana	20	689,776	*	*	...	60,000(f)	*
Nebraska	6	171,685	*	*	...	5,100	*
Nevada	13	482,444	*	(d)	...	23,000(f)	*
New Hampshire	19	806,206	...	...	(e)	10,000(f)	*
New Jersey	60	1,474,388	*	...	(e)	35,000(i)	*
New Mexico	21	614,400	*	*	*	43,000	*
New York	N. A.	6,800,000	*	*	*	(g)	*
North Carolina	57	1,220,479	*	*	*	65,881(f)	*
North Dakota	13	309,149	*	(d)	...	2,400	*
Ohio	18	791,000	*	*	...	...	*(j)
Oklahoma	43	1,225,520	*	*	...	(g)	*
Oregon	23	(b)	*	(d)	...	...	...
Pennsylvania	70	2,860,000	*	*	...	(h)	*
Rhode Island	7	980,111	*	*	*	17,841(f)	...
South Carolina	15	680,593	*	*	*	...	*
South Dakota	8	400,000	*	(d)	...	(h)	*
Tennessee	26	1,008,400	*	*	*	205,400	*
Texas	4	2,932,538	...	*	...	(g)	*
Utah	11	325,000	*	(d)	...	13,000	*(j)
Vermont	12	418,100	*	...	...	(g)	...
Virginia	25	616,550	*	*	*	51,000	*
Washington	32	1,500,000	*	*	...	50,000(f)	*
West Virginia	45	1,048,099	*	*	*	N. A.	*
Wisconsin	35	958,500	*(c)	*	...	(g)	*
Wyoming	6	4,000,000	*	*	...	52,000(f)	*
Guam	25	862,000	*	...	...	40,000	*
Puerto Rico	15	4,940,000	*	...	...	72,000	*
Virgin Islands	7	811,689	*	...	...	100,000(i)	*

N. A.—Not available.

(a) In Massachusetts, governor accepted a salary of \$40,000 and donated \$20,000 to charity; in Minnesota, governor accepted a salary of \$58,000; in the Virgin Islands, governor accepted a salary of \$45,000.

(b) In Illinois, the \$2.1 million office budget is for 100 employees; in Oregon, the 1979-81 biennial budget is \$2,284,130.

(c) Governor is provided with a van for a mobile office.

(d) Governor has access to state plane; in Maryland, governor has a yacht; in Massachusetts, governor has access to Mass. Aeronautics Commission rental; in Nevada, governor uses highway plane; in Oregon, governor pays state agency an hourly rate for plane; in Utah, governor's office is billed for each use of state plane.

(e) In Arizona, governor is provided with a helicopter for emergency use; in Georgia, governor has access to state helicopter; in

Missouri, governor has access to State Highway Patrol helicopter; in New Hampshire, governor has access to National Guard helicopter; in New Jersey, governor has use of State Police helicopter.

(f) Travel allowance includes travel expenses for all staff; in Illinois, travel allowance is \$155,000 for 100 employees.

(g) Travel allowance is flexible; in Alaska, governor is reimbursed per diem; in New York, governor is reimbursed for out-of-state travel expenses.

(h) Travel allowance is included in office budget.

(i) Contingency fund includes travel allowance.

(j) Governor does not occupy residence.

(k) In Indiana, governor receives an additional \$6,000 for expenses; in Iowa, governor receives an additional \$6,000 for expenses; in North Dakota, governor receives a \$17,250 supplement.

TABLE 6

## SELECTED FRINGE BENEFITS OF THE GOVERNORS

ARIZONA	No directly budgeted fringe benefit funds. Department of Public Safety makes available airplane and security. No expense account, living expenses, entertainment, automobile or deferred compensation plan. Retirement plan, life and health insurance plan same as state employees.
CALIFORNIA	Residence provided, special contingent expense allowance of \$15,000, all necessary travel expenses, retirement plan provided. Deferred compensation plan available.
COLORADO	Use of mansion, \$15,000 discretionary account (alcohol at official functions, gifts for visiting state officials, etc.). Given Highway Patrol car with two drivers. Retirement plan like state employees (state paid) and health plan. All official travel expenses are paid.
DELAWARE	Official travel expenses paid, all living expenses (except food) paid, life and health insurance, entertainment allowance, automobile furnished, Governor's contingent fund. No dollar estimates provided. Deferred compensation.
GEORGIA	Mansion and allowance (\$40,000) for upkeep. Mansion serves many public purposes. Use of auto, state troopers drive and provide security, upkeep of mansion grounds. Pension as other state employees. No deferred compensation.
HAWAII	No expense account, however, annual appropriation covers auto, entertainment, and living expenses (1979-80 appropriation was \$139,451). Retirement, life and health insurance; dental insurance; per diem travel allowance (\$30 Hawaii and \$40 other).
IDAHO	\$5,000 expense account and mansion. \$26,200 appropriation for mansion.
INDIANA	\$6,000 for miscellaneous expenses (except food), provided use of mansion, travel expenses paid, automobile and chauffeur. Life and health insurance provided. \$100,000 contingency fund for miscellaneous expenses associated with office. Special retirement plan.



TABLE 6 (continued)

KENTUCKY	Provided residence, expense allowance (\$18,000), automobile and driver, use of aircraft, provided retirement, life and health insurance.
LOUISIANA	Luxury automobile, security, use of Governor's mansion, related benefits (\$7,500), unlimited travel and use of state aircraft while on state business.
MAINE	Expense account (\$15,000), use of mansion. State paid retirement, life and health insurance. Entertainment for official guests.
MARYLAND	All expenses directly related to official duties. Mansion, retirement paid by state, expenses to permit Governor to discharge ceremonial duties, transportation provided. Deferred compensation plan.
MICHIGAN	\$18,000 reimbursable expense allowance. Automobile with chauffeur, state airplane for official use. Use of Governor's residence as well as Mackinac Island residence. State employee life and health insurance. Judges' retirement plan.
MINNESOTA	Discretionary expense account (\$15,000), Governor's mansion, automobile, and medical/dental/life insurance.
MISSISSIPPI	Actual travel expenses associated with state business. Deferred compensation.
MISSOURI	Mansion and upkeep (\$61,960), state paid retirement plan, state employee health/life insurance plan, transportation and security.
MONTANA	Mansion and maintenance, automobile provided, state paid retirement and insurance. Travel allowance for state business (\$40 state, \$70 other). \$53,347 for personal services, e.g., \$15,700 for groceries.
NEVADA	Mansion, travel expenses for official business, state paid health and retirement.

TABLE 6 (continued)

NEW HAMPSHIRE	\$10,000 for out-of-state travel expenses.
NEW JERSEY	Residence, \$35,000 special purpose appropriation for operation of residence, office receptions.
NEW MEXICO	Governor's residence plus contingent expense (\$30,000 not itemized).
NORTH CAROLINA	Expense allowance (\$11,500) for in-state travel, reimbursed for actual expenses for out-of-state travel. State retirement and medical plans. Governor's mansion and operation (\$273,542) for food and entertainment. State automobile and security.
NORTH DAKOTA	Unvouchered expense account (\$20,150), state retirement and family health insurance.
OHIO	State employees medical plan, option to join state employees retirement, state pays for dental, vision, life insurance.
OKLAHOMA	Governor's mansion and its support and maintenance (\$33,000), state provides auto for official business, reimbursement for all actual and necessary expenses when traveling on official business. State employees health and life insurance. Option to join state retirement plan.
OREGON	\$12,000 for expenses necessarily incurred but not otherwise covered. Health, life insurance and retirement provided.
PENNSYLVANIA	\$3,064,000 appropriated for office of Governor for maintenance of Executive Mansion, entertaining of official guests, General Assembly and judiciary, participation in Governor's Conference, expenses of Executive Board and traveling expenses. Blue Cross, life insurance and health.
RHODE ISLAND	State retirement plan, health insurance, travel expenses for official business.
SOUTH CAROLINA	Travel expense account (\$32,316), life and health insurance, retirement plan. Entertainment and living expenses provided. Automobile provided.

TABLE 6 (continued)

TENNESSEE	Governor's mansion, automobile, special retirement plan (1/2 of current Governor's salary).
TEXAS	Governor's mansion and upkeep (\$107,871), travel expenses for official business; staff and office expenses, including use and maintenance of state airplane (\$2,536,517).
UTAH	Governor's mansion and maintenance (\$67,900), reserve account (\$5,000), automobile/gas/maintenance furnished to Governor and wife. Travel expenses for official business; state aircraft available, state employees health and life insurance program, special retirement plan.
VIRGINIA	Mansion, luxury automobile and driver, operation of mansion, food and domestic help allowance, vouchered travel expenses. Covered by state employees life and health insurance program. State employees retirement.
WEST VIRGINIA	Residence; custodial fund (compensation of employees, household maintenance, official functions) is \$212,040.
WISCONSIN	Governor's mansion and upkeep (\$94,900); travel expenses for official business, supplies, security salaries, furniture (\$1,000,000); and entertainment and miscellaneous (\$2,000).
WYOMING	Life, health, and retirement. Automobile and residence with \$115,000 for operation of residence.

TABLE 7

RANKING OF STATES BY ANNUAL SALARY OF THE  
ATTORNEY GENERAL

<u>RANK</u>	<u>STATE</u>	<u>ANNUAL SALARY</u>
1	Tennessee	\$65,313
2	Michigan New York	60,000
4	Minnesota New Jersey	56,000
6	Louisiana	55,712
7	Georgia	53,262
8	North Carolina	51,396
9	Wisconsin	50,780
10	Wyoming	50,400 <sup>1/</sup>
11	Maryland Ohio	50,000
13	Illinois	49,555
14	Texas	48,500
15	California Massachusetts	47,500
17	Alaska	47,304
18	Washington	47,100
19	Arizona South Carolina VIRGINIA	45,000
22	Florida	44,814
23	Pennsylvania	44,000
24	Oregon	43,949
25	Iowa	43,500
26	Hawaii	42,500
27	Mississippi	41,000
28	Nevada	40,500

TABLE 7 (continued)

<u>RANK</u>	<u>STATE</u>	<u>ANNUAL SALARY</u>
29	New Mexico	\$40,000
30	Alabama Nebraska	39,500
32	Kentucky	38,640
33	South Dakota	38,000
34	New Hampshire	37,075 <sup>1/</sup>
35	Delaware	37,000
36	Rhode Island	36,875
37	Maine	36,637
38	Montana	36,500
39	Colorado Idaho Oklahoma West Virginia	35,000
43	Indiana	34,000
44	Vermont	31,400
45	Kansas	30,500
46	Connecticut Utah	30,000
48	Arkansas	26,500
49	Missouri North Dakota	25,000

<sup>1/</sup> Used median salary.

TABLE 8

HISTORICAL TREND OF THE ANNUAL SALARY OF  
THE ATTORNEY GENERAL IN VIRGINIA

<u>Date of Increase</u>	<u>Annual Salary</u>	<u>Percentage Increase</u>	<u>Consumer Price Index (1967=100)</u>	<u>Percentage Change</u>
January, 1954	\$12,500		80.5	
January, 1958	17,000	+36.0%	86.6	+ 7.6%
January, 1962	19,000	+11.8%	90.6	+ 4.6%
January, 1966	22,000	+15.8%	97.2	+ 7.3%
January, 1970	30,000	+36.3%	116.3	+19.7%
January, 1974	37,500	+25.0%	147.7	+27.0%
January, 1978	45,000	+20.0%	195.4	+32.3%

TABLE 9  
 RANKING OF  
 NUMBER OF ATTORNEY POSITIONS AUTHORIZED  
 IN ATTORNEY GENERAL'S OFFICE, ALL STATES,  
 1979-80.

<u>STATE</u>	<u>NUMBER OF ATTORNEYS</u>	<u>RANK</u>
New York	529	1
California	460	2
New Jersey	312	3
Washington	202	4
Ohio	194	5
Michigan	177	6
Texas	175	7
Illinois	169	8
Maryland	159	9
Minnesota	149	10
Pennsylvania	126	11
Arizona	120	12
Massachusetts	114	13
Alaska	105	14
Oregon	103	15
Connecticut	97	16
Indiana	95	17
Florida	92	18
VIRGINIA	89	19
Colorado	88	20
Iowa	88	21
Maine	87	22
North Carolina	84	23
Wisconsin	78	24
Louisiana	77	25
South Carolina	76	26
Missouri	70	27
Hawaii	62	28
Georgia	60	29
Alabama	57	30
Tennessee	50	31
West Virginia	50	32
Utah	47	33
Mississippi	45	34
Delaware	44	35
New Mexico	41	36
Rhode Island	41	37
Vermont	38	38
New Hampshire	34	39
Arkansas	33	40

TABLE 9 (continued)

<u>STATE</u>	<u>NUMBER OF ATTORNEYS</u>	<u>RANK</u>
Kentucky	32	41
Nebraska	31	42
Oklahoma	27	43
Kansas	26	44
Wyoming	23	45
Montana	20	46
Idaho	19	47
South Dakota	14	48
North Dakota	11	49
Nevada	10	50



TABLE 10

POWERS AND DUTIES OF THE  
LIEUTENANT GOVERNORS

THE LIEUTENANT GOVERNORS: POWERS AND DUTIES

State or other jurisdiction	Presides over senate	Appoints committees	Breaks roll-call ties	Assigns bills	Authority for governor to assign duties	Head of executive department	Serves when governor out of state
Alabama	*	*	*	*	...	...	*(a)
Alaska	...	*	...	...	*	*(b)	*
Arizona (c)	...	...	...	...	...	Secretary of State	*
Arkansas	*	...	*	...	*	...	*
California	*	...	*	...	*	...	*
Colorado	...	...	...	...	*	...	*
Connecticut	*	...	*	...	*	...	*
Delaware	*	...	*	...	...	...	...
Florida	...	...	...	...	*	Dept. of Administration	(e)
Georgia	*	(f)	...	*	*	...	...
Hawaii	...	...	...	...	*	*(b)	*
Idaho	*	...	*	...	*	...	*
Illinois	...	...	...	...	*	...	...
Indiana	*	...	*	...	*	Agriculture, Commerce & Planning	...
Iowa	*	*(g)	*(h)	*(g)	...	...	...
Kansas	...	...	...	...	*	...	*(i)
Kentucky	*	...	*	*	*	...	*
Louisiana	...	...	...	...	*	Board of Commerce & Industry	*
Maine (c)	...	...	...	...	...	...	...
Maryland	...	...	...	...	*	...	...
Massachusetts	...	...	...	...	*	...	*
Michigan	*	...	*	...	*(j)	...	*
Minnesota	...	...	...	...	*(j)	...	*
Mississippi	*	*(k)	*	*	...	...	*
Missouri	*	...	*(h)	...	...	...	*
Montana	...	...	...	...	*(j)	...	*(a)
Nebraska	*	...	*	...	*	...	*
Nevada	*	...	...	...	...	...	*
New Hampshire (c)	...	...	...	...	...	...	...
New Jersey (c)	...	...	...	...	...	...	...
New Mexico	*	...	*	*(l)	*	...	*
New York	*	...	*	...	*	...	*
North Carolina	*	*	*	*	*	...	*
North Dakota	*	*(m)	*	*	*	...	*
Ohio	...	...	...	...	*	...	...
Oklahoma	*	...	*	...	...	Tourism & Recreation	*
Oregon (c)	...	...	...	...	...	Secretary of State	...
Pennsylvania	*	...	*(h)	*	*	...	...
Rhode Island	*	...	*	*	...	...	...
South Carolina	*	*(n)	*	*	*	...	*(i)
South Dakota	*	...	*	*	*	...	*(o)
Tennessee (c)	...	...	...	...	...	...	...
Texas	*	*	*	*	...	...	*
Utah	...	...	...	...	*	...	*
Vermont	*	(f)	*	*	...	...	*
Virginia	*	...	*	...	*	...	...
Washington	*	*(d)	*(h)	*	*	...	*
West Virginia (c)	...	...	...	...	...	...	...
Wisconsin	*	...	*	*	*	...	*
Wyoming (c)	...	...	...	...	...	Secretary of State	*

(a) After 20 days absence, except for Montana which is after 45 days.  
 (b) Performs the function generally granted to a secretary of state.  
 (c) No lieutenant governor, except in Tennessee where the speaker of the senate bears the additional statutory title "Lieutenant Governor."  
 (d) Subject to senate confirmation.  
 (e) Lieutenant governor does not serve as governor in his absence, but the governor leaves lieutenant governor in charge of operations of governor's office.  
 (f) The lieutenant governor is a member of the Committee on Committees which appoints the committees. In Georgia he is chairman.  
 (g) When the lieutenant governor is a member of the senate majority party.

(h) Except for final passage  
 (i) Has authority to act in an emergency when the governor is absent from the state.  
 (j) May perform duties requested by the governor, but no power vested in the governor may be delegated.  
 (k) Except rules and legislative service committees.  
 (l) Only with sponsor's request.  
 (m) By tradition, the lieutenant governor appoints those persons suggested by the party leaders.  
 (n) Appoints study committees but not standing committees.  
 (o) Only when governor is continuously absent or suffers a temporary disability. The state supreme court must determine when such a situation exists.

TABLE 11

ANNUAL SALARY OF THE LIEUTENANT GOVERNOR,  
ALL STATES, 1980.

<u>STATE</u>	<u>ANNUAL SALARY</u>	<u>PART-TIME/ FULL-TIME RESPONSIBILITIES</u>
ALABAMA	\$11,835*	
ALASKA	47,304*	
ARIZONA	No Lt. Gov.	---
ARKANSAS	14,000	full-time
CALIFORNIA	42,500	full-time
COLORADO	25,000 <sup>1/</sup>	full-time
CONNECTICUT	18,000*	
DELAWARE	14,300	part-time
FLORIDA	44,814*	
GEORGIA	20,350	part-time
HAWAII	45,000	full-time
IDAHO	12,000	part-time
ILLINOIS	43,725*	
INDIANA	23,000 <sup>2/</sup>	full-time
IOWA	19,200*	
KANSAS	13,500	
KENTUCKY	38,640	full-time
LOUISIANA	58,673	full-time
MAINE	No Lt. Gov.	---
MARYLAND	52,500	full-time
MASSACHUSETTS	40,000	
MICHIGAN	45,000	full-time
MINNESOTA	40,000	full-time
MISSISSIPPI	34,000	full-time
MISSOURI	16,000 <sup>3/</sup>	part-time
MONTANA	28,700	full-time
NEBRASKA	32,500*	
NEVADA	8,000	part-time
NEW HAMPSHIRE	No Lt. Gov.	---
NEW JERSEY	No Lt. Gov.	---
NEW MEXICO	35,000	full-time
NEW YORK	45,000*	
NORTH CAROLINA	45,636	full-time
NORTH DAKOTA	27,500	full-time
OHIO	30,000	full-time
OKLAHOMA	27,500	full-time
OREGON	No Lt. Gov.	---
PENNSYLVANIA	49,500	full-time
RHODE ISLAND	30,500	full-time
SOUTH CAROLINA	30,000	part-time

TABLE 11 (continued)

<u>STATE</u>	<u>ANNUAL SALARY</u>	<u>PART-TIME/ FULL-TIME RESPONSIBILITIES</u>
SOUTH DAKOTA	13,000	part-time
TENNESSEE	12,462	part-time
TEXAS	7,200 <sup>7/</sup>	
UTAH	26,500 <sup>4/</sup>	full-time
VERMONT	19,200*	
VIRGINIA	16,000	
WASHINGTON	28,600 <sup>5/</sup>	full-time
WEST VIRGINIA	No Lt. Gov.	---
WISCONSIN	36,151 <sup>6/</sup>	full-time
WYOMING	No Lt. Gov.	---

<sup>1/</sup> \$32,500 effective January, 1983

<sup>2/</sup> \$34,000 effective February, 1981

<sup>3/</sup> \$30,000 effective January, 1981

<sup>4/</sup> \$33,500 effective January, 1981

<sup>5/</sup> Plus a sum equal to 1/260th of the difference between the annual salary of the Governor and Lieutenant Governor for each day the Lieutenant Governor fills in for the Governor.

<sup>6/</sup> \$41,390 effective January, 1983

<sup>7/</sup> Plus daily salary equal to Governor's when the Governor is out of the state.

\*Council of State Governments.

TABLE 12

ANNUAL SALARY OF THE SPEAKER,  
ALL STATES, 1980.

<u>STATE</u>	<u>ANNUAL SALARY</u>
ALABAMA	\$ 1,260*
ALASKA	12,250*
ARIZONA	6,000
ARKANSAS	10,000
CALIFORNIA	25,555
COLORADO	12,000 <sup>1/</sup>
CONNECTICUT	8,500*
DELAWARE	10,548*
FLORIDA	15,000*
GEORGIA	25,600
HAWAII	12,000
IDAHO	5,115
ILLINOIS	38,000*
INDIANA	11,000 <sup>2/</sup>
IOWA	18,000*
KANSAS	6,580*
KENTUCKY	6,095
LOUISIANA	32,000
MAINE	5,250
MARYLAND	21,750 <sup>3/</sup>
MASSACHUSETTS	40,494*
MICHIGAN	40,000
MINNESOTA	25,900
MISSISSIPPI	34,000
MISSOURI	17,500
MONTANA	4,387
NEBRASKA	--
NEVADA	4,800
NEW HAMPSHIRE	225
NEW JERSEY	24,000
NEW MEXICO	2,400 <sup>5/</sup>
NEW YORK	44,500*
NORTH CAROLINA	13,860
NORTH DAKOTA	2,350
OHIO	35,000
OKLAHOMA	18,948 <sup>5/</sup>
OREGON	15,969 <sup>4/</sup>
PENNSYLVANIA	39,000
RHODE ISLAND	600
SOUTH CAROLINA	21,000

TABLE 12 (continued)

<u>STATE</u>	<u>ANNUAL SALARY</u>
SOUTH DAKOTA	\$ 3,000
TENNESSEE	12,462
TEXAS	7,200
UTAH	1,500 <sup>5/</sup>
VERMONT	5,250*
VIRGINIA	16,000
WASHINGTON	9,800*
WEST VIRGINIA	5,136
WISCONSIN	19,767 <sup>6/</sup>
WYOMING	990*

<sup>1/</sup> \$15,000 effective January, 1981

<sup>2/</sup> \$12,600 effective January, 1981

<sup>3/</sup> \$22,600 effective January 1981 and \$23,500 effective January, 1982

<sup>4/</sup> \$16,800 effective January, 1981

<sup>5/</sup> Same salary as other legislators

<sup>6/</sup> \$22,632 effective January, 1983

\* Council of State Governments

