

State of Michigan



2021 Report of the State Officers Compensation Commission

Members: Dan DeGrow, Chair
Phyllis Browne
Robert Emerson
Vincent Gregory
Gerald Hildenbrand
Osama Siblani
Paula Zelenko

Secretary: Janine M. Winters, State Personnel Director
(ex officio)

Executive Summary of 2021 SOCC Determinations

The previously approved salaries and allowances for the elected state officers, which will continue in effect for 2023 and 2024 if the 2021 SOCC determination is not approved, are:

Salaries:

Governor	\$159,300
Lt. Governor	\$111,510
Justice	\$181,483
Legislator	\$71,685
Attorney General	\$112,410
Secretary of State	\$112,410

Expense allowances:

	Annual Expense Allowance
Governor	\$54,000
Lt. Governor	\$18,000
Legislator	\$10,800

Legislative supplements:

Leadership Position	Annual Supplement
Speaker of the House	\$24,300
Senate Majority Leader	\$23,400
Minority Leader	\$19,800
Majority Floor Leader	\$10,800
Minority Floor Leader	\$9,000
Appropriations Committee Chair	\$6,300
House Speaker Pro Tempore	\$4,962
Senate President Pro Tempore	\$4,962

The 2021 State Officers Compensation Commission recommends additional 2% increases to previously approved salaries with no changes for allowances and supplements. If a concurrent resolution were adopted by a majority of both houses accepting the 2021 determination, instead of the salaries listed above for both 2023 and 2024, the salaries would instead be as provided below.

Salaries:

	2023 Salary	2024 Salary
Governor	\$162,486	\$165,736
Lt. Governor	\$113,740	\$116,015
Justice	\$185,113	\$188,815
Legislator	\$73,119	\$74,581
Attorney General	\$114,658	\$116,951
Secretary of State	\$114,658	\$116,951

Introduction

The State Officers Compensation Commission (SOCC) met to fulfill its constitutional mandate to make determinations for salaries and expense allowances of the legislature, governor, lieutenant governor, attorney general, secretary of state, and justices.

Enabling legislation permits the commission to meet for up to 15 session days after January 31 each odd-numbered year. SOCC determinations must be filed with both houses of the legislature and the director of the Department of Technology, Management and Budget by June 15.

SOCC determinations become the salaries and expense allowances only if approved by a concurrent resolution adopted by a majority of each house. The resolution may amend SOCC determinations to reduce the salary and expense allowance by the same proportion for all offices, but it cannot be amended to reduce the determinations below the amounts in place when the determinations were made. If approved by the legislature, salaries and expense allowances become effective for the legislative session after the next general election.

The commission's authority has been addressed by the attorney general and court decisions clarifying that the SOCC is limited to determining salaries and expense allowances. It has no authority to determine other fringe benefits, but it may consider the value of such benefits in considering compensation adjustments. Expense allowances determinable by the commission have been defined to mean normal, reimbursable personal expenses such as food, lodging, and travel costs incurred by the officer in carrying out the responsibilities of state office.

Criteria historically used by the SOCC in its determinations include the jobs' responsibility levels, the compensation's effectiveness to attract individuals with the education and experience required, comparison with similar positions in other states and with positions of similar responsibility in the private and public sectors, the public sentiment, the financial condition of the state and outlook for the state's economy, and the cost of living.

2021 Process and Determinations

The 2021 State Officers Compensation Commission met online due to the public-health situation on May 7, 2021.

The commission received testimony on Michigan's economic forecast from the Department of Treasury and State Budget Office. The commission was also briefed on the SOCC process and on a salary-and-benefits survey comparing compensation of Michigan's officers to that of counterparts in other states. The survey included data on the national ranking of salaries for Michigan's governor (16th), lieutenant governor (18th), justices (36th), legislators (4th among 7 full-time legislatures), attorney general (37th), and secretary of state (22nd).

Staff also summarized legislative action taken on last cycle's recommendation, which included 5% raises in 2021 and 2022 for justices. Those raises were approved by both houses, but because action was not taken until after last November's general election, they could not take effect this or next year. The raises are included in the new baseline salaries for justices and will take effect from January 1, 2023. This will raise the justices' salary to \$181,483, which will elevate their pay back above that for judges of the court of appeals.

No elected officers addressed the commission or requested specific changes in compensation.

After discussion among the commission, a motion was adopted to recommend increases to previously approved salaries by 2% for all officers for both 2023 and 2024. No changes were recommended for allowances and supplements. These levels are reflected in the executive summary above. The commission adopted this determination by a vote of five to one, with Commissioner Browne voting against and Commissioner Hildenbrand absent.