

November 19, 2018

TO: The Honorable Nathan Deal, Governor
The Honorable Casey Cagle, Lieutenant Governor
The Honorable David Ralston, Speaker of the House of Representatives

Dear Governor, Lieutenant Governor, and Mr. Speaker:

On behalf of the State Commission on Compensation, established by Section 45-7-90, I hereby offer the Commission's report for your consideration and appropriate action.

Commission members are pleased to serve the great State of Georgia in recommending appropriate compensation levels to attract high quality candidates for those officers and assembly members who serve our citizens. We are available to provide any required information and assistance to the General Assembly as they deliberate on legislation and other actions necessary to carry out the recommendations contained in this report.

Sincerely,



Ryan Teague
Chairman

c: Teresa A. MacCartney, State Chief Financial Officer, Director of Office of Planning and Budget
Yvonne Turner, Deputy Director, Office of Planning and Budget
Terry England, House Appropriations Chairman
Jack Hill, Senate Appropriations Chairman
Martha Wigton, House Budget Director
Melody DeBussey, Senate Budget Director

Members of the State Commission on Compensation

Appointed by the Governor

Mr. Ryan Teague, Commission Chairman

Mr. Gene Rackley

Mr. Marshall Guest

Appointed by the Lieutenant Governor

Mrs. JaNice Van Ness

Mr. James (Jim) Edwards

Appointed by the Speaker of the House of Representatives

Mr. Craig Barrs

Ms. Barbara Sims

Support Staff

The Governor's Office of Planning and Budget

2018 Compensation Study

Executive Summary

- The Commission recommends increases in the salaries of Constitutional Officers
- The Commission recommends increases in the salaries of members of the General Assembly.
- The Commission recommends an increase to the base salaries of the Speaker of the House, President Pro Tempore, and Speaker Pro Tempore and a removal of the salary supplement.

Introduction

The Georgia Constitution empowers the General Assembly to prescribe the powers, duties, compensation, and allowances of certain executive officers and provide assistance and expenses necessary for the operation of the department of each. The Official Code of Georgia (O.C.G.A.) § 45-7-4 specifically sets the salaries for certain state officials, including the Governor, Lieutenant Governor, Commissioner of Agriculture, Attorney General, Commissioner of Insurance, Commissioner of Labor, Public Service Commissioners, State School Superintendent, Secretary of State, and members of the General Assembly. Salaries set forth by this section were last updated by HB 100 in the 1999 legislative session. In the years from 1999 to the present, these officers received nominal pay increases pursuant to O.C.G.A. § 45-7-4(b) which states, “Salaries may be increased by the General Assembly in the General Appropriations Act by a percentage not to exceed the average percentage of the increase in salary as may from time to time be granted to employees of the executive, judicial, and legislative branches of government.”

Compensation Changes for Constitutional Officers 1973 to Present

Position	Legislative Session							
	1973 SB 108	1978 HB 262	1980 SB 42 ^b	1983 HB 189	1985 HB 270	1988 HB 1342	1994 HB 1398	1999 HB 100
Secretary of State	35,000	38,400		49,900	60,500	67,756		102,708
Attorney General	40,000	46,000			62,000	69,315	90,000	114,633
State School Superintendent	35,000	43,200			62,000	69,315		102,708
Commissioner of Insurance				49,900	60,500	67,744		100,396
Commissioner of Agriculture	35,000	38,400		49,900	60,500	67,756		100,429
Commissioner of Labor	35,000	23,000 ^a			60,500 ^c	67,756 ^c		100,418 ^c
Public Service Commissioners	35,000	38,400		49,900	58,000	65,190		96,655

- The Commissioner of Labor, as administrator of the Georgia Employment Security Law, in addition to the above amount, shall be entitled to and shall receive from and out of funds derived from federal grants to the State for administration of said law, such compensation as may be approved by the appropriate federal agency in an amount determined to be commensurate with the duties imposed by the Employment Security Law together with authorized travel expenses incurred in connection with the performance of official duties from funds appropriated and available for that purpose.
- "The annual salary being received on June 30, 1980, of each State official listed above, except members of the General Assembly, who is not a contributing member of a State retirement system and, therefore, does not benefit by or participate in any program whereunder a portion of the employee contributions to the State retirement system are made on behalf of the employee by the employer, shall be increased by 8%, effective on July 1, 1980."
- The above amount of salary for the Commissioner of Labor shall include any compensation received from the United States government and the amount of state funds paid shall be reduced by the amount of compensation received from the United States government.

2018 Compensation Study

1973 to Present

Position	Legislative										
	1973 SB	1978 HB	1981 SB 87	1983 HB	1985 HB 78 ^d	1985 HB 270	1985 HB 78	1988 HB	1988 HB	1996 HB	1999 HB
Lieutenant Governor	25,000	28,846		39,90		45,000		54,920			
President Pro Tempore	10,000	10,000			12,800		12,800		14,800 ^a	14,800	21,000
Speaker of the House	25,000	25,000	30,000	39,90	42,700	47,800 ^c		57,720 ^c			63,920 ^c
Speaker Pro Tempore	10,000	10,000			12,800		12,800		14,800 ^a	14,800	21,000
General Assembly Member	7,200	7,200			10,000		10,000			10,000	16,200

- a. The President Pro Tempore of the Senate and the Speaker Pro Tempore of the House of Representatives shall also receive the salary and allowances authorized as a member of the General Assembly.
- b. The Speaker of the House of Representatives shall also receive the salary and allowances authorized as a member of the General Assembly.
- c. The Speaker of the House of Representatives shall also receive the salary and allowances authorized as a member of the General Assembly. Upon the taking of office by the members of the General Assembly on the convening day of the regular session of the General Assembly in 1983, the annual salary of the Speaker of the House of Representatives shall become \$22,800. After such date, the Speaker shall also receive as additional salary a sum equal to the amount of salary over \$30,000 per annum which is received by the Lieutenant Governor as of that date or thereafter; and the salary of the Speaker shall be adjusted at the beginning of each term so as to include such additional sum.
- d. When employees of the executive, judicial, and legislative branches of government receive a cost-of-living increase of a certain percentage, the members of the General Assembly shall receive a cost-of-living increase of one-half the percentage applicable to such state employees.
- e. Language revised striking "other than" and inserting "including" members of the General Assembly, the Speaker of the House of Representatives, the President Pro Tempore of the Senate, and the Speaker Pro Tempore of the House of Representatives, may be increased by the General Assembly in the General Appropriations Act by a percentage not to exceed the average percentage of the general increase in salary as may from time to time be granted to employees.

The State Commission on Compensation was established for the purpose of assisting the General Assembly in setting the compensation of constitutional state officers, including members of the General Assembly and full-time heads of state agencies, authorities, boards, bureaus, commissions, committees, and departments whose compensation is set by the Constitution, by law, or by Act of the General Assembly. O.C.G.A. § 45-7-94 requires that,

"The commission shall make a study of the compensation currently being paid by the state to all constitutional state officers, including members of the General Assembly and all full-time heads of state agencies, authorities, boards, bureaus, commissions, committees, and departments whose compensation is set by the Constitution of Georgia, by law, or by an Act of the General Assembly; and the commission shall compare such compensation with that currently being received by officers and employees serving in comparable positions with the federal government, this state, other states, local governments, and in industry, business, and the professions. In making this comparative study, the commission shall utilize all available data pertaining to prevailing market rates and relating to the costs and standards of living of persons in comparable positions."

2018 Compensation Study

Accordingly, the objectives of the Commission, with respect to Constitutional Officers and members of the General Assembly, are:

- A. To recommend a base salary that compares favorably with those set for executive branch officials or legislative members in states of similar complexity and size;
- B. To recommend a base salary that will assure that state service can attract competent and effective people and compensate elected officials adequately for the time and experience required to perform the assigned duties of the office in which they serve;
- C. To recommend a base salary to recognize changes in cost of living based on the Consumer Price Index (CPI).

Analysis of Compensation Levels of State Officials

I. Roles and Responsibilities of Officers

To appropriately compare compensation levels for a given office with state and local positions, the roles and responsibilities for each position are detailed below.

The Georgia Constitution states that “The Secretary of State, Attorney General, State School Superintendent, Commissioner of Insurance, Commissioner of Agriculture, and Commissioner of Labor shall be elected in the manner prescribed for the election of members of the General Assembly and the electors shall be the same. Such executive officers shall be elected at the same time and hold their offices for the same term as the Governor.” The Constitution also states that “There shall be a Public Service Commission for the regulation of utilities which shall consist of five members who shall be elected by the people. The Commissioners in office on June 30, 1983, shall serve until December 31 after the general election at which the successor of each member is elected. Thereafter, all succeeding terms of members shall be for six years. Members shall serve until their successors are elected and qualified. A chairman shall be selected by the members of the commission from its membership.” The Commission recognizes that each of these elected positions is a full-time job that requires a skill set to manage an agency and perform the statutorily required responsibilities.

- **Georgia Secretary of State** – The Secretary of State is responsible for the administration of secure, accessible, and fair elections; registration of corporations; regulation of charities and securities; and oversight of professional license holders. In addition, the Secretary of State is charged with keeping the great seal and archiving documents of public record related to the state and its offices. (See Appendix H for full job description)
- **Georgia Attorney General** – The Attorney General, as set forth in the Georgia Constitution and the Georgia Code (O.C.G.A. §§ 45-15-1, 45-15-30), is to serve as the chief legal officer for the State of Georgia. The Attorney General speaks for the legal interests of the state. Pursuant to the Attorney General's broad mission, the Attorney General is responsible for providing skilled legal counsel and representation to the state, its officers, agencies, and boards on a wide range of legal matters. (See Appendix H for full job description).

2018 Compensation Study

- **State School Superintendent** – The State School Superintendent serves as the executive officer of the State Board of Education and the administrative chief executive officer of the Georgia Department of Education (O.C.G.A. § 20-2-241). (See Appendix H for full job description).
- **Commissioner of Insurance** – The Commissioner of Insurance shall serve as the chief officer of the Department of Insurance (O.C.G.A. § 33-2-1). The Commissioner of Insurance acts as the head of three departments or offices: The Department of Insurance, The Office of Safety Fire, The Office of Industrial Loan (See Appendix H for full job description).
- **Commissioner of Agriculture** - The Commissioner of Agriculture shall serve as the chief administrative officer of the Department of Agriculture. The Commissioner is responsible for consumer protection that encompasses: food safety, animal health, animal protection, fuels, weights and measures, plant health, structural pest control, agricultural inputs, and agricultural marketing. The Commissioner’s regulatory duties are codified in Titles 2, 4, 10, 26, and 43 of the Official Code of Georgia Annotated. (See Appendix H for full job description).
- **Commissioner of Labor** – The Commissioner of Labor is responsible for implementing the state’s labor regulations in all sectors of employment, overseeing the state’s unemployment insurance and the programs designed to get unemployed individuals back to work. In addition, the Commissioner of Labor is also charged with producing statistics regarding the status of the state’s workforce (O.C.G.A. § 34-2-6). (See Appendix H for full job description).
- **Public Service Commissioners** – The Public Service Commission (PSC) consists of five members who are elected via statewide elections; the state is divided into five districts. To be elected as a member of the commission, a person should have resided in the district for at least 12 months prior to the election. The commission has supervision of all common carriers, railroad or street railroad companies, dock companies, terminal or terminal station companies, telephone companies, gas or electric light and power companies, and private companies who operate rapid rail passenger service lines within the state (O.C.G.A. § 46-2-20). (See Appendix H for full job description).

The General Assembly is comprised of a Senate and House of Representatives. To be elected to a position within the General Assembly, members must meet the qualifications prescribed in the State Constitution. All members of the General Assembly must be U.S. citizens, a citizen of Georgia for at least two years, and residents of their district for at least one year. House members must be at least 21 years of age and members of the Senate must be at least 25 years old. (Ga. Const. Art. III, Para. III).

- **General Assembly** – The General Assembly is composed of two chambers, the House of Representatives and the Senate. Every two years, members are elected to represent their constituency in each chamber. The General Assembly is responsible for the legislative power of the state. Members meet every year for 40 legislative days to set the state’s annual operating budget and repeal, propose, and enact laws consistent with the Georgia and United States constitutions. (Ga. Const. Art. III).
- **Lieutenant Governor** - The Lieutenant Governor is elected at the same time, for the same term, and in the same manner as the Governor. The Lieutenant Governor acts as the President of the Senate and is responsible for carrying out such executive duties as are prescribed by the Governor or by law. As the head of the Senate, the Lieutenant Governor presides over debate and oversees the movement of legislation through the chamber. He or she also oversees non-legislative matters pertaining to the Senate, such as staff and legislative

2018 Compensation Study

offices. In the event the Governor is incapacitated, the Lieutenant Governor also exercises the Governor's executive powers until either the Governor recovers or the gubernatorial term expires. (Ga. Const. Art. V, Sec. I, Para. III).

- **President of the Senate** – The acting Lieutenant Governor serves as the President of the Senate.
- **President Pro Tempore** - The President Pro Tempore is elected by the Senate from among its members. The President Pro Tempore has all of the responsibilities of other members of the Senate and acts as President if the Lieutenant Governor is unable to carry out his or her duties. In case of the death, resignation, or permanent disability of the Lieutenant Governor or in the event the Lieutenant Governor succeeds to the executive power, the President Pro Tempore becomes President until the next general election. (Ga. Const. Art. III, Sec. III, Para. I).
- **Speaker of the House** – The Speaker of the House is elected by the House of Representatives from among its members. As the head of the House, the Speaker presides over debate in the House and oversees the movement of legislation through the chamber. The Speaker is responsible for appointing committee chairpersons and assigning members of the House to suitable committees. He or she also oversees non- legislative matters pertaining to the House, such as staff and legislative offices. (Ga. Const. Art. III, Sec. III, Para. II).
- **Speaker Pro Tempore** - The Speaker Pro Tempore is elected by the House of Representatives from among its members. The Speaker Pro Tempore has all of the responsibilities of other members of the House and acts as the Speaker if the Speaker is unable to carry out his or her duties. In case of the death, resignation, or permanent disability of the Speaker the Speaker Pro Tempore serves until a new Speaker is elected. (Ga. Const. Art. III, Sec. III, Para. II).

II. Comparison of Salaries of Officials with States of Similar Complexity and Size

Georgia has seen significant population growth in recent years. According to the United States Census Bureau, the population of Georgia is estimated at 10.4 million as of July 1, 2017, which is a 27.40% increase since the 2000 Census and 7.66% since the 2010 Census. Georgia is one of nine states with populations exceeding 10 million. As of the July 2017 estimate, Georgia, Illinois, North Carolina, Ohio, and Pennsylvania are states with population estimates between 10 – 15 million, with Georgia and North Carolina seeing the most growth during that time period.

Pursuant to the statute, the Commission analyzed salary data for states with population and growth to that like the State of Georgia as indicated in Figure 1. Although North Carolina and Georgia have seen population growth in comparable numbers, the study was bench-marked on the State of Pennsylvania for the following reasons:

1. The population in Georgia and North Carolina was significantly lower than that of Illinois, Pennsylvania, and Ohio in both the 2000 and 2010 census. However, both states are showing steady growth with Georgia showing more growth in the 2017 estimate.
2. The 2017 estimate records a population decline for the State of Illinois.
3. The Census Data shows more population growth in the South as compared to other regions. (Figure 2)

2018 Compensation Study

Figure 1

	Census Facts		
	2000	2010	2017 July 1 Estimate
Georgia	8,186,453	9,687,653	10,429,379
Illinois	12,419,293	12,830,632	12,802,023
North Carolina	8,049,313	9,535,483	10,273,419
Ohio	11,353,140	11,536,504	11,658,609
Pennsylvania	12,281,054	12,702,379	12,805,537

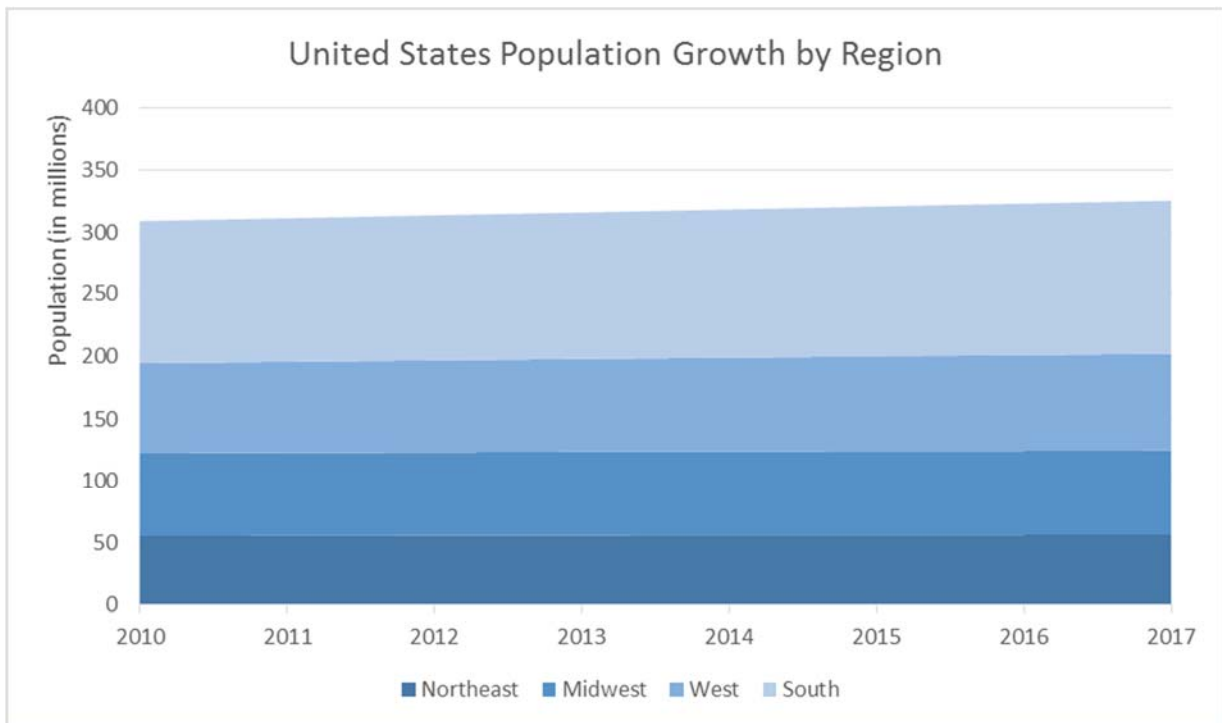


Figure 2

Regarding annual salaries for state officials, Georgia ranks 13th overall for the Secretary of State, 19th for the Attorney General, 39th for the State School Superintendent, 29th for the Insurance Commissioner, 29th for Agriculture Commissioner, 28th for the Labor Commissioner, and 33rd for the Public Service Commissioner. (See Appendix D) The Commission analyzed salary data for states with populations between 10 – 15 million.

State	Population	Attorney General	Secretary of State	State School Superintendent	Agriculture Commissioner	Insurance Commissioner	Labor Commissioner	Public Service Commission (PSC)	No. of PSC
Georgia	10,429,379	\$139,169	\$123,637	\$123,270	\$121,557	\$120,394	\$122,786	\$118,781	5
Illinois	12,802,023	\$156,541	\$156,541	\$225,000	\$133,273	\$135,081	\$124,090	\$130,008	5
North Carolina	10,273,419	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$141,947	7
Ohio	11,658,609	\$109,553	\$109,553	\$184,496	\$134,846	\$145,395	\$97,385	\$132,496	5
Pennsylvania	12,805,537	\$162,115	\$140,291	\$155,879	\$140,291	\$140,291	\$155,879	\$150,585	5

2018 Compensation Study

Georgia ranks 24th in annual salaries for Lieutenant Governors. However, the Commission was unable to fairly rank the salaries for General Assembly members and Speakers of the House because the base salaries are supplemented in some states. (See Appendix E)

The Commission analyzed salary data for states with similar district sizes for both Chambers. The total legislative seats for states range from 49 seats to 424. The State of Georgia has 236 legislative seats, 56 Senate and 180 House seats. Georgia is 1 of 5 states with greater than 200 total legislative seats. The data was inconclusive as to the number of constituents served when basing the analysis on the number of legislative seats alone. Therefore, the Commission further isolated the data to the number of constituents served per Senate District and per House District. Below is the comparison for each chamber respectively.

1. Senate Criteria: Average Constituents Served from 175,000 – 225,000.
 - a. Five states have annual sessions;
 - b. The legislative days for Georgia, Missouri, and Tennessee are not year-round.

State	Senate Seats	Average Constituents Per Senate District	General Assembly Salary	Session Type	Budget Type	Total Legislative Days
Georgia	56	184,114	\$17,342	Annual	Annual	40 L
Illinois	59	216,975	\$67,836	Annual	Annual	Year-round
Missouri	34	179,206	\$35,915	Annual	Annual	30-May
New Jersey	40	223,612	\$49,000	Annual	Annual	Year-round
North Carolina	50	202,936	\$13,951	Biennial	Annual	Year-round
Tennessee	33	201,551	\$22,667	Annual	Annual	90 L
Virginia	40	210,295	\$18,000/y Senate; \$17,640/y House	Biennial	Annual	Odd-30 C, Even-60 C
Wisconsin	33	175,112	\$50,950	Biennial	Annual	Year-round

2. House Criteria: Average Constituents served from 45,000 – 65,000.
 - a. Three States have annual sessions;
 - b. The legislative days for Alabama and Georgia are not year-round.

State	House Seats	Average Constituents per House District	General Assembly Salary**	Session Type	Budget Type	Total Legislative Days
Alabama	105	46,317	\$42,830	Annual	Annual	30 L in 105 C
Georgia	180	57,280	\$17,342	Annual	Annual	40 L
Pennsylvania	203	62,976	\$87,180	Annual	Annual	Year-round
Wisconsin	99	58,371	\$50,950	Biennial	Annual	Year-round

3. The Commission further explored the salaries of local elected commissioners in comparison to state legislators. The data source for the review is the 2018 Wage and Salary Survey that each local government participant provided to the Georgia Department of Community Affairs. The Commission determined that the annual salary for a:
 - a. County Commissioner ranged from \$306 - \$171,976. (Appendix F)
 - i. High – Bartow County
 - ii. Low – Webster County Unified
 - iii. Average salary for the top nine most populated Georgia Counties - \$37,102
 - b. City Council Member ranged from \$24 - \$36,000. (Appendix G)
 - i. High – City of Oakwood
 - ii. Low – City of Pitts

2018 Compensation Study

Top Nine Most Populated Georgia Counties				
Government	Title/Position	Salary	Annual Supplement	Pay Basis
Chatham County	County Commissioner	\$30,185		Annually
Cherokee County	County Commissioner	\$33,116		Annually
Clayton County	County Commissioner	\$27,159	\$1,582	Annually
Cobb County	County Commissioner	\$36,400	\$7	Annually
DeKalb County	County Commissioner	\$40,531		Annually
Forsyth County	County Commissioner	\$39,657		Annually
Fulton County	County Commissioner	\$43,769		Annually
Gwinnett County	County Commissioner	\$46,200		Annually
Henry County	County Commissioner	\$36,900		Annually

III. Analysis of Total Compensation Levels for State Officials

During the 1999 legislative session, HB 100 updated O.C.G.A. § 45-7-4 to reflect the salaries for Constitutional Officers and members of the General Assembly. Except for members of the General Assembly, the Commission recognizes that each of these elected positions are full-time jobs. Furthermore, the Commission also recognizes that time devoted by them to the public far exceeds the 40 legislative days. Some members forgo higher wages in other careers to fulfill the commitment to public service.

Benefits and Pay

Employee Contributions								
Position	Salary	Sick Leave	Annual Leave*	Educational Leave	FICA	Insurance	Retirement**	Compensation
Secretary of State	\$123,637	\$7,133	\$7,133	\$476	\$9,458	\$37,652	\$26,928	\$212,417
Attorney General	\$139,169	\$8,029	\$8,029	\$535	\$9,904	\$42,383	\$30,311	\$238,360
State School Superintendent	\$123,270	\$7,112	\$7,112	\$474	\$9,430	\$37,541	\$25,763	\$211,786
Commissioner of Insurance	\$120,394	\$6,946	\$6,946	\$463	\$9,210	\$36,665	\$26,222	\$206,846
Commissioner of Agriculture	\$121,557	\$7,013	\$7,013	\$468	\$9,299	\$37,019	\$26,475	\$208,843
Commissioner of Labor	\$122,786	\$7,084	\$7,084	\$472	\$9,393	\$37,393	\$26,743	\$210,955
Public Service Commissioners	\$118,781	\$6,853	\$6,853	\$457	\$9,087	\$36,174	\$25,871	\$204,075

*Based on 120 hours of accrued leave per year; Additional leave can be accrued for officers with more than 5 years of service.

**The rate for non-law enforcement state employees hired on and after January 1, 2009 is 21.78% for the defined benefit portion. This does not include the up to 3% employer match for those employees enrolled in Georgia 401(k) savings plan. The State School Superintendent is a member of TRS.

2018 Compensation Study

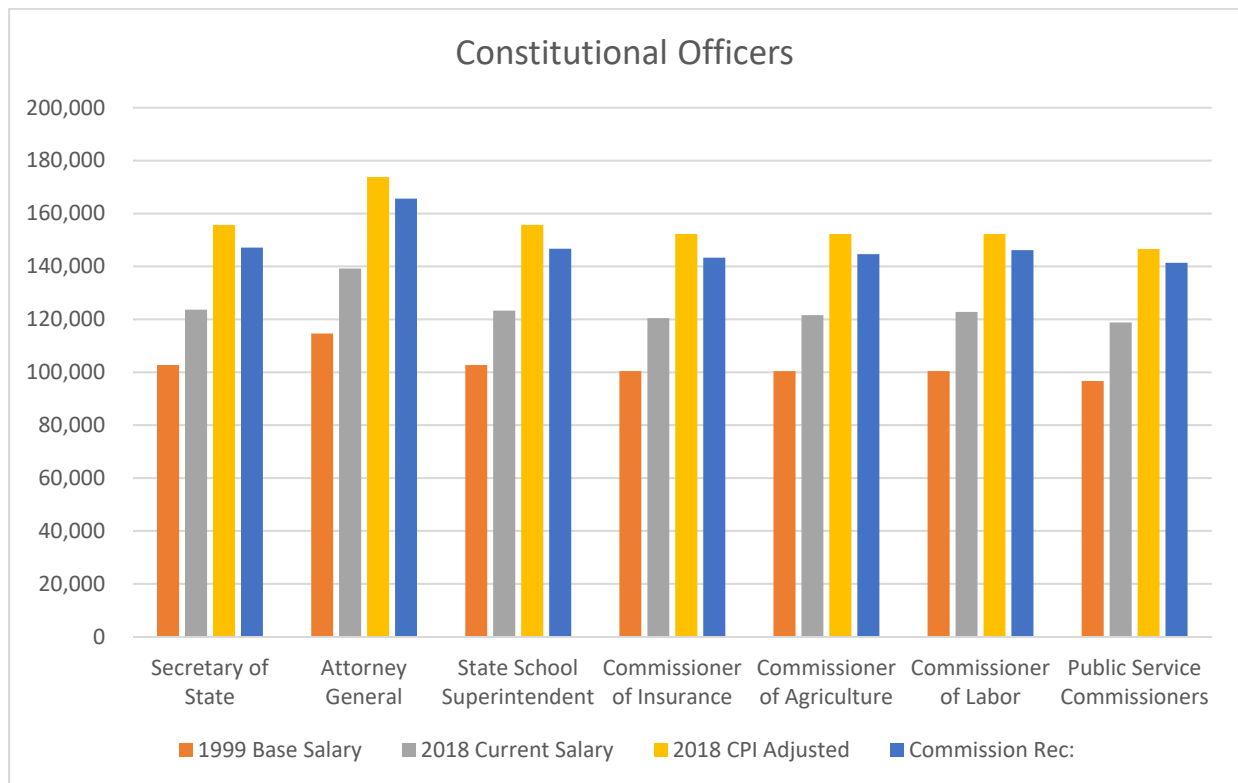
Benefits and Pay

Employer Contributions						
Position	Annual Salary	Additional Pay	FICA	Health Insurance	Retirement	Total Compensation
Lieutenant Governor	\$91,609	\$0	\$7,008	\$27,895	\$740	\$146,464
President Pro Tempore	\$17,342	\$4,800	\$1,694	\$6,743	\$740	\$31,363
Speaker of the House	\$17,342	\$81,741	\$7,580	\$30,175	\$783	\$137,622
Speaker Pro Tempore	\$17,342	\$4,800	\$1,694	\$6,743	\$783	\$31,363
Senator	\$17,342	\$0	\$1,327	\$5,281	\$740	\$24,734
Representative	\$17,342	\$0	\$1,327	\$5,281	\$783	\$24,734

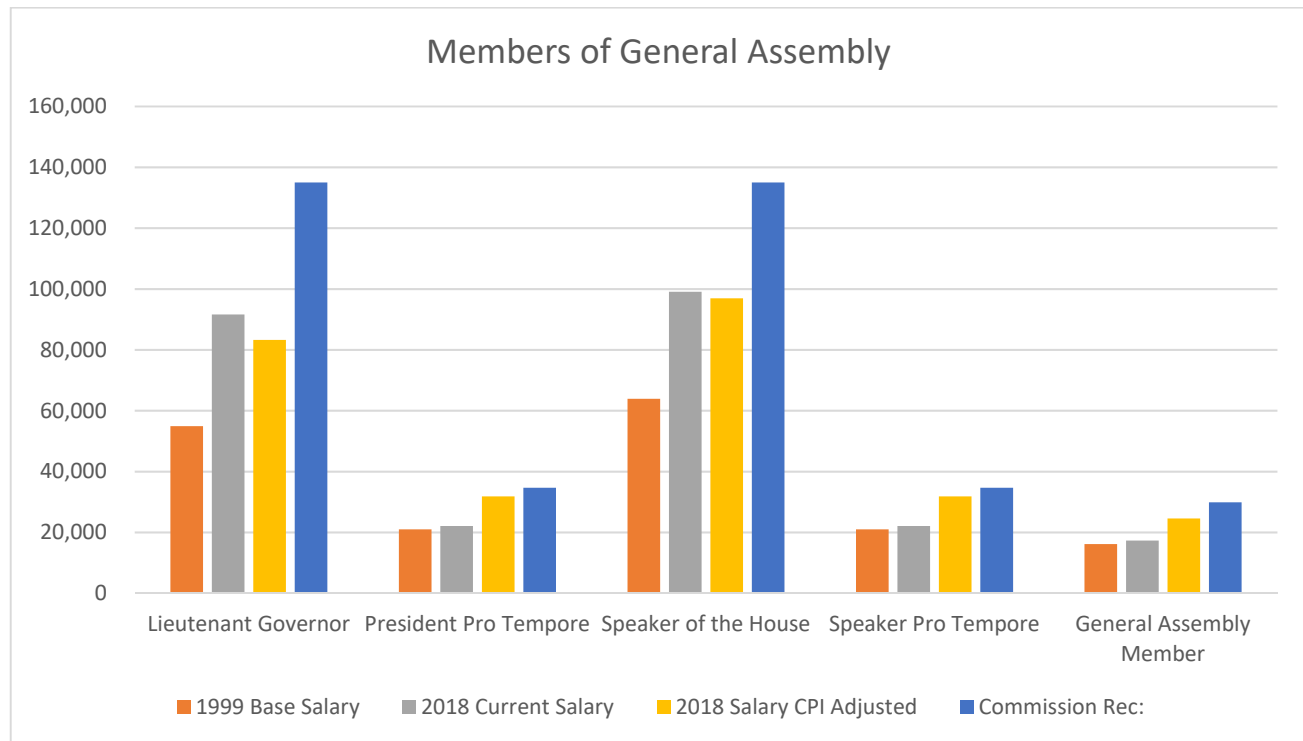
* All Legislators are eligible for reimbursable expenses up to \$7,000 which is not included in Total Compensation

IV. Impact of Cost of Living Adjustments on Salaries of State Officials

The Commission considered the impact of inflation on the salaries for the Constitutional Officers and members of the General Assembly as it measures to the Consumer Price Index (CPI), which is a monthly measure by the Bureau of Labor Statistics. The charts below compare the codified salary against the salary adjusted for inflation between 1999 and 2018.



2018 Compensation Study



Commission Recommendations

- The Commission determined that the Secretary of State, Attorney General, State School Superintendent, Commissioner of Insurance, Commissioner of Agriculture, and Commissioner of Labor are full-time positions with the responsibility of overseeing the day-to-day operations of their respective office. Therefore, the committee recommends a 19% increase in the salaries for these Constitutional Officers. The recommended salaries are comparable to the salaries of other state agency heads as well as the salaries of states with similar complexity and size.
 - Secretary of State - \$147,128
 - Attorney General - \$165,611
 - State School Superintendent - \$146,691
 - Commissioner of Insurance - \$143,269
 - Commissioner of Agriculture – \$144,653
 - Commissioner of Labor - \$146,115
- The Commission determined that there are five Public Service Commissioners that share the responsibility of managing the office. Although elected statewide, each respective commissioner represents the district for which they were elected. Furthermore, the Commission determined that the Public Service Commissioners received a 2% increase in July 2017. Therefore, the Commission recommends a 17% increase in the salaries for Public Service Commissioners. A Commissioner shall not receive the increase if he or she has less than 30 days left in their current term of service. The recommended salary is comparable to the salaries of other state agency heads as well as the salaries of states with similar complexity and size when the shared responsibilities are taken into consideration.
 - Public Service Commissioners - \$138,974
- The Commission determined that statute authorizes a salary supplement for the President Pro Tempore and Speaker Pro Tempore. The Commission recommends removing the salary supplement for the

2018 Compensation Study

President Pro Tempore and Speaker Pro Tempore and including the supplement in the base salary for each position for more transparency.

- The Commission determined that the State of Georgia is a growing state and the members of the General Assembly are serving more constituents within their respective district. The Commission recommends a salary increase for members of the General Assembly that is equivalent to the average salary paid to County Commissioners in the top nine most populated counties in Georgia. The Commission also recommends creating a \$6,000 salary differential for the President and Speaker Pro Tempore to compensate them for additional duties and responsibilities.
 - President Pro Tempore - \$35,908
 - Speaker Pro Tempore - \$35,908
 - General Assembly Member - \$29,908
- The Commission determined that the current salary for the Lieutenant Governor and Speaker of the House was not based on the full-time commitment for fulfilling the roles and responsibilities of the job they perform. The Commission also determined that the Speaker of House received a base salary of \$17,342 and a salary supplement of \$81,732. The salary supplement was based on a formula contingent upon the salary of the Lieutenant Governor. For consistency and more transparency, the Commission recommends removing the salary supplement for the Speaker and adjusting the salary for both the Lieutenant Governor and Speaker of the House positions.
 - Lieutenant Governor - \$135,000
 - Speaker of the House - \$135,000
- The Commission determined that other state elected officers holding full-time benefit eligible positions were a part of the Employee's Retirement System. The same consideration was not given to the position for the Speaker of the House. Therefore, the Commission recommends allowing the Speaker of the House to enroll as a member of the Employee's Retirement System.

2018 Compensation Study

Appendix A: Article 5. State Compensation Commission

§ 45-7-90. Creation; purpose

A State Commission on Compensation is established for the purpose of assisting the General Assembly in setting the compensation of constitutional state officers, including members of the General Assembly and full-time heads of state agencies, authorities, boards, bureaus, commissions, committees, and departments whose compensation is set by the Constitution, by law, or by Act of the General Assembly.

§ 45-7-91. Composition; qualifications, appointment, vacancies of members

(a) As used in this article, the term "commission" means the State Commission on Compensation.

(b) The commission shall be composed of seven members who shall serve for terms of four years and until their successors shall have been appointed and qualified. No person shall be qualified for appointment to office as a member of the commission if he or she is an officer or employee of the state at the time of his or her selection for appointment nor shall such officer's or employee's spouse, child, stepchild, parent, stepparent, grandparent, grandchild, sibling, or the spouse of such individuals be qualified for such appointment. Three members shall be appointed by the Governor, at least one of whom shall be regularly engaged in the field of business finance or business management. Two members shall be appointed by the Lieutenant Governor. Two members shall be appointed by the Speaker of the House of Representatives.

(c) Should any vacancy on the commission occur from death, resignation, or otherwise, the appointing authority shall appoint a successor member to serve during the unexpired term.

§ 45-7-92. Oath; expenses of members; meetings generally

Members of the commission shall take an oath to uphold the Constitution and laws of the United States and of the State of Georgia and shall receive a daily expense allowance and reimbursement for transportation costs as provided for in Code Section 45-7-21. All expenses incurred by the commission in the performance of its duties shall be paid from funds available to the General Assembly. The commission shall meet no more than 15 days in any year.

§ 45-7-93. Organizational meeting; employment of staff

The commission shall meet immediately after a majority of its members have taken the oath of office, shall select from the members one of their members to serve as chairperson, and shall adopt such rules and procedures as may be deemed necessary for the expeditious accomplishment of the obligations of the commission. The commission shall be authorized to employ staff personnel as necessary to accomplish commission objectives.

§ 45-7-94. Commission to make comparative study of compensation

The commission shall make a study of the compensation currently being paid by the state to all constitutional state officers, including members of the General Assembly and all full-time heads of state agencies, authorities, boards, bureaus, commissions, committees, and departments whose compensation is set by the Constitution of

2018 Compensation Study

Georgia, by law, or by an Act of the General Assembly; and the commission shall compare such compensation with that currently being received by officers and employees serving in comparable positions with the federal government, this state, other states, local governments, and in industry, business, and the professions. In making this comparative study, the commission shall utilize all available data pertaining to prevailing market rates and relating to the costs and standards of living of persons in comparable positions.

§ 45-7-95. Commission to file written report of recommended compensation

The commission shall file a written report based upon its studies in which a recommended compensation shall be stated for each constitutional state officer, including members of the General Assembly and all full-time heads of state agencies, authorities, boards, bureaus, commissions, committees, and departments whose compensation is set by the Constitution of Georgia, by law, or by Act of the General Assembly. A copy of such report shall be filed with the Governor, Lieutenant Governor, Speaker of the House of Representatives, Clerk of the House of Representatives, Secretary of the Senate, and legislative counsel. The commission shall file the written report at least 90 days prior to the convening of the General Assembly in regular session at which the general appropriations bill is first considered. The written report of the commission shall be filed, notwithstanding a determination by the commission that no compensation increase or decrease is recommended.

§ 45-7-96. Construction of article

It is the intention of the General Assembly that this article shall not be construed so as to authorize the commission to reduce the compensation of constitutional state officers below that established by the Constitution of Georgia or so as to deprive the General Assembly of plenary power to enact laws affecting compensation in accordance with the Constitution of Georgia.

2018 Compensation Study

Appendix B: Employee Retirement Plan

The Employees' Retirement System (ERS) was established January 1, 1950, to provide service retirements, refunds of contributions and interest to members who are no longer employed with the state, and death and disability payments. ERS retirement benefits are funded through employee and employer contributions. Membership in ERS is required for those employed full time by a participating agency or department. The benefits received at the time of retirement depend on the time an employee becomes a member. Three benefit structures are currently in effect: the Old Plan, the New Plan, and the Georgia State Employees' Pension and Savings Plan (GSEPS).

- **Old Plan** - Members employed on a full-time basis before July 1, 1982, participate in the Old Plan. Members and their employers contribute a total of 6.5% minus \$7 of the employee's salary to the retirement plan monthly. Of the total contribution, the employer pays 4.75% minus \$7. One-fourth of a percent of both the state and employee contributions are dedicated to Group Term Life Insurance (GTLI) premiums.
- **New Plan** - Members employed on a full-time basis between July 1, 1982, and January 1, 2009, participate in the New Plan. Members contribute 1.5% of their salary to the retirement plan monthly, 1.25% going towards the member's annuity savings fund and 0.25% towards GTLI premiums.
- **GSEPS** - Members employed on a full-time basis on or after January 1, 2009, participate in GSEPS. Members contribute 1.25% of their earnable compensation to ERS. The GSPEPS members can also contribute to a 401(k) plan and are able to receive an employer-funded matching contribution.

For all the above plans, employers also contribute as needed based on actuarial calculations.

To vest, a member must reach 10 years of "creditable" service. Creditable service is comprised of prior service and service earned each month of active membership. Prior service includes employment by the Georgia National Guard or the Georgia State Guard, military service, or law enforcement service.

At the age 60, members with 10 years of creditable service have a vested right to a service retirement. The service retirement benefit is determined by the member's salary, the retirement plan he or she is a member of, and his or her creditable service. ERS members can also receive cost of living adjustments based on the health of the pension system. Death benefits are dependent on retirement status, age, and creditable service.

2018 Compensation Study

Appendix C: Legislative Retirement Plan

The Legislative Retirement System (LRS) was established July 1, 1967, to provide lifetime retirement benefits, disability benefits, and death benefits to qualifying members. LRS is administered by the Employees' Retirement System of Georgia (ERSGA). Membership is optional and eligible to the General Assembly, the Secretary of the Senate, the Clerk of the House of Representatives, and the messenger and doorkeeper for the House and Senate.

LRS retirement benefits are funded through employee and employer contributions. Members and the state contribute a total of 8.5% of the member's salary to the retirement plan monthly. Of the total contribution, the state pays 4.7% minus \$7. If a member joined LRS before July 1, 2009, the state and employee contribute an additional 0.25% of the monthly salary towards mandatory Group Term Life Insurance (GTLI). Members who joined after July 1, 2009, are not eligible for this benefit. Contributions earn 4% interest compounded annually after one year. In addition, employers contribute to LRS as needed based on actuarial calculations.

To be vested in LRS, a member must have 8 years of "creditable" service. Creditable service is comprised of military service, service earned each month of active membership, and refund buybacks. If a member leaves before reaching 8 years, he or she is eligible for a refund of the employee contribution account. Members are eligible for normal retirement at 62 years of age with 8 years of active membership or 65 years of age with 8 years of creditable service. The formula to determine the maximum plan benefit for normal retirement is the number of years of creditable service multiplied by \$36. LRS Members can also receive cost of living adjustments based on the health of the pension system. Death benefits are dependent on retirement status, creditable service, and membership service.

2018 Compensation Study

Appendix D: 50 State Comparison of Elected Officials

State	Population	Attorney General	Secretary of State	State School Superintendent	Agriculture Commissioner	Insurance Commissioner	Labor Commissioner	Public Service Commission (PSC)	No. of PSC
Alabama	4,874,747	\$168,002	\$85,248	\$250,000	\$84,655	\$164,419	\$139,859	\$103,490	3
Alaska	739,795	\$141,156	N/A	\$141,156	\$106,452	\$126,984	\$141,156	\$133,332	5
Arizona	7,016,270	\$90,000	\$70,000	\$85,000	\$132,000	\$120,000	\$150,000	\$154,320	5
Arkansas	3,004,279	\$130,000	\$91,800	\$233,488	\$101,969	\$132,128	\$130,138	\$126,748	3
California	39,536,653	\$170,080	\$146,854	\$170,080	\$201,869	\$156,643	\$201,869	\$152,474	5
Colorado	5,607,154	\$80,004	\$68,496	\$255,000	\$162,012	\$125,004	N/A	\$136,824	3
Connecticut	3,588,184	\$110,000	\$110,000	\$192,500	\$132,160	\$160,000	\$157,000	\$145,948	3
Delaware	961,939	\$147,893	\$130,111	\$160,645	\$119,540	\$109,032	\$119,540	\$104,500	5
Florida	20,984,400	\$128,972	\$141,000	\$276,000	\$128,972	\$134,158	\$141,000	\$131,036	5
Georgia	10,429,379	\$139,169	\$123,637	\$123,270	\$121,557	\$120,394	\$122,786	\$118,781	5
Hawaii	1,427,538	\$151,776	N/A	\$240,000	\$144,152	\$122,940	\$144,552	\$125,760	3
Idaho	1,716,943	\$124,000	\$105,711	\$104,207	\$130,936	\$102,273	N/A	\$95,899	3
Illinois	12,802,023	\$156,541	\$156,541	\$225,000	\$133,273	\$135,081	\$124,090	\$130,008	5
Indiana	6,666,818	\$99,418	\$82,640	\$98,418	\$148,000	\$115,895	\$115,895	\$127,500	5
Iowa	3,145,711	\$123,669	\$103,212	\$140,000	\$103,212	\$128,890	\$112,070	\$128,890	3
Kansas	2,913,123	\$98,901	\$86,003	\$175,000	\$110,000	\$86,003	\$113,400	N/A	3
Kentucky	4,454,189	\$124,113	\$124,113	\$150,000	\$124,113	\$103,000	\$137,000	\$110,000	3
Louisiana	4,684,333	\$115,000	\$115,000	\$275,000	\$115,000	\$115,000	\$137,000	\$137,000	5
Maine	1,335,907	\$122,616	\$97,157	\$135,658	\$135,658	\$111,925	\$135,658	\$131,248	3
Maryland	6,052,177	\$141,500	\$99,500	\$153,532	\$143,488	\$157,386	\$161,975	\$165,565	5
Massachusetts	6,859,819	\$136,402	\$136,402	\$161,522	\$136,000	\$130,000	\$119,060	\$129,000	3
Michigan	9,962,311	\$112,410	\$112,410	\$212,221	\$160,000	N/A	\$165,000	\$140,000	3
Minnesota	5,576,606	\$121,248	\$95,722	\$150,002	\$144,991	N/A	\$144,991	N/A	5
Mississippi	2,984,100	\$108,960	\$90,000	\$300,000	\$90,000	\$90,000	N/A	\$120,745	3
Missouri	6,113,532	\$116,437	\$107,746	N/A	\$124,139	\$124,139	\$128,000	\$108,758	5
Montana	1,050,493	\$137,008	\$95,695	\$107,127	\$110,787	\$95,695	\$110,787	\$101,772	5
Nebraska	1,920,076	\$95,000	\$85,000	\$222,932	\$115,001	\$128,383	\$132,188	\$135,000	5
Nevada	2,998,039	\$141,086	\$102,898	\$128,998	\$118,200	\$118,200	\$98,880	\$125,021	3
New Hampshire	1,342,795	\$128,260	\$105,930	\$114,553	\$100,171	\$105,930	\$105,930	\$111,687	3
New Jersey	9,005,644	\$140,000	N/A	\$141,000	\$141,000	\$130,000	\$141,000	\$125,301	5
New Mexico	2,088,070	\$95,000	\$85,000	\$126,250	N/A	\$114,000	\$113,827	\$90,000	5
New York	19,849,399	\$151,500	\$120,800	\$250,000	\$120,800	\$127,000	\$127,000	\$127,000	4
North Carolina	10,273,419	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$141,947	7
North Dakota	755,393	\$157,009	\$105,770	\$120,410	\$108,656	\$105,770	\$150,000	\$108,656	3
Ohio	11,658,609	\$109,553	\$109,553	\$184,496	\$134,846	\$145,395	\$97,385	\$132,496	5
Oklahoma	3,930,864	\$132,825	\$140,000	\$124,373	\$87,005	\$126,713	\$105,053	N/A	3
Oregon	4,142,776	\$82,220	\$77,000	\$157,581	\$152,652	\$129,936	\$77,000	\$160,285	3
Pennsylvania	12,805,537	\$162,115	\$140,291	\$155,879	\$140,291	\$140,291	\$155,879	\$150,585	5
Rhode Island	1,059,639	\$124,991	\$117,637	\$212,106	N/A	N/A	N/A	\$117,412	3
South Carolina	5,024,369	\$92,007	\$92,007	\$92,007	\$92,007	\$143,420	\$127,950	\$169,820	7
South Dakota	869,666	\$112,096	\$89,700	\$123,864	\$118,000	\$99,619	\$112,805	\$107,611	3
Tennessee	6,715,984	\$185,064	\$201,852	\$200,004	\$158,556	\$158,556	\$152,256	\$158,352	6
Texas	28,304,596	\$153,750	\$132,924	\$220,375	\$137,500	\$202,383	\$179,500	\$158,075	3
Utah	3,101,833	\$104,405	N/A	\$230,069	\$125,008	\$125,008	\$130,000	\$101,836	3
Vermont	623,657	\$131,019	\$105,290	\$136,448	\$136,448	\$118,726	\$121,056	\$150,737	3
Virginia	8,470,020	\$150,000	\$163,735	N/A	N/A	\$170,000	\$139,647	N/A	3
Washington	7,405,743	\$160,989	\$122,880	\$134,212	\$144,192	\$125,302	\$162,240	\$137,064	3
West Virginia	1,815,857	\$95,000	\$95,000	\$230,000	\$95,000	\$92,500	\$70,504	\$90,000	3
Wisconsin	5,795,483	\$142,966	\$69,936	\$122,096	\$121,950	\$119,413	\$101,130	\$128,502	3
Wyoming	579,315	\$175,000	\$92,000	\$92,000	\$124,378	\$122,900	\$96,804	\$121,692	3

N/A – Function performed by a different Officer or does not exist

2018 Compensation Study

Appendix E: 50 State Comparison of Members of the General Assembly

State	Population	Lieutenant Governor	Speaker of the House	Members of the General Assembly Salary**	Comments
Alabama	4,874,747	\$60,830	\$60,830	\$42,830	
Alaska	739,795	\$115,000	\$50,900	\$50,400	
Arizona	7,016,270	N/A	(b)	\$24,000	
Arkansas	3,004,279	\$42,315	\$45,788	\$40,188	
California	39,536,653	\$146,854	\$122,257	\$107,241	
Colorado	5,607,154	\$153,768	(c)	\$30,000	
Connecticut	3,588,184	\$110,000	\$38,689	\$28,000	
Delaware	961,939	\$80,239	\$65,184	\$45,291	
Florida	20,984,400	\$124,851	\$41,181	\$29,697	
Georgia	10,429,379	\$91,609	\$99,074	\$17,342	
Hawaii	1,427,538	\$151,776	\$70,104	\$62,604	
Idaho	1,716,943	\$42,909	\$21,358	\$17,358	
Illinois	12,802,023	\$135,669	\$95,313	\$67,836	
Indiana	6,666,818	\$95,162	\$32,945	\$25,945	
Iowa	3,145,711	\$103,212	\$36,593	\$25,000	
Kansas	2,913,123	\$54,000	\$14,039	\$88.66/d	
Kentucky	4,454,189	\$124,113	\$235.57/d	\$188.22/d	
Louisiana	4,684,333	\$115,000	\$38,000	\$22,800	
Maine	1,335,907	N/A	\$15,197	\$10,131	
Maryland	6,052,177	\$141,500	\$64,096	\$50,330	
Massachusetts	6,859,819	\$122,058	\$97,548	\$62,548	
Michigan	9,962,311	\$111,510	\$98,685	\$71,685	
Minnesota	5,576,606	\$82,959	\$57,455	\$45,000	
Mississippi	2,984,100	\$60,000	\$73,500	\$23,500	
Missouri	6,113,532	\$86,484	\$38,415	\$35,915	
Montana	1,050,493	\$86,990	\$95.64/d	\$90.64/d	
Nebraska	1,920,076	\$75,000	N/A	\$12,000	
Nevada	2,998,039	\$63,648	\$152.71/d	\$150.71/d	
New Hampshire	1,342,795	N/A	\$250/2-y term	200/2-y term	\$200/2-y term. 3/day special session for first 15 days of session
New Jersey	9,005,644	\$141,000	\$65,333	\$49,000	
New Mexico	2,088,070	\$85,000			
New York	19,849,399	\$151,500	\$121,000	\$79,500	
North Carolina	10,273,419	\$127,561	\$38,151	\$13,951	
North Dakota	755,393	\$103,221	\$187/d	\$177/d	
Ohio	11,658,609	\$77,730	\$94,437	\$60,584	
Oklahoma	3,930,864	\$114,713	\$56,332	\$38,400	
Oregon	4,142,776	N/A	\$47,784	\$24,216	
Pennsylvania	12,805,537	\$163,672	\$135,060	\$87,180	
Rhode Island	1,059,639	\$117,637	\$31,044	\$15,630	
South Carolina	5,024,369	\$46,545	\$21,400	\$10,400	
South Dakota	869,666	N/A	\$6,000	\$6,000	
Tennessee	6,715,984	\$68,001	\$64,435	\$22,667	
Texas	28,304,596	\$9,612	\$7,200	\$7,200	
Utah	3,101,833	\$135,000	(e)	\$273/d	\$6,000/session; \$142/day for interim committees
Vermont	623,657	\$70,470	11296/y + 730.66/w during session	Weekly	
Virginia	8,470,020	\$36,321	\$36,321	Varies	
Washington	7,405,743	\$102,908	\$57,035	\$47,776	
West Virginia	1,815,857	\$20,000	(f)	\$20,000	\$723.27/w during session.
Wisconsin	5,795,483	\$77,795	\$51,250	\$50,950	\$18,000/y Senate; \$17,640/y House.
Wyoming	579,315	N/A	\$153/d during session	Daily	0

N/A – Function performed by a different Officer or does not exist

* - Average of two years of salary

** - just salaries, not inclusive of per diem or mileage reimbursement

(a) - Secretary of State

L = Legislative Days

C = Calendar Days

(b) Generally approved for additional interim per diem.

(c) All leaders receive \$99/d salary during interim when in attendance at committee or leadership matters.

(d) \$208.34/m additional

(e) \$5,000/y additional

(f) \$150/d during session additional

(g) \$25/m additional

2018 Compensation Study

Appendix F: County Wage and Salary Data

Government	Title/Position	Salary	Annual Supplement	Pay Basis
Appling County	County Commissioner	\$14,395		Annually
Athens-Clarke CG	County Commissioner	\$20,765		Annually
Atkinson County	County Commissioner	\$7,272		Annually
Augusta/Richmond CG*	County Commissioner	\$0	\$14,712	Annually
Bacon County	County Commissioner	\$8,827		Annually
Baldwin County	County Commissioner	\$9,454		Annually
Barrow County*	County Commissioner	\$8,827		Annually
Bartow County	Sole Commissioner	\$171,976		Annually
Berrien County*	County Commissioner	\$9,000	\$10,000	Annually
Bleckley County	Sole Commissioner	\$73,001		Annually
Brooks County	County Commissioner	\$11,292		Annually
Bryan County	County Commissioner	\$9,600		Annually
Bulloch County	County Commissioner	\$11,424		Annually
Burke County	County Commissioner	\$7,366		Annually
Butts County	County Commissioner	\$10,200	\$1,200	Annually
Calhoun County	County Commissioner	\$16,416	\$4	Annually
Camden County	County Commissioner	\$12,755		Annually
Candler County	County Commissioner	\$5,741		Annually
Catoosa County	County Commissioner	\$13,835		Annually
Charlton County	County Commissioner	\$9,229		Annually
Chatham County	County Commissioner	\$30,185		Annually
Cherokee County	County Commissioner	\$33,116		Annually
Clay County	County Commissioner			Annually
Clayton County	County Commissioner	\$27,159		Annually
Clinch County	County Commissioner	\$7,291		Annually
Cobb County	County Commissioner	\$36,400		Annually
Coffee County	County Commissioner	\$6,802		Annually
Colquitt County	County Commissioner	\$6,752		Annually
Columbia County	County Commissioner	\$8,429	\$1,200	Annually
Columbus/Muscogee	Sole Commissioner	\$0		Annually
Columbus/Muscogee CG	County Commissioner	\$0		Annually
Cook County	County Commissioner	\$6,000	\$1,200	Annually
Crawford County*	County Commissioner	\$15,780		Annually
Crisp County*	County Commissioner	\$19,374		Annually
Dawson County	County Commissioner	\$12,005		Annually
Decatur County	County Commissioner	\$0	\$9,004	Annually
DeKalb County	County Commissioner	\$40,531		Annually
Dodge County*	County Commissioner	\$5,535		Annually
Dooly County	County Commissioner	\$12,772		Annually
Dougherty County*	County Commissioner	\$13,523		Annually
Douglas County	County Commissioner	\$24,611		Annually
Early County	County Commissioner	\$3,001		Annually
Echols County	County Commissioner	\$6,334		Annually
Effingham County*	County Commissioner	\$25,100		Annually
Emanuel County*	County Commissioner	\$5,885		Annually
Evans County	County Commissioner	\$6,003		Annually
Fannin County*	County Commissioner	\$10,382		Annually
Fayette County	County Commissioner	\$28,227		Annually
Floyd County*	County Commissioner	\$8,827		Annually
Forsyth County	County Commissioner	\$39,657		Annually
Fulton County	County Commissioner	\$43,769		Annually
Georgetown-Quitman CG	County Commissioner	\$25,688		Annually
Glascok County	County Commissioner	\$3,376		Annually
Glynn County	County Commissioner	\$9,379		Per Occurrence
Gordon County	County Commissioner	\$9,229		Annually
Grady County*	County Commissioner	\$3,554		Annually
Greene County*	County Commissioner	\$15,099		Annually
Gwinnett County	County Commissioner	\$46,200		Annually
Habersham County	County Commissioner	\$49,063	\$4,800	Annually
Hall County*	County Commissioner	\$8,699		Annually
Harris County	County Commissioner	\$9,949	\$3,182	Annually
Hart County	County Commissioner	\$7,972		Annually
Heard County*	County Commissioner	\$6,372		Annually
Henry County	County Commissioner	\$36,900	\$2,400	Per Occurrence

2018 Compensation Study

Government	Title/Position	Salary	Annual Supplement	Pay Basis
Houston County*	County Commissioner	\$15,038		Annually
Irwin County	County Commissioner	\$6,453		Annually
Jackson County	County Commissioner	\$12,505		Annually
Jeff Davis County	County Commissioner	\$8,703		Annually
Jefferson County	County Commissioner	\$8,633	\$3,600	Annually
Jenkins County	County Commissioner	\$6,888		Annually
Johnson County	County Commissioner	\$5,718		Annually
Jones County*	County Commissioner	\$13,634		Annually
Lamar County	County Commissioner	\$6,473		Annually
Lanier County*	County Commissioner	\$4,508		Annually
Lee County	County Commissioner	\$9,828		Annually
Liberty County	County Commissioner	\$4,027		Annually
Lincoln County	County Commissioner	\$2,640		Annually
Lowndes County	County Commissioner	\$20,259		Annually
Lumpkin County	County Commissioner	\$12,005	\$1,200	Annually
Macon County	County Commissioner	\$6,000		Annually
Macon-Bibb County	County Commissioner	\$16,200		Annually
McIntosh County	County Commissioner	\$11,537		Annually
Meriwether County*	County Commissioner	\$8,500		Annually
Miller County	County Commissioner	\$4,502		Annually
Mitchell County	County Commissioner	\$7,655		Annually
Montgomery County*	County Commissioner	\$6,323		Annually
Morgan County	County Commissioner	\$5,885		Annually
Murray County	Sole Commissioner	\$89,812		Annually
Newton County	County Commissioner	\$22,092		Annually
Oconee County	County Commissioner	\$22,504		Annually
Paulding County	County Commissioner	\$30,378		Annually
Peach County	County Commissioner	\$13,704		Annually
Pickens County	County Commissioner	\$11,205		Annually
Pierce County	County Commissioner	\$9,552	\$1,200	Annually
Pike County	County Commissioner	\$8,254		Annually
Polk County	County Commissioner	\$6,376		Annually
Pulaski	County Commissioner	\$12,756		Annually
Putnam County*	County Commissioner	\$11,034		Annually
Rabun County*	County Commissioner	\$5,400		Annually
Randolph County	County Commissioner	\$7,910		Annually
Rockdale County	County Commissioner	\$25,584		Annually
Schley County	County Commissioner	\$1,363		Annually
Screven County*	County Commissioner	\$6,239		Annually
Seminole County*	County Commissioner	\$6,003		Annually
Spalding County	County Commissioner	\$17,023		Annually
Stephens County	County Commissioner	\$16,920		Annually
Stewart County	County Commissioner	\$6,780		Annually
Sumter County	County Commissioner	\$7,540		Annually
Talbot County	County Commissioner	\$11,053		Annually
Taliaferro County	County Commissioner	\$1,979		Annually
Tattnall County*	County Commissioner	\$5,407		Annually
Taylor County	County Commissioner	\$9,516		Annually
Telfair County	County Commissioner	\$3,600		Annually
Terrell County	County Commissioner	\$4,800		Annually
Thomas County	County Commissioner	\$6,003		Annually
Toombs County	County Commissioner	\$9,229		Annually
Treutlen County*	County Commissioner	\$4,414	\$100	Annually
Troup County	County Commissioner	\$9,004		Annually
Turner County	County Commissioner	\$9,672		Annually
Twiggs County	County Commissioner	\$6,887		Annually
Union County	Sole Commissioner	\$109,406	\$2,400	Annually
Walker County	Sole Commissioner	\$119,299		Annually
Walton County	County Commissioner	\$11,434		Annually
Ware County	County Commissioner	\$5,943	\$1,200	Annually
Warren County	County Commissioner	\$6,608	\$2	Annually
Washington County	County Commissioner	\$7,280	\$4,186	Annually
Wayne County	County Commissioner	\$3,660		Annually
Webster Unified*	County Commissioner	\$306		Annually
White County	County Commissioner	\$20,484		Annually
Wilkes County	County Commissioner	\$4,614		Annually
Wilkinson County	County Commissioner	\$9,679		Annually
Worth County	County Commissioner	\$5,654		Annually

2018 Compensation Study

Appendix G: City Wage and Salary Data

Government	Title/Position	Salary	Basis
Abbeville City	Councilmember, City Council	\$900	Annually
Acworth City	Councilmember, City Council	\$13,200	Annually
Adairsville City	Councilmember, City Council	\$2,599	Annually
Ailey City	Councilmember, City Council	\$0	Annually
Albany City	Councilmember, City Council	\$15,000	Annually
Aldora Town	Councilmember, City Council	\$0	Per Occurrence
Allenhurst City	Councilmember, City Council	\$200	Per Occurrence
Allentown City*	Councilmember, City Council	\$300	Annually
Alma City*	Councilmember, City Council	\$4,800	Annually
Alpharetta City	Councilmember, City Council	\$15,000	Per Occurrence
Alston Town	Councilmember, City Council	\$0	Annually
Americus City	Councilmember, City Council	\$7,200	Annually
Arabi Town	Councilmember, City Council	\$25	Per Occurrence
Aragon City*	Councilmember, City Council	\$1,200	Annually
Arcade Town*	Councilmember, City Council	\$1,200	Annually
Argyle Town	Councilmember, City Council	\$25	Per Occurrence
Arnoldsville City	Councilmember, City Council	\$1,620	Annually
Arlington City*	Councilmember, City Council	\$1,200	Annually
Ashburn City	Councilmember, City Council	\$6,600	Annually
Attapulgus City	Councilmember, City Council	\$600	Annually
Auburn City	Councilmember, City Council	\$4,800	Annually
Avera City	Councilmember, City Council	\$100	Annually
Avondale Estates City	Councilmember, City Council	\$4,800	Annually
Baconton City	Councilmember, City Council	\$2,800	Annually
Bainbridge City	Councilmember, City Council	\$3,000	Annually
Ball Ground City	Councilmember, City Council	\$300	Per Occurrence
Barnesville City	Councilmember, City Council	\$1,500	Annually
Baxley City	Councilmember, City Council	\$5,850	Per Occurrence
Berkeley Lake City	Councilmember, City Council	\$900	Annually
Bethlehem Town	Councilmember, City Council	\$600	Per Occurrence
Berlin City*	Councilmember, City Council	\$600	Annually
Blairsville City	Councilmember, City Council	\$3,600	Annually
Bishop Town	Councilmember, City Council	\$599	Per Occurrence
Blakely City	Councilmember, City Council	\$7,200	Annually
Bloomington City*	Councilmember, City Council	\$1,800	Annually
Blue Ridge City	Councilmember, City Council	\$7,200	Annually
Bluffton Town	Councilmember, City Council	\$0	Annually
Bogart City	Councilmember, City Council	\$4,800	Annually
Bowdon City	Councilmember, City Council	\$1,440	Annually
Bowersville Town*	Councilmember, City Council	\$600	Annually
Bowman City	Councilmember, City Council	\$1,500	Per Occurrence
Bremen City*	Councilmember, City Council	\$1,800	Annually
Brinson Town	Councilmember, City Council	\$1,440	Annually

2018 Compensation Study

Government	Title/Position	Salary	Basis
Brookhaven City	Councilmember, City Council	\$12,000	Annually
Brooklet City	Councilmember, City Council	\$150	Per Occurrence
Brooks Town	Councilmember, City Council	\$1,200	Annually
Broxton City	Councilmember, City Council	\$3,000	Annually
Brunswick City*	Councilmember, City Council	\$5,300	Annually
Buchanan City	Councilmember, City Council	\$1,000	Annually
Buckhead Town	Councilmember, City Council	\$385	Annually
Buford City	Councilmember, City Council	\$0	Annually
Butler City	Councilmember, City Council	\$510	Annually
Byron City	Councilmember, City Council	\$3,000	Annually
Cairo City	Councilmember, City Council	\$7,320	Annually
Calhoun City	Councilmember, City Council	\$8,400	Annually
Camak Town	Councilmember, City Council	\$420	Per Occurrence
Camilla City	Councilmember, City Council	\$2,400	Annually
Canon City	Councilmember, City Council	\$3,900	Annually
Canton City	Councilmember, City Council	\$12,000	Annually
Carl Town*	Councilmember, City Council	\$1,920	Annually
Carlton City	Councilmember, City Council	\$1,000	Annually
Carnesville City	Councilmember, City Council	\$1,800	Annually
Carrollton City	Councilmember, City Council	\$3,600	Annually
Cartersville City	Councilmember, City Council	\$4,800	Annually
Cedartown City	Councilmember, City Council	\$1,800	Annually
Centerville City	Councilmember, City Council	\$3,600	Annually
Centralhatchee Town	Councilmember, City Council	\$600	Annually
Chamblee City	Councilmember, City Council	\$12,000	Annually
Chatsworth City	Councilmember, City Council	\$4,800	Annually
Chattahoochee Hills City*	Councilmember, City Council	\$1,200	Annually
Chauncey City	Councilmember, City Council	\$600	Per Occurrence
Chester Town	Councilmember, City Council	\$2,275	Annually
Chickamauga City	Councilmember, City Council	\$1,700	Annually
Clarksville City	Councilmember, City Council	\$600	Annually
Clarkston City	Councilmember, City Council	\$3,500	Annually
Claxton City	Councilmember, City Council	\$4,800	Per Occurrence
Clayton City	Councilmember, City Council	\$1,800	Annually
Clermont Town*	Councilmember, City Council	\$125	Annually
Climax City	Councilmember, City Council	\$600	Per Occurrence
Colbert City	Councilmember, City Council	\$1,664	Annually
Collins City	Councilmember, City Council	\$1,200	Annually
Colquitt City	Councilmember, City Council	\$3,000	Annually
Comer City	Councilmember, City Council	\$1,500	Annually
Commerce City	Councilmember, City Council	\$2,700	Annually
Concord City	Councilmember, City Council	\$25	Per Occurrence
Conyers City	Councilmember, City Council	\$2,400	Annually
Coolidge City*	Councilmember, City Council	\$900	Annually

2018 Compensation Study

Government	Title/Position	Salary	Basis
Cordele City	Councilmember, City Council	\$12,139	Annually
Cornelia City	Councilmember, City Council	\$2,400	Annually
Covington City	Councilmember, City Council	\$9,000	Annually
Crawford City	Councilmember, City Council	\$300	Per Occurrence
Culloden City	Councilmember, City Council	\$50	Per Occurrence
Cumming City	Councilmember, City Council	\$6,497	Annually
Cuthbert City	Councilmember, City Council	\$50	Per Occurrence
Dacula City	Councilmember, City Council	\$5,100	Annually
Dahlonega City*	Councilmember, City Council	\$4,800	Annually
Daisy City	Councilmember, City Council	\$0	Per Occurrence
Dallas City*	Councilmember, City Council	\$10,000	Annually
Dalton City	Councilmember, City Council	\$6,000	Annually
Danville Town	Councilmember, City Council	\$2,400	Per Occurrence
Dasher City	Councilmember, City Council	\$3,325	Annually
Davisboro	Councilmember, City Council	\$3,600	Annually
Dawson City	Councilmember, City Council	\$3,600	Annually
Dawsonville City	Councilmember, City Council	\$6,000	Annually
Decatur City	Councilmember, City Council	\$12,000	Annually
Deepstep Town	Councilmember, City Council	\$300	Per Occurrence
Demorest City	Councilmember, City Council	\$100	Per Occurrence
Denton City	Councilmember, City Council	\$1,168	Annually
Dexter Town	Councilmember, City Council	\$1,040	Annually
Dillard City	Councilmember, City Council	\$1,200	Annually
Donaldsonville City	Councilmember, City Council	\$3,600	Annually
Dooling Town	Councilmember, City Council	\$3,600	Annually
Doraville City	Councilmember, City Council	\$8,400	Annually
Douglas City	Councilmember, City Council	\$7,200	Annually
Douglasville City	Councilmember, City Council	\$12,900	Annually
Du Pont Town	Councilmember, City Council	\$100	Annually
Dublin City	Councilmember, City Council	\$8,400	Annually
Dudley City*	Councilmember, City Council	\$600	Annually
Duluth City	Councilmember, City Council	\$6,000	Annually
Dunwoody City	Councilmember, City Council	\$12,000	Annually
East Dublin City	Councilmember, City Council	\$3,600	Annually
East Point City*	Councilmember, City Council	\$11,000	Annually
Eastman City	Councilmember, City Council	\$3,000	Annually
Eatonon City	Councilmember, City Council	\$6,600	Annually
Elberton City	Councilmember, City Council	\$4,200	Annually
Ellaville City	Councilmember, City Council	\$2,500	Annually
Ellenton City	Councilmember, City Council	\$1,680	Annually
Ephesus City*	Councilmember, City Council	\$1,000	Annually
Eton City	Councilmember, City Council	\$3,900	Annually
Fairmount City	Councilmember, City Council	\$900	Annually
Fitzgerald City	Councilmember, City Council	\$6,000	Annually

2018 Compensation Study

Government	Title/Position	Salary	Basis
Flovilla City	Councilmember, City Council	\$425	Annually
Folkston City	Councilmember, City Council	\$2,400	Annually
Fort Oglethorpe City	Councilmember, City Council	\$8,500	Annually
Fort Valley City	Councilmember, City Council	\$500	Annually
Franklin City	Councilmember, City Council	\$3,000	Annually
Gainesville City	Councilmember, City Council	\$4,800	Annually
Garden City	Councilmember, City Council	\$3,600	Annually
Garfield City	Councilmember, City Council	\$500	Annually
Gay Town	Councilmember, City Council	\$0	Annually
Geneva Town	Councilmember, City Council	\$600	Annually
Gibson City*	Councilmember, City Council	\$600	Annually
Glennville City	Councilmember, City Council	\$3,000	Annually
Glenwood City	Councilmember, City Council	\$600	Annually
Good Hope City	Councilmember, City Council	\$300	Annually
Gordon City	Councilmember, City Council	\$3,600	Annually
Graham City	Councilmember, City Council	\$2,400	Annually
Grantville City	Councilmember, City Council	\$2,400	Annually
Gray City	Councilmember, City Council	\$5,400	Annually
Grayson City	Councilmember, City Council	\$0	Per Occurrence
Greenville City	Councilmember, City Council	\$1,200	Annually
Griffin City	Councilmember, City Council	\$13,440	Annually
Grovetown City	Councilmember, City Council	\$5,000	Annually
Guyton City	Councilmember, City Council	\$2,400	Annually
Hahira City	Councilmember, City Council	\$6,000	Annually
Hamilton City	Councilmember, City Council	\$600	Annually
Hampton City	Councilmember, City Council	\$8,400	Annually
Haralson Town	Councilmember, City Council	\$600	Annually
Harlem City*	Councilmember, City Council	\$3,600	Annually
Harrison Town	Councilmember, City Council	\$1,200	Annually
Hartwell City	Councilmember, City Council	\$9,600	Annually
Hawkinsville City	Councilmember, City Council	\$4,800	Annually
Hazlehurst City	Councilmember, City Council	\$2,400	Annually
Helen City	Councilmember, City Council	\$100	Annually
Hephzibah City	Councilmember, City Council	\$0	Annually
Higgeston Town	Councilmember, City Council	\$60	Per Occurrence
Hinesville City	Councilmember, City Council	\$12,000	Annually
Hiltonia City	Councilmember, City Council	\$480	Per Occurrence
Hiram City	Councilmember, City Council	\$3,000	Annually
Hoboken City	Councilmember, City Council	\$1,200	Annually
Hogansville City*	Councilmember, City Council	\$3,600	Annually
Holly Springs City	Councilmember, City Council	\$6,000	Annually
Homeland City	Councilmember, City Council	\$600	Per Occurrence
Homerville City	Councilmember, City Council	\$1,800	Annually
Hoschton City	Councilmember, City Council	\$25	Per Occurrence

2018 Compensation Study

Government	Title/Position	Salary	Basis
Hull Town	Councilmember, City Council	\$650	Annually
Ideal City	Councilmember, City Council	\$600	Annually
Ila City	Councilmember, City Council	\$1,277	Annually
Iron City	Councilmember, City Council	\$900	Annually
Jackson City	Councilmember, City Council	\$9,000	Annually
Jasper City	Councilmember, City Council	\$900	Per Occurrence
Jefferson City	Councilmember, City Council	\$2,500	Annually
Jesup City	Councilmember, City Council	\$100	Annually
Johns Creek City	Councilmember, City Council	\$15,000	Annually
Jonesboro City	Councilmember, City Council	\$8,400	Annually
Junction City	Councilmember, City Council	\$100	Annually
Kennesaw City	Councilmember, City Council	\$1,000	Annually
Keysville City	Councilmember, City Council	\$75	Per Occurrence
Kingsland City	Councilmember, City Council	\$25	Annually
Kingston City*	Councilmember, City Council	\$2,000	Annually
Kite City	Councilmember, City Council	\$900	Per Occurrence
LaFayette City*	Councilmember, City Council	\$3,600	Annually
LaGrange City	Councilmember, City Council	\$7,200	Annually
Lake Park City*	Councilmember, City Council	\$1,800	Annually
Lakeland City	Councilmember, City Council	\$3,000	Annually
Lavonia City	Councilmember, City Council	\$4,800	Per Occurrence
Lawrenceville City	Councilmember, City Council	\$7,200	Annually
Leary City	Councilmember, City Council	\$125	Per Occurrence
Leslie City	Councilmember, City Council	\$1,200	Annually
Lilburn City	Councilmember, City Council	\$3,500	Annually
Lilly City*	Councilmember, City Council	\$420	Annually
Lincolnton City	Councilmember, City Council	\$2,400	Annually
Lithonia City*	Councilmember, City Council	\$4,080	Annually
Locust Grove City*	Councilmember, City Council	\$8,400	Annually
Loganville City	Councilmember, City Council	\$6,000	Annually
Lookout Mountain City	Councilmember, City Council	\$0	Per Occurrence
Louisville City*	Councilmember, City Council	\$900	Annually
Lovejoy City*	Councilmember, City Council	\$14,400	Annually
Ludowici City	Councilmember, City Council	\$4,200	Annually
Lula City	Councilmember, City Council	\$1,200	Annually
Luthersville Town*	Councilmember, City Council	\$1,500	Annually
Lyerly Town*	Councilmember, City Council	\$480	Annually
Lyons City	Councilmember, City Council	\$3,600	Annually
Manassas City*	Councilmember, City Council	\$60	Annually
Manchester City	Councilmember, City Council	\$3,882	Annually
Mansfield City	Councilmember, City Council	\$1,200	Per Occurrence
Marietta City	Councilmember, City Council	\$18,900	Annually
Martin Town	Councilmember, City Council	\$3,000	Per Occurrence
Maxeys Town	Councilmember, City Council	\$0	Annually

2018 Compensation Study

Government	Title/Position	Salary	Basis
Maysville Town*	Councilmember, City Council	\$2,400	Annually
McCaysville City*	Councilmember, City Council	\$2,400	Annually
McDonough City	Councilmember, City Council	\$12,000	Annually
McIntyre Town	Councilmember, City Council	\$4,800	Per Occurrence
McRae-Helena City	Councilmember, City Council	\$2,700	Annually
Meansville City	Councilmember, City Council	\$780	Per Occurrence
Menlo City*	Councilmember, City Council	\$400	Annually
Metter City	Councilmember, City Council	\$3,000	Annually
Midway City	Councilmember, City Council	\$5,400	Per Occurrence
Milledgeville City	Councilmember, City Council	\$6,000	Annually
Milner City	Councilmember, City Council	\$500	Annually
Milton City	Councilmember	\$13,000	Annually
Mitchell Town	Councilmember, City Council	\$300	Annually
Molena City	Councilmember, City Council	\$0	Annually
Monroe City	Councilmember, City Council	\$6,000	Annually
Monticello City	Councilmember, City Council	\$4	Per Occurrence
Moreland Town	Councilmember, City Council	\$300	Annually
Morgan City	Councilmember, City Council	\$180	Per Occurrence
Morganton City	Councilmember, City Council	\$780	Annually
Morrow City	Councilmember, City Council	\$9,000	Annually
Morven City*	Councilmember, City Council	\$3,000	Annually
Moultrie City	Councilmember, City Council	\$5,940	Annually
Mount Vernon City	Councilmember, City Council	\$600	Annually
Mount Zion City	Councilmember, City Council	\$1,800	Per Occurrence
Mountain City	Councilmember, City Council	\$40	Per Occurrence
Mountain Park City	Councilmember, City Council	\$900	Annually
Nahunta City	Councilmember, City Council	\$3,000	Per Occurrence
Nelson City	Councilmember, City Council	\$0	Annually
Newington Town	Councilmember, City Council	\$0	Per Occurrence
Newborn Town*	Councilmember, City Council	\$900	Annually
Newnan City	Councilmember, City Council	\$5,500	Hourly
Newton City	Councilmember, City Council	\$600	Per Occurrence
Nicholls City	Councilmember, City Council	\$3,900	Annually
Nicholson Town	Councilmember, City Council	\$200	Annually
Norcross City	Councilmember, City Council	\$8,100	Annually
Norman Park City	Councilmember, City Council	\$25	Annually
North High Shoals Town	Councilmember, City Council	\$0	Annually
Nunez City	Councilmember, City Council	\$600	Per Occurrence
Oakwood City	Councilmember, City Council	\$36,000	Annually
Ochlocknee Town*	Councilmember, City Council	\$180	Annually
Ocilla City*	Councilmember, City Council	\$4,800	Annually
Oconee City	Councilmember, City Council	\$420	Annually
Odum City	Councilmember, City Council	\$250	Annually
Offerman City	Councilmember, City Council	\$0	Annually
Omega City	Councilmember, City Council	\$750	Annually

2018 Compensation Study

Government	Title/Position	Salary	Basis
Orchard Hill Town*	Councilmember, City Council	\$4,800	Annually
Oxford City	Councilmember, City Council	\$4,800	Annually
Palmetto City	Councilmember, City Council	\$1,500	Per Occurrence
Parrott Town	Councilmember, City Council	\$0	Per Occurrence
Patterson City	Councilmember, City Council	\$1,200	Annually
Pavo City	Councilmember, City Council	\$600	Annually
Peachtree City	Councilmember, City Council	\$15,000	Annually
Peachtree Corners City	Councilmember, City Council	\$8,000	Annually
Pearson City*	Councilmember, City Council	\$1,200	Annually
Pelham City	Councilmember, City Council	\$4,800	Annually
Pendergrass Town	Councilmember, City Council	\$0	Annually
Pembroke City*	Councilmember, City Council	\$2,800	Annually
Perry City	Councilmember, City Council	\$6,600	Annually
Pine Lake City*	Councilmember, City Council	\$595	Annually
Pine Mountain Town	Councilmember, City Council	\$360	Annually
Pinehurst City	Councilmember, City Council	\$240	Per Occurrence
Pitts City	Councilmember, City Council	\$24	Annually
Plains City	Councilmember, City Council	\$1,853	Annually
Plainville City	Councilmember, City Council	\$150	Annually
Pooler City	Councilmember, City Council	\$3,600	Annually
Port Wentworth City*	Councilmember, City Council	\$4,800	Annually
Porterdale Town*	Councilmember, City Council	\$2,400	Annually
Powder Springs City	Councilmember, City Council	\$12,000	Annually
Pulaski Town*	Councilmember, City Council	\$599	Annually
Quitman City*	Councilmember, City Council	\$7,200	Annually
Ray City	Councilmember, City Council	\$1,800	Per Occurrence
Rebecca Town*	Councilmember, City Council	\$900	Annually
Reidsville City*	Councilmember, City Council	\$3,000	Annually
Remerton City*	Councilmember, City Council	\$6,180	Annually
Rentz City	Councilmember, City Council	\$300	Annually
Resaca Town	Councilmember, City Council	\$2,520	Annually
Reynolds City	Councilmember, City Council	\$300	Annually
Rhine Town*	Councilmember, City Council	\$1,200	Annually
Riceboro City	Councilmember, City Council	\$36,000	Per Occurrence
Richmond Hill City	Councilmember, City Council	\$5,100	Annually
Rincon City	Councilmember, City Council	\$3,000	Per Occurrence
Ringgold City	Councilmember, City Council	\$3,600	Annually
Roberta City*	Councilmember, City Council	\$600	Annually
Rochelle City	Councilmember, City Council	\$1,200	Annually
Rocky Ford City	Councilmember, City Council	\$300	Per Occurrence
Rome City	Councilmember, City Council	\$8,400	Annually
Roswell City	Councilmember, City Council	\$18,000	Annually
Royston City	Councilmember, City Council	\$4,800	Annually
Rutledge City*	Councilmember, City Council	\$300	Annually
Sandersville City*	Councilmember, City Council	\$6,000	Annually
Sandy Springs City	Councilmember, City Council	\$18,000	Annually

2018 Compensation Study

Government	Title/Position	Salary	Basis
Sardis City	Councilmember, City Council	\$125	Per Occurrence
Sasser Town	Councilmember, City Council	\$250	Per Occurrence
Savannah City	Councilmember, City Council	\$25,000	Annually
Scotland City	Councilmember, City Council	\$972	Annually
Shady Dale City	Councilmember, City Council	\$300	Annually
Sharpsburg Town	Councilmember, City Council	\$0	Annually
Shellman City	Councilmember, City Council	\$600	Annually
Shiloh City	Councilmember, City Council	\$15	Per Occurrence
Sky Valley City	Councilmember, City Council	\$0	Per Occurrence
Smithville City	Councilmember, City Council	\$2,000	Annually
Smyrna City	Councilmember, City Council	\$18,900	Annually
Snellville City	Councilmember, City Council	\$4,000	Annually
Social Circle City	Councilmember, City Council	\$4,800	Annually
Soperton City	Councilmember, City Council	\$4,800	Annually
Sparta City	Councilmember, City Council	\$1,800	Annually
Savannah City	Councilmember, City Council	\$25,000	Annually
Springfield City	Councilmember, City Council	\$35	Per Occurrence
St. Marys City	Councilmember, City Council	\$9,000	Annually
Stapleton City	Councilmember, City Council	\$900	Annually
Statham City	Councilmember, City Council	\$6,000	Annually
Stockbridge City	Councilmember, City Council	\$12,000	Annually
Stone Mountain City	Councilmember, City Council	\$3,600	Annually
Sugar Hill City	Councilmember, City Council	\$3,600	Annually
Summertown City	Councilmember, City Council	\$100	Per Occurrence
Surrency Town	Councilmember, City Council	\$300	Annually
Suwanee City	Councilmember, City Council	\$9,000	Annually
Sylvania City	Councilmember, City Council	\$2,400	Per Occurrence
Sylvester City	Councilmember, City Council	\$4,800	Annually
Talbotton City	Councilmember, City Council	\$2,400	Annually
Tallapoosa City	Councilmember, City Council	\$3,600	Annually
Tarrytown City	Councilmember, City Council	\$0	Annually
Tallulah Falls Town*	Councilmember, City Council	\$600	Annually
Tennille City*	Councilmember, City Council	\$1,800	Annually
Thomaston City	Councilmember, City Council	\$2,400	Annually
Thomasville City*	Councilmember, City Council	\$15,360	Annually
Thomson City	Councilmember, City Council	\$5,000	Annually
Thunderbolt Town	Councilmember, City Council	\$900	Annually
Tifton City	Councilmember, City Council	\$6,900	Per Occurrence
Tiger Town*	Councilmember, City Council	\$960	Annually
Tignall Town	Councilmember, City Council	\$0	Per Occurrence
Toccoa City	Councilmember, City Council	\$11,000	Annually
Trenton City	Councilmember, City Council	\$3,600	Annually
Trion Town	Councilmember, City Council	\$1,200	Annually
Tucker City	Councilmember, City Council	\$14,000	Annually
Tunnel Hill City	Councilmember, City Council	\$1,800	Annually
Twin City*	Councilmember, City Council	\$1,200	Annually
Ty Ty City	Councilmember, City Council	\$1,800	Annually
Tybee Island City	Councilmember, City Council	\$4,800	Annually
Tyrone Town	Councilmember, City Council	\$4,800	Annually
Union City	Councilmember, City Council	\$13,807	Annually
Union Point City*	Councilmember, City Council	\$1,200	Annually
Valdosta City	Councilmember, City Council	\$15,500	Annually
Vidalia City*	Councilmember, City Council	\$5,400	Annually

2018 Compensation Study

Government	Title/Position	Salary	Basis
Vienna City	Councilmember, City Council	\$9,000	Annually
Waleska City	Councilmember, City Council	\$100	Per Occurrence
Walnut Grove City*	Councilmember, City Council	\$780	Annually
Warm Springs City*	Councilmember, City Council	\$600	Annually
Warwick City	Councilmember, City Council	\$1,200	Annually
Washington City	Councilmember, City Council	\$3,600	Annually
Watkinsville City*	Councilmember, City Council	\$2,400	Annually
Waverly Hall Town	Councilmember, City Council	\$1,200	Annually
Waycross City*	Councilmember, City Council	\$6,001	Annually
Waynesboro City*	Councilmember, City Council	\$3,600	Annually
West Point City	Councilmember, City Council	\$3,000	Annually
Whigham City	Councilmember, City Council	\$12,000	Annually
White City	Councilmember, City Council	\$900	Annually
Whitesburg City	Councilmember, City Council	\$1,200	Annually
Willacoochee City	Councilmember, City Council	\$3,000	Annually
Williamson City	Councilmember, City Council	\$1,000	Per Occurrence
Winterville City*	Councilmember, City Council	\$1,800	Annually
Woodbine City*	Councilmember, City Council	\$3,000	Annually
Woodbury City*	Councilmember, City Council	\$2,000	Annually
Woodland City	Councilmember, City Council	\$50	Per Occurrence
Woodstock City	Councilmember, City Council	\$11,400	Annually
Woolsey Town	Councilmember, City Council	\$50	Per Occurrence
Woodville City*	Councilmember, City Council	\$2,100	Annually
Wrens City	Councilmember, City Council	\$200	Annually
Young Harris City	Councilmember, City Council	\$2,400	Annually

Please note that this data is self-reported

*-County did not submit data for 2018

Items in green (increase) and red (decrease) indicate a change in data amounts from the previous year

No color signifies no change in the amount

2018 Compensation Study

Appendix H: Job Descriptions

Secretary of State

Background: The Secretary of State is responsible for the administration of secure, accessible, and fair elections; registration of corporations; regulation of charities and securities; and oversight of professional license holders. In addition, the Secretary of State is charged with keeping the great seal and archiving documents of public record related to the state and its offices.

Duties

- Act as the State of Georgia’s Archivist for all documents and land surveys of public record related to the state and its offices, including documents and journals belonging to the state Senate, House of Representatives, and Governor (O.C.G.A. § 45-13-20).
- Act as Custodian of the great seal of the State of Georgia and the state flag (O.C.G.A. § 45-13-20).
- Keep a register of grants issued by the State of Georgia and recipients of these grants (O.C.G.A. § 45-13-20).
- Safely keep all bonds of state agents appointed to disperse public money (O.C.G.A. § 45-13-20).
- Publish an official *directory of state and county officials* and officers to include; name, political affiliation, and position title (O.C.G.A. § 45-13-27).
- Act as the chief state election official in coordinating and carrying out the state’s responsibilities under the National Voter Registration Act of 1993 (O.C.G.A. § 21-2-210).
- Organize the registration of political parties and bodies acting within the State of Georgia. (O.C.G.A. § 21-2-110).
- Coordinate the registration of voters within the State of Georgia (O.C.G.A. § 21-2-219).
- Maintain an updated register of eligible voters within the State of Georgia; this includes performing frequent updates to remove inactive, deceased, or otherwise ineligible names from the register of voters (O.C.G.A. § 21-2-231).
- Examination and approval of voting machines manufactured, sold, or used within the State of Georgia (O.C.G.A. § 21-2-324).
- Carry out the securities registration functions imposed on the Secretary of State or “Commissioner” under the Georgia Uniform Securities Act of 2009. (O.C.G.A. § 10-5-2).
- Register the names and addresses of those applying for corporation status (O.C.G.A. § 10-1-442).
- Oversee the registration and process related to the issuance of certificate of registration of trademarks, service marks, and trade names (O.C.G.A. § 10-1-442).
- Carry out proceedings for the revocation of professional licenses being held by individuals that the Attorney General has deemed to be operating business in a manner contrary to definitions found in Chapter 4, Title 26/Title 43 (O.C.G.A. § 10-1-395).

Required Qualifications (Ga. Const. Art. V, Sec. III, Para. II)

- Citizen of the United States for ten years.
- Legal resident of the State of Georgia for four years.
- 25 years of age or older at the time of assuming the office.

2018 Compensation Study

Boards

- Serves as the chairman of the Claims Advisory Board (O.C.G.A. § 28-5-60).
- Serves as the chair of the State Election Board (O.C.G.A. § 21-2-30).
- Member of State Commission on the Condemnation of Public Property (O.C.G.A. § 50-16-181).

Term of office; removal

- The Secretary of State serves a four-year term, unless he or she is removed in the manner prescribed by law for the removal of officers outlined in Article 2, Section 3 of the Georgia Constitution.

Code Section: Secretary of State is governed by Chapter 13, Title 45 of the Official Code of Georgia Annotated.

2018 Compensation Study

Attorney General

Background: The Attorney General, as set forth in the Georgia Constitution and the Georgia Code (O.C.G.A. § 45-15-1) and (O.C.G.A. § 45-15-30), is to serve as the chief legal officer for the State of Georgia. The Attorney General speaks for the legal interests of the State. Pursuant to the Attorney General's broad mission, the Attorney General is responsible for providing skilled legal counsel and representation to the state, its officers, agencies, and boards on a wide range of legal matters. More specifically, the Attorney General is responsible for prosecuting and defending legal actions on behalf of the state, and for ensuring that the rights of the state and its citizens are protected in matters before the circuit courts of this state, the Georgia Supreme Court, and all federal courts. The Attorney General is also entrusted with enforcing the laws of the state as they relate to consumer protection, Medicaid fraud, unfair trade practices, civil rights, and other key areas. Additionally, the Attorney General may appoint outside attorneys to serve as special assistant attorney generals on certain legal matters. Finally, the Office of the Attorney General plays a critical role with regard to state criminal law. In addition to providing advice and consultation to county prosecuting attorneys, the Attorney General has the exclusive responsibility for representing the state in all criminal appeals and in all habeas corpus proceedings filed by prisoners within the state.

Specific Duties

- Act as the legal adviser of the executive branch (O.C.G.A. § 45-15-3).
- Represent the state in all capital felony actions before the Supreme Court (O.C.G.A. § 45-15-3).
- Represent the state in all civil actions tried in any court (O.C.G.A. § 45-15-3).
- Represent the state in a court of competent jurisdiction (O.C.G.A. § 45-15-6).
- Performs legal services for Western & Atlantic Railroad (O.C.G.A. § 45-15-8).
- Represents the state in the United States Supreme Court and beyond state limits (O.C.G.A. § 45-15-9).
- Prosecute civil recovery actions for violations while dealing with state (O.C.G.A. § 45-15-12).
- Represent state authorities (O.C.G.A. § 45-15-13).
- Exclusive authority in law matters; employment of other counsel by state authorities (O.C.G.A. § 45-15-14).

Required Qualifications (Ga. Const. Art. V, Sec. III, Para. IV)

- Citizen of the United States for 10 years.
- Twenty-five years of age or older at the time of assuming the office.
- Legal state resident for a minimum of four years.
- Citizen must be a qualified voter.
- Must be an active-status member of the Georgia State Bar for seven years.

Boards

None

Term of office; removal

- The term of office for the Attorney General of the state shall be elected at the same time, for the same term, and in the same manner as the Governor (O.C.G.A. § 45-15-1).

Code Section: The Attorney General is governed by Chapter 15, Title 45 of the Official Code of Georgia Annotated.

2018 Compensation Study

State School Superintendent

Background: The State School Superintendent serves as the executive officer of the State Board of Education and the administrative chief executive officer of the Georgia Department of Education (O.C.G.A. § 20-2-241).

Specific Duties

- Administer and enforce the rules, regulations, policies, and standards adopted or prescribed by the state board for the implementation, administration, or enforcement of the laws governing schools receiving state aid (O.C.G.A. § 20-2-34 and § 20-2-241).
- Make recommendations to the state board that affect the welfare and efficiency of public schools (O.C.G.A. § 20-2-34).
- Organize and reorganize the Department of Education and the various offices, divisions, sections, and units and prescribe the duties, functions, and operation of each for the more economical or effective organization, administration, and functioning of the department (O.C.G.A. § 20-2-241).
- Suspend a county school superintendent for incompetency, willful neglect of duty, misconduct, immorality, or the commission of any crime involving moral turpitude, provided that all of his or her acts in this matter shall be subject to the approval of the state board and the party so suspended may appeal his or her case to the state board, whose decision shall be final (O.C.G.A. § 20-2-34).
- Visit counties as often as possible for the purpose of examining the administration of the school law, counseling with school officers, delivering public addresses, inspecting school operations, and doing such other acts as he or she may deem in the interest of public education (O.C.G.A. § 20-2-35).
- In the event of a misapplication of any of the funds apportioned to any of the institutions of learning or schools receiving state aid, the superintendent shall at once proceed to recover such funds by the institution of proper proceedings in the courts after demand to settle the matter is made upon the party misapplying the funds (O.C.G.A. § 20-2-36).
- Enter into contracts of \$50,000 or less on behalf of the Department of Education, and may delegate the authority to execute such contracts to the chief financial officer (O.C.G.A. § 20-2-241).
- Employ persons to serve in the five senior staff positions within the Department of Education (O.C.G.A. § 20-2-241).

Required Qualifications

- Be at least 25 years old, a citizen of the United States for 10 year priors to election, and a legal resident of Georgia for four years (Ga. Const. Art. V, Sec. III, Para. II).
- Hold a four-year degree from an accredited college or university, and may not have been convicted of “any crime involving moral turpitude” (O.C.G.A. § 20-2-31).

Boards

- Serves as the executive officer of the State Board of Education (O.C.G.A. § 20-2-241 and Ga. Const. Art. V, Sec. III, Para. I).

Term of office; removal

- The term of office for a state school superintendent is four years and expires on December 31 of the final year (O.C.G.A. § 20-2-30 and Ga. Const. Art. V, Sec. III, Para. I).

2018 Compensation Study

Code Section: The Georgia Department of Education is governed by Title 20, Chapter 2 of the Official Code of Georgia Annotated.

2018 Compensation Study

Commissioner of Insurance

Background: The Commissioner of Insurance shall serve as the chief officer of the Department of Insurance. (O.C.G.A. § 33-2-1) The Commissioner of Insurance acts as the head of three departments or offices: The Department of Insurance, The Office of Safety Fire, and The Office of Industrial Loan.

Specific Duties:

- Appoint a Chief Deputy Insurance Commissioner, as well as appointing employees and prescribing duties (O.C.G.A. §§ 33-2-4, 33-2-5).
- Entry and maintenance of permanent and public records of insurance transactions, filings, examinations, investigations, and proceedings (O.C.G.A. § 33-2-7).
- Report and making public, on an annual basis, insurance market and insurer activity, casualty and property insurance unavailability or unaffordability, special insurance fraud investigations and recommendations, and records of written requests for assistance by citizens against insurers (O.C.G.A. §§ 33-2-8, 33-2-14, 33-2-33).
- Report to the General Assembly, on an annual basis, the budgetary need for special fraud investigations. The Commissioner is authorized to levy an assessment on insurance companies at the amount necessary for annual investigations called the Special Insurance Fraud Fund (O.C.G.A. §§ 33-1-16, 33-1-17).
- Report to the General Assembly, on a quarterly basis, rate changes for certain insurance products and the number of new or no longer operating insurers in the state (O.C.G.A. § 33-2-8.2).
- Create and enforce rules and regulations reasonably necessary to certify insurers operating in Georgia, to conform to the requirements of HIPAA, to investigate and prosecute instances of insurance fraud, and to oversee language simplification and readability of consumer insurance products (O.C.G.A. §§ 33-2-9, 33-3-25).
- Collect taxes on insurance company gross direct premiums, notify companies of delinquency assessments, and issue executions against delinquents (Title 33, Chapter 8).
- Set and collect fees on any insurer seeking a certificate of authority and any person or group having bonds or securities (Title 33, Chapter 3).
- Regularly examine all insurance product providers or rating agencies seeking to do business, or currently doing business, in the state (O.C.G.A. §§ 33-2-11, 33-2-12).

As head of the Office of Safety Fire (O.C.G.A. § 25-2-2), the Commissioner must:

- Appoint a State Fire Marshal and prescribing his or her salary (O.C.G.A. § 25-2-5).
- Approve the deputizing of local fire marshals, deputy local fire marshals, or state inspectors as state officers (O.C.G.A. §§ 25-2-7, 25-2-12.1).
- Adopt rules and regulations that act as the minimum state fire safety standards (O.C.G.A. § 25-2-4).
- Oversee the State Fire Marshal's state-wide program of fire prevention in schools, contacting individual and organizational stakeholders in fire safety, and informing the public of the availability of limited number of smoke detectors available free of charge (O.C.G.A. §§ 25-2-30, 25-2-31).
- Maintain records of all fire losses per quarterly reports from fire insurance companies (O.C.G.A. §§ 25-2-32, 25-2-33).
- Oversee the construction and engineering of new buildings or renovations of existing building comply with state fire codes and national best practices (O.C.G.A. § 25-2-12).

2018 Compensation Study

- Regulate the storage, transportation, handling, manufacturing, use, sale, or storage of hazardous materials, explosive materials, fireworks, liquefied petroleum gas, and compressed natural gas (O.C.G.A. §§ 25-2-16, 25-2-17, 25-11-1, 25-2-16).
- Inspect and permit elevators, dumbwaiters, escalators, moving walkways, boilers, water heaters, fire suppression and sprinkler systems, and traveling carnivals and circuses (O.C.G.A. §§ 8-2-1, 8-25-15-2, 25-12-3, 25-2-4, 25-15-3, 25-15-4, 25-15-5).
- Investigate the cause and origin of any fires when requested by local law enforcement and investigate suspected arson cases (O.C.G.A. § 25-2-9).
- License manufactured home companies and inspecting manufactured homes, as well as enforcing the National Manufactured Housing Construction and Safety Standards Act (O.C.G.A. § 8-2-2).

As head of the Office of Industrial Loan, the Commissioner must:

- License and regulate businesses making of loans of \$3,000 or less (O.C.G.A. § 7-3-7).

Required Qualifications (Ga Const. Art. V, Sec. III, Para. II.)

- 1) Must have been a citizen of the United States for 10 years
- 2) Must have been a legal resident of Georgia for four years
- 3) Must be at least 25 years old

Boards

The Commissioner traditionally serves or appoints a designee to the Georgia Firefighters' Pension Fund Board of Trustees.

Term of Office; removal

The Commissioner is elected to a term at the same time as the Governor, and each term is four years (Ga. Const. Art. V, Sec. III, Para. 1). If a vacancy occurs, the Governor appoints a new Commissioner subject to a majority vote of the Senate (Ga Const. Art. V, Sec. II, Para. VIII). The Commissioner can be removed upon a petition of any four other elected constitutional officers and ruling by the Supreme Court if a physical or mental disability has left him or her unable to perform the duties of his or her office (Ga. Const. Art. V, Sec. IV).

Code Section: The Office of the Commissioner of Insurance is governed by Titles 7, 8, 25, and 33 of the Official Code of Georgia Annotated.

2018 Compensation Study

Commissioner of Agriculture

Background: The Commissioner of Agriculture shall serve as the chief administrative officer of the Department of Agriculture. The Commissioner is responsible for consumer protection that encompasses: food safety, animal health, animal protection, fuels, weights and measures, plant health, structural pest control, agricultural inputs, and agricultural marketing. The Commissioner's regulatory duties are codified in Titles 2, 4, 10, 26, and 43 of the Official Code of Georgia Annotated.

Specific Duties

- Examine and investigate any matter relating to or affecting the welfare of farmers and consumers;
- Serves as the Chief Administrative Officer of the Department of Agriculture;
- Examine and investigate any matter relating to or affecting the welfare of farmers and consumers of the state;
- Gather, formulate, and disseminate, in such form and in such manner as he or she shall deem advisable, information which may benefit the farmers and consumers of this state;
- Participate in any show, fair, or exhibit in order to advance the agricultural industry in this state and make the public aware of the services offered by the Department of Agriculture;
- Promulgate rules and regulations concerning the operations of the department and such rules and regulations as may be necessary to carry out and enforce the duties and responsibilities imposed upon him or her by law;
- Secure the cooperation and assistance of the other departments and agencies of this state, or the other states, any department or agency of the United States, or any other organization that may be of assistance;
- Participates as a member of, or in an advisory capacity to, any organization or association which is of benefit to the agricultural community or consumers of the state;
- Oversight and management of administrative offices including finance, legal, information technology, human resources, and public policy;
- Coordinate and support statewide emergency response efforts, including staffing of the Emergency Support Function #11 station and all associated duties and responsibilities;
- Works with the Georgia General Assembly to promote the enactment of legislation beneficial to the agriculture industry. The Commissioner's regulatory duties are codified in Titles 2, 4, 10, 26, and 43 of the Official Code of Georgia Annotated.
- Works with, and assists with regulation on behalf of, multiple federal entities with regard to the development, enforcement, promotion, and service of agricultural laws and programs.

Required Qualifications

- Citizen of the United States for 10 years (Ga. Const. Art. V, Sec. III, Para. II).
- Legal resident of the State of Georgia for four years (Ga. Const. Art. V, Sec. III, Para. II).
- Twenty-five years of age or older at the time of assuming the office (Ga. Const. Art. V, Sec. III, Para. II.)
- Practical Farmer (O.C.G.A. § 2-2-2).
- Elected by qualified voters at the same time, in the same manner, and under the same rules and regulations as the Governor and statehouse officers are elected (O.C.G.A. § 2-2-2).
- The Office of the Commissioner shall be at the capital of the state (O.C.G.A. § 2-2-2).

2018 Compensation Study

Boards

- Member of State Commission on the Condemnation of Public Property (O.C.G.A. § 50-16-181).

Term of office; removal

- The term of office of the Commissioner shall be for four years or until his or her successor is elected and qualified, unless he or she is removed in the manner prescribed by law for the removal of officers (O.C.G.A. § 2-2-3).

Code Section: The Georgia Department of Agriculture is governed by Chapter 2, Title 2 of the Official Code of Georgia Annotated.

2018 Compensation Study

Commissioner of Labor

Background: The Commissioner of Labor is responsible for implementing the state’s labor regulations in all sectors of employment, overseeing the state’s unemployment insurance and the programs designed to get unemployed individuals back to work. In addition, the Commissioner of Labor is also charged with producing statistics regarding the status of the state’s workforce (O.C.G.A. § 34-2-6).

Specific Duties

- Examine and investigate any matter relating to or affecting the welfare of farmers and oversee the enforcement of all labor laws within the State of Georgia, which may include inspections of employer facilities to observe laws and rules are being followed (O.C.G.A. § 34-2-6).
- Promote the arbitration, mediation, and reconciliation between employers and employees to avoid strikes, boycotts, picketing, or lockouts.
- Enforce rules or changes in rules that regulate the prevention of accident and disease in the workplace (O.C.G.A. § 34-2-6).
- Supervise and exercise jurisdiction over persons, and entities practicing private employment in the State of Georgia (O.C.G.A. § 34-2-6).
- Ensure that job postings in all state employment agencies are posted throughout the state and within the two largest newspapers of cities listed in O.C.G.A. § 34-2-6.
- Operate educational assistance programs for the Department of Labor (O.C.G.A. § 34-2-6).
- Administer and enforce all laws, rules, and regulations which it is the duty of the department to administer and enforce except as provided in Chapter 9 of Title 34 and direct all inspections and investigations except as otherwise provided (O.C.G.A. § 34-2-3e).

Required Qualifications (Ga. Const. Art. V, Sec. III, Para. II.)

- Citizen of the United States for 10 years.
- Legal resident of the State of Georgia for 4 years.
- Twenty-five years of age or older at the time of assuming the office.

Boards

- Member of State Commission on the Condemnation of Public Property (O.C.G.A. § 50-16-181).

Term of office; removal

- The Commissioner shall be elected by those persons entitled to vote for the Members of the General Assembly, and his or her term shall be for four years. (O.C.G.A. § 34-2-3B).
- The Commissioner may be removed by the governor for neglect of duty or malfeasance in office (O.C.G.A. § 34-2-3D).

Code Section: The Georgia Department of Labor is governed by Chapter 2, Title 34 of the Official Code of Georgia Annotated.

2018 Compensation Study

Public Service Commission

Background: The Public Service Commission (PSC) consists of five members who are elected via statewide elections; the state is divided into five districts. A commissioner is elected statewide but represents one of the five districts. The commission has supervision of all common carriers, railroad or street railroad companies, dock companies, terminal or terminal station companies, telephone companies, gas or electric light and power companies, and private companies who operate rapid rail passenger service lines within the state (O.C.G.A. § 46-2-20).

Specific Duties

- Determine “just and reasonable” rates and charges made by a company or firm under its jurisdiction (O.C.G.A. §§ 46-2-23, 46-8-20).
- After a public notice and hearing, the commission can deregulate a service, eliminate any tariffs on a service, or require that notice of any rate changes be provided to the commission (O.C.G.A. § 46-2-23).
- Approve rate-change plans filed by companies under its jurisdiction (O.C.G.A. § 46-2-23.1).
- Conduct hearings and investigations to determine if any person, firm or corporation willfully violated a law administered by the commission and is subject to a civil penalty (O.C.G.A. §§ 46-2-50, 46-2-91).
- Impose a civil penalty upon finding a violation (O.C.G.A. § 46-2-91).
- Review, convene a public hearing on, approve, and adopt integrated resource plans filed by utility companies (O.C.G.A. § 46-3A-2).

Required Qualifications

- Lived in the district for at least 12 months prior to the election to qualify. (O.C.G.A. § 46-2-1).
- Thirty years old, qualified to vote, and have no direct or indirect interest in any business or corporation that falls under the commission’s jurisdiction.

Boards

- None

Term of office; removal

- The term of office for a commissioner is six years and expires on December 31 of the final year (O.C.G.A. § 46-2-1).

Code Section: The Public Service Commission is governed by Chapter 2, Title 46 of the Official Code of Georgia Annotated.