

October 31, 2017

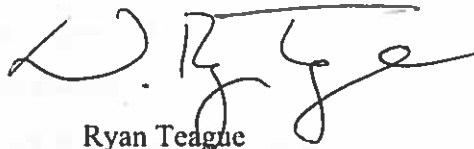
TO: The Honorable Nathan Deal, Governor  
The Honorable Casey Cagle, Lieutenant Governor  
The Honorable David Ralston, Speaker of the House of Representatives

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,

A handwritten signature in black ink, appearing to read "R. Teague", written over a horizontal line.

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

# 2017 Compensation Study

## Executive Summary

- The Commission recommends increases in the salaries of Constitutional Officers effective upon the official swearing into office January 2019 for newly elected officers or January 2019 for positions where the term has not expired.
- The Commission recommends increases in the salaries of members of the General Assembly effective January 1, 2019.
- The Commission recommends removing the salary supplement for the Speaker of the House, President Pro Tempore, and Speaker Pro Tempore.

## 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 <sup>c</sup>	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 <sup>a</sup>			60,500 <sup>b</sup>	67,756 <sup>b</sup>		100,418 <sup>b</sup>
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 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.
- "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

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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.”

## Compensation Changes for Members of the General Assembly 1973 to Present

Position	Legislative Session										
	1973 SB 108	1978 HB 262	1981 SB 87	1983 HB 189	1985 HB 78 <sup>(d)</sup>	1985 HB 270	1985 HB 78	1988 HB 1342	1988 HB 1196	1996 HB 1368	1999 HB 100 <sup>e</sup>
Lieutenant Governor	25,000	28,846		39,900		45,000		54,920			
President Pro Tempore	10,000 <sup>a</sup>	10,000 <sup>a</sup>			12,800		12,800		14,800 <sup>a</sup>	14,800	21,000
Speaker of the House	25,000 <sup>b</sup>	25,000 <sup>b</sup>	30,000	39,900 <sup>c</sup>	42,700	47,800 <sup>c</sup>		57,720 <sup>c</sup>			63,920 <sup>c</sup>
Speaker Pro Tempore	10,000 <sup>a</sup>	10,000 <sup>a</sup>			12,800		12,800		14,800 <sup>a</sup>	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."

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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).

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- **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

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and legislative 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 10.3 million as of July 1, 2016, which is a 25.94% increase since the 2000 Census and 6.43% since the 2010 Census. Georgia is one of nine states with populations exceeding 10 million. As of the July 2016 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 2016 estimate.
2. The 2016 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)

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Figure 1

	Census Facts		
	2000	2010	2016 July 1 Estimate
Georgia	8,186,453	9,687,653	10,310,371
Illinois	12,419,293	12,830,632	12,801,539
North Carolina	8,049,313	9,535,483	10,146,788
Ohio	11,353,140	11,536,504	11,614,373
Pennsylvania	12,281,054	12,702,379	12,784,227

## Annual Population Estimates

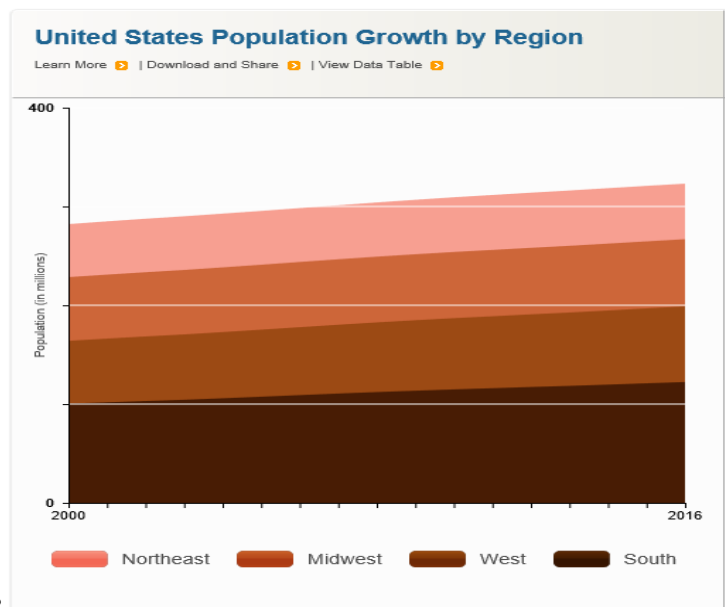


Figure 2

With regard to annual salaries for state officials, Georgia ranks 12<sup>th</sup> overall for the Secretary of State, 19<sup>th</sup> for the Attorney General, 40<sup>th</sup> for the State School Superintendent, 27<sup>th</sup> for the Insurance Commissioner, 29<sup>th</sup> for Agriculture Commissioner, 27<sup>th</sup> for the Labor Commissioner, and 32<sup>nd</sup> 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 Commissioner (PSC)	No. of PSC
Georgia	10,310,371	\$139,169	\$123,637	\$123,270	\$121,557	\$120,394	\$122,786	\$118,781	5
Illinois	12,801,539	\$156,541	\$156,541	\$225,000	\$133,273	\$135,081	\$124,090	\$130,008	5
North Carolina	10,146,788	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$139,849	7
Ohio	11,614,373	\$109,553	\$109,553	\$192,504	\$125,278	\$150,404	\$82,326	\$132,496	5
Pennsylvania	12,784,227	\$160,828	\$139,178	\$154,642	\$139,178	\$139,178	\$154,642	\$147,525	5

With regard to members of the General Assembly, Georgia ranks 25<sup>th</sup> in annual salaries for the Lieutenant Governor, and 27<sup>th</sup> in annual salaries for the members of the General Assembly. The Commission was unable to fairly rank the salary for the Speaker of the House because the base salary is supplemented in some states. (See Appendix E)



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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	\$86,479	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 2017 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 - \$135,230. (Appendix F)
    - i. High – Dougherty County
    - ii. Low – Webster County Unified
    - iii. Average salary for the top nine most populated Georgia Counties - \$29,908
  - b. City Council Member ranged from \$24 - \$25,000. (Appendix G)
    - i. High – City of Savannah
    - ii. Low – City of Pitts

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Top Nine Most Populated Georgia Counties				
Government	Title/Position	Salary	Annual Supplement	Pay Basis
Chatham County	County Commissioner	\$ 25,000.00		Annually
Cherokee County	County Commissioner	\$ 32,000.00		Annually
Clayton County	County Commissioner	\$ 26,626.00	\$1,582.00	Annually
Cobb County	County Commissioner	\$ 44,079.00	\$7.20	Annually
DeKalb County	County Commissioner	\$ 40,113.92		Annually
Forsyth County	County Commissioner	\$ 36,670.00		Annually
Fulton County	County Commissioner	\$ 42,910.00		Annually
Gwinnett County	County Commissioner	\$ 45,000.00		Annually
Henry County	County Commissioner	\$ 35,000.00		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

Position	Annual Salary	Sick Leave	Annual Leave*	Education Leave	Employer Contributions			Total Compensation
					FICA	Health Insurance	Retirement**	
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	\$26,848	\$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.

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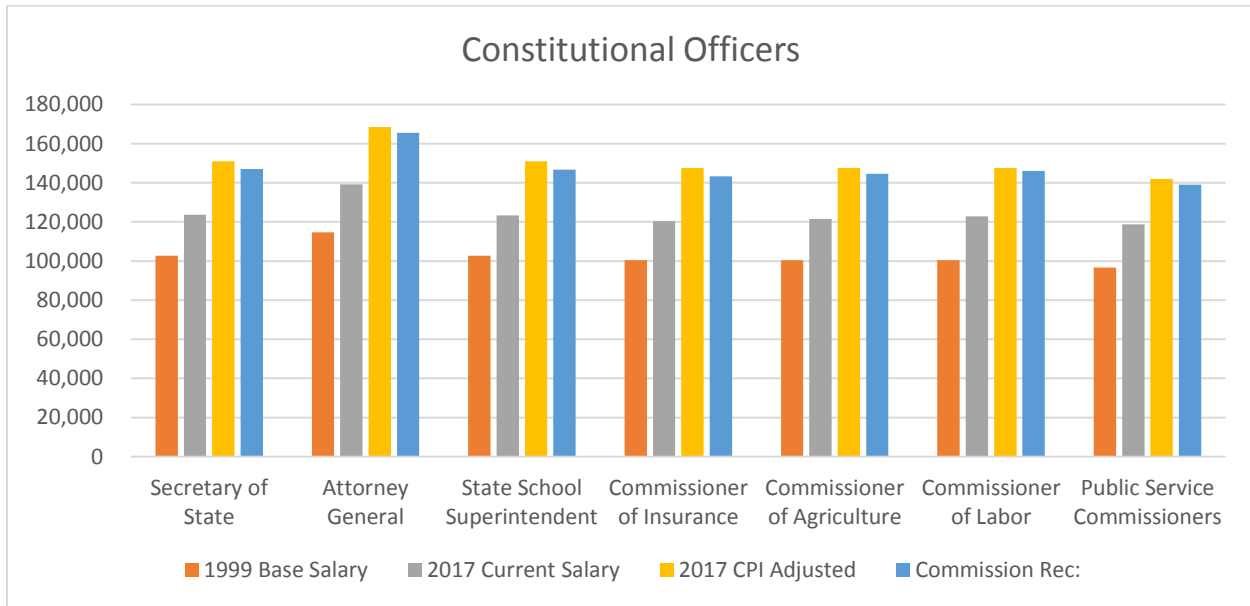
## Benefits and Pay

Position	Annual Salary	Additional Pay	Employer Contributions			Total Compensation*
			FICA	Health Insurance	Retirement	
Lieutenant Governor	\$91,611	\$0	\$7,008	\$27,899	\$22,729	\$149,247
President Pro Tempore	\$17,342	\$4,800	\$1,694	\$6,743	\$784	\$31,363
Speaker of the House	\$17,342	\$81,732	\$7,579	\$30,172	\$784	\$137,609
Speaker Pro Tempore	\$17,342	\$4,800	\$1,694	\$6,743	\$784	\$31,363
General Assembly Member	\$17,342	\$0	\$1,327	\$5,281	\$784	\$24,734

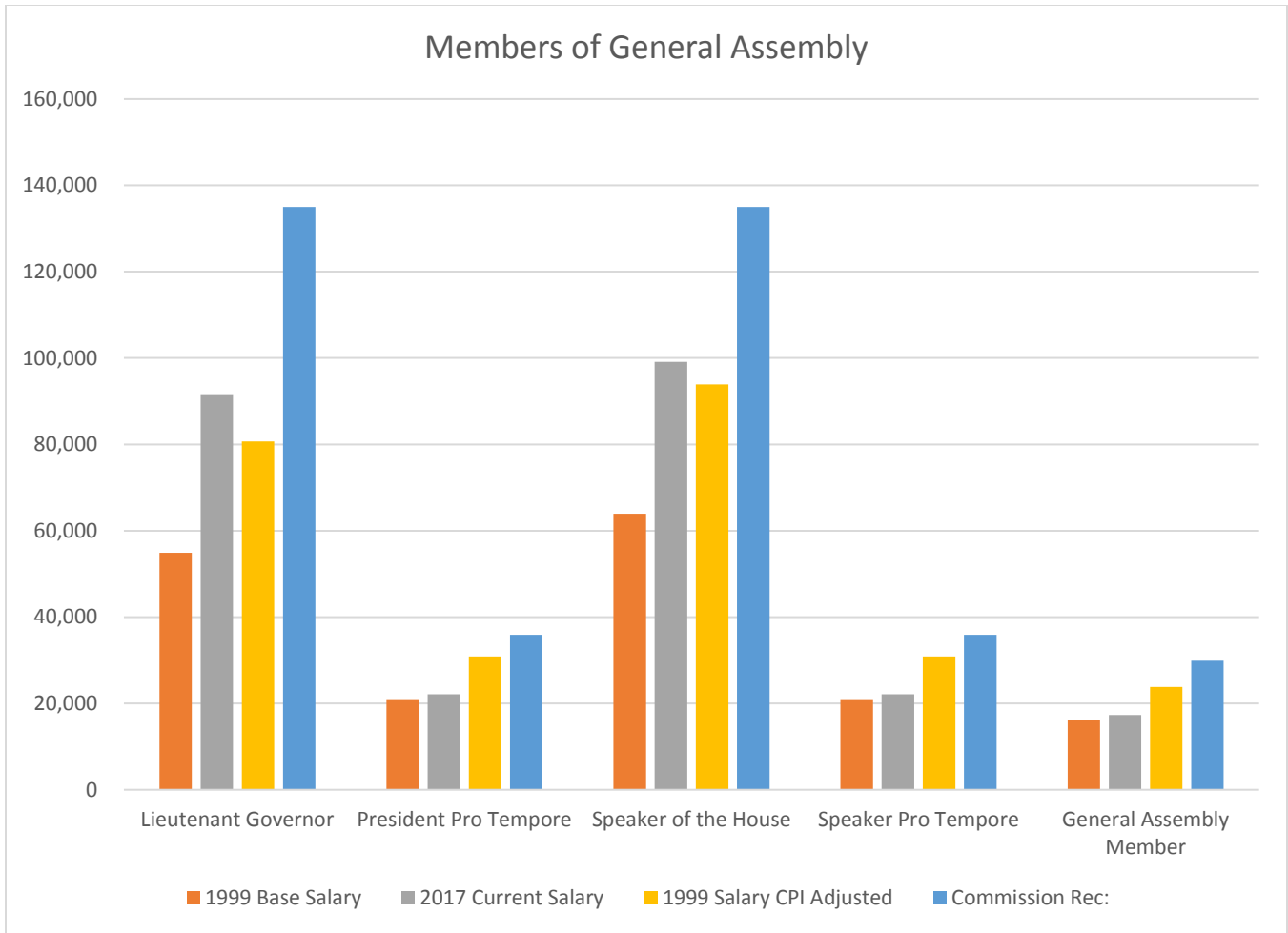
\* All Legislators are eligible for reimbursable expenses up to \$7,000 which is not included in Total Compensation

### 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 2017.



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### 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 effective upon the official swearing in to office January 2019. 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%

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increase in the salaries for Public Service Commissioners effective January 2019. 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 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 effective January 1, 2019 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 effective January 1, 2019.
  - 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.

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### **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

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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.

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## 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 1.5% 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.



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### **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.

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## 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 Commissioner (PSC)	No. of PSC
Alabama	4,863,300	\$168,002	\$85,248	\$250,000	\$84,655	\$164,419	\$139,859	\$103,490	3
Alaska	741,894	\$141,156	N/A	\$141,156	\$102,972	\$126,984	\$141,156	\$129,132	5
Arizona	6,931,071	\$90,000	\$70,000	\$85,000	\$132,000	\$120,000	\$150,000	\$154,320	5
Arkansas	2,988,248	\$130,000	\$90,000	\$233,488	\$101,969	\$132,128	\$130,138	\$126,748	3
California	39,250,017	\$165,126	\$142,577	\$165,126	\$194,105	\$152,081	\$194,105	\$142,411	5
Colorado	5,540,545	\$80,000	\$68,500	\$245,688	\$154,968	\$135,564	\$158,064	\$122,712	3
Connecticut	3,576,452	\$110,000	\$110,000	\$192,500	\$132,160	\$160,000	\$157,000	\$145,948	3
Delaware	952,065	\$145,707	\$128,090	\$160,645	\$119,540	\$109,032	\$119,540	\$104,500	5
Florida	20,612,439	\$128,972	\$141,000	\$276,000	\$128,972	\$134,158	\$141,000	\$131,036	5^
Georgia	10,310,371	\$139,169	\$123,637	\$123,270	\$121,557	\$120,394	\$122,786	\$118,781	5
Hawaii	1,428,557	\$148,800	N/A	\$200,000	\$141,720	\$117,312	\$141,720	\$120,876	3
Idaho	1,683,140	\$124,000	\$104,207	\$104,207	\$130,936	\$102,273	N/A	\$95,899	3
Illinois	12,801,539	\$156,541	\$156,541	\$225,000	\$133,273	\$135,081	\$124,090	\$130,008	5
Indiana	6,633,053	\$97,468	\$81,020	\$97,468	\$147,346	\$112,519	\$112,519	\$120,716	5
Iowa	3,134,693	\$123,669	\$103,212	\$140,000	\$103,212	\$128,890	\$112,070	\$128,890	3
Kansas	2,907,289	\$98,901	\$86,003	\$175,000	\$110,000	\$86,003	\$113,400	\$99,292	3
Kentucky	4,436,974	\$121,550	\$121,550	\$240,000	\$121,550	\$110,250	\$137,000	\$113,121	3
Louisiana	4,681,666	\$115,000	\$115,000	\$275,000	\$115,000	\$115,000	\$137,000	\$45,000	5
Maine	1,331,479	\$119,038	\$90,730	\$121,347	\$131,706	\$108,659	\$131,706	\$126,901	3
Maryland	6,016,447	\$141,500	\$99,500	\$153,532	\$143,488	\$157,386	\$161,975	\$165,565	5
Massachusetts	6,811,779	\$136,402	\$136,402	\$161,522	\$136,000	\$130,000	\$119,060	\$129,000	3
Michigan	9,928,300	\$112,410	\$112,410	\$206,040	\$155,000	N/A	\$155,000	\$140,000	3
Minnesota	5,519,952	\$121,248	\$95,722	\$150,002	\$144,991	N/A	\$144,991	\$139,464	5
Mississippi	2,988,726	\$108,960	\$90,000	\$300,000	\$90,000	\$90,000	N/A	\$108,850	3
Missouri	6,093,000	\$116,437	\$107,746	\$191,544	\$124,139	\$124,139	\$124,140	\$88,267	5
Montana	1,042,520	\$123,499	\$92,236	\$104,635	\$109,690	\$92,236	\$109,690	\$101,772	5
Nebraska	1,907,116	\$95,000	\$85,000	\$220,725	\$116,700	\$127,111	\$130,880	\$150,000	5
Nevada	2,940,058	\$141,086	\$102,898	\$128,998	\$118,200	\$118,200	\$98,880	\$125,021	3
New Hampshire	1,334,795	\$117,913	\$105,930	\$114,553	\$100,171	\$105,930	\$105,930	\$110,036	3
New Jersey	8,944,469	\$140,000	N/A	\$141,000	\$141,000	\$130,000	\$141,000	\$125,301	5
New Mexico	2,081,015	\$95,000	\$85,000	\$126,250	\$125,000	\$114,000	\$113,827	\$90,000	5
New York	19,745,289	\$151,500	\$120,800	\$250,000	\$120,800	\$127,000	\$127,000	\$127,000	5
North Carolina	10,146,788	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$127,561	\$139,849	7
North Dakota	757,952	\$157,009	\$105,770	\$120,410	\$108,656	\$105,768	\$102,000	\$99,435	3
Ohio	11,614,373	\$109,553	\$109,553	\$192,504	\$125,278	\$150,404	\$82,326	\$132,496	5
Oklahoma	3,923,561	\$132,825	\$140,000	\$124,373	\$87,005	\$126,713	\$105,053	\$116,713	3
Oregon	4,093,465	\$82,220	\$77,000	\$157,581	\$152,652	\$171,515	\$77,000	\$153,029	3
Pennsylvania	12,784,227	\$160,828	\$139,178	\$154,642	\$139,178	\$139,178	\$154,642	\$147,525	5
Rhode Island	1,056,426	\$124,991	\$117,637	\$212,106	N/A	N/A	N/A	\$117,412	3
South Carolina	4,961,119	\$92,007	\$92,007	\$92,007	\$92,007	\$143,420	\$116,795	\$189,500	7
South Dakota	865,454	\$112,096	\$89,700	\$123,864	\$118,000	\$99,619	\$112,805	\$101,861	3
Tennessee	6,651,194	\$182,688	\$195,972	\$200,004	\$158,556	\$158,556	\$152,256	\$158,352	6
Texas	27,862,596	\$153,750	\$132,924	\$220,375	\$137,500	\$202,383	\$179,500	\$158,075	3
Utah	3,051,217	\$104,405	N/A	\$230,069	\$115,586	\$114,670	\$107,037	\$95,680	3
Vermont	624,594	\$126,048	\$105,290	\$133,453	\$133,453	\$116,106	\$118,394	\$139,818	3
Virginia	8,411,808	\$150,000	\$158,966	\$206,467	\$165,552	\$168,938	\$135,580	\$144,587	3
Washington	7,288,000	\$159,395	\$121,663	\$134,212	\$141,369	\$124,061	\$155,700	\$132,000	3
West Virginia	1,831,102	\$95,000	\$95,000	\$230,000	\$95,000	\$92,500	\$70,504	\$90,000	3
Wisconsin	5,778,708	\$142,966	\$69,936	\$121,307	\$121,950	\$119,413	\$101,130	\$118,000	3
Wyoming	585,501	\$175,000	\$92,000	\$92,000	\$124,378	\$122,900	\$61,747	\$130,591	3

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

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## 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	4,863,300	\$60,830	\$60,830	\$42,830	
Alaska	741,894	\$115,000	\$45,265	\$44,765	
Arizona	6,931,071	N/A	(b)	\$24,000	
Arkansas	2,988,248	\$42,315	\$45,000	\$39,400	
California	39,250,017	\$142,577	\$119,204	\$104,118	
Colorado	5,540,545	\$150,000	(c)	\$30,000	
Connecticut	3,576,452	\$110,000	\$66,689	\$28,000	
Delaware	952,065	\$79,053	\$65,184	\$45,291	
Florida	20,612,439	\$124,851	\$41,181	\$29,697	
Georgia	10,310,371	\$91,611	\$99,074	\$17,342	
Hawaii	1,428,557	\$148,800	\$130,260	\$61,380	
Idaho	1,683,140	\$42,909	\$38,034	\$17,017	
Illinois	12,801,539	\$135,669	\$95,313	\$67,836	
Indiana	6,633,053	\$93,296	\$32,436	\$25,436	
Iowa	3,134,693	\$103,212	\$36,593	\$25,000	
Kansas	2,907,289	\$54,000	\$22,018	\$88.66/d	
Kentucky	4,436,974	\$121,550	\$236/d	\$188.22/d	
Louisiana	4,681,666	\$115,000	\$32,000	\$16,800	
Maine	1,331,479	N/A	\$21,406.5/y first regular session; \$15,237/y second regular session	Varies	\$14,271/y first regular session; \$10,158/y second regular session
Maryland	6,016,447	\$141,500	\$61,535	\$47,769	
Massachusetts	6,811,779	\$122,058	\$97,548	\$62,548	
Michigan	9,928,300	\$111,510	\$98,685	\$71,685	
Minnesota	5,519,952	\$82,959	\$43,596	\$31,141	
Mississippi	2,988,726	\$60,000	\$60,000	\$10,000	
Missouri	6,093,000	\$86,484	(d)	\$35,915	
Montana	1,042,520	\$86,362	\$119.39/d	\$114.39/d	
Nebraska	1,907,116	\$75,000	\$12,000	\$12,000	
Nevada	2,940,058	\$63,648	\$148.29/d	\$146.29/d	
New Hampshire	1,334,795	N/A	\$250		\$200/2-y term. 3/day special session for first 15 days of session
New Jersey	8,944,469	\$141,000	\$65,333	\$49,000	
New Mexico	2,081,015	\$85,000	\$164/d	\$164/d	
New York	19,745,289	\$151,500	\$121,000	\$79,500	
North Carolina	10,146,788	\$127,561	\$52,102	\$13,951	
North Dakota	757,952	\$103,221	\$187/d	\$177/d	
Ohio	11,614,373	\$150,404	\$94,437	\$60,584	
Oklahoma	3,923,561	\$114,713	\$56,332	\$38,400	
Oregon	4,093,465	N/A	\$47,784	\$24,216	
Pennsylvania	12,784,227	\$162,373	\$134,359	\$86,479	
Rhode Island	1,056,426	\$117,637	\$30,860	\$15,430	
South Carolina	4,961,119	\$46,545	\$21,400	\$10,400	
South Dakota	865,454	\$68,680	\$6,000	\$6,000	\$6,000/session; \$142/day for interim committees
Tennessee	6,651,194	\$88,001	\$64,435	\$22,667	
Texas	27,862,596	\$9,612	\$7,200	\$7,200	
Utah	3,051,217	\$104,405	(e)	\$273/d	
Vermont	624,594	\$70,470	11296/y + 730.66/w during session	Weekly	\$707/w during session.
Virginia	8,411,808	\$36,321	\$36,321	Varies	\$18,000/y Senate; \$17,640/y House.
Washington	7,288,000	\$101,889	\$100,090	\$47,776	
West Virginia	1,831,102	\$20,000	(f)	\$20,000	
Wisconsin	5,778,708	\$77,795	(g)	\$50,950	
Wyoming	585,501	N/A	\$153/d during session	Daily	\$150/d during session.

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

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### Appendix F: County Wage and Salary Data

Government	Title/Position	Salary	Annual Supplement	Pay Basis
Appling County	County Commissioner	\$ 14,395.00		Annually
Athens-Clarke CG	County Commissioner	\$ 19,691.00		Annually
Atkinson County	County Commissioner	\$ 5,832.00		Annually
Augusta/Richmond CG	County Commissioner	\$ -	\$14,712.13	Annually
Bacon County	County Commissioner	\$ 8,570.00		Annually
Baldwin County	County Commissioner	\$ 9,268.00		Annually
Barrow County	County Commissioner	\$ 8,827.28		Annually
Berrien County	County Commissioner	\$ 9,000.00	\$10,000.00	Annually
Brooks County	County Commissioner	\$ 11,070.84		Annually
Bryan County	County Commissioner	\$ 10,000.00		Annually
Burke County	County Commissioner	\$ 7,356.07	\$1,200.00	Annually
Calhoun County	County Commissioner	\$ 2,600.00	\$2,600.00	Annually
Camden County	County Commissioner	\$ 12,505.31		Annually
Candler County	County Commissioner	\$ 68,891.04		Annually
Catoosa County	County Commissioner	\$ 12,978.00		Annually
Charlton County	County Commissioner	\$ 9,047.94		Annually
Chatham County	County Commissioner	\$ 25,000.00		Annually
Cherokee County	County Commissioner	\$ 32,000.00		Annually
Clayton County	County Commissioner	\$ 26,626.00	\$1,582.00	Annually
Clinch County	County Commissioner	\$ 7,291.00		Annually
Cobb County	County Commissioner	\$ 44,079.00	\$7.20	Annually
Coffee County	County Commissioner	\$ 6,668.14		Annually
Colquitt County	County Commissioner	\$ 7,116.99		Annually
Columbia County	County Commissioner	\$ 8,240.00	\$1,200.00	Annually
Columbus/Muscogee CG	County Commissioner	\$ -		Annually
Cook County	County Commissioner	\$ 6,000.00	\$1,200.00	Annually
Crawford County	County Commissioner	\$ 15,780.00		Annually
Crisp County	County Commissioner	\$ 19,374.00		Annually
Dawson County	County Commissioner	\$ 11,769.71		Annually
Decatur County	County Commissioner	\$ -	\$7,200.00	Annually
DeKalb County	County Commissioner	\$ 40,113.92		Annually
Dodge County	County Commissioner	\$ 5,535.00		Annually
Dooley County	County Commissioner	\$ 12,569.00		Annually
Dougherty County	County Commissioner	\$135,229.97		Annually
Douglas County	County Commissioner	\$ 24,128.40		Annually
Early County	County Commissioner	\$ 2,942.42		Annually
Effingham County	County Commissioner	\$ 25,100.00		Annually
Emanuel County	County Commissioner	\$ 5,884.80		Annually
Evans County	County Commissioner	\$ 7,907.77		Annually
Fannin County	County Commissioner	\$ 10,381.68		Annually
Fayette County	County Commissioner	\$ 27,673.68		Annually
Floyd County	County Commissioner	\$ 8,827.26		Annually
Forsyth County	County Commissioner	\$ 36,670.00		Annually
Fulton County	County Commissioner	\$ 42,910.00		Annually
Georgetown-Quitman CG	County Commissioner	\$ 3,600.00		Annually

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Government	Title/Position	Salary	Annual Supplement	Pay Basis
GlascocK County	County Commissioner	\$ 3,310.32		Annually
Glynn County	County Commissioner	\$ 10,398.12		Per Occurance
Gordon County	County Commissioner	\$ 9,048.00		Annually
Grady County	County Commissioner	\$ 3,554.36		Annually
Greene County	County Commissioner	\$ 15,098.53		Annually
Gwinnett County	County Commissioner	\$ 45,000.00		Annually
Habersham County	County Commissioner	\$ 46,685.95	\$4,800.00	Annually
Hall County	County Commissioner	\$ 8,698.55		Annually
Harris County	County Commissioner	\$ 9,691.20	\$3,181.92	Annually
Hart County	County Commissioner	\$ 7,778.00		Annually
Heard County	County Commissioner	\$ 6,372.00		Annually
Henry County	County Commissioner	\$ 35,000.00		Annually
Houston County	County Commissioner	\$ 15,038.16		Annually
Irwin County	County Commissioner	\$ 5,774.52		Annually
Jackson County	County Commissioner	\$ 14,417.89		Annually
Jeff Davis County	County Commissioner	\$ 8,556.12		Annually
Jefferson County	County Commissioner	\$ 8,612.00	\$3,600.00	Annually
Jenkins County	County Commissioner	\$ 6,755.52		Annually
Jones County	County Commissioner	\$ 13,633.68		Annually
Lamar County	County Commissioner	\$ 6,473.34		Annually
Lanier County	County Commissioner	\$ 4,507.56		Annually
Lee County	County Commissioner	\$ 8,585.72		Annually
Liberty County	County Commissioner	\$ 3,954.00		Annually
Lincoln County	County Commissioner	\$ 2,640.17		Annually
Lowndes County	County Commissioner	\$ 19,861.38		Annually
Lumpkin County	County Commissioner	\$ 12,040.92	\$1,200.00	Annually
Macon County	County Commissioner	\$ 9,489.00		Annually
Macon-Bibb County	County Commissioner	\$ 16,200.00		Annually
McIntosh County	County Commissioner	\$ 11,310.36		Annually
Mitchell County	County Commissioner	\$ 7,504.56		Annually
Montgomery County	County Commissioner	\$ 6,323.16		Annually
Morgan County	County Commissioner	\$ 5,884.85		Annually
Newton County	County Commissioner	\$ 21,241.00		Annually
Oconee County	County Commissioner	\$ 23,562.00		Annually
Paulding County	County Commissioner	\$ 29,056.00		Annually
Peach County	County Commissioner	\$ 13,443.24		Annually
Pickens County	County Commissioner	\$ 10,985.10		Annually
Pierce County	County Commissioner	\$ 9,136.23	\$1,200.00	Annually
Polk County	County Commissioner	\$ 6,546.86		Annually
Putnam County	County Commissioner	\$ 11,034.00		Annually
Rabun County	County Commissioner	\$ 5,400.00		Annually
Randolph County	County Commissioner	\$ 5,895.99		Annually
Rockdale County	County Commissioner	\$ 26,364.26		Annually
Schley County	County Commissioner	\$ 1,336.20		Annually
Seminole County	County Commissioner	\$ 6,003.00		Annually
Spalding County	County Commissioner	\$ 16,689.58		Annually
Sumter County	County Commissioner	\$ 7,539.97		Annually

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Government	Title/Position	Salary	Additional Supplement	Basis
Talbot County	County Commissioner	\$ 10,656.00		Annually
Taliaferro County	County Commissioner	\$ 1,979.00		Annually
Tattnall County	County Commissioner	\$ 5,407.00		Annually
Taylor County	County Commissioner	\$ 9,516.00		Annually
Telfair County	County Commissioner	\$ 5,884.92		Annually
Terrell County	County Commissioner	\$ 4,800.00		Annually
Thomas County	County Commissioner	\$ 4,414.00		Annually
Toombs County	County Commissioner	\$ 8,827.26	\$9,048.00	Annually
Treutlen County	County Commissioner	\$ 4,413.64	\$100.00	Annually
Turner County	County Commissioner	\$ 500.00		Annually
Twiggs County	County Commissioner	\$ 6,620.46		Annually
Walton County	County Commissioner	\$ 10,656.32		Annually
Ware County	County Commissioner	\$ 6,000.00		Annually
Warren County	County Commissioner	\$ 5,940.00		Annually
Washington County	County Commissioner	\$ 7,280.00		Annually
Wayne County	County Commissioner	\$ 3,659.76		Annually
Webster County Unified	County Commissioner	\$ 306.00		Annually
White County	County Commissioner	\$ 20,082.12		Annually
Wilkes County	County Commissioner	\$ 4,413.00		Annually
Wilkinson County	County Commissioner	\$ 9,397.20		Annually

# 2017 Compensation Study

## Appendix G: City Wage and Salary Data

Government	Title/Position	Salary	Basis
Abbeville City	Councilmember, City Council	\$ 900.00	Annually
Acworth City	Councilmember, City Council	\$ 15,840.00	Annually
Adairsville City	Councilmember, City Council	\$ 2,598.72	Annually
Albany City	Councilmember, City Council	\$ 15,000.00	Annually
Allentown City	Councilmember, City Council	\$ 300.00	Annually
Alma City	Councilmember, City Council	\$ 4,800.00	Annually
Americus City	Councilmember, City Council	\$ 7,200.00	Annually
Aragon City	Councilmember, City Council	\$ 1,200.00	Annually
Arcade Town	Councilmember, City Council	\$ 1,200.00	Annually
Arlington City	Councilmember, City Council	\$ 1,200.00	Annually
Ashburn City	Councilmember, City Council	\$ 6,600.00	Annually
Attapulgus City	Councilmember, City Council	\$ 600.00	Annually
Auburn City	Councilmember, City Council	\$ 4,800.00	Annually
Avera City	Councilmember, City Council	\$ 100.00	Annually
Baconton City	Councilmember, City Council	\$ 2,800.00	Annually
Bainbridge City	Councilmember, City Council	\$ 3,000.00	Annually
Barnesville City	Councilmember, City Council	\$ 1,500.00	Annually
Berkeley Lake City	Councilmember, City Council	\$ 900.00	Annually
Berlin City	Councilmember, City Council	\$ 600.00	Annually
Blairsville City	Councilmember, City Council	\$ 3,600.00	Annually
Blakely City	Councilmember, City Council	\$ 3,600.00	Annually
Bloomington City	Councilmember, City Council	\$ 1,800.00	Annually
Blue Ridge City	Councilmember, City Council	\$ 7,200.00	Annually
Bogart City	Councilmember, City Council	\$ 4,800.00	Annually
Bowdon City	Councilmember, City Council	\$ 1,440.00	Annually
Bowersville Town	Councilmember, City Council	\$ 600.00	Annually
Bremen City	Councilmember, City Council	\$ 1,800.00	Annually
Brinson Town	Councilmember, City Council	\$ 1,440.00	Annually
Brookhaven City	Councilmember, City Council	\$ 12,000.00	Annually
Brooks Town	Councilmember, City Council	\$ 1,200.00	Annually
Broxton City	Councilmember, City Council	\$ 325.00	Annually
Brunswick City	Councilmember, City Council	\$ 5,300.00	Annually
Buchanan City	Councilmember, City Council	\$ 2,000.00	Annually
Buckhead Town	Councilmember, City Council	\$ 385.00	Annually
Byron City	Councilmember, City Council	\$ 3,000.00	Annually
Cairo City	Councilmember, City Council	\$ 7,320.00	Annually
Calhoun City	Councilmember, City Council	\$ 8,400.00	Annually
Camilla City	Councilmember, City Council	\$ 2,400.00	Annually
Canton City	Councilmember, City Council	\$ 8,000.00	Annually
Carl Town	Councilmember, City Council	\$ 1,920.00	Annually
Carlton City	Councilmember, City Council	\$ 1,000.00	Annually
Carnesville City	Councilmember, City Council	\$ 1,800.00	Annually
Carrollton City	Councilmember, City Council	\$ 3,600.00	Annually
Cedartown City	Councilmember, City Council	\$ 1,800.00	Annually

## 2017 Compensation Study

Government	Title/Position	Salary	Basis
Centerville City	Councilmember, City Council	\$ 3,600.00	Annually
Centralhatchee Town	Councilmember, City Council	\$ 600.00	Annually
Chattahoochee Hills City	Councilmember, City Council	\$ 1,200.00	Annually
Chester Town	Councilmember, City Council	\$ 2,250.00	Annually
Chickamauga City	Councilmember, City Council	\$ 1,700.00	Annually
Clarkesville City	Councilmember, City Council	\$ 600.00	Annually
Clarkston City	Councilmember, City Council	\$ 3,500.00	Annually
Clayton City	Councilmember, City Council	\$ 1,800.00	Annually
Clermont Town	Councilmember, City Council	\$ 125.00	Annually
Colbert City	Councilmember, City Council	\$ 1,664.25	Annually
Collins City	Councilmember, City Council	\$ 1,020.00	Annually
Colquitt City	Councilmember, City Council	\$ 3,000.00	Annually
Comer City	Councilmember, City Council	\$ 1,500.00	Annually
Commerce City	Councilmember, City Council	\$ 2,700.00	Annually
Conyers City	Councilmember, City Council	\$ 2,400.00	Annually
Coolidge City	Councilmember, City Council	\$ 900.00	Annually
Cordele City	Councilmember, City Council	\$ 11,785.80	Annually
Cornelia City	Councilmember, City Council	\$ 2,400.00	Annually
Covington City	Councilmember, City Council	\$ 9,000.00	Annually
Culoden City	Councilmember, City Council	\$ 300.00	Annually
Cumming City	Councilmember, City Council	\$ 6,497.04	Annually
Dacula City	Councilmember, City Council	\$ 5,100.00	Annually
Dahlonega City	Councilmember, City Council	\$ 4,800.00	Annually
Dallas City	Councilmember, City Council	\$ 10,000.00	Annually
Dalton City	Councilmember, City Council	\$ 6,000.00	Annually
Dasher City	Councilmember, City Council	\$ 3,324.60	Annually
Dawson City	Councilmember, City Council	\$ 3,600.00	Annually
Dawsonville City	Councilmember, City Council	\$ 6,000.00	Annually
Decatur City	Councilmember, City Council	\$ 5,200.00	Annually
Denton City	Councilmember, City Council	\$ 1,168.20	Annually
Dexter Town	Councilmember, City Council	\$ 2,240.00	Annually
Dillard City	Councilmember, City Council	\$ 1,200.00	Annually
Doraville City	Councilmember, City Council	\$ 8,400.00	Annually
Douglas City	Councilmember, City Council	\$ 7,200.00	Annually
Douglasville City	Councilmember, City Council	\$ 12,900.00	Annually
Du Pont Town	Councilmember, City Council	\$ 100.00	Annually
Dublin City	Councilmember, City Council	\$ 8,400.00	Annually
Dudley City	Councilmember, City Council	\$ 600.00	Annually
Dunwoody City	Councilmember, City Council	\$ 12,000.00	Annually
East Dublin City	Councilmember, City Council	\$ 3,600.00	Annually
East Point City	Councilmember, City Council	\$ 11,000.00	Annually
Eastman City	Councilmember, City Council	\$ 3,000.00	Annually
Eatonton City	Councilmember, City Council	\$ 6,600.00	Annually
Elberton City	Councilmember, City Council	\$ 4,200.00	Annually
Ephesus City	Councilmember, City Council	\$ 1,000.00	Annually
Eton City	Councilmember, City Council	\$ 3,900.00	Annually
Fairmount City	Councilmember, City Council	\$ 900.00	Annually



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Government	Title/Position	Salary	Basis
Fitzgerald City	Councilmember, City Council	\$ 13,000.00	Annually
Folkston City	Councilmember, City Council	\$ 2,400.00	Annually
Fort Oglethorpe City	Councilmember, City Council	\$ 8,500.00	Annually
Fort Valley City	Councilmember, City Council	\$ 500.00	Annually
Franklin City	Councilmember, City Council	\$ 3,000.00	Annually
Garden City	Councilmember, City Council	\$ 3,600.00	Annually
Garfield City	Councilmember, City Council	\$ 500.00	Annually
Geneva Town	Councilmember, City Council	\$ 600.00	Annually
Gibson City	Councilmember, City Council	\$ 600.00	Annually
Glennville City	Councilmember, City Council	\$ 3,000.00	Annually
Glenwood City	Councilmember, City Council	\$ 600.00	Annually
Good Hope City	Councilmember, City Council	\$ 300.00	Annually
Graham City	Councilmember, City Council	\$ 1,200.00	Annually
Gray City	Councilmember, City Council	\$ 5,400.00	Annually
Greenville City	Councilmember, City Council	\$ 1,200.00	Annually
Griffin City	Councilmember, City Council	\$ 13,440.00	Annually
Grovetown City	Councilmember, City Council	\$ 5,000.00	Annually
Hahira City	Councilmember, City Council	\$ 6,000.00	Annually
Hamilton City	Councilmember, City Council	\$ 600.00	Annually
Hampton City	Councilmember, City Council	\$ 8,400.00	Annually
Haralson Town	Councilmember, City Council	\$ 600.00	Annually
Harlem City	Councilmember, City Council	\$ 3,600.00	Annually
Harrison Town	Councilmember, City Council	\$ 1,200.00	Annually
Hartwell City	Councilmember, City Council	\$ 2,400.00	Annually
Hazlehurst City	Councilmember, City Council	\$ 2,400.00	Annually
Helen City	Councilmember, City Council	\$ 1,200.00	Annually
Hinesville City	Councilmember, City Council	\$ 12,000.00	Annually
Hiram City	Councilmember, City Council	\$ 3,000.00	Annually
Hoboken City	Councilmember, City Council	\$ 300.00	Annually
Hogansville City	Councilmember, City Council	\$ 3,600.00	Annually
Holly Springs City	Councilmember, City Council	\$ 6,000.00	Annually
Homerville City	Councilmember, City Council	\$ 1,800.00	Annually
Hull Town	Councilmember, City Council	\$ 650.00	Annually
Ideal City	Councilmember, City Council	\$ 600.00	Annually
Ila City	Councilmember, City Council	\$ 1,212.00	Annually
Jackson City	Councilmember, City Council	\$ 9,000.00	Annually
Jefferson City	Councilmember, City Council	\$ 2,500.00	Annually
Jesup City	Councilmember, City Council	\$ 4,850.00	Annually
Johns Creek City	Councilmember, City Council	\$ 15,000.00	Annually
Jonesboro City	Councilmember, City Council	\$ 8,400.00	Annually
Junction City	Councilmember, City Council	\$ 100.00	Annually
Kennesaw City	Councilmember, City Council	\$ 1,000.00	Annually
Keysville City	Councilmember, City Council	\$ 75.00	Annually
Kingsland City	Councilmember, City Council	\$ 25.00	Annually
Kingston City	Councilmember, City Council	\$ 2,000.00	Annually
LaFayette City	Councilmember, City Council	\$ 3,600.00	Annually
LaGrange City	Councilmember, City Council	\$ 7,200.00	Annually

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Government	Title/Position	Salary	Basis
Lake Park City	Councilmember, City Council	\$ 1,800.00	Annually
Lawrenceville City	Councilmember, City Council	\$ 7,200.00	Annually
Leslie City	Councilmember, City Council	\$ 600.00	Annually
Lilburn City	Councilmember, City Council	\$ 3,500.00	Annually
Lilly City	Councilmember, City Council	\$ 420.00	Annually
Lincolnton City	Councilmember, City Council	\$ 2,400.00	Annually
Lithonia City	Councilmember, City Council	\$ 4,080.00	Annually
Locust Grove City	Councilmember, City Council	\$ 8,400.00	Annually
Loganville City	Councilmember, City Council	\$ 6,000.00	Annually
Louisville City	Councilmember, City Council	\$ 900.00	Annually
Lovejoy City	Councilmember, City Council	\$ 14,400.00	Annually
Ludowici City	Councilmember, City Council	\$ 4,200.00	Annually
Lula City	Councilmember, City Council	\$ 500.00	Annually
Luthersville Town	Councilmember, City Council	\$ 1,500.00	Annually
Lyerly Town	Councilmember, City Council	\$ 480.00	Annually
Lyons City	Councilmember, City Council	\$ 3,600.00	Annually
Manassas City	Councilmember, City Council	\$ 60.00	Annually
Manchester City	Councilmember, City Council	\$ 3,882.00	Annually
Marietta City	Councilmember, City Council	\$ 13,000.00	Annually
Maysville Town	Councilmember, City Council	\$ 2,400.00	Annually
McCaysville City	Councilmember, City Council	\$ 2,400.00	Annually
McDonough City	Councilmember, City Council	\$ 12,000.00	Annually
McRae-Helena City	Councilmember, City Council	\$ 2,700.00	Annually
Menlo City	Councilmember, City Council	\$ 400.00	Annually
Metter City	Councilmember, City Council	\$ 2,700.00	Annually
Midway City	Councilmember, City Council	\$ 5,400.00	Annually
Milledgeville City	Councilmember, City Council	\$ 6,000.00	Annually
Milner City	Councilmember, City Council	\$ 500.00	Annually
Monroe City	Councilmember, City Council	\$ 6,000.00	Annually
Moreland Town	Councilmember, City Council	\$ 300.00	Annually
Morganton City	Councilmember, City Council	\$ 780.00	Annually
Morrow City	Councilmember, City Council	\$ 10,800.00	Annually
Morven City	Councilmember, City Council	\$ 3,000.00	Annually
Mount Vernon City	Councilmember, City Council	\$ 600.00	Annually
Newborn Town	Councilmember, City Council	\$ 900.00	Annually
Newnan City	Councilmember, City Council	\$ 5,500.00	Annually
Nicholls City	Councilmember, City Council	\$ 600.00	Annually
Nicholson Town	Councilmember, City Council	\$ 2,400.00	Annually
Norcross City	Councilmember, City Council	\$ 8,100.00	Annually
Norman Park City	Councilmember, City Council	\$ 25.00	Annually
Oakwood City	Councilmember, City Council	\$ 7,200.00	Annually
Ochlocknee Town	Councilmember, City Council	\$ 180.00	Annually
Ocilla City	Councilmember, City Council	\$ 4,800.00	Annually
Oconee City	Councilmember, City Council	\$ 420.00	Annually
Odum City	Councilmember, City Council	\$ 250.00	Annually
Omega City	Councilmember, City Council	\$ 750.00	Annually
Orchard Hill Town	Councilmember, City Council	\$ 4,800.00	Annually

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Government	Title/Position	Salary	Basis
Oxford City	Councilmember, City Council	\$ 4,800.00	Annually
Palmetto City	Councilmember, City Council	\$ 1,500.00	Annually
Patterson City	Councilmember, City Council	\$ 1,200.00	Annually
Pavo City	Councilmember, City Council	\$ 600.00	Annually
Peachtree City	Councilmember, City Council	\$ 12,000.00	Annually
Peachtree Corners City	Councilmember, City Council	\$ 8,000.00	Annually
Pearson City	Councilmember, City Council	\$ 1,200.00	Annually
Pelham City	Councilmember, City Council	\$ 2,400.00	Annually
Pembroke City	Councilmember, City Council	\$ 2,800.00	Annually
Perry City	Councilmember, City Council	\$ 6,600.00	Annually
Pine Lake City	Councilmember, City Council	\$ 595.00	Annually
Pine Mountain Town	Councilmember, City Council	\$ 360.00	Annually
Pitts City	Councilmember, City Council	\$ 24.00	Annually
Plains City	Councilmember, City Council	\$ 1,852.49	Annually
Plainville City	Councilmember, City Council	\$ 150.00	Annually
Pooler City	Councilmember, City Council	\$ 4,500.00	Annually
Port Wentworth City	Councilmember, City Council	\$ 4,800.00	Annually
Porterdale Town	Councilmember, City Council	\$ 2,400.00	Annually
Powder Springs City	Councilmember, City Council	\$ 12,000.00	Annually
Pulaski Town	Councilmember, City Council	\$ 599.00	Annually
Quitman City	Councilmember, City Council	\$ 7,200.00	Annually
Ray City	Councilmember, City Council	\$ 1,800.00	Annually
Rebecca Town	Councilmember, City Council	\$ 900.00	Annually
Reidsville City	Councilmember, City Council	\$ 3,000.00	Annually
Remerton City	Councilmember, City Council	\$ 6,180.00	Annually
Rentz City	Councilmember, City Council	\$ 600.00	Annually
Rhine Town	Councilmember, City Council	\$ 1,200.00	Annually
Richmond Hill City	Councilmember, City Council	\$ 5,100.00	Annually
Ringgold City	Councilmember, City Council	\$ 3,600.00	Annually
Roberta City	Councilmember, City Council	\$ 600.00	Annually
Rome City	Councilmember, City Council	\$ 8,400.00	Annually
Roswell City	Councilmember, City Council	\$ 18,000.00	Annually
Royston City	Councilmember, City Council	\$ 4,800.00	Annually
Rutledge City	Councilmember, City Council	\$ 300.00	Annually
Sandersville City	Councilmember, City Council	\$ 6,000.00	Annually
Sandy Springs City	Councilmember, City Council	\$ 18,000.00	Annually
Savannah City	Councilmember, City Council	\$ 25,000.00	Annually
Scotland City	Councilmember, City Council	\$ 800.00	Annually
Shady Dale City	Councilmember, City Council	\$ 300.00	Annually
Shellman City	Councilmember, City Council	\$ 600.00	Annually
Smithville City	Councilmember, City Council	\$ 1,800.00	Annually
Smyrna City	Councilmember, City Council	\$ 18,900.00	Annually
Snellville City	Councilmember, City Council	\$ 3,999.96	Annually
Social Circle City	Councilmember, City Council	\$ 4,800.00	Annually
Soperton City	Councilmember, City Council	\$ 4,800.00	Annually
Sparta City	Councilmember, City Council	\$ 1,200.00	Annually
Springfield City	Councilmember, City Council	\$ 420.00	Annually

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Government	Title/Position	Salary	Basis
St. Marys City	Councilmember, City Council	\$ 9,000.00	Annually
Stapleton City	Councilmember, City Council	\$ 900.00	Annually
Statham City	Councilmember, City Council	\$ 6,000.00	Annually
Stockbridge City	Councilmember, City Council	\$ 12,000.00	Annually
Stone Mountain City	Councilmember, City Council	\$ 3,600.00	Annually
Sugar Hill City	Councilmember, City Council	\$ 3,600.00	Annually
Summertown City	Councilmember, City Council	\$ 1,000.00	Annually
Surrency Town	Councilmember, City Council	\$ 300.00	Annually
Suwanee City	Councilmember, City Council	\$ 9,000.00	Annually
Sylvania City	Councilmember, City Council	\$ 200.00	Annually
Sylvester City	Councilmember, City Council	\$ 4,800.00	Annually
Tallapoosa City	Councilmember, City Council	\$ 3,600.00	Annually
Tallahula Falls Town	Councilmember, City Council	\$ 600.00	Annually
Tennille City	Councilmember, City Council	\$ 1,800.00	Annually
Thomaston City	Councilmember, City Council	\$ 2,400.00	Annually
Thomasville City	Councilmember, City Council	\$ 15,360.00	Annually
Thunderbolt Town	Councilmember, City Council	\$ 900.00	Annually
Tiger Town	Councilmember, City Council	\$ 960.00	Annually
Toccoa City	Councilmember, City Council	\$ 8,400.00	Annually
Trion Town	Councilmember, City Council	\$ 1,200.00	Annually
Tucker City	Councilmember, City Council	\$ 14,000.00	Annually
Tunnel Hill City	Councilmember, City Council	\$ 1,800.00	Annually
Twin City	Councilmember, City Council	\$ 1,200.00	Annually
Ty Ty City	Councilmember, City Council	\$ 1,800.00	Annually
Tybee Island City	Councilmember, City Council	\$ 4,800.00	Annually
Tyrone Town	Councilmember, City Council	\$ 4,800.00	Annually
Union City	Councilmember, City Council	\$ 9,720.00	Annually
Union Point City	Councilmember, City Council	\$ 1,200.00	Annually
Valdosta City	Councilmember, City Council	\$ 15,500.00	Annually
Vidalia City	Councilmember, City Council	\$ 5,400.00	Annually
Vienna City	Councilmember, City Council	\$ 9,000.00	Annually
Walnut Grove City	Councilmember, City Council	\$ 780.00	Annually
Warm Springs City	Councilmember, City Council	\$ 600.00	Annually
Warwick City	Councilmember, City Council	\$ 1,200.00	Annually
Washington City	Councilmember, City Council	\$ 3,600.00	Annually
Watkinsville City	Councilmember, City Council	\$ 2,400.00	Annually
Waverly Hall Town	Councilmember, City Council	\$ 1,200.00	Annually
Waycross City	Councilmember, City Council	\$ 6,000.80	Annually
Waynesboro City	Councilmember, City Council	\$ 3,600.00	Annually
West Point City	Councilmember, City Council	\$ 3,000.00	Annually
Whigham City	Councilmember, City Council	\$ 1,200.00	Annually
White City	Councilmember, City Council	\$ 900.00	Annually
Whitesburg City	Councilmember, City Council	\$ 1,200.00	Annually
Willacochee City	Councilmember, City Council	\$ 3,000.00	Annually
Williamson City	Councilmember, City Council	\$ 1,000.00	Annually
Winterville City	Councilmember, City Council	\$ 1,800.00	Annually
Woodbine City	Councilmember, City Council	\$ 3,000.00	Annually

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<b>Government</b>	<b>Title/Position</b>	<b>Salary</b>	<b>Basis</b>
Woodbury City	Councilmember, City Council	\$ 2,000.00	Annually
Woodstock City	Councilmember, City Council	\$ 9,000.00	Annually
Woodville City	Councilmember, City Council	\$ 2,100.00	Annually
Wrens City	Councilmember, City Council	\$ 2,400.00	Annually
Young Harris City	Councilmember, City Council	\$ 2,400.00	Annually

# 2017 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.

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## **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

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## 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.



# 2017 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).

## 2017 Compensation Study

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

# 2017 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).

## 2017 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.

# 2017 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).

# 2017 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.

# 2017 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.

# 2017 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.