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4. Members of the commission shall hold office for a term of four years. No person may be appointed to the commission more than once. No member of the commission may be removed from office during the term for which appointed except for incapacity, incompetence, neglect of duty, malfeasance in office, or for a disqualifying change of residence. Any action for removal shall be brought by the attorney general at the request of the governor and shall be heard in the circuit court for the county in which the accused commission member resides.
5. The first appointments to the commission shall be made not later than February 1, 1996, and not later than February first every four years thereafter. All appointments shall be filed with the secretary of state, who shall call the first meeting of the commission not later than March 1, 1996, and shall preside at the first meeting until the commission is organized. The members of the commission shall organize and elect a chairperson and such other officers as the commission finds necessary.
6. Upon a vacancy on the commission, a successor shall be selected and appointed to fill the unexpired term in the same manner as the original appointment was made. The appointment to fill a vacancy shall be made within thirty days of the date the position becomes vacant.
7. Members of the commission shall receive no compensation for their services but shall be reimbursed for their actual and necessary expenses incurred in the performance of their duties from appropriations made for that purpose.
8. The commission shall, beginning in 1996, and every two years thereafter, review and study the relationship of compensation to the duties of all elected state officials, all members of the general assembly, and all judges, except municipal judges, and shall fix the compensation for each respective position. The commission shall file its initial schedule of compensation with the secretary of state and the revisor of statutes no later than the first day of December, 1996, and by the first day of December each two years thereafter. The schedule of compensation shall become effective unless disapproved by concurrent resolution adopted by the general assembly before February 1 of the year following the filing of the schedule. Each schedule shall be published by the secretary of state as a part of the session laws of the general assembly and may also be published as a separate publication at the discretion of the secretary of state. The schedule shall also be published by the revisor of statutes as a part of the revised statutes of Missouri. The schedule shall, subject to appropriations, apply and represent the compensation for each affected person beginning on the first day of July following the filing of the schedule. In addition to any compensation established by the schedule, the general assembly may provide by appropriation for periodic uniform general cost-of-living increases or decreases for all employees of the state of Missouri and such cost-of-living increases or decreases may also be extended to those persons affected by the compensation schedule fixed by the commission. No cost-of-living increase or decrease granted to any person affected by the schedule shall exceed the uniform general increase or decrease provided for all other state employees by the general assembly.
9. Prior to the filing of any compensation schedule, the commission shall hold no less than four public hearings on such schedule, at different geographical locations within the state, within the four months immediately preceding the filing of the schedule. All meetings, actions, hearings, and business of the commission shall be open to the public, and all records of the commission shall be available for public inspection.
10. Until the first day of July next after the filing of the first schedule by the commission, compensation of the persons affected by this section shall be that in effect on the effective date of this amendment.
11. Schedules filed by the commission shall be subject to referendum upon petition of the voters of this state in the same manner and under the same conditions as a bill enacted by the general assembly.

(Adopted November 8, 1994)

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RECEIVED

DEC 01 2006

COMMISSIONS DIVISION
SECRETARY OF STATE'S OFFICE

**Report of the
Missouri Citizens' Commission
on Compensation
for Elected Officials**

November 2006

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Missouri Citizens' Commission on Compensation for Elected Officials

November 30, 2006

The Honorable Robin Carnahan
Secretary of State
600 West Main
Jefferson City, Missouri 65102

Dear Secretary of State Carnahan:

Article XIII, Section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file a report no later than December 1. The Commission's report is attached and contains the schedule of compensation required.

Sincerely,

A handwritten signature in black ink that reads "Jack Pohrer". The signature is written in a cursive style with a large, looped "P".

Jack Pohrer
Chairperson

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Missouri Citizens' Commission on Compensation for Elected Officials

November 30, 2006

TO: The Honorable Secretary of State
Robin Carnahan
600 West Main and 208 State Capitol
P.O. Box 778
Jefferson City, Missouri 65102

TO: Revisor of Statutes
Patricia L. Buxton
c/o Director of the Committee on Legislative Research
117-A State Capitol
Jefferson City, Missouri 65101

FROM: Jack Pohrer
Chairman
Missouri Citizens' Commission on Compensation for Elected
Officials

Dear Madam Secretary:

Pursuant to Article XIII, Section 3 of the Constitution of the State of Missouri, I herewith submit and file with your office the report and compensation schedule of the Citizens' Commission on Compensation of Elected Officials. Please see attached the list of the members of the Commission.

We who have had the honor and privilege of serving on this Commission have assumed our duties and responsibilities and have, in the short time allowed for the work of the Commission, made every effort to propose a compensation plan that will address the difficult situation that has existed since 2000 and will address the concerns of those to whom we have a responsibility and an obligation.

Our first allegiance must be to our fellow citizens of Missouri, who have a right to expect a government that attracts the finest public servants with compensation levels that are reasonable, fair, and consistent with the entire government workforce and within the financial means of the State.

We also have an obligation to Governor Matt Blunt who has the responsibility of managing and directing the state's affairs and allocating the scarce resources of the State.

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The Missouri General Assembly must appropriate the financial resources of the State, and we have an obligation to consider carefully the very difficult responsibility this process entails. While we are charged with the responsibility of seeking to establish adequate compensation levels for the leaders of the State, we must also be mindful of the impact our decisions will have, not only on the state budget itself, but also with respect to the general impact our decisions can have on compensation paid regular state employees.

The Commission has the direct and primary obligation to those public servants that fall under the Commission's jurisdiction. In recent years the benefit of a Citizens' Commission has not been apparent to very many and as a result those public servants who can only be compensated under the schedules of these Commissions have endured six consecutive years of no increase whatsoever, while the consumer price index nationwide has advanced in excess of 20%. The Commission is cognizant that its schedule is subject to review by the General Assembly and has adopted a schedule it believes is reasonable under the circumstances and not inconsistent with other demands and obligations of the State.

Finally, the Commission feels a strong obligation to the dedicated members who served on the previous Commissions and whose many donated hours and investment of thought and deliberation did not always yield a positive result. We applaud the work of these fellow Commissioners and bring to our current task their history and experiences.

The Commission's organizational meeting occurred on November 20th, with a report due on December 1st. The Commission set its hearing schedule and proceeded with four public hearings in Jefferson City, Kansas City, St. Louis and Cape Girardeau. A number of witnesses appeared at each hearing and substantial information and recommendations were received. Any citizen or recipient of this report may contact the Office of Administration to obtain additional information with regard to these public hearings.

While there is great sentiment among some members of the Commission to forge ahead and simply set salaries where we sincerely believe they should be to attract the best and brightest to public service, we are constrained by our determination to prudently address inequities and present a plan that meets the objectives of the Governor and General Assembly in the allocation of scarce state resources over a period of time.

We have, therefore, with the goal in mind of submitting a reasonable and fair schedule, agreed to a plan that is basically corrective in nature. In the six years since 2000, the General Revenue budget has seen major reductions in all operating areas and the issue of government salaries has been, by necessity, bypassed in favor of ongoing state obligations and emergency needs. As a consequence of this belt tightening, the General Assembly appropriated increases for all state employees only twice. In 2003, each employee received a \$1200 increase and, in 2006, each employee received a 4% increase.

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The schedule of this Commission calls for a catch-up program for the officials under our jurisdiction whereby they each receive the same increases allowed other state employees during the period 2000 to 2006.

Under the provisions of Amendment 7, passed overwhelmingly by the electorate this November, no member of the General Assembly is to receive any increase until January 2009. Accordingly, the catch-up provisions in the schedule for the executive and judicial branches will be held in abeyance for the General Assembly until January 2009. The Commission's schedule does, however, include the recommendation of previous Commissions that the per diem expense allowance for all members of the General Assembly continue to be set at 80% of the federal per diem.

The Commission is submitting two additional provisions as part of its schedule.

First, for the Fiscal Years beginning in July 2007 and July 2008, any increase in the salary of the average state worker shall be applied to the executive and judicial offices under the Commission's jurisdiction, and beginning in January 2009 the General Assembly shall receive the same increases. For purposes of the Commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

Second, each Associate Circuit Judge shall receive a one-time payment of \$2,000 to partially compensate for the Circuit Court duties currently being assumed by Associate Circuit Court Judges throughout the state. The Commission believes that it is in the best interests of the judiciary that the gap between Circuit and Associate Circuit Judges be gradually reduced until full recognition of the increased duties of Associate Circuit Judges is achieved in the level of compensation provided for that office.

In addition to the Commission's schedule, the Commission submits these additional comments and suggestions:

- 1) The state judiciary is currently undergoing critical review and analysis under the direction of the Supreme Court. The issue of allocation of judicial resources and judicial manpower will be reviewed and statutory or constitutional changes pertaining to the judiciary may result. These are issues that may affect compensation levels and may affect the distribution of workload among all judges. The Commission has not acted on future possible changes in this regard but believes that future Commissions will find these reports and changes useful in determining adequate judicial compensation.
- 2) The issue of legislative compensation is very complex and future Commissions may wish to address the basic concept of whether these offices have become full-time positions, considering the annual duties and responsibilities that require legislative attention both in the Capitol and in the legislative districts when the General Assembly is not in general session.

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I also want to publicly express my appreciation to the Office of Administration for the great assistance provided by Deputy Commissioner Rich AuBuchon and his assistant Sara VanderFeltz. They kept us on schedule and were of invaluable assistance.

I will conclude by saying that it has been a great privilege and honor to have served on this Commission and to have served with such a distinguished, dedicated and diverse group of Missouri citizens. The Constitution adopted by the citizens of this state gave the responsibility of determining the salaries of elected officials to this Citizens' Commission, and we have discharged our responsibilities to the best of our ability.

We thank our fellow citizens for this opportunity to be of service to our great state.

Very truly yours,


Jack Pohrer

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**COMPENSATION SCHEDULE
APPROVED BY THE
CITIZENS' COMMISSION ON COMPENSATION
FOR ELECTED OFFICIALS**

SUMMARY

The following chart summarizes the Commission's recommendations:

OFFICE	CURRENT	+ \$1,200	+ 4%	+ \$2,000 Adjustment for Associate Circuit Judges Only	+ Any increase in the salary of the average state worker beginning 7-1-07	+ Any increase in the salary of the average state worker beginning 7-1-08
Governor	120,087	121,287	126,138			
Lt. Governor	77,184	78,384	81,519			
Attorney General	104,332	105,532	109,753			
Other Statewide	96,455	97,655	101,561			
Legislators*	31,351	32,551	33,853			
Supreme Court	123,000	124,200	129,168			
Court of Appeals	115,000	116,200	120,848			
Circuit Judge	108,000	109,200	113,568			
Associate Circuit Judge	96,000	97,200	101,088	103,088		

*Legislators receive no increase until January 1, 2009

I. FOR STATEWIDE ELECTED OFFICIALS BEGINNING JULY 1, 2007

The salary is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

In addition to the salary specified in the above table, the salary for each statewide elected official shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.¹

¹ For purposes of the Commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

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To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

II. FOR LEGISLATORS

A. UNTIL JANUARY 1, 2009

The compensation payable to Legislators shall be that being paid on December 1, 2006.

B. ON AND AFTER JANUARY 1, 2009

Effective January 1, 2009, the salary is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

On that date, in addition to the salary specified in the above table, the salary for each legislator shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.

The mileage reimbursement for each legislator shall be the rate determined by the Office of Administration to reimburse state employees.

The per diem rate shall be at 80% of the federal per diem in Jefferson City.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the Representative serving as Speaker of the House of Representatives and the Senator serving as President Pro Tempore of the Senate. A leadership differential of \$1,500 annually shall be paid to the Representative serving as Speaker Pro Tempore of the House of Representatives and to each Senator or Representative serving as the Majority or Minority Floor Leader of the Senate or the House of Representatives.

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III. FOR JUDGES BEGINNING JULY 1, 2007

The salary for each position is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

Each Associate Circuit Judge shall receive a one-time increase of \$2,000 to reduce the differential between that position and the position of Circuit Judge.

In addition to the salary specified in the above table, the salary for each judge shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the judge serving as Chief Justice.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

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MISSOURI CITIZENS' COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS

Ms. Erica Gonzales
St. Louis, Missouri 63134

Mr. Herbert Dill
O'Fallon, Missouri 63368

Ms. Jean C. Brunson
St. Charles, Missouri 63301

Mr. Michael King
Washington, Missouri 63090

Mr. David J. Hoelling
St. Louis, Missouri 63109

Mr. Jack Pohrer
St. Louis, Missouri 63124

Mr. Bradley D. Slone
Dixon, Missouri 65459

Judge Paul Simon
St. Louis, Missouri 63109

Ms. Judy J. Turner
Kansas City, Missouri 64112

Ms. Rita C. Flake
Jonesburg, Missouri 63351

Ms. Janet S. Kay
Trimble, Missouri 64492

Mr. Wayne A. Foster
Sumner, Missouri 64681

Mr. Larry A. Jackson
Reeds, Missouri 64859

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