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## PROPOSAL TO ADDRESS LONG-TERM COMPENSATION FOR STATE AND COUNTY OFFICERS AND LEGISLATORS

### Constitutional Amendment

1. Require the legislature to fix the compensation of the specified state & county officers and legislators each session for the following 2-3 years.\*
2. Specify that prior to each session the Legislative Counsel Bureau will research & provide a review of the comparative salaries of the specified officers and legislators to private (and public?) sector positions with similar duties.\*
3. Specify that the compensation fixed by the legislature shall not exceed the composite of the private (and public?) sector salary comparison.\*
4. Specify that legislators are to be paid for each day of service.
5. Clarify/establish a constitutional limit of 20 days on special sessions.
6. Change the limit on "postage & stationery" expenses to a reasonable level (currently constitutionally limited to \$60 per session).
7. If the constitutional provision requiring that county & township governments be uniform is (mis)interpreted to require equal salaries in all counties, include a provision that it does not apply to compensation.

*\* Items 1-3 could be accomplished by law instead of constitutional amendment, but would be less likely to be fully implemented consistently over time.*

If you want to "catch up" for the years in which there has been no salary increase prior to implementing a new constitutional approach, the following actions could be taken this session and next session for all officers for whom the legislature fixes compensation.

1. Cut the salary request in thirds and implement 1/3 each year for the next 3 years.
2. Next session make an appropriate request, again spread over at least 2 years.
3. Include an unlimited waiver for local governments to forego salary increases for budgetary reasons.

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EXHIBIT G Senate Committee on Finance

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