

## EXECUTIVE BRANCH AND OTHER ELECTED OFFICIALS

### I. Comparative Factors

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When comparing salaries across states for Executive Branch functions, multiple contextual factors may be relevant for interpreting the differences found, including, but not limited to:

- Differences in organizational structure, scale, and scope of responsibilities and functional duties for similar positions across governments;
- Regional labor market differences;
- Timing of when compensation changes are made in different organizations relative to the survey data;
- Tenure, performance, recruitment considerations, and other factors that may contribute to the specific salary provided to an individual incumbent where appointing authorities have the discretion to provide pay within a designated range, and,
- Differences in non-salary compensation.

The state-level Executive Branch survey data presented in this preliminary background material is drawn from *The Book of the States 2012*, published by the Council of State Governments, based on surveys and data collection conducted in April 2012. In addition to such salary information, *The Book of the States* also includes information regarding differences in functional responsibilities, method of selection, and other considerations that may be relevant for contextualizing comparative pay.

Detailed excerpts from *The Book of the States* are included as an attachment to this summary, and the complete resource for 2012 and prior years may be found at the following link: <http://knowledgecenter.csg.org/drupal/view-content-type/1219>

### II. State Comparisons

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The charts below compare Delaware salaries for (A) Executive Branch and (B) Other Elected Officials with the salaries reported in *The Book of the States 2012* for the seven (7) neighboring states identified as key reference points by past Delaware Compensation Commissions (Maryland, Massachusetts, New Jersey, New York, North Carolina, Pennsylvania, and Virginia), and also note Delaware's ranking among all 50 states. In some cases, multiple survey positions are shown when several titles that fall within the scope of responsibility for a Delaware position that is broader in character. Due to the April 2012 timeframe used for this survey, salaries for Delaware do not include the 1.0% general increase provided in July 2012. In the charts below, however, we report the current Delaware salaries that include this 1.0% increase. Among the comparison states, there may be others that have similarly provided increases since April 2012 not reflected in the available data.

Delaware Compensation Commission 2012

	DE	NJ	PA	MD	VA	NY	NC	MA	DE Rank of 8	DE Rank of 50
Governor	\$171,000	\$175,000	\$183,255	\$150,000	\$175,000	\$179,000	\$139,590	\$139,832	5 of 8	7
Secretary of Education	\$160,145	\$141,000	\$142,310	\$195,000	\$175,467	\$212,500	\$123,198	\$154,500	4 of 8	23
Chief Information Officer of Technology and Information	\$160,145	\$130,380	\$136,998	\$166,082	\$157,500	\$169,214	\$153,227	\$140,000	3 of 8	7
Secretary of Finance	\$147,370	\$133,507	\$149,497	\$166,082	\$160,433	\$151,500	\$153,000	\$150,000	7 of 8	15
Secretary of Health and Social Services	\$147,370	\$141,000	\$146,579	\$166,082	\$191,906	\$136,000	\$211,251	\$142,363	4 of 8	20
<i>Social Services</i>			\$146,579		\$147,000	\$136,000	\$117,193	\$140,718		
<i>Mental Health</i>			\$125,184		\$191,672		\$145,000			
<i>Welfare</i>		\$127,200	\$146,579		\$147,000	\$136,000		\$141,110		
State Budget Director	\$147,370	\$133,507	\$149,497	\$166,082	\$157,500	\$169,100		\$92,700	5 of 7	14
<i>Administrative Services</i>			\$144,275	\$138,374	\$152,793	\$169,100	\$120,363	\$150,000		
<i>General Services</i>			\$139,250		\$148,293	\$136,000	\$120,363	\$125,000		
<i>Personnel</i>		\$141,000	\$139,013	\$117,416	\$137,955	\$120,800	\$120,363	\$142,127		
Commissioner of Correction	\$147,370	\$141,000	\$146,579	\$166,082	\$150,000	\$136,000		\$140,000	3 of 7	13
Secretary of State	\$127,590		\$131,992	\$87,500	\$152,793	\$120,800	\$123,198	\$130,262	4 of 7	8
Director, Delaware Development Office	\$127,590	\$186,600	\$139,250	\$155,000	\$260,500	\$1	\$101,702	\$150,000	6 of 8	18
Secretary of Natural Resources and Environmental Control	\$127,590	\$125,000	\$139,250	\$148,778	\$152,793	\$136,000	\$120,363	\$150,000	6 of 8	21
<i>Environmental Protection</i>		\$141,000	\$146,579		\$157,729	\$136,000	\$113,410	\$130,000		
<i>Fish &amp; Wildlife</i>		\$105,783	\$119,257		\$130,977	\$136,000	\$105,000	\$126,690		
<i>Parks &amp; Recreation</i>		\$102,000	\$116,675	\$115,000	\$128,000	\$127,000	\$106,974	\$130,000		
<i>Solid Waste</i>		\$98,299	\$115,013	\$114,167	\$157,729	\$136,000	\$110,105	\$130,000		
State Personnel Director		\$141,000	\$139,013	\$117,416	\$137,955	\$120,800	\$120,363	\$142,127		
Adjutant General	\$121,821	\$141,000	\$131,992	\$130,560	\$132,890	\$120,800	\$103,657	\$151,347	6 of 8	29
Secretary of Services for Children, Youth and their Families	\$132,741		\$146,579		\$147,000	\$136,000	\$117,193	\$140,718	5 of 6	24
Secretary of Safety and Homeland Security	\$132,741									
<i>Emergency Management</i>		\$132,300	\$135,003	\$127,500	\$120,383	\$136,000	\$97,284	\$133,900		
<i>State Police</i>		\$132,300	\$139,250	\$166,082	\$153,076	\$121,860	\$117,406	\$209,888		
Secretary of Transportation	\$137,995	\$141,000	\$146,579	\$166,082	\$160,433	\$136,000	\$120,363	\$150,000	6 of 8	24
Director of Delaware State Housing Authority	\$119,040									
Secretary of Agriculture	\$119,040	\$141,000	\$131,992	\$130,050	\$120,000	\$120,800	\$123,198	\$123,600	8 of 8	21
Secretary of Labor	\$119,040	\$141,000	\$146,579	\$158,974	\$110,250	\$127,000	\$123,198	\$90,000	6	22

Source: The Council of State Governments, *The Book of States 2012, Chapter 4: State Executive Branch, Table 4.11 – Selected State Administrative Officials: Annual Salaries By Region*

Notes: Chief Information Officer of Technology and Information is linked to the "Information Systems" position; Secretary of Health and Social Services to "Health"; Director, Delaware Development Office to "Economic Development"; Secretary of Natural Resources and Environmental Control to "Natural Resources"; Secretary of Services for Children, Youth and their Families to "Social Services."

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	DE	NJ	PA	MD	VA	NY	NC	MA	DE Rank of 8 States	DE Rank of 50 States
State Treasurer	\$113,374	\$141,000	\$152,443	\$125,000	\$157,249	\$127,000	\$123,198	\$130,916	8 of 8	19
State Auditor	\$108,532	\$139,000	\$152,443		\$167,902	\$151,500	\$123,198	\$137,425	7 of 7	26
Insurance Commissioner	\$108,532	\$130,000	\$131,922		\$149,547	\$127,000	\$123,198	\$123,600	7 of 7	29
Attorney General	\$145,207	\$141,000	\$152,443	\$125,000	\$150,000	\$151,500	\$123,198	\$133,644	4 of 8	10
Lieutenant Governor	\$78,553	\$141,000	\$153,907	\$125,000	\$36,321	\$151,500	\$123,198	\$124,295	7 of 8	29

Source: The Council of State Governments, The Book of States 2012, Chapter 4: State Executive Branch, Table 4.11 – Selected State Administrative Officials: Annual Salaries By Region  
 Note: No match reported at the state level within this survey for the Public Defender position.

**III. Supplemental Reference Points**

Along with State comparisons, compensation levels among other regional public employers may provide relevant reference points. Again, however, such comparisons are inherently imprecise, and require contextualization based on factors including organizational structure, scale and scope of responsibilities, differences in non-cash compensation, and localized economic and labor market factors.

The following is preliminary and partial data, which may be supplemented in the weeks ahead.

City of Wilmington, DE

The City of Wilmington Code provides as follows:

*Sec. 40-296. - Appointed service—Salaries of department heads.*

*(a) The mayor, in his or her annual budget submission to city council, shall set forth a declared salary rate for all department heads, which may be adjusted annually and/or as approved by city council.*

*(b) When the mayor appoints a department head, the mayor shall evaluate the qualifications of the appointee, including experience, training and familiarity with the job, and from this evaluation determine the initial salary of that individual. Except under extraordinary circumstances, the salary shall not be greater than the declared rate as set forth above, and in no event shall be less than 80 percent of the declared rate. More specifically, the salary shall be determined as follows:*

- (1) Minimum acceptable qualifications for the position, 80 percent of the declared rate.*
- (2) Maximum qualifications, including familiarity with position, 100 percent of declared rate.*
- (3) Qualifications between minimum and maximum, 80 percent to 100 percent of the declared rate.*

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*(4) If a potential appointee for the position of department head presents extraordinary qualifications, the mayor may, with councilmanic approval, increase the pay rate for that individual above the declared rate as stated in the budget ordinance.*

*(c) If the mayor establishes an initial salary for an individual department head which is less than 100 percent of the declared rate, the mayor shall have the discretion to adjust this salary upward to the declared rate, in increments of not greater than ten percent of the declared rate, at intervals of not less than six months.*

*(d) If city council authorizes a general pay adjustment that, by its terms, is applicable to appointed personnel, the respective declared rates and compensation of department heads shall be adjusted in accordance with the general pay adjustment.*

*(Ord. No. 04-010(sub 1), § 1, 4-15-04)*

In the City's adopted FY2013 Budget, the declared salary rates for department heads are as follows (actual rates may be lower, but not higher):

• Mayor:	\$114,523
• Chief of Staff:	\$112,813
• City Treasurer:	\$112,017
• City Solicitor:	\$110,754
• Director of Finance:	\$109,271
• Chief of Police:	\$109,271
• Director of Public Works:	\$109,271
• Chief of Fire:	\$107,613
• Director of Economic Development:	\$107,206
• Commissioner of Licenses and Inspections:	\$104,622
• Director of Human Resources:	\$104,014
• City Auditor:	\$104,014
• Director of Parks and Recreation:	\$101,291
• Director of Planning:	\$101,291
• Director of Real Estate and Housing	\$101,291

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New Castle County, DE (Sussex and Kent County pending)

The following reflects the pay plan ranges for non-union unclassified service employees as adopted by New Castle County to be effective for FY2012 (Ordinance 11-061). Confirmation is pending regarding any subsequent adjustments (none identified).

Chief Financial Officer	\$92,344 - \$143,255
County Attorney	\$92,344 - \$143,255
Chief of Police	\$92,344 - \$143,255
Special Services (Public Works) General Manager	\$92,344 - \$143,255
Chief Administrative Officer	\$89,706 - \$138,464
County Solicitor	\$87,947 - \$136,433
Chief Human Resources Officer	\$83,759 - \$129,936
Chief of Administrative Services	\$83,759 - \$129,936
Community Services General Manager	\$83,759 - \$129,936
Director of Public Safety	\$83,759 - \$129,936

Regional Housing Authorities

In 2012, the U.S. Department of Housing and Urban Development (HUD) published a study of compensation at Public Housing Authorities nationally in calendar year 2010. For Region 3 that includes Delaware (as well as Pennsylvania, Virginia, West Virginia, Maryland, and Washington, DC), reported salaries for the highest paid employee at each large authority (1,250 units and above) were as follows:

- 25<sup>th</sup> Percentile: \$92,644
- Median: \$116,666
- 75<sup>th</sup> Percentile: \$145,303