

REPORT OF
COMMONWEALTH
COMPENSATION
COMMISSION

on
COMPENSATION ADJUSTMENTS FOR
CABINET OFFICERS
LEGISLATORS AND LEGISLATIVE OFFICERS
JUSTICES AND JUDGES

JANUARY 30, 1979

Additional copies of this report may be obtained at the Commission office in Room 513, Finance Building, Harrisburg, Pennsylvania 17120 .

TABLE OF CONTENTS

	<u>Page</u>
TITLE SHEET	
TABLE OF CONTENTS	i
COMMISSIONERS AND STAFF	iii
LETTER OF TRANSMITTAL	v
ENABLING LEGISLATION	vii
FOREWORD	1
DETERMINATIONS	
Executive Officials	6
General Assembly	9
Legislative Officers	11
Justices and Judges	14
EXHIBITS	
Commentaries	19
I. Consumer Price Index	22
II. United States Ranked in Order of Per Capita Personal Income 1976	23
III. Pennsylvania Executive Salaries 1963 to 1978	24
IV. Salaries of Top Executive Positions in Eleven States	25
V. Average Annual Salaries For Selected Professional, Adminis- trative and Technical Occupations in Private Industry, 1972 to 1978	26
VI. Table 1: History of Selected Oc- pation Groups in Selected Pay-Range Steps Under Commonwealth Compensation Plan November, 1972 to January, 1979	27

	Table 2: History of Selected Oc- pation Groups in Selected Pay-Range Steps Under Commonwealth Compensation Plan November, 1972, to January, 1979	28
VII.	Table 1: Hay Associates, August, 1977 Summary of Evaluation	29
	Tables 2-5: Hay Associates' Compari- sons of Cabinet Salaries	30
	Table 6: Hay Associates Salary Recom- mendations	34
VIII.	Effect of Department Head Salaries on Deputy Salaries	35
IX.	Available Fringe Benefits - 1978	36
X.	Legislators' Salary and Expense Allow- ance Annual Basis From 1967 to 1979	37
XI.	Consumer Price Index (CPI) Applied to Legislative Salaries and Unvouchered Expenses 1968 to 1978	38
XII.	Legislative Salaries, Travel and Ex- pense Allowance in Selected States	39
XIII.	Legislators' Time Requirements Tables 1-26	42
XIV.	Extra Compensation for Legislative Leaders of Selected States	56
XV.	Comparative Increases in Salaries of Federal and of Pennsylvania Judges	57
XVI.	Comparative Salaries of United States District Court Judges and Pennsylvania Common Pleas Judges	58
XVII.	Judicial Salaries in Selected States	59
XVIII.	Administrative Office of Pennsylvania Courts - County Weighted Caseloads - 1976	60
	PUBLIC HEARING WITNESSES	63

COMMONWEALTH COMPENSATION COMMISSION MEMBERS

Harry L. Rossi, Esquire
Chairman
Liederbach, Eimer, and Rossi

Appointed by the President Pro Tempore of the Senate

David E. Epperson, Ph.D.
Dean and Professor, School of Social Work
University of Pittsburgh

Appointed by the Speaker of the House of Representatives

Joseph B. Slamon, Jr.
Certified Public Accountant
Wilkes-Barre, Pennsylvania

Appointed by the Governor

John H. Ferguson, Ph.D.
Executive Director

Judith B. Gustin
Secretary



COMMONWEALTH OF PENNSYLVANIA
COMMONWEALTH COMPENSATION COMMISSION
 513 FINANCE BUILDING
 HARRISBURG, 17120
 (717) 783-1329

Members

Harry L. Rossi, Chairman
~~XXXXXXXXXXXX~~ David E. Epperson
~~XXXXXXXXXXXX~~ Joseph B. Slamon, Jr.

January 30, 1979

Executive Director
 John H. Ferguson

Honorable Richard L. Thornburgh
 Governor of the Commonwealth of Pennsylvania

Honorable Michael J. Eagen
 Chief Justice of the Supreme Court of Pennsylvania

Honorable Martin L. Murray
 President Pro Tempore of the Pennsylvania Senate

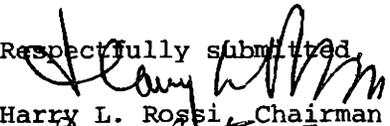
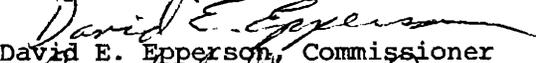
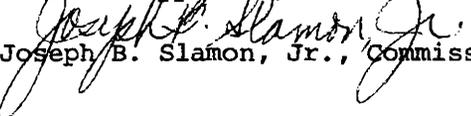
Honorable H. Jack Seltzer
 Speaker of the Pennsylvania House of Representatives

Gentlemen:

This Commission, you will recall, was authorized and constituted by provisions of Act No. 111, adopted June 29, 1976. An Initial Report was submitted to your office under date of September 29, 1976, which became effective thirty days thereafter, as provided by law. Since making its Initial Report the Commission has continued making the "exhaustive study" required of it by Act No. 111 of 1976.

Submitted herewith are initial reports for justices, judges, and legislative officers and a subsequent report bearing upon compensation for Cabinet Officers and members of the General Assembly. Those reports are based upon data provided by the Commission's staff, consultants and public hearings. Recently released Presidential Anti-Inflation Guidelines have been taken into account.

In arriving at determinations, we have striven to balance rationally and fairly the needs of the many State Officials over whose compensation this Commission has jurisdiction with the many fiscal problems facing the Commonwealth and its citizens. To all those individuals and agencies who have provided assistance we are grateful.

Respectfully submitted,

 Harry L. Rossi, Chairman

 David E. Epperson, Commissioner

 Joseph B. Slamon, Jr., Commissioner

ENABLING LEGISLATION

ACT NO. 111
APPROVED June 29, 1976

Extract

Section 6. The act [Act of June 1, 1956, P.L. 1959, No. 657] is amended by adding a section to read:

Section 14.2. (a) There is hereby established an independent commission to be known as the "Commonwealth Compensation Commission," hereinafter referred to as the "commission," consisting of three members, one of whom shall be appointed by the Governor, one by the President Pro Tempore of the Senate and one by the Speaker of the House of Representatives. They shall be private citizens, and shall not be eligible for election or appointment to public office during the continuance of their terms. The terms of the persons first appointed shall be for the calendar years 1976 and 1977. Persons thereafter appointed shall serve for a two-year term, which shall coincide with the two calendar years commencing with the year in which the appointment is made.

The commission shall elect one of its members chairman and members of the commission shall be reimbursed for actual and necessary expenses incurred while performing the duties imposed by this act. In addition, members of the commission shall be paid \$50 per diem for each day such member is engaged upon work of the commission. The commission may retain an executive director and such clerical or secretarial personnel as it may require. The costs and expenses of the commission shall be paid out of funds appropriated to the Governor's Office, the President Pro Tempore of the Senate and the Speaker of the House, pro rata.

(b) The commission shall make an exhaustive study of the salaries, emoluments, mileage, per diem, travel and other expense allowances and reimbursements of the Governor, the Lieutenant Governor, the cabinet officers, the Auditor General and the State Treasurer, the justices and judges of the Supreme Court, the Superior Court, the Commonwealth Court, the courts of common pleas, the Municipal Court of Philadelphia and the Traffic Court of Philadelphia, and the officers and members of the General Assembly. As soon as is practicable after the effective date of this act for the initial report, and thereafter for subsequent reports no later than 31 days before the commencement of each term of the members of the General Assembly, the commission shall submit to the Governor, the Chief Justice, the

President Pro Tempore of the Senate and the Speaker of the House of Representatives its report establishing such salaries, emoluments, mileage, per diem, travel and other expense allowances.

The initial report shall take effect immediately, unless, within 30 days following the date of submission thereof the General Assembly shall, by concurrent resolution reject the report, in whole or part, or enacts legislation as hereinafter provided in this section. Reports submitted subsequent to the initial report shall take effect and have the force and effect of law at the beginning of the first pay period of the subsequent term of the General Assembly or the date of assumption of office of persons affected thereby after such date, unless within 30 days following the date of submission thereof, the General Assembly shall, by concurrent resolution, reject the said report, in whole or in part, or unless within said period the General Assembly shall enact legislation which establishes a rate of pay or allowance differing from that recommended by said report in whole or in part. That portion of the report which is not inconsistent with the resolution or legislation so adopted shall have the force and effect of law as herein provided.

FOREWORD

Our Initial Report showed that during the years 1973-1976 inclusive the cost of living index prepared by the United States Department of Labor rose by an estimated 37.3 percent, a figure which was later adjusted to 36.1 percent. Exhibit I shows that the trend upward has continued inexorably, rising during the six-year period since 1972 by an estimated 55.7 percent.

During this same period, compensation for most of the State officials whose compensation falls within this Commission's jurisdiction lagged seriously behind rising costs of living. The Governor's salary, for example, remained at \$60,000 because as an incumbent he was unable to accept the salary of \$66,000 fixed by this Commission in 1976. The salaries of incumbent cabinet officers remained constant since 1972, although they rose by 10 percent for those appointed after November, 1976. Judicial Salaries rose by about 12.6 percent, legislative by 20 percent. Extra compensation for legislative officers remained constant.

Obviously, the purchasing power of top State officials has been seriously eroded by continuing inflation as measured by an estimated price increase of 55.7 percent. This inescapable fact provided the background for the determinations which follow.

This Commission finds it necessary to look not only to the past but also to the future. In doing so it became necessary to take into account provisions of Pennsylvania's Constitution relating to compensation, three of which are most pertinent. Article II, Section 8, reads:

The members of the General Assembly shall receive such salary and mileage for regular and special sessions as shall be fixed by law, and no other compensation whatever, whether for service upon committee or otherwise. No member of either House shall during the term for which he may have been elected, receive any increase of salary, or mileage, under any law passed during such term.

Article III, Section 27 reads:

No law shall extend the term of any public official, or increase or diminish his salary or emoluments, after his election or appointment.

Article III, Section 17 reads:

The General Assembly shall prescribe by law the number, duties and compensation of the officers and employes of each House, and no payment shall be made from the State Treasury, or be in any way authorized, to any person, except to an acting officer or employe elected or appointed in pursuance of law.

As interpreted and applied in the past, the first quotation (Article II, Section 8) restricts legislative compensation to salary and mileage for travel to and from regular and special sessions "fixed by law," i.e. by an act of the General Assembly. Moreover, such salaries and mileage rates can not be increased for an incumbent legislator by an act passed by the General Assembly during his or her term. However, reimbursements for expenditures other than mileage to and from sessions are permissible. But the question arises whether adjustments upward are barred for today's legislators if and when determined by the Commonwealth Compensation Commission pursuant to Act 111, adopted more than two and one-half years ago on June 29, 1976.

The second quotation (Article III, Section 27) raises similar questions for all "public officers." As presently applied and interpreted, legislators, State justices and judges, and heads of certain independent agencies whose functions are primarily legislative in character are not among the "public offices" referred to. However, executives who are elected for definite terms, such as the Governor, Lt. Governor, Auditor General, and State Treasurer are "public officials" within the meaning of Article III, Section 27. Moreover, a recent Attorney General's opinion (Gornish to Rossi, December 28, 1978) held that the heads of executive departments and agencies who are appointed for indefinite terms (e.g., at the Governor's pleasure) are "public officers" within the meaning of Article III, Section 27.

Questions also arise over the intent of Article III, Section 27, and the time factors involved. That provision can be construed as being corollary to the separation of powers principle aimed at preventing the General Assembly from rewarding favorites or punishing disfavored public officers after their election or appointment. Such an interpretation clearly would not preclude compensation increases for the officers involved when made prior to their election or appointment, but does it bar upward adjustments for those officers presently holding office if and when determined by the Commonwealth Compensation Commission pursuant to Act 111, adopted more than two and one-half years before incumbency began?

The third quotation above (Article III, Section 17) is less troublesome from a legal point of view. The General Assembly may at any time prescribe by law the number, duties and compensation of its officers and employes, including those serving officially in an acting capacity.

This is not the first time public attention has been called to problems created by constitutional rigidities and ambiguities. A similar rule is found in neither the Federal Constitution nor those of several states. The first Commonwealth Compensation Commission had this to say in its report of June, 1972:

The Commission wishes to conclude this Report by recording its conviction that existing provisions of the Pennsylvania Constitution which prohibit altering the salaries of members of the General Assembly or of public officers after their election or appointment, if that is the case, do not serve the public interest

Whatever purposes these provisions may have been intended to serve when they were written into the Pennsylvania Constitution a century ago, they are inappropriate today. The Federal Constitution places no such restrictions on members of Congress or on appointed officials and there is no evidence that this absence has led to those abuses which were feared by the authors of the Pennsylvania Constitution. This Commission strongly urges the General Assembly to take steps to secure their elimination from the Constitution of Pennsylvania.

And this Commission, in its Initial Report of 1976, had this to say:

Existing provisions of the Pennsylvania Constitution prohibiting alterations of salaries of certain public officials after their election or appointment make it extremely difficult to maintain total rationality in the determination of compensation adjustments

The Constitution of the United States includes no like prohibition with regard to members of Congress or appointed officials. The absence of this restriction has not resulted in abuse and has, as it would in the case of Pennsylvania, encouraged a more rational method of determining salary modifications

This Commission reaffirms its conviction that flexibility is required if compensation for top State officials is to be determined in a rational and orderly manner.

This Commission is well aware that inflation exacts a heavy toll of lay citizens as well as of public officials. Many of the former, however, can and do take remedial action by individual and collective bargaining or other means, but similar action by State officials is more difficult because of constitutional and statutory constraints, public opposition, or partisan tactics. One result is that compensation adjustments often are sporadic and random. Often long periods elapse before changes are made. This Commission has as one of its objectives keeping the Commonwealth's compensation reasonably aligned with the practices of other employers, both private and public.

This Commission is equally aware of the outcry made by many citizens against keeping public compensation abreast of inflation and comparable with other states and private employment. Obviously, high levels of compensation do not of themselves guarantee proficient and virtuous performances, but neither do low levels guarantee such results. Ambition, prestige, and desire to serve the public will motivate some people who can afford the costs involved, but to obtain the best qualified people regardless of personal wealth for what has become full-time and exacting service for most of the officials whose compensation falls within this Commission's purview, the compensation must be kept high enough to minimize financial sacrifice and dependence upon special self-serving interests. While respectful of dissenting views, this Commission believes that most responsible citizens of this great Commonwealth take the balanced view that there is a direct relationship between equitable compensation for public officials and high standards of integrity, competence, and performance.

Throughout its deliberations, this Commission has been conscious of the numbing effects of inflation, above normal unemployment, the fact that Pennsylvania's per capita income ranks well below that of other populous industrialized states (Exhibit II). This Commission has heard critics of higher State compensation levels, and also contrary views. Charged as it is by law to make an "exhaustive study" of appropriate compensation for some 600 State officials, this Commission has striven to weigh all views expressed while at the same time determining the compensation required to assure highly qualified officials for one of the largest and most successful of the American States. Economic considerations alone would have justified higher levels of compensation than determined herein. The added costs arising from its determinations weighed heavily upon the Commissioners; seen in perspective, however, they represent a small percent of the Commonwealth's total budget.

A new consideration taken into account are the anti-inflation guidelines promulgated by the Federal Council on Wage and Price

Stability. This Commission is in complete agreement with the objectives of the President's guidelines but finds full compliance inhibited by the constitutional rigidities mentioned above. The determinations set forth later in this Report conform insofar as feasible with Presidential Guidelines.

DETERMINATIONS

Executive Officials

The salaries of top State Executive Officials were adjusted upward in 1972 and again in 1976. Important considerations in both instances were rising living costs, comparability with other states and private employments, and "compression".

The latter term refers to the situation where the compensation of subordinates within a department or agency are kept from rising to or above the level of their superiors. In such instances a supervisor's compensation acts as a ceiling upon that of subordinates and may, particularly during inflationary periods, adversely effect retention, recruitment and morale.

That compression is a serious consideration is illustrated by the Department Head and Deputy Secretary Fact Sheet shown as Exhibit VIII. That exhibit, prepared in December, 1978, showed that a total of 368 deputy-level personnel in pay ranges 54, 56, and 58, had reached ceilings beyond which they could not go under existing rules and regulations. Those ceilings, in turn, compressed compensation in the lower executive grades. Requiring, as most such positions do, a high level of professional and technical competence, this Commission considers it imperative that their compensation be made and kept reasonably competitive with the market-place.

The Commission had before it a report prepared by Hay Associates, Management Consultants with headquarters in Philadelphia, bearing upon the compensation of Pennsylvania's top executives. That report reflected an extensive evaluation of the management responsibilities of the Governor and each department head. Valuation points were assigned on the basis of Know How, Problem Solving, and Accountability (Exhibit VII). The profiles drawn for each of the positions reflected comparisons not only with one another but also with top executives in United States financial companies, United States service companies and leading American states.

Regarding the Governor the Hay Report has this to say:

The current salary of Pennsylvania's Governor is \$60,000 (established in 1972). The September, 1976 Report of the Commonwealth Compensation Commission establishes a \$66,000 annual salary for the next term of office.

While the 10% increase is an improvement, it

also continues to beg the critical question: "Will the Governor's salary continue to represent a ceiling for the salary determinations related to all other state employees?"

By all practical measures, the size of the Governor's job demands higher pay.

In 1969, Hay Associates recommended a salary of \$65,000 for Pennsylvania's Governor, suggesting that while it was not an externally competitive amount, it was realistic within the context of political and economic decisions; and it would grant relief to the salary structure of the State's management organizations. Eight years later, we find the Governor's salary established at the level recommended in 1969. And the highest inflationary rates ever experienced by our country have occurred during that period.

Regarding cabinet positions, the Hay Report said this:

Commonwealth salaries for most of the study positions compare favorably with the pay practices of other states, and in the Northeastern Region. Slightly below the market-place average are these positions: Welfare, Education, Transportation, Attorney General and Environmental Resources.

In addition to recommending the specific salaries shown by Exhibit VII for the Governor and Department Heads, Hay Associates recommended that two new compensation levels be established, one at the top for the Department of Public Welfare, the other at the bottom for the Department of State. Hay Associates also recommended that the Department of General Services be shifted from present compensation level one to two.

Having weighed carefully the economic, social and political factors bearing upon the subject matter over which this Commission has jurisdiction, the findings and recommendations of Hay Associates, comparisons with other states and the federal government, we make the following determinations:

1. The Governor's annual base salary shall remain at \$66,000. Although that base is well below one aligned with cost-of-living trends, it is justified, we believe, because it provides a substantial increase (\$6,000) over the salary actually paid the previous Governor; that salary remains one of the highest paid to governors by the several states (Exhibit IV), a reasonable differential

remains between the governor's salary and those determined herein for his principal associates; and it takes into account the generous fringe benefits available to the governor (Exhibit IX).

2. The Lieutenant Governor's annual salary shall remain at \$49,500. Although well below a figure aligned with cost-of-living increases, that base rate is justified, we believe, because it provides a substantial increase (\$4,950) over the salary actually paid to his predecessor; that salary remains one of the highest paid to similar officers by other states; it remains reasonably aligned with the salaries provided for the Governor and other top State officials; and it takes into account the generous fringe benefits available to the Lieutenant Governor (Exhibit IX).
3. The present three salary levels for cabinet officers shall be retained. Annual salaries shall be:

For Level 1 - \$ 49,500
For Level 2 - \$ 46,500
For Level 3 - \$ 43,500 .

The figures stated represent present basic salaries of \$44,000, \$41,250 and \$38,500 respectively adjusted in such a manner as to provide average annual increases of 3.25 percent for the four-year period starting in January, 1979, and ending in January, 1983.

4. Salary levels for all departments shall remain unchanged except that Environmental Resources shall be moved upward from Level 2 to Level 1 and General Services shall be moved downward from Level 1 to Level 2.
5. Regarding the salaries of State Treasurer and Auditor General, no determinations are made at this time.

Members of The General Assembly

In its Initial Report this Commission took cognizance of the erosion which had taken place in legislative compensation because of inflation and adjusted salaries upward by 20 percent, from \$15,600 to \$18,720 for all House members and one-half of the Senators (those elected in 1976). Constitutional mileage was also revised from 12¢ to 15¢ a mile circular for each week a member attended legislative sessions. For incumbent Senators elected in 1974 an additional sum of \$3,120 per annum was authorized for unaccountable expenses incurred in the performance of legislative duties. Exhibit I points out that the Consumer Price Index increased by an estimated 57.7 percent during the seven-year period 1972-1978 inclusive. Exhibit X shows legislative salary and expense trends.

Salaries rose from \$7,200 to \$15,600 then to \$18,720 annually. Expense allowances, on the other hand moved downward. Prior to 1972, each legislator had \$8,400 available annually for unaccountable expenses. The former Commonwealth Compensation Commission's first report of 1972 reduced expenses to \$6,000 a year and made them accountable; the General Assembly reduced that sum to \$2,500. The Commission's second report of 1972 raised that figure to \$5,000 where it remained until 1975 when it was increased by the General Assembly to the present \$7,500. Thus, during the seven-year period 1972-1978 most legislators grossed for expenses \$37,500, or about 35 percent less than they would have received had the annual allowance remained at \$8,400.

Since issuing its Initial Report, this Commission has addressed itself to both the adequacy of legislative compensation and the manner in which the annual vouchered expense allowance of \$7,500 is processed. The results of our study of legislative workloads, made with the assistance of the Pennsylvania Economy League, are set forth in Exhibit XIII. We address ourselves here to our study of the vouchered expense allowance.

The term "vouchered expenses" needs clarification. House and Senate rules require that all requests for expense reimbursements be made on "vouchers" and stipulate that certain items be supported by vendor's receipts. By popular usage, however, the term "vouchered expenses" refers to the present \$7,500 annual allowance provided for each legislator to distinguish it from "unaccountable allowances" which are sometimes reimbursed without voucher transmittals and/or vendors' receipts. This discussion follows popular usage.

Caution is required when using the term "vouchered expenses" lest it reinforce the widely held misconception that equates salary and expenses. Compensation for salaries is for legislative services rendered and provide the base for determining retirement, social security, other benefits and taxes. Expense allowances, on the other hand, are reimbursements for justifiable out-of-pocket costs while performing legislative services. Expense reimbursements are no more "salary" for public officials than they are for private businessmen.

Exhibit XI attempts to show the relationship between the Consumer Price Index, legislative salaries and vouchered expenses. Salaries remained stationary at \$7,200 between 1968 and 1972. They were more than doubled in 1972 when raised to \$15,600 by the General Assembly, but again they remained stationary for a four-year period. In 1976 they were raised by this Compensation Commission to \$18,720 where they remained for a two-year period.

The comparatively low base salaries and expenses shown for the first four-year period, coupled with the fact that salaries and allowances remained stationary for several years in a row, make generalizations about the adequacy of compensation of dubious value. On a linear basis, salaries ran behind the Consumer Price Index during the first four years but well ahead since that time. Conversely, expense allowances lagged behind the Consumer Price Index whether examined linearly or adjusted to base allowances.

But if attention is focussed upon the period since the salary and expense adjustments of 1972 became effective, it is clear that both salaries and vouchered expense allowances have lagged behind an escalating Consumer Price Index. During that period, salaries have risen by only 20 per cent while the cost-of-living has risen by an estimated 55.7 percent. Meanwhile, the annual vouchered expense allowance declined from the high point of \$8,400.

Determinations

1. The annual compensation for members of the House and Senate shall be increased by 8 percent (to \$20,218) for the current year and an additional 7 percent (to \$21,633) effective January 1, 1980.
2. Consideration of the vouchered expense allowance is deferred for further study.

Legislative Officers

Extra compensation of legislative officers was last adjusted in 1967.

One approach to determining the adequacy of present extra-compensation, is to assume that in setting 1967 levels the General Assembly used as a basis the percentage of extra responsibility, time and effort required. Following that course, the ratios of extra responsibility, time and effort to salaries of \$7,200 in 1967, \$15,600 in 1972, and \$18,720 in 1976 were as shown in the following table:

Officers	Add'l. Comp. 1967 to Present	Add'l. Comp. as % of \$ 7,200	Add'l. Comp. as % of \$ 15,600	Add'l. Comp. as % of \$ 18,720
Speaker	\$ 10,500	145.8	67.3	56.1
President Pro Tempore	10,500	145.8	67.3	56.1
Leaders	8,500	118.1	54.5	45.4
Whips	4,000	55.6	25.6	21.4
Caucus Chairmen	3,500	48.6	22.4	18.7
Caucus Secretaries	2,000	27.8	12.8	10.7
Policy Chairmen	2,000	- - -	12.8	10.7
Caucus Administrators	2,000	- - -	12.8	10.7

With no readjustments to salaries since 1967, it is obvious that the rate of extra compensation dropped with the last two salary raises. These figures suggest that either the ratios were too high in 1967 or the amount of extra responsibility, time and effort expended since then has dropped substantially. The fact that the General Assembly might have made adjustments but did not do so for more than a decade suggests substantial satisfaction with basic rates and differentials between offices.

Another approach is to elicit from present officers estimates of extra responsibility, time, and effort and this has been done.

Of the 26 House and Senate Officers, views were exchanged by correspondence and/or personal conversation with 17, six of whom were Democrats and 11 were Republicans. Only one officer went on record as opposed to any changes in compensation or the differentials which exist between offices. Six indicated they were opposed to changes "at this time".

The remaining ten went into considerable detail, explaining that extra workloads had increased, matters requiring attention had grown in quantity, variety, complexity and public interest; growing independency of party loyalty and discipline required that more time and effort be spent formulating policies and strategies; the growth of legislative staff required more planning and supervision; and the growing fiscal implications of decision-making made leadership roles more important and burdensome.

Pertinent to this discussion are data reported by the Pennsylvania Economy League in its 1978 survey of Legislators' Time Requirements (Exhibit XIII). That report stated that leaders spent about the same time on the performance of legislative duties as committee chairmen and rank-and-file legislators. The leaders did, however, spend proportionately more time in Harrisburg. The report said nothing about the heavier responsibilities borne by the leaders.

Looking at the practices of other states discloses a wide variety of patterns. A few states provide extra compensation for some or all standing committee chairmen as well as other officers. Exhibit XIV shows that New York, Pennsylvania, Massachusetts, Illinois, and Indiana provided extra compensation for the largest number of officers; the highest extra-compensation rates were paid by New York.

Based upon the data before it, and noting particularly that present extra compensation rates have remained unchanged since 1967 even though responsibilities have become increasingly numerous, complex, and demanding, this Commission determines that present rates be raised by 8 percent, for the current year and an additional 7 percent effective January 1, 1980. Actual annual extra-compensation for the several officers shall be:

Officers	Present Extra Compensation	Adjusted Extra Compensation For 1979 @ 8%	Adjusted Extra Compensation For 1980 @ 7%
Speaker	\$ 10,500	\$ 11,340	\$ 12,134
President Pro Tempore	10,500	11,340	12,134
Leaders	8,500	9,180	9,823
Whips	4,000	4,320	4,622
Caucus Chairmen	3,500	3,780	4,045
Caucus Secretaries	2,000	2,160	2,311
Policy Chairmen	2,000	2,160	2,311
Caucus Administrators	2,000	2,160	2,311

Justices and Judges

The Commission has made no previous determinations regarding judicial compensation. Salaries were last raised by the General Assembly (Act 111, 1976) which became effective July 1, 1976. At that time, the salaries of most State justices and judges were increased by \$5,000. Those increases range between a low of 9.5 percent for the Chief Justice and a high of 27.2 percent for the lowest paid members of the Philadelphia Municipal Court and the Philadelphia Traffic Court. Overall, the increase was 12.6 percent.

During the interim since 1976, this Commission has taken special note of the following:

1. The Cost of Living Index has risen markedly (Exhibit I).
2. The disparity has widened between the compensation received by Pennsylvania justices and judges when compared with attorneys serving the private sector in the Commonwealth and North Eastern Region.
3. Judicial workloads have increased considerably, although as measured recently by the Administrative Office of Pennsylvania Courts on a weighted basis, using the Delphi Method of Expert Consensus, a wide disparity exists between the workloads of the numerous trial courts (Exhibit XVIII).

It should be recalled that a determination was made in 1972 to compensate all non-administrative Common Pleas judges at a uniform rate, regardless of differing district populations, to facilitate the transfer of judges as one means of equalizing workloads and speeding up the disposition of cases. Continuing disparities of workloads six years later prompts this Commission to state its expectation that steps will be taken to ensure early attainment of the objectives set when uniform compensation was authorized in 1972.

4. The compensation of United States justices and judges rose strikingly early in 1977 to reach a point where it becomes increasingly more difficult for Pennsylvania to recruit and retain the ablest jurists (Exhibits XV, XVI).

5. Compared with the compensation paid jurists of other states, Pennsylvania's ranks high, although decreasingly so, especially for its trial judges (Exhibits XV, XVI, XVII).

After weighing the factors just listed, this Commission determines that the annual salaries of justices and judges shall be increased by 15 percent, which figure represents an average increase of seven and one-half percent for the next two years. Adjusted annual salaries shall be as follows:

Judicial Position	Annual Salaries		
	Present	Adjusted 1979	Per Cent Increase
Chief Justice - Supreme Court	\$57,500	\$66,125	15.0
Associate Judges - Supreme Court	55,000	63,250	15.0
President Judge - Superior Court	54,500	62,675	15.0
Associate Judges - Superior Court	53,000	60,950	15.0
President Judge - Commonwealth Court	54,500	62,675	15.0
Associate Judges - Commonwealth Court	53,000	60,950	15.0
President Judges - Courts of Common Pleas			
Philadelphia	47,500	54,625	15.0
Dauphin County	46,000	52,900	15.0
Allegheny County	47,000	54,050	15.0
Divisions of Common Pleas Court of Allegheny County			
Divisions of six or more judges	46,000	52,900	15.0
Divisions of five or less judges	45,500	52,325	15.0
Districts having six or more judges and a population in excess of one hundred fifty thousand	46,000	52,900	15.0
Districts having three to five judges	45,500	52,325	15.0
Districts having one or two judges	45,000	51,750	15.0
Administrative Judges - Divisions of Common Pleas Court			
Philadelphia divisions of six or more judges	46,000	52,900	15.0
Philadelphia, divisions of five or less judges	45,500	52,325	15.0
Associate Judges - Courts of Common Pleas	45,000	51,750	15.0
President Judge - Philadelphia Municipal Court	41,500	47,725	15.0
Associate Judge - Philadelphia Municipal Court			
Members of Bar	40,000	46,000	15.0
Not members of Bar	21,000	21,000	- - -
President Judge - Philadelphia Traffic Court	22,000	25,300	15.0
Associate Judge - Philadelphia Traffic Court	21,000	24,150	15.0

Regarding Senior (retired) Judges, this Commission recognizes that there are long-standing policy questions over the propriety and wisdom of continuing the present extensive use of such judges. This Commission also recognizes that while those policy questions are being debated inflation continues to take its toll of willing and able senior jurists. Accordingly, the determination is made that compensation be raised from the present \$125.00 to \$145.00 per day.

The Commission noted with satisfaction the enactment of legislation in 1978 which limited the earnings of a Senior Judge. That legislation reads:

. . . . In any calendar year the amount of compensation which a senior judge shall be permitted to earn as a senior judge shall not, when added to retirement income paid by the Commonwealth to such senior judge, exceed the compensation payable by the Commonwealth to a judge then in regular active service on the court from which such senior judge retired.
(Judiciary Act Repeals Act, No. 1978-53, Section 3154).

ESTIMATED COSTS OF DETERMINATIONS*

	Direct Salary Cost	Fringe Benefit Cost	Total Cost	Total Cost Per Capita**
Executive Adjustments	\$ 83,250	\$ 10,823	\$ 94,073	0.8¢
Legislative Adjustments				
Members' Salary - 1st Year 8%	378,994	106,119	485,113	4.2¢
Members' Salary - 2nd Year 7%	357,995	100,239	458,234	3.8¢
Officers' Salary				
1st Year 8%	8,720	3,392	12,112	0.1¢
2nd Year 7%	8,240	3,752	11,992	0.1¢
Judicial Adjustments	2,264,175	408,189	2,672,364	23.0¢

*Costs directly attributable to Commission's action taken January 30, 1979.

** The latest official census figure available was 11,785,000, as of July 1, 1977.

COMMENTARIES

Exhibit I shows that the Consumer Price Index rose between December, 1972, and December, 1978, from 125.3 to an estimated 195.1. The annual percentage increase varied between a low of 5.8 in 1976 to a high of 11.0 in 1974. The percentage increase for the four-year period was an estimated 55.7 percent.

Exhibit II compares the per capita personal income for 15 populous and industrialized states. New Jersey ranked highest, Florida lowest. Pennsylvania ranked tenth. Pennsylvania's ranking for the years 1972, 1975, and 1976 remained little changed and at about the national average. Nationally, Pennsylvania ranked sixteenth in 1976.

Exhibit III records the statutory basis for Pennsylvania executive salaries during the period 1963-1978.

Exhibit IV compares the salaries of top executives in 11 selected states. These data change constantly and should be checked before using to assure complete accuracy. Caution should also be exercised in making comparisons inasmuch as the powers and duties of the several officers vary widely and some states have no counterparts.

Exhibit V demonstrates how average annual salaries for selected professional, administrative and technical occupations in private industry have escalated during the period 1972 to 1978. Rates of increases have been much lower for Pennsylvania's top executives.

Exhibit VI, Tables 1 and 2, show salary trends for Pennsylvania's executive pay ranges 40F through 45F during the period from November, 1972, to January, 1979. The trends shown compare favorably with those shown for private occupations by Exhibit V. Measured by both exhibits, salaries have lagged for Pennsylvania's top executives.

Exhibit VII, Tables 1 through 6, show the conclusions and projections made by Hay Associates in a 1977 report prepared for the Governor's Office of Administration and this Commission.

That report reflected an extensive valuation of the management responsibilities of the Governor and each department head. Valuation points were assigned on the basis of Know How, Problem Solving, and Accountability. The profiles drawn for each of the

positions reflected comparisons not only with one another but also with top executives in United States financial companies, United States service companies and leading American states.

In addition to recommending the specific salaries shown by Table 6 for the Governor and department heads, Hay Associates recommended that two new compensation levels be established, one at the top for the Department of Public Welfare, the other at the bottom for the Department of State. Hay Associates also recommended that the Department of General Services be shifted from present compensation level one to two.

Exhibit VIII illustrates how Department Head salaries compress the compensation of deputy secretaries. As of July, 1978, a total of 368 deputies were at the top of their pay ranges and could go no higher until or unless the salaries of their superiors were raised. The other data shown indicates the compression effects of salary changes made by this Commission in September, 1976, and also the Bureau of Personnel's recommendations for additional adjustments.

Exhibit IX provides a general view of the fringe benefits available to the offices mentioned under existing law. The details are much too complex for graphic presentation here.

Exhibits X and XI show the relationship between legislative salaries and vouchered expense account allowances for the period 1967-1979. Salaries remained stationary at \$7,200 between 1968 and 1972. They were more than doubled in 1972 when raised by the General Assembly, but again they remained stationary for a four-year period. In 1976 they were raised again by this Compensation Commission to \$18,720 where they remain.

Meanwhile, the expense allowance has varied from a high of \$8,400 in 1971-1972 to a low of \$5,000 in 1973-1974. The present \$7,500 annual allowance has been in effect since 1975.

The comparatively low base salaries and expense allowances shown for the first four-year period, coupled with the fact that salaries and allowances remained stationary for several years in a row, make generalizations about the adequacy of compensation as measured by the Consumer Price Index of dubious value. On a linear basis, salaries ran behind the Consumer Price Index during the first four years but well ahead since that time. Conversely, expense allowances lagged behind the Consumer Price Index whether examined linearly or adjusted to base allowances.

Exhibit XII compares Pennsylvania's legislative compensation with that of 12 other populous and industrialized states. Among the states compared, Pennsylvania ranked sixth. Other allowances were too varied for meaningful comparisons.

Exhibit XIII, Tables 1 through 26. Because the time spent on the performance of legislative duties obviously has a bearing upon the adequacy of compensation, this Commission prepared a questionnaire in 1976 and mailed it to all 253 legislators. The data assembled tended to confirm the view that service as a member of the General Assembly typically is a full-time job.

A similar survey was made in 1977. This time, with the help of the Pennsylvania Economy League, the Commission modified its approach to conform with professional polling standards and procedures. The Questionnaire was revised and a random sample of 60 House members and 20 Senators were interviewed. To assure that each sample represented the larger membership, profiles of House and Senate members were developed taking into account party affiliation, occupation, geographical area, years of service, and leadership role.

Exhibit XIV shows how several populous and industrialized states handle extra compensation for legislative officers and leaders. As of July, 1977, New York, Pennsylvania, Illinois, and Indiana provided extra compensation for the largest number of offices while the highest extra compensation rates were paid by New York, Massachusetts, Pennsylvania, and Illinois. A few states provide extra compensation for all or some committee chairmen as well as the several officers. Pennsylvania provided extra compensation for only the Majority and Minority Chairmen of House and Senate Appropriations Committees.

Exhibits XV and XVI compares Pennsylvania judicial salaries with those of the United States for the period 1926 to date. Salaries for Pennsylvania trial judges were higher until about 1947 but lower since, except for a brief period in the mid-1970s. They have been wider apart since 1976 than ever before. Salary trends for appellate judges have in recent years also favored Federal judges, notably at the Supreme Court level.

Exhibit XVII compares the judicial salaries of selected states and the Federal Government. Pennsylvania ranks fifth in salaries for Associate Justices of the Supreme Court, third in salaries for intermediate appellate judges, and ninth in salaries for trial court judges. The salaries of Federal judges generally are higher than those for state judges.

Exhibit XVIII reflects Pennsylvania's first attempt to measure judicial performance by using the Delphi Weighted Caseload technique. An explanation of the methods used, provided by the Administrative Office of Pennsylvania Courts, follows the caseload statistics.

EXHIBIT I

CONSUMER PRICE INDEX
UNITED STATES DEPARTMENT OF LABOR
DECEMBER, 1972 TO DECEMBER, 1978
(Annual Averages and Changes)

Month and Year	Consumer Price Index 1967 = 100	Percentage Increase	
		Period to Period	From December, 1972
December, 1972	125.3	- -	- -
December, 1973	133.1	6.2	6.2
December, 1974	147.7	11.0	17.9
December, 1975	161.2	9.1	28.7
December, 1976	170.5	5.8	36.1
December, 1977	181.5	6.5	44.9
December, 1978*	195.1	7.5	55.7

*Projected from December, 1977, at an annual rate of 7.5 percent.

EXHIBIT II

SELECTED STATES RANKED IN ORDER
OF PER CAPITA PERSONAL INCOME
1976

	Per Capita Personal Income	Per Cent of Nation and Average		
		1971	1975	1976
New Jersey	\$7,381	120	116	115
Connecticut	7,356	121	116	115
Illinois	7,347	115	116	115
California	7,151	113	112	112
Delaware	7,030	114	111	110
New York	7,019	118	112	110
Maryland	6,880	109	108	108
Michigan	6,754	106	102	106
Massachusetts	6,588	108	103	103
<i>Pennsylvania</i>	<i>6,439</i>	<i>99</i>	<i>100</i>	<i>101</i>
Ohio	6,412	101	99	100
Virginia	6,341	97	99	99
Wisconsin	6,117	95	95	96
Texas	6,201	90	95	97
Florida	6,020	97	96	94
U. S. Average	6,399	100	100	100

SOURCE: U. S. Department of Commerce, Bureau of the Census, Survey of Current Business (August, 1977).

Nationally, Pennsylvania ranked fourth in population but sixteenth in per capita personal income.

EXHIBIT III

PENNSYLVANIA EXECUTIVE SALARIES
1963 - 1978

	Commonwealth Compensation Commission Reports			Act 275, 1970 and Act 112, 1965		Statutorial Salaries 1963
	Other, 1976 ^a	November, 1972	June, 1972 ^b	Act 196, 1968	Act 112, 1965	
Governor	\$66,000	\$60,000	\$47,500	\$45,000	\$45,000	\$35,000
Lieutenant Governor	49,500	45,000	35,000	32,500	32,500	22,500
Secretary of the Commonwealth	38,500	35,000	27,500	25,000	25,000	20,000
Attorney General	44,000	40,000	27,500	25,000	25,000	20,000
Auditor General	42,500	42,500	35,000	32,500	32,500	22,500
State Treasurer	42,500	42,500	35,000	32,500	32,500	22,500
Secretary of Education	44,000	40,000	32,500	30,000	30,000	20,000
Adjutant General	38,500	35,000	27,500	25,000	25,000	20,000
Insurance Commissioner	38,500	35,000	27,500	25,000	25,000	20,000
Secretary of Banking	38,500	35,000	27,500	25,000	25,000	20,000
Secretary of Agriculture	38,500	35,000	27,500	25,000	25,000	20,000
Secretary of General Services	44,000	40,000	27,500	25,000	25,000	20,000
Secretary of Environmental Resources	41,250	37,500	27,500	25,000	- - -	- - -
Secretary of Transportation	44,000	40,000	27,500	25,000	25,000	20,000
Secretary of Health	41,250	37,500	27,500	25,000	25,000	20,000
Commissioner of Pennsylvania State Police	41,250	37,500	27,500	25,000	25,000	20,000
Secretary of Labor and Industry	41,250	37,500	27,500	25,000	25,000	20,000
Secretary of Public Welfare	44,000	40,000	27,500	25,000	25,000	20,000
Secretary of Revenue	41,250	37,500	27,500	25,000	25,000	20,000
Secretary of Commerce	38,500	35,000	27,500	25,000	25,000	20,000
Secretary of Community Affairs	38,500	35,000	27,500	25,000	- - -	- - -

^aSalary increases available only to successors of incumbents when report became effective.

^bAs modified by Senate Concurrent Resolution No. 1100 Special Session No. 1, 1972.

SOURCES: The Pennsylvania Manual, 1963-1975, Volumes 96-102, and Governor's Office of Administration.

EXHIBIT IV

SALARIES OF TOP EXECUTIVE POSITIONS IN ELEVEN STATES

<u>State and Year of Most Recent Salary Revision</u>	<u>Governor</u>	<u>Lieutenant Governor</u>	<u>Attorney General</u>	<u>Education</u>	<u>Transportation</u>	<u>Environmental Resources</u>	<u>Health</u>	<u>State Police</u>	<u>Agriculture</u>	<u>Banking</u>	<u>Insurance</u>
CALIFORNIA 11/79 Except Gov., Lt. Gov., Atty. Gen., Sec. of Ed.	\$49,100	\$35,000	\$42,500	\$35,000	\$47,549	3	3	\$40,764	\$40,764	\$40,764	\$40,764
FLORIDA 11/79 Except Sec. of Trans. & State Police 9/78	52,500	42,000	42,000	42,000	42,600	3	3	38,500 ⁴	42,000	42,000	42,000
ILLINOIS 11/79 Except Sec. of Ed. 1/77 & Sec. of Banking 7/78	55,000	41,250	46,750	53,000 ²	48,400	38,500	48,400	33,000	38,500	39,000	38,500
MARYLAND 11/79 Gov., Lt. Gov., & Atty. Gen., all others 1978.	60,000	52,500	50,000	50,000	50,000	45,900	3	32,700 ⁴	45,900	35,900 ⁴	42,000
MASSACHUSETTS 11/77 Except Governor	40,000	30,000	37,500	39,401	38,050	36,121	3	36,121	21,546	26,011	27,130
MICHIGAN 10/1/78 Dept. Hds. 1/79 All Others	61,500	42,500	60,000	46,400	43,700	40,500	47,700	40,500	37,000	3	34,200 ⁴
NEW JERSEY 11/77	65,000	None	49,000	49,000	49,000	49,000	49,000	34,913-47,136	49,000	49,000	49,000
NEW YORK 11/76 Except Gov. & Lt. Gov.	85,000	60,000	60,000	57,650	47,800	47,800	51,150	47,800	47,800	47,800	47,800
OHIO 11/76 Except Gov. & Lt. Gov. 1/79 Atty. Gen. & State Police	50,000	30,000	50,000	49,982	37,232-49,920	3	37,232-49,920	27,789- ⁴ 37,232	30,638-41,059	22,838- ⁴ 30,638	30,638-41,059
TEXAS 11/78	71,400	7,200	45,200	45,200	45,200	3	45,200	45,200	45,200	48,500	39,400
PENNSYLVANIA 11/76	66,000	49,500	44,000	44,000	44,000	41,250	41,250	41,250	38,500	38,500	38,500

1. The year the department head salaries were revised.
2. Special pay level for incumbent.
3. Significantly different programs; no comparable position.
4. Position is part of larger department; reports to department head.

SOURCE: OA Personnel
January, 1979

EXHIBIT V

AVERAGE ANNUAL SALARIES FOR SELECTED PROFESSIONAL, ADMINISTRATIVE
AND TECHNICAL OCCUPATIONS IN PRIVATE INDUSTRY, 1972 TO 1978

Occupation	Class	Average Annual Salaries ¹				Percentage Increase 1972 To 1978
		1977	1976	1974	1972	
Accountants	IV	\$22,036	\$18,738	\$16,051	\$14,259	54.5
	V	27,301	23,402	19,560	17,368	57.2
Auditors	IV	23,093	19,952	17,491	15,823	46.0
Chief Accountants	I	23,861	20,460	17,601	15,318	53.8
	II	27,769	22,753	20,072	17,419	59.4
	III	34,160	28,136	23,805	21,198	61.1
	IV	39,895	33,916	29,021	26,521	50.4
Attorneys	I	17,493	15,413	14,223	13,498	29.6
	II	21,325	18,667	16,357	14,640	45.7
	III	27,489	24,205	21,082	18,392	49.5
	IV	32,887	29,828	25,956	23,448	40.3
	V	41,687	36,308	31,999	27,528	51.4
	VI	51,000	43,747	38,180	34,828	46.4
Job Analysis	III	18,354	16,091	13,921	12,526	46.5
	IV	22,616	19,142	17,263	15,057	50.2
Director of Personnel	I	20,833	18,193	15,790	14,313	45.6
	II	26,245	21,720	18,815	16,401	60.0
	III	32,201	26,845	24,078	20,153	59.8
	IV	40,835	33,060	28,140	24,738	65.1
Chemists	IV	23,532	20,429	17,283	15,670	50.1
	V	28,494	24,099	20,702	18,581	53.4
	VI	33,110	28,868	24,070	21,277	55.6
	VII	38,927	33,559	28,203	25,868	50.4
	VIII	47,156	40,723	34,475	30,827	53.0
Engineers	IV	32,972	20,747	17,929	16,159	48.4
	V	28,001	24,082	20,654	18,628	50.3
	VI	32,264	27,737	23,827	21,402	50.8
	VII	36,520	30,850	26,960	24,367	49.9
	VIII	42,104	36,236	31,469	27,085	51.0

¹Annual salaries reported as of March of each year.

SOURCE: U. S. Department of Labor: National Survey of Professional, Administrative, Technical, and Clerical Pay, March, 1978.

EXHIBIT VI

Table 1

HISTORY OF SELECTED OCCUPATION GROUPS IN SELECTED
PAY-RANGE STEPS UNDER COMMONWEALTH COMPENSATION PLAN ¹
NOVEMBER 1972 TO JANUARY 1979

	Pay range step	Salary	Pay range step	Salary	Pay range step	Salary
November, 1972	40-F	\$15,387	41-F	\$16,170	42-F	\$16,978
November, 1973	41-F	16,822	42-F	17,624	43-F	18,484
November, 1974	41-F	17,741	42-F	18,602	43-F	19,501
November, 1975	41-F	18,367	42-F	19,247	43-F	20,186
November, 1976	41-F	19,364	42-F	20,264	43-F	21,203
November, 1977	41-F	20,303	42-F	21,223	43-F	22,181
November, 1978	41-F	20,910	42-F	21,849	43-F	22,846
January, 1979	41-F	21,399	42-F	22,338	43-F	23,335
Percentage Increase		39.1%		38.1%		37.4%

1. Positions in selected occupation groups in pay range steps 40-F, 41-F, and 42-F in November, 1972. Effective December 1, 1972, positions so classified were reclassified to the same step of the next pay range (41-F, 42-F and 43-F). Step F is the top of each range. Therefore, the increases shown do not include annual merit increments, but reflect general pay increases only. 1978-79 pay range classifications follow:

Pay Range 41

Attorney I
Industrial Engineer I
Biostatistician II
Budget Analyst III
Management Analyst III

Pay Range 42

Architectural Designer II
Bank Examiner III
Civil Engineer III
Electrical Engineer II
Public Health Nurse IV
Social Worker III
Pharmacist III

Pay Range 43

Chemist III
Food Service Manager II
Microbiologist III
Public Health
Nutritionist III
Accounting Special Agent
Supervisor

EXHIBIT VI

Table 2

HISTORY OF SELECTED OCCUPATION GROUPS IN SELECTED
PAY-RANGE STEPS UNDER COMMONWEALTH COMPENSATION PLAN ¹
NOVEMBER 1972 TO JANUARY 1979

	Pay range step	Salary	Pay range step	Salary
November, 1972	43-F	\$17,839	44-F	\$18,725
November, 1973	44-F	19,404	45-F	20,342
November, 1974	44-F	20,479	45-F	21,457
November, 1975	44-F	21,203	45-F	22,201
November, 1976	44-F	22,220	45-F	23,237
November, 1977	44-F	23,218	45-F	24,254
November, 1978	44-F	23,922	45-F	24,978
January, 1979	44-F	24,411	45-F	25,467
Percentage Increase		36.8%		36.0%

1. Positions in selected occupation groups in pay range steps 43-F and 44-F in November, 1972. Effective December 1, 1972, positions so classified were reclassified to the same step of the next pay range (44-F and 45-F). Step F is the top of each range. Therefore, the increases shown do not include annual merit increments, but reflect general pay increases only. 1978-79 pay range classifications follow:

Pay range 44

Biostatistician III
Budget Analyst IV
Management Analyst IV
Statistician Analyst Supervisor

Pay range 45

Attorney II
Architectural Consultant
Electrical Engineer Consultant
Nurse VI
Physical Therapist V
Soils Engineer IV

Source: Office of Administration
Bureau of Personnel

EXHIBIT VII

Table 1

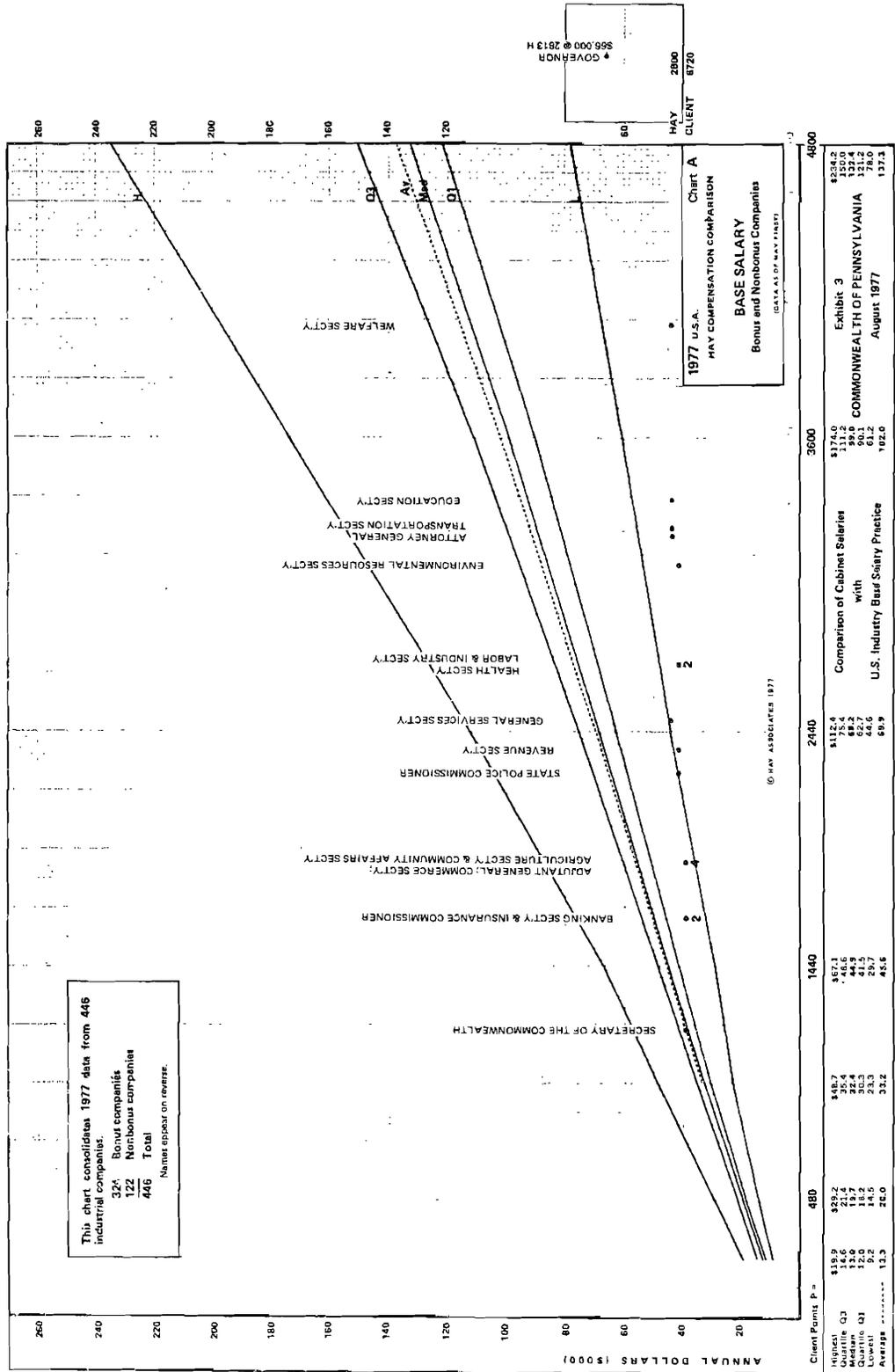
HAY ASSOCIATES, AUGUST, 1977
SUMMARY OF EVALUATION

POSITION	TOTAL POINTS	KNOW HOW		PROBLEM SOLVING			ACCOUNTABILITY		PROFILE (%)
		Slot	Points	Slot	(%)	Points	Slot	Points	KH-PS-AC
Governor	6752	HV13	2112	H5	(87)	1840	16P	2800	32-27-41
Secretary of Public Welfare	4056	GV3	1400	G5	(76)	1056	H5P	1600	34-26-40
Secretary of Education	3352	GV3	1216	G5	(76)	920	H5S	1216	36-28-26
Secretary of Transportation	3232	GV3	1216	G4	(66)	800	G5P	1216	38-24-28
Attorney General	3192	GV3	1216	G5	(76)	920	H6C	1056	38-29-33
Secretary of Environmental Resources	3072	GV3	1216	G4	(66)	800	H4P	1056	40-26-34
Secretary of Health	2676	GIV3	1056	G4	(66)	700	G4P	920	40-26-34
Secretary of Labor & Industry	2676	GV3	1056	G4	(66)	700	G4P	920	40-26-34
Secretary of General Services	2448	GIV3	920	G4	(66)	608	G4P	920	38-24-28
Secretary of Revenue	2328	GIV3	920	G4	(66)	608	G6C	800	40-26-34
Commissioner of Pa. State Police	2248	GIV3	920	G4	(57)	528	G4P	800	41-23-36
Secretary of Community Affairs	1868	GIV3	800	G4	(57)	460	G4S	608	43-25-32
Secretary of Agriculture	1868	GIV3	800	G4	(57)	460	G3P	608	43-25-32
Adjutant General	1868	GIV3	800	G4	(57)	460	G3P	608	43-25-32
Secretary of Commerce	1868	GIII3	800	G4	(57)	460	G3P	608	43-25-32
Insurance Commissioner	1628	GIII3	700	G4	(57)	400	G3P	528	43-25-32
Secretary of Banking	1628	GIII3	700	G4	(57)	400	G3P	528	43-25-32
Secretary of the Commonwealth	1192	FIII3	528	F4	(50)	264	F3P	400	44-22-34

EXHIBIT VII

Table 2

HAY ASSOCIATES' COMPARISONS OF CABINET SALARIES



Q3 and Q1 enclose middle 50% of Company median lines.

EXHIBIT VII

Table 3

HAY ASSOCIATES' COMPARISON OF CABINET SALARIES

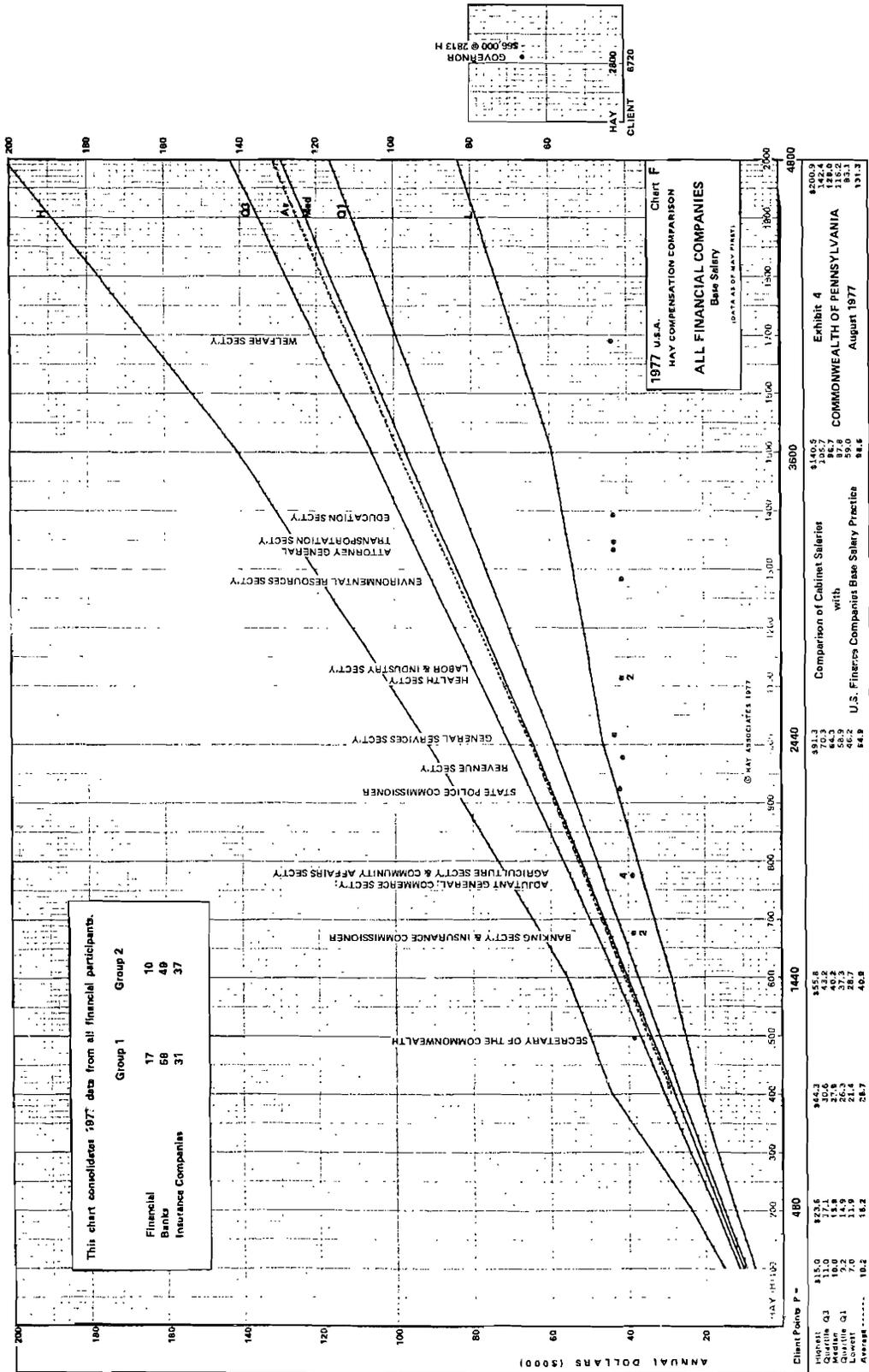
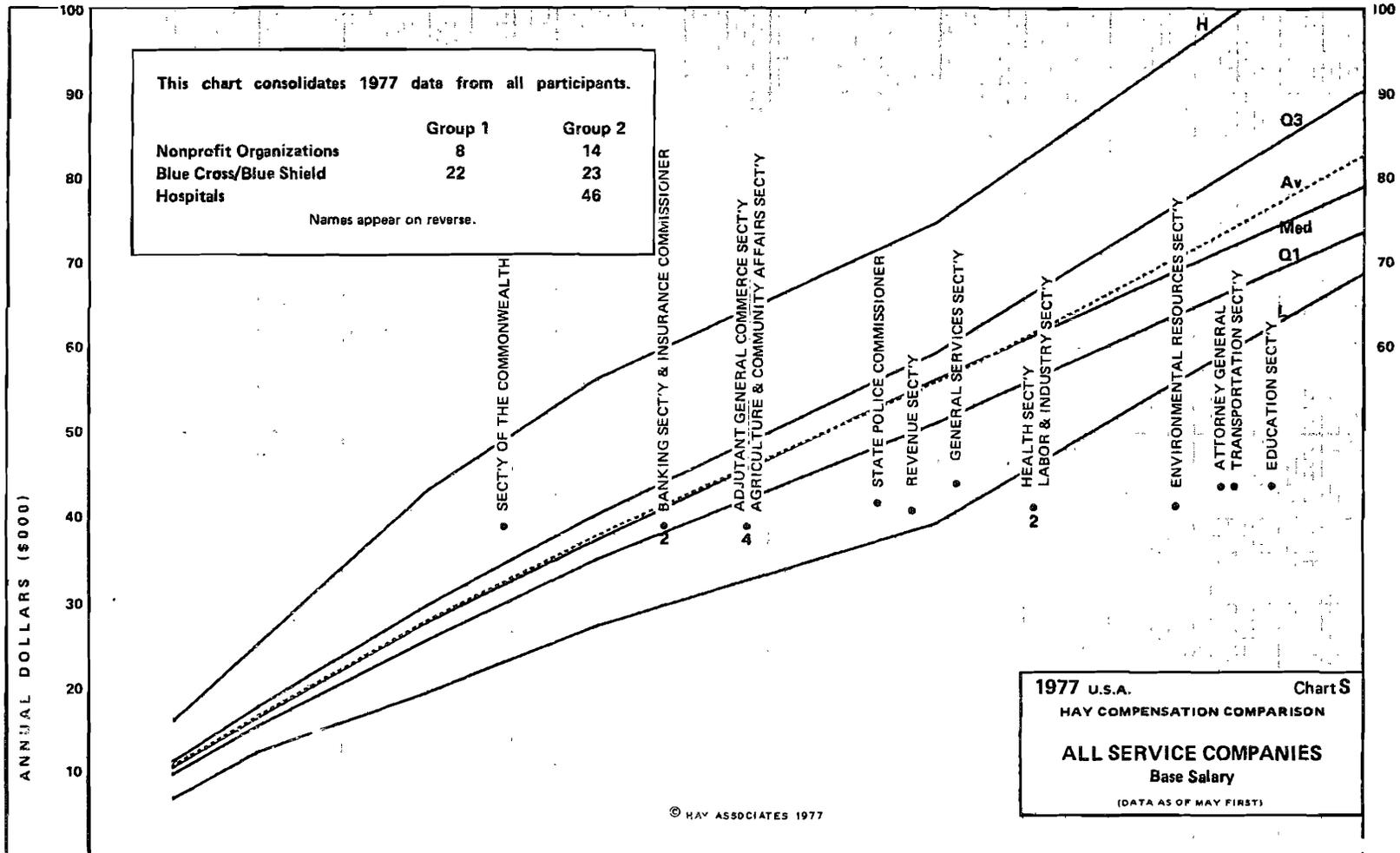


EXHIBIT VII

Table 4

HAY ASSOCIATES' COMPARISONS OF CABINET SALARIES



Client Points P =

Highest	\$16.1	\$25.1	\$43.2	\$56.4	\$74.9	\$110.1
Quartile Q3	11.2	17.7	29.7	40.4	59.5	90.5
Median	10.5	16.4	27.7	37.4	56.3	79.1
Quartile Q1	9.7	15.4	25.6	35.1	51.2	73.8
Lowest	6.8	12.3	19.4	27.3	39.4	68.8
Average -----	10.8	16.6	27.8	37.9	56.2	82.6

Comparison of Cabinet Salaries with U.S. Service Organizations Base Salary Practice

Exhibit 5 COMMONWEALTH OF PENNSYLVANIA August 1977

EXHIBIT VII

Table 5

HAY ASSOCIATES' COMPARISONS OF CABINET SALARIES

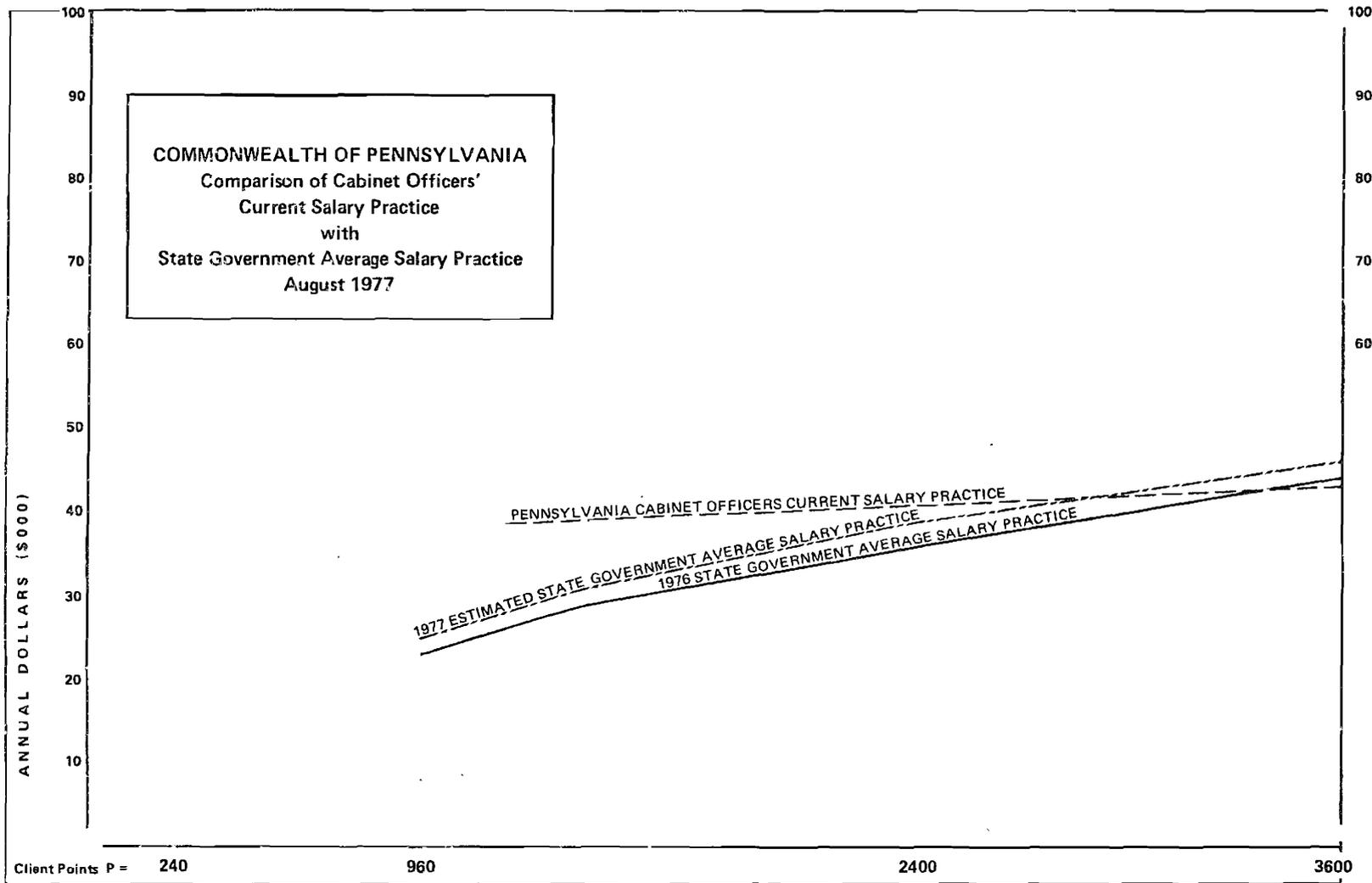


EXHIBIT VII

Table 6

HAY ASSOCIATES' SALARY RECOMMENDATIONS

Position	Salary
Governor	\$ 81,000
Secretary of Public Welfare	72,500
Secretary of Education	63,000
Secretary of Transpor- tation	63,000
Attorney General	63,000
Secretary of Environ- mental Resources	63,000
Secretary of Health	55,000
Secretary of Labor & Industry	55,000
Secretary of General Services	55,000
Secretary of Revenue	55,000
Commissioner of Pa. State Police	55,000
Secretary of Agriculture	48,000
Secretary of Commerce	48,000
Secretary of Community Affairs	48,000
Adjutant General	48,000
Secretary of Banking	48,000
Insurance Commissioner	48,000
Secretary of the Commonwealth	41,500

EXHIBIT VIII

EFFECT OF DEPARTMENT HEAD SALARIES
ON DEPUTY SECRETARY SALARIES*

Present Maximum Pay Ranges and Salaries in Departments				
	<u>Small</u>	<u>Intermediate</u>	<u>Large</u>	
	54	56	58	
	\$34,993	\$37,497	\$39,981	
No. of employees at ceiling	(243)	(88)	(37)	Total 368

Present Department Head Salaries of Incumbents Appointed Before Sept., 1976				
	<u>Small</u>	<u>Intermediate</u>	<u>Large</u>	
	\$35,000	\$37,500	\$40,000	
No. of Incumbents	(2)	(4)	(0)	

New Department Head Salaries in CCC Report, Sept., 1976				
	<u>Small</u>	<u>Intermediate</u>	<u>Large</u>	
	\$38,500	\$41,250	\$44,000	
No. of Incumbents	(5)	(1)	(5)	

Maximum Pay Ranges and New Salaries in Departments if 1976 Department Head Salaries are not Increased				
	<u>Small</u>	<u>Intermediate</u>	<u>Large</u>	
	54	56	58	
	\$38,494	\$41,232	\$43,990	
Date new ceil- ings are reached	(July, 1979)	(January, 1979)	(January, 1979)	

Recommended Dept. Head Salaries 1979 thru 1982				
	<u>Small</u>	<u>Intermediate</u>	<u>Large</u>	
	\$44,500	\$49,000	\$53,500	

*The term deputy secretary is used here to include such positions as institution heads, bureau directors, and physicians in pay ranges 54 thru 58.

Prepared by: Governor's Office of
Administration
Bureau of Personnel
Pay Section
July, 1978

EXHIBIT IX

AVAILABLE FRINGE BENEFITS^a - 1978

Officers	Vision Care	Prescription Drugs	Dental Benefits	Medical Hospital	Life Insurance	Em- ployees' Retire- ment ^b	FICA ^c	Mainte- nance
Governor	X	X	X	X	X	X	X	X
Lt. Governor	X	X	X	X	X	X	X	X
Auditor General	X	X	X	X	X	X	X	
State Treasurer	X	X	X	X	X	X	X	
Cabinet Officers	X	X	X	X	X	X	X	
Senators	X	X	X	X	X	X	X	
Representatives	X	X	X	X	X	X	X	
Judges	X	X	X	X	X	X	X	

^aOfficers may individually exclude themselves from any one or all of the above programs except FICA.

^bEmployees' Retirement: Employee pays at rate prescribed by law.

^cFICA (Social Security): Employee pays at rate prescribed by law.

EXHIBIT X

LEGISLATORS' SALARY AND EXPENSE ALLOWANCE ANNUAL BASIS FROM 1967 TO 1979

<u>Years</u>	<u>Salary</u>	<u>Expenses</u>	<u>Total</u>
	\$ 7,200	\$ 4,800	\$ 12,000
1971-72	7,200	8,400	15,600
1973-74	15,600	5,000	20,600
1975-76	15,600	7,500	23,100
1977	18,720	7,500	26,220
1978	18,720	7,500	26,220

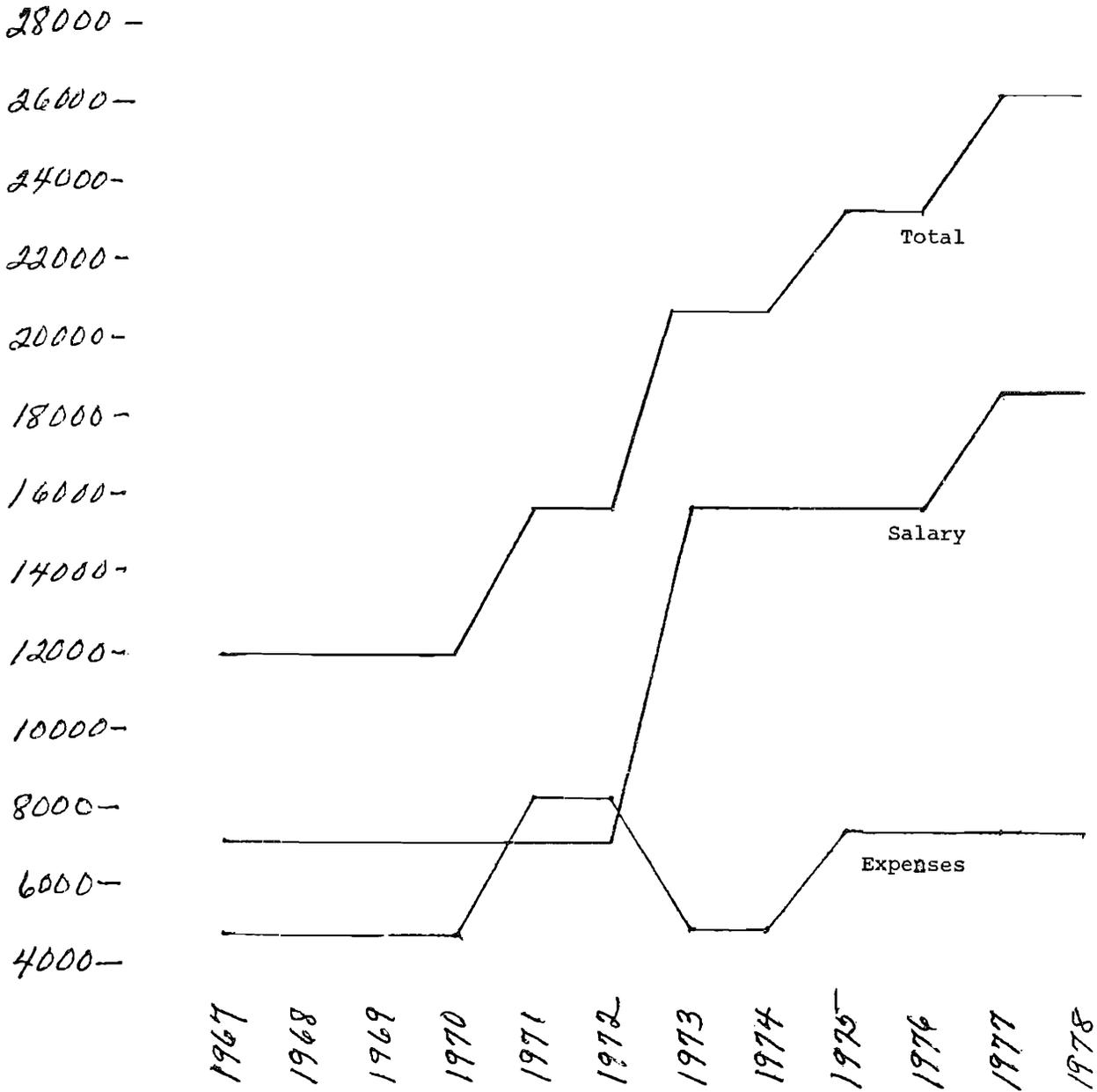


EXHIBIT XI

CONSUMER PRICE INDEX (CPI)* APPLIED
TO LEGISLATIVE SALARIES AND VOUCHERED EXPENSES
1968-78

Year	Actual	SALARIES				EXPENSES		
		CPI Increase Percent	Adjusted to CPI (Cumulative)	Adjusted To Base Salaries (Cumulative)	Annual Allow.	CPI Increase Percent	Adjusted Allowance to CPI (Cumulative)	Adjusted to Base Allowance (Cumulative)
1968	\$ 7,200	4.2	\$ 7,502	\$ 7,502	\$ 4,800	4.2	\$ 5,008	\$ 5,008
1969	7,200	5.4	7,907	7,907	4,800	5.4	5,278	5,278
1970	7,200	5.9	8,374	8,374	4,800	5.9	5,595	5,595
1971	7,200	4.3	8,734	8,734	8,400	4.3	5,836	8,652
1972	15,600	3.3	9,311	16,115	5,000	3.3	6,029	5,165
1973	15,600	6.2	9,888	17,114	5,000	6.2	6,402	5,485
1974	15,600	11.0	11,974	18,997	5,000	11.0	7,811	6,088
1975	15,600	9.1	13,064	20,726	7,500	9.1	8,522	8,183
1976	18,720	5.8	13,822	21,928	7,500	5.8	9,016	8,658
1977	18,700	6.5	14,720	23,353	7,500	6.5	9,076	9,221
1978	<u>18,720</u>	<u>7.5**</u>	<u>15,824</u>	<u>25,104</u>	<u>7,500</u>	<u>7.5**</u>	<u>9,757</u>	<u>9,213</u>
TOTALS	\$147,360	69.2	\$121,120	\$175,854	\$67,800	69.2	\$78,330	\$77,246

*U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, July, 1978, p. 73

**Estimated

EXHIBIT XII

LEGISLATIVE SALARIES, TRAVEL AND EXPENSE
ALLOWANCE IN SELECTED STATES

State	Annual Salary	TRAVEL ALLOWANCE			EXPENSE ALLOWANCE					
		During Session (Regular & Special)		Between Session Per Mile	Living Expenses Per Day		Between Sessions		Other	
		Per Mile	Round Trips Home to Capitol		During Session (Regular & Special)		On Official Business			
				Vouchered	Not Vouchered	Vouchered	Vouchered			
Illinois	25,000(a)	20¢	Weekly	20¢	- - -	\$36/Legislative Day	- - -	- - -	Not more than \$17,000/yr. for legislative staff, secretarial, clerical, research, technical, telephone & other utility services, stationery, postage, office equip. rental and office rental costs (Vouchered)	
California	25,555(a)	15¢ (f)	15¢ (f)	15¢ (f)		\$40/7 day wk.		\$40		
Michigan	24,000		17¢	Weekly	- - -	1977 maximum \$4,250; 1978 maximum \$4,600				
New York	23,500(a)	15¢	Weekly	15¢	\$25/day on business part of day outside NYC; \$40/day on business overnight outside NYC; \$50/day on business overnight in NYC or out of state	\$25/day on business part of day outside NYC; \$40/day on business overnight outside NYC; \$50/day on business overnight in NYC or out of state			House: \$4,500 district office expenses (Vouchered); \$15,600 basic staff allowance - Albany (Vouchered) Senate: Basic staff allowance \$40,000	
Ohio	22,500(a)	20¢	Weekly		- - -	- - -	- - -	- - -		

EXHIBIT XII

LEGISLATIVE SALARIES, TRAVEL AND EXPENSE
ALLOWANCES IN SELECTED STATES

State	Annual Salary	TRAVEL ALLOWANCE				EXPENSE ALLOWANCE			
		Per Mile	Round Trips Home to Capitol	Between Session Per Mile	During Session (Regular & Special)		Living Expenses Per Day		Other
					Vouchered	Not Vouchered	During Session (Regular & Special)	Between Sessions On Official Business	
Wisconsin	19,767 (b)	17¢	Weekly	(g)	\$25	- - -	(g)	- - -	\$75 senators, \$25 representatives monthly interim expense allowance (unvouchered)
Pennsylvania	18,720	15¢	Weekly	15¢	- - -	\$44	- - -	\$44	Maximum of \$7,500/year for expenses (vouchered) including living expenses @ \$44 per diem during and between sessions when performing legislative functions; for senators an additional \$3,120/year for expenses (vouchered) 1976-78 only. Supplemental allocations annually for telephone, secretarial services, office supplies, and for senators' district offices.
Minnesota	18,500 (b)	16¢	Actual	16¢	\$17/27 (a) (lesser amount is for those living in Metro Area)				Maximum of \$48 plus mileage and \$25 for lodging in state, actual for out of state
Maryland	16,000 (c)	14¢	Daily if no lodging; weekly if lodging	14¢	(b)	- - -	(h)	- - -	Senate \$5,500 and House \$8,138 annual for office rent, staff, equipment, telephone (vouchered); Senate allowance does not provide a full-time year-round secretary for each senator; of the House allowance, at least \$3,000 is to be used for secretarial help.
Massachusetts	14,940 (d)	(i)	Unlimited	- - -	- - -	(i)	- - -	- - -	\$1,200 supplemental annual expense allowance (Unvouchered)

EXHIBIT XII

LEGISLATIVE SALARIES, TRAVEL AND EXPENSE
ALLOWANCE IN SELECTED STATES

Commonwealth Compensation Commission
513 Finance Building
Harrisburg, Pennsylvania 17120

State	Annual Salary	TRAVEL ALLOWANCE			EXPENSE ALLOWANCE				
		During Session (Regular & Special)			Living Expenses Per Day				
		Per Mile	Round Trips Home to Capitol	Between Session Per Mile	During Session (Regular & Special)		Between Sessions On Official Business		
					Vouchered	Not Vouchered	Vouchered	Vouchered	Other
Florida	12,000	14¢	Weekly	14¢	- - -	\$35/7 day wk.	\$35	- - -	\$500/max. mo. for intradistrict expense; office rental equip., supplies and travel (vouchered)
New Jersey	10,000(e)	Rail-road pass for intra-state travel	- - -	- - -	- - -	- - -	- - -	- - -	Free stationery, postage, telegraph, telephone; \$20,000 annually for salaries; first year \$5,000, second year \$3,000 for office facilities and equipment; all expenditures (Vouchered)
Texas	7,200	18¢ cars 23¢ air-planes	Weekly	18¢ cars 23¢ air-planes	- - -	\$30/7 day wk.	(9)	- - -	Senate: all necessary office expenses except \$6,500/mo. in session and \$4,900/mo. interim limit on staff salaries (vouchered). House: \$4,000/mo. in session, \$3,000/mo. interim office expenses

KEY: (a) \$28,000 effective January, 1980; \$29,000 proposed for N.Y.
 (b) Effective January, 1980
 (c) Effective in January 1979; \$16,750 in 1980; \$17,600 in 1981; \$18,500 in 1982
 (d) Legislative salaries are tied to salaries of classified state employes
 (e) \$18,000/year effective 1980

(F) State car also provided for use on official business; actual expenses for public transportation
 (g) Actual and necessary expenses for attendance at official functions
 (h) Effective January, 1979, \$50 overall lodging and meals maximum (no more than \$20 for meals); \$75/per diem maximum for out-of-state travel (vouchered)
 (i) Each member depending on where he lives receives a per diem allowance for mileage, meals, and lodging from \$2 to \$32 per legislative day

SOURCE: The Council of State Governments: The Book of the States 1978-79 and staff inquiries.

EXHIBIT XIII

LEGISLATOR'S TIME REQUIREMENTS

Following is a summary with supporting tables of the findings made by the Pennsylvania Economy League on the subject of Legislators' Time Requirements:

1. Nearly two-thirds of all legislators report no outside occupation.
2. If a 40-hour week is the measure of "full-time" work, an overwhelming majority of legislators report that they devote "full time" to the office regardless of whether they have outside occupations.
3. Most legislators devote between 40 and 60 hours per week to their duties exclusive of travel time.
4. Legislators with no outside occupations tend to spend more time, in total, on legislative duties than legislators with other occupations.
5. The difference in total time requirements of legislative leaders, committee and minority chairmen and legislators in general are not significant. Chairmen report slightly less total time than the other two groups.
6. Legislative leaders report they spend more time in Harrisburg and less time in their home districts than chairmen and legislators in general, during both session and non-session weeks.

EXHIBIT XIII

Table 1

Total Hours on Legislative Duties (Excluding Travel Time)

All Legislators (T=81)

<u>Hours</u>	<u>In Session</u>	<u>Not in Session</u>
10-19	0%	2%
20-29	2%	6%
30-39	5%	9%
40-49	23%	27%
50-59	23%	16%
60-69	31%	27%
70-79	6%	7%
80-89	6%	2%
90-99	2%	2%

Table 2

Travel Time - All Legislators (T=80)

<u>Hours</u>	<u>None</u>	<u>1-9</u>	<u>10-19</u>	<u>20-29</u>
In Session	0%	56%	40%	4%
Not in Session	14%	53%	29%	5%

Table 3

Total Hours On Legislative Duties (Including Travel Time)

All Legislators (T=81)

<u>Hours</u>	<u>In Session</u>	<u>Not in Session</u>
10- 19	0%	1%
20- 29	1%	5%
30- 39	2%	6%
40- 49	5%	17%
50- 59	23%	20%
60- 69	31%	21%
70- 79	21%	16%
80- 89	7%	6%
90- 99	6%	5%
100-109	2%	1%
110-119	0%	1%

EXHIBIT XIII

Table 4

Time on Legislative Duties in Harrisburg

All Legislators (T=80)

<u>Hours</u>	<u>In Session</u>	<u>Not In Session</u>
None	0%	14%
1- 9	0%	15%
10-19	4%	26%
20-29	31%	21%
30-39	44%	15%
40-49	14%	5%
50-59	5%	3%
60-69	1%	1%
70-79	1%	0%

Table 5

Time Spent on Legislative Duties in Home District

All Legislators (T=80)

<u>Hours</u>	<u>In Session</u>	<u>Not In Session</u>
None	1%	0%
1- 9	6%	4%
10-19	26%	18%
20-29	36%	16%
30-39	23%	30%
40-49	4%	15%
50-59	3%	11%
60-69	1%	4%
70-79	0%	1%
80-89	0%	1%

Table 6

Time Spent on Outside Occupations-All Legislators (T=28)

<u>Hours</u>	<u>In Session</u>	<u>Not in Session</u>
None	14%	0%
1- 9	32%	36%
10-19	39%	21%
20-29	7%	18%
30-39	4%	18%
40-49	4%	4%
50-59	0%	0%
60-69	0%	4%

EXHIBIT XIII

Table 7

Total Hours Spent on Legislative Duties (Excludes Travel Time)

<u>Hours</u>	<u>In Session</u>		<u>Not in Session</u>	
	<u>With Occupation</u> (28)	<u>Without Occupation</u> (53)	<u>With Occupation</u> (28)	<u>Without Occupation</u> (53)
10- 19	0%	0%	7%	0%
20- 29	7%	0%	18%	0%
30- 39	14%	0%	18%	2%
40- 49	25%	0%	18%	15%
50- 59	25%	21%	21%	23%
60- 69	21%	36%	18%	24%
70- 79	4%	23%	0%	15%
80- 89	4%	9%	0%	9%
90- 99		7%		7%
100-109		4%		2%
110-119		0%		2%

Table 8

Total Hours Spent on Legislative Duties (Includes Travel Time)

<u>Hours</u>	<u>In Session</u>		<u>Not in Session</u>	
	<u>With Occupation</u> (28)	<u>Without Occupation</u> (53)	<u>With Occupation</u> (28)	<u>Without Occupation</u> (53)
10- 19	0%	0%	4%	0%
20- 29	4%	0%	14%	0%
30- 39	7%	0%	14%	2%
40- 49	14%	0%	21%	15%
50- 59	29%	21%	14%	23%
60- 69	21%	36%	14%	24%
70- 79	18%	23%	18%	15%
80- 89	4%	9%	0%	9%
90- 99	4%	7%	0%	7%
100-109		4%		2%
110-119		0%		2%

EXHIBIT XIII

Table 9

Total Hours (Includes Travel and Occupation Time)

Legislators with Outside Occupations (T=28)

<u>Hours</u>	<u>In Session</u>	<u>Not in Session</u>
40- 49	7%	11%
50- 59	18%	39%
60- 69	25%	11%
70- 79	21%	14%
80- 89	25%	21%
90- 99	0%	4%
100-109	4%	0%

Table 10

Time Spent on Legislative Duties in Harrisburg

<u>Hours</u>	<u>In Session</u>		<u>Not in Session</u>	
	<u>With Occupation</u> (27)	<u>Without Occupation</u> (53)	<u>With Occupation</u> (27)	<u>Without Occupation</u> (53)
None	0%	0%	11%	15%
1- 9	0%	0%	26%	9%
10-19	7%	2%	22%	28%
20-29	37%	28%	33%	15%
30-39	44%	43%	4%	21%
40-49	4%	19%	4%	6%
50-59	4%	6%	0%	4%
60-69	0%	2%	0%	2%
70-79	4%	0%	0%	0%

Table 11

Time Spent on Legislative Duties in Home District

<u>Hours</u>	<u>In Session</u>		<u>Not in Session</u>	
	<u>With Occupation</u> (27)	<u>Without Occupation</u> (53)	<u>With Occupation</u> (27)	<u>Without Occupation</u> (53)
None	0%	2%	0%	0%
1- 9	7%	6%	4%	4%
10-19	48%	15%	33%	9%
20-29	26%	42%	15%	17%
30-39	15%	26%	33%	28%
40-49	4%	4%	11%	17%
50-59	0%	4%	4%	15%
60-69		2%		6%
70-79		0%		2%
80-89		0%		2%

EXHIBIT XIII

Table 12

Total Hours Spent on Legislative Duties (Excludes Travel Time)

Legislative Leaders, Committee and Minority Chairmen

<u>Hours</u>	<u>10-19</u>	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-59</u>	<u>60-69</u>	<u>70-79</u>	<u>80-89</u>
<u>In Session</u>								
Leaders (T=11)	0%	0%	9%	18%	27%	36%	0%	9%
Chmn. (T=24)	0%	4%	8%	25%	21%	33%	0%	8%
<u>Not in Session</u>								
Leaders (T=11)	0%	9%	18%	18%	9%	36%	0%	9%
Chmn. (T=24)	8%	4%	13%	29%	13%	29%	0%	4%

Table 13

Total Hours Spent on Legislative Duties (Includes Travel Time)

Legislative Leaders and Committee Chairmen

<u>Hours</u>	<u>10-19</u>	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-59</u>	<u>60-69</u>	<u>70-79</u>	<u>80-89</u>	<u>90-99</u>
<u>In Session</u>									
Leaders (T=11)	0%	0%	0%	9%	27%	27%	27%	0%	9%
Chmn. (T=24)	0%	4%	4%	8%	17%	38%	13%	4%	13%
<u>Not in Session</u>									
Leaders (T=11)	0%	9%	0%	18%	27%	9%	27%	0%	9%
Chmn. (T=24)	4%	8%	4%	17%	25%	17%	13%	4%	8%

Table 14

Time Spent on Outside Occupations

Legislative Leaders and Committee Chairmen

<u>Hours</u>	<u>None</u>	<u>1-9</u>	<u>10-19</u>	<u>20-39</u>	<u>30-39</u>	<u>40-49</u>
<u>In Session</u>						
Leaders (T=5)	20%	40%	20%	20%	0%	0%
Chmn. (T=8)	0%	25%	63%	0%	12%	0%
<u>Not In Session</u>						
Leaders (T=5)	0%	60%	0%	0%	40%	0%
Chmn. (T=8)	0%	0%	38%	25%	38%	0%

EXHIBIT XIII

Table 15

Time Spent on Legislative Duties in Harrisburg

Legislative Leaders and Committee Chairmen

<u>Hours</u>	<u>None</u>	<u>1-9</u>	<u>10-19</u>	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-59</u>	<u>60-69</u>	<u>70-79</u>
<u>In Session</u>									
Leaders (T=11)	0%	0%	0%	9%	73%	9%	9%	0%	0%
Chmn. (T=24)	0%	0%	4%	33%	33%	17%	8%	0%	4%
<u>Not in Session</u>									
Leaders (T=11)	9%	0%	0%	54%	27%	0%	9%	0%	0%
Chmn. (T=24)	0%	29%	21%	25%	13%	8%	4%	0%	0%

Table 16

Time Spent on Legislative Duties in Home District

Legislative Leaders and Committee Chairmen

<u>Hours</u>	<u>None</u>	<u>1-9</u>	<u>10-19</u>	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-59</u>
<u>In Session</u>							
Leaders (T=11)	0%	9%	45%	18%	18%	0%	9%
Chmn. (T=24)	4%	8%	25%	50%	13%	0%	0%
<u>Not in Session</u>							
Leaders (T=11)	0%	9%	36%	9%	27%	9%	9%
Chmn. (T=24)	0%	4%	21%	21%	46%	8%	0%

Table 17

Full-Time Legislators, Excluding Travel Time

	<u>In Session</u>	<u>Not in Session</u>
All Legislators	93%	83%
Legislators with Occupations	79%	57%
Legislators, No Occupations	100%	98%
Legislative Leaders	91%	73%
Chairmen	88%	75%

EXHIBIT XIII

Table 18

Full-Time Legislators, Including Travel Time

	<u>In Session</u>	<u>Not in Session</u>
All Legislators	97%	88%
Legislators with Occupations	89%	68%
Legislators, No Occupations	100%	98%
Legislative Leaders	100%	91%
Chairmen	92%	84%

Table 19

Percent of Time Spent on Various Legislative Duties

% of Time	<u>Senators, In Legislative Session</u>						
	<u>None</u>	<u>1-9%</u>	<u>10-19%</u>	<u>20-29%</u>	<u>30-39%</u>	<u>40-49%</u>	<u>50-59%</u>
Floor and Caucuses	0%	0%	20%	35%	25%	10%	10%
Committees, hearings	0%	15%	65%	20%			
Other Committees, Commissions	45%	40%	15%				
Research and preparation	0%	10%	40%	35%	10%	5%	
Communication with constituents	0%	0%	40%	15%	10%	30%	5%
Other legislative duties	35%	15%	35%	0%	5%	10%	0%

Table 20

Percent of Time Spent on Various Legislative Duties

% of Time	<u>Senators, Not in Legislative Session</u>									
	<u>None</u>	<u>1-9%</u>	<u>10-19%</u>	<u>20-29%</u>	<u>30-39%</u>	<u>40-49%</u>	<u>50-59%</u>	<u>60-69%</u>	<u>70-79%</u>	<u>80-100%</u>
Committees, hearings	20%	35%	10%	35%						
Other Committees, commissions	45%	35%	5%	15%						
Research and preparation	5%	10%	25%	25%	20%	5%	5%	5%		
Communication with constituents	0%	0%	20%	5%	5%	5%	25%	15%	15%	10%
Other legislative duties	45%	5%	35%	0%	5%	5%	5%			

EXHIBIT XIII

Table 21

Percent of Time Spent on Various Legislative Duties

Representatives, In Committee Week

% of Time	<u>None</u>	<u>1-9%</u>	<u>10-19%</u>	<u>20-29%</u>	<u>30-39%</u>	<u>40-49%</u>	<u>50-59%</u>	<u>60-69%</u>	<u>70-79%</u>	<u>80-100%</u>
Committees, hearings	3%	10%	17%	27%	12%	12%	13%	0%	3%	4%
Other Committees, commissions	62%	27%	8%	3%						
Research and preparation	8%	13%	27%	33%	8%	5%	5%			
Communication with constituents	2%	2%	8%	10%	20%	17%	18%	10%	7%	7%
Other legislative duties	62%	10%	12%	8%	5%	2%	2%			

Table 22

Percent of Time Spent on Various Legislative Duties

Representatives, In Session Week

% of Time	<u>None</u>	<u>1-9%</u>	<u>10-19%</u>	<u>20-29%</u>	<u>30-39%</u>	<u>40-49%</u>	<u>50-59%</u>	<u>60-69%</u>	<u>70-79%</u>	<u>80-100</u>
Floor and caucuses	2%	0%	2%	18%	23%	18%	13%	7%	13%	4%
Committees, hearings	30%	43%	17%	7%	3%					
Other Committees, commissions	65%	32%	3%							
Research and preparation	15%	18%	42%	12%	8%	3%	2%			
Communication with constituents	2%	5%	15%	17%	28%	12%	12%	10%		
Other Legislative duties	63%	20%	13%	2%	0%	0%	0%	2%		

EXHIBIT XIII

Table 23

Percent of Time Spent on Various Legislative Duties

Representatives, Not In Session

% of Time	<u>None</u>	<u>1-9%</u>	<u>10-19%</u>	<u>20-29%</u>	<u>30-39%</u>	<u>40-49%</u>	<u>50-59%</u>	<u>60-69%</u>	<u>70-79%</u>	<u>80-89%</u>	<u>90-99%</u>	<u>100%</u>
Committees, hearings	40%	19%	16%	12%	7%	5%						
Other Committees, commissions	72%	16%	11%	2%								
Research and preparation	9%	7%	35%	28%	9%	5%	7%					
Communication with constituents	0%	0%	0%	7%	7%	12%	14%	19%	16%	12%	11%	2%
Other Legislative Duties	63%	10%	10%	5%	7%	0%	4%					

PENNSYLVANIA ECONOMY LEAGUE: LEGISLATOR'S TIME REQUIREMENTS

Questionnaire

This questionnaire is designed to be used as the basis for an interview by staff of Pennsylvania Economy League at the request of the Commonwealth Compensation Commission. The response will be kept entirely confidential.

1. Name _____

2. Check the applicable description(s):
 Senate Member _____ House Member _____
 Member of Leadership _____ Standing Committee Chairman _____

3. How many years have you been a member of the General Assembly? _____ years

4. Are you engaged in any business or profession in addition to your legislative duties? Yes _____ No _____
 If yes is checked, complete questions 5 and 6b.

5. a. What is the occupation? _____
 b. For how many years have you been engaged in it? _____ years

6. On the average, how many hours per week do you spend

a. On legislative duties:	<u>When legislature is in session</u>	<u>When legislature is not in session</u>
(1) Travel time	_____	_____
(2) In Harrisburg	_____	_____
(3) In home district	_____	_____
Sub-total	_____	_____
b. On your occupation?	_____	_____
Total	=====	=====

EXHIBIT XIII - Table 24

7. About what percent of your working time (other than travel and occupational) is spent on the following legislative activities?

	<u>When legislature is in session</u>	<u>When legislature is not in session</u>
a. Legislative business on floor	_____ %	XXXXXX
b. Committee meetings, hearings, caucuses	_____	_____ %
c. Other Committees or Commissions	_____	_____
d. Research and preparation	_____	_____
e. Communication with constituents	_____	_____
f. Other legislative duties	_____	_____

8. Comments

Interviewer _____

Date _____

EXHIBIT XIII - Table 25

Profile of House Members

Total No. 203

1.) Party:

Democrats	118	58%
Republicans	84	42%
(Vacancies	1)	

2.) Proximity to Capital:

Relatively Near	26	13%
(Dauphin, Cumberland, Schuylkill, Lebanon, Lancaster, York, Perry, Juniata, Snyder, Franklin, Adams)		
Greatest Distance	61	30%
(Erie, Crawford, Warren, Mercer, Venango, Washington, Forest, Clarion, Westmoreland, Butler, Lawrence, Beaver, Allegheny, Greene, Fayette, McKean, Armstrong)		
Remainder	115	57%

3.) Occupation:

Legislator	113	56%
Self-Employed	72	36%
Other	17	8%

4.) Length of Service

2 years	44	22%
3-4 years	37	18%
5-6 years	32	16%
7-8 years	16	8%
9-10 years	19	9%
11-14 years	37	18%
15-18 years	8	4%
20+ years	8	4%

EXHIBIT XIII - Table 26

Characteristics of Senate Members

Total No. 50

1.) Party:

Democrats	28	58%
Republicans	20	42%
(Vacancies	2)	

2.) Proximity to Capitol:

Relatively Near	7	15%
(Dauphin, Cumberland, Schuylkill, Lebanon, Lancaster, York, Perry, Juniata, Snyder, Franklin, Adams)		
Greatest Distance	16	33%
(Erie, Crawford, Warren, Mercer, Venango, Washington, Forest, Clarion, Westmoreland, Butler, Lawrence, Beaver, Allegheny, Greene, Fayette, McKean, Armstrong)		
Remainder	25	52%

3.) Occupation:

Senator	25	52%
Self-Employed	22	46%
Other	1	2%

4.) Length of Service:

2-4 years	8	17%
5-8 years	18	38%
9-12 years	10	21%
13-16 years	4	8%
18-22 years	7	15%
24+ years	1	2%

EXHIBIT XIV

EXTRA COMPENSATION FOR LEGISLATIVE LEADERS OF SELECTED STATES

Illinois	Senate	Pres., Min. Ldr.	10,000/year
	House	Asst. Maj. Ldrs. (4), Asst. Min. Ldrs. (3) Spkr., Min. Ldr. Maj. Ldr. Asst. Maj. Ldrs. (3), Asst. Min. Ldrs. (3) Maj. Whips (2), Min. Whips (2)	6,000/year 10,000/year 7,500/year 6,000/year 5,000/year
Indiana	Senate	Pres. Pro Tem.	3,000/year
		Min. Flr. Ldr.	2,000/year
	House	Maj. Flr. Ldr., Asst. Min. Flr. Ldr., Maj. Caucus Chmn., Min. Caucus Chmn., Finance Cmte. Chmn.	1,500/year
		Spkr. Min. Flr. Ldr. Spkr. Pro Tem., Maj. Flr. Ldr., Maj. Whip, Asst. Min. Flr. Ldr., Maj. Caucus Chmn., Min. Caucus Chmn., Ways & Means Cmte. Chmn.	3,000/year 2,000/year 1,500/year
Maryland	Senate	Pres.	5,000/year
	House	Spkr.	5,000/year
Massachusetts	Senate	Pres.	2 1/2 x reg. salary/year (h)
		Ways & Means Cmte. Chmn.	2 x reg. salary/year (i)
		Maj. Flr. Ldr., Min. Flr. Ldr.	1 1/2 x reg. salary/year (j)
		Asst. Maj. Flr. Ldrs. (2), Asst. Min. Flr. Ldrs. (2), Ways & Means Cmte. V-Chmn., Post Audit & Oversight Cmte. Chmn.	1 1/2 x reg. salary/year (k)
		Chmn. Jt. Standing Cmtes., Chmn. Bills in Third Reading Cmte., 3rd Asst. Min. Flr. Ldr.	1-1/3 x reg. salary/year (l)
	House	Spkr.	2 1/2 x reg. salary/year (h)
		Chmn. Ways & Means Cmte.	2 x reg. salary/year (i)
		Maj. Ldr., Min. Ldr.	1 1/2 x reg. salary/year (j)
		Maj. Asst. Flr. Ldrs. (3), Min. Asst. Flr. Ldrs. (3), Ways & Means Cmte. V-Chmn., Post Audit & Oversight Cmte. Chmn.	1 1/2 x reg. salary/year (k)
		Jt. Standing Cmtes. Chmn., Bills in Third Reading Cmte. Chmn., Post Audit & Oversight Cmte. V-Chmn., Ways & Means Cmte. Asst. V-Chmn.	1-1/3 x reg. salary/year (l)
New Jersey	Senate	Pres.	1-1/3 x reg. salary/year
	Assembly	Spkr.	1-1/3 x reg. salary/year
New York	Senate	Temporary Pres.	21,000/year
		Dep. Maj. Ldr., Min. Ldr.	18,000/year
		Maj. Conf. Chmn.	14,000/year
		Dep. Min. Ldr.	9,500/year
		Min. Conf. Chmn.	7,500/year
		Maj. Conf. Secy.	5,000/year
		Min. Conf. Secy.	3,500/year
		Cmte. chmn. & ranking min. members:	
		Finance Cmte.	18,000 & 8,500/year
		Judiciary Cmte., Codes Cmte.	9,000 & 5,000/year
	Banks Cmte., Education Cmte., Health Cmte., Cities Cmte. All other cmtes.	7,000 & 4,000/year 5,000 & 3,500/year	
	Assembly	Spkr.	21,000/year
		Maj. Ldr., Min. Ldr.	18,500/year
		Spkr. Pro Tem., Cmte. on Cmtes. Chmn.	14,000/year
		Ranking Min. Member, Cmte. on Cmtes., Dep. Maj. Ldr., Dep. Min. Ldr., Asst. Maj. Ldr., Asst. Min. Ldr.	10,000/year
		Maj. Whip, Min. Whip	9,000/year
		Maj. Conf. & Min. Conf. Chmn.	8,000/year
		Maj. Conf. & Min. Conf. V-Chmn.	4,000/year
Cmte. chmn. & ranking min. members: Ways & Means Cmte. Judiciary Cmte., Codes Cmte. Banks Cmte., Cities Cmte., Education Cmte., Health Cmte., Local Govt. Cmte. Labor Cmte. Chmn. All other cmtes.		18,000 & 9,500/year 9,000 & 5,000/year 7,000 & 4,000/year 6,000/year 5,000 & 3,500/year	
Pennsylvania	Senate	Pres. Pro Tem.	10,500/year (q)
		Maj. Ldr., Min. Ldr.	8,500/year (r)
		Maj. Whip, Min. Whip	4,000/year (s)
		Maj. Caucus Chmn., Min. Caucus Chmn.	3,500/year (s)
		Maj. Caucus Secy., Min. Caucus Secy., Maj. Caucus Admin. (t), Min. Caucus Admin. (t), Maj. Policy Chmn. (t), Min. Policy Chmn. (u)	2,000/year (s)
	House	Maj. Appropriations Chmn., Min. Appropriations Chmn.	6,000/year (o)
		Spkr.	10,500/year (q)
		Maj. Ldr., Min. Ldr.	8,500/year (r)
		Maj. Whip, Min. Whip	4,000/year (s)
		Maj. Caucus Chmn., Min. Caucus Chmn. Maj. Caucus Secy., Min. Caucus Secy., Maj. Caucus Admin. (t), Min. Caucus Admin. (t), Maj. Policy Chmn. (t), Min. Policy Chmn. (u)	3,500/year 2,000/year (s)
Maj. Appropriations Chmn., Min. Appropriations Chmn.	6,000/year (o)		

*Compensation is paid in addition to base legislative pay and expenses.

- (a) Lieutenant governor.
- (b) Limited to 100 days.
- (c) Provided by resolution up to \$2,800/year.
- (d) Effective January 1979: Iowa—Pres., Spkr., \$6,000; Maj. Flr. Ldrs., Min. Flr. Ldrs., \$2,000. Oregon—\$656.
- (e) \$20/diem salary for special sessions and interim business.
- (f) In lieu of all per diem salary and monthly expense allowances.
- (g) Additional expense payment paid at discretion of president as lump sum at end of session.
- (h) Not to exceed 95% of annual salary of governor.
- (i) Not to exceed 85% of annual salary of governor.
- (j) Not to exceed 80% of annual salary of governor.
- (k) Not to exceed 70% of annual salary of governor.
- (l) Not to exceed 60% of annual salary of governor.

(m) Effective 1979, each chamber may designate 3 leaders to receive compensation of up to 140% of base salary.

(n) Expense reimbursement is made at the highest rate (\$48/diem) regardless of distance from speaker's district to capitol.

- (o) Additional expenses only.
- (p) Additional expenses \$150/month.
- (q) Additional expenses \$20,000.
- (r) Additional expenses \$6,000.
- (s) Additional expenses \$3,000.
- (t) No additional expenses.
- (u) Additional expenses \$2,000.
- (v) Upon request, the speaker of each house may also receive \$750 ex officio payment, \$2,400 annual office allowance, \$3,000 county office allowance, \$300 supplies.
- (w) \$20/diem expenses.
- (x) Regular and special sessions, paid for 7 days per week.

SOURCE: The Council of State Governments: The Book of The States 1978-79, pp. 28-30.

EXHIBIT XV

COMPARATIVE INCREASES IN SALARIES OF FEDERAL AND OF PENNSYLVANIA JUDGES*
(1926 to Date)

UNITED STATES

<u>Date of Change</u>	<u>United States District Court</u>	<u>United States Court of Appeals</u>	<u>United States Supreme Court</u>
1926	\$10,000	\$12,500	\$20,000
1946	15,000	17,500	25,000
1955	22,500	25,500	35,000
1964	30,000	33,000	39,500
1969	40,000	42,500	60,000
1975	42,000	44,600	63,000
1977	54,500	57,500	72,000

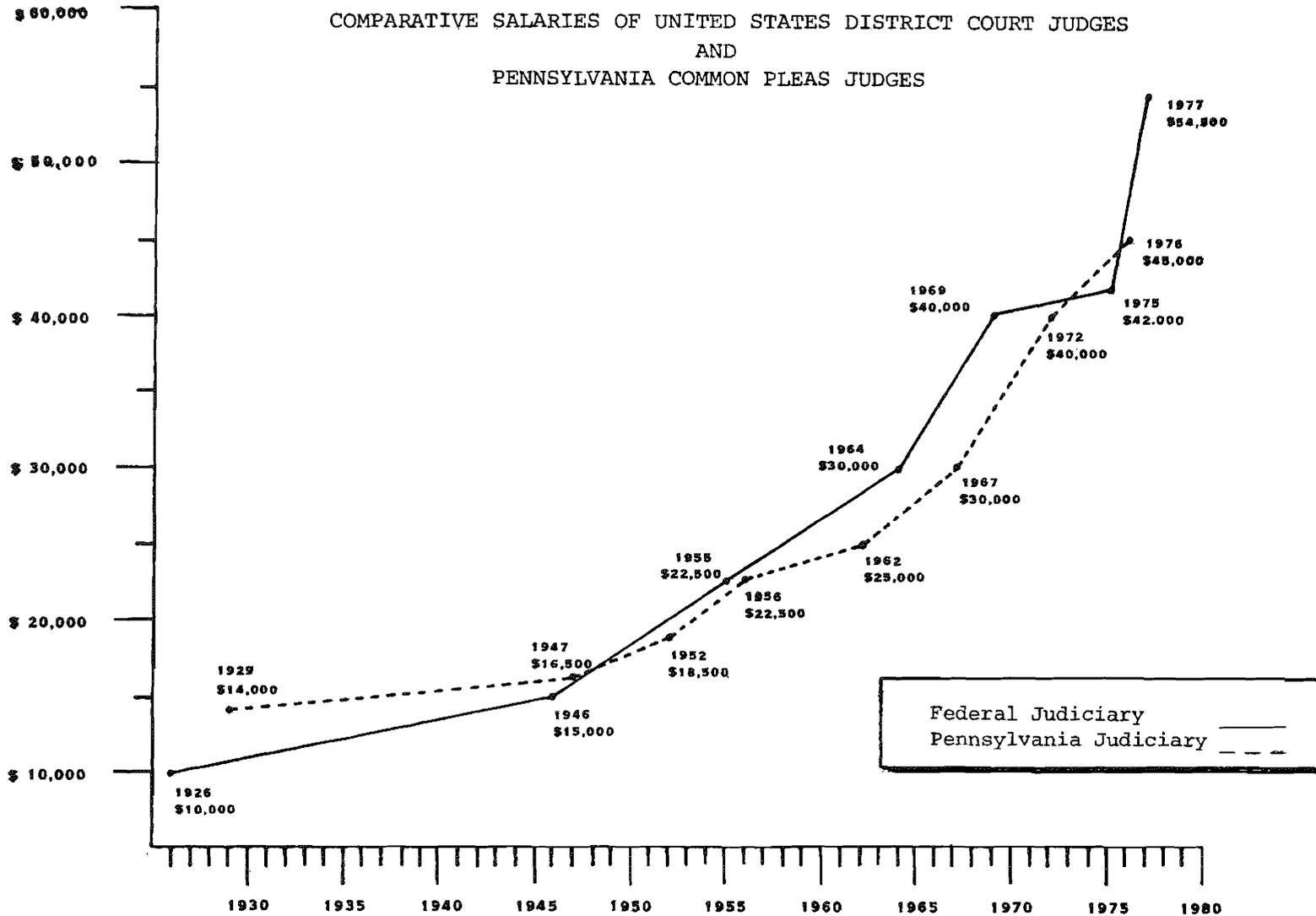
PENNSYLVANIA

<u>Date of Change</u>	<u>Court of Common Pleas</u>	<u>Pennsylvania Superior Court</u>	<u>Pennsylvania Supreme Court</u>
1929	\$14,000	\$18,000	\$19,500
1947	16,500	21,000	23,000
1952	18,500	23,000	25,000
1956	22,500	28,000	30,000
1962	25,000	30,500	32,500
1967	30,000	35,500	37,500
1972	32,500	38,000	40,000
1972	40,000	48,000	50,000
1976	45,000	53,000	55,000

SOURCE: *From the statement of Bernard G. Segal made before the Commonwealth Compensation Commission, Harrisburg, Pennsylvania, June 7, 1977.

EXHIBIT XVI

COMPARATIVE SALARIES OF UNITED STATES DISTRICT COURT JUDGES
AND
PENNSYLVANIA COMMON PLEAS JUDGES



SOURCE: Adapted from chart presented with statement made by Judge Charles P. Mirarchi, Jr. before the Commonwealth Compensation Commission, October 31, 1977.

EXHIBIT XVII

JUDICIAL SALARIES IN SELECTED STATES
(December, 1978; Rank Shown In Parentheses)

State	Supreme Court (Associate Justices)		Intermediate Appellate Court (Associate Justices)		General Trial Court	
California	\$66,082	(1)	\$61,952	(1)	\$51,624	(2)
New York ^a	60,575	(2)	51,627	(4)	48,998	(4)
Illinois	58,000	(3)	53,000	(3)	50,500	(3)
New Jersey	56,000	(4)	53,000	(3)	48,000	(6)
<i>Pennsylvania</i>	<i>55,000</i>	<i>(5)</i>	<i>53,000</i>	<i>(3)</i>	<i>45,000</i>	<i>(9)</i>
Louisiana	54,000	(6)	47,500	(7)	45,900	(8)
Michigan	53,000	(7)	48,500	(6)	47,880	(7) ^b
Texas ^b	51,400	(8)	49,400	(2) ^b	48,200	(5) ^b
Ohio	51,000	(9)	47,000	(8)	33,000 to 43,500	(10) ^b
South Carolina	49,140	(10)	49,140	(5)	^c 38,597	(12) ^b
Minnesota	49,000	(11)	- - -		42,000	(11)
Wisconsin	48,919	(12)	- - -		42,957	(11) ^b
Georgia	46,000	(13)	45,500	(9)	52,900	(1) ^b
Federal Courts	72,000		57,500		54,500	

^aSalaries proposed late in 1978 for the several courts were: \$78,000, \$67,500, and \$60,000.

^bIncludes maximum local supplements.

^cFamily Court judges.

SOURCE: National Center for State Courts and staff inquiries.

EXHIBIT XVIII

ADMINISTRATIVE OFFICE OF PENNSYLVANIA COURTS - COUNTY WEIGHTED CASELOADS - 1976

<u>County</u>	<u>Weighted Caseload/Rank*</u>			<u>Weighted Inventory/Rank*</u>		
Adams	3826.35	21	.262	881.936	34	-.292
Allegheny	3697.76	24	.15	1450.977	8	.945
Armstrong	4374.48	16	.742	1378.215	12	.787
Beaver	2524.73	46	-.877	448.627	55	-1.234
Bedford	2481.28	48	-.915	1242.512	17	.492
Berks	3549.59	27	.02	685.47	42	-.719
Blair	4956.32	8	1.252	1587.759	6	1.242
Bradford	4529.26	12	.878	1187.233	21	.372
Bucks	3615.58	26	.078	1447.319	9	.937
Butler	4904.15	9	1.206	1194.33	20	.387
Cambria	2910.81	42	-.539	1623.57	5	1.32
Cameron/Elk	3206.99	36	-.28	553.962	50	-1.005
Carbon	5319.25	5	1.569	611.709	49	-.879
Centre	5864.12	2	2.046	1109.83	24	.203
Chester	3236.27	35	-.254	990.194	29	-.057
Clarion	2094.52	52	-1.254	781.24	37	-.511
Clearfield	5483.47	3	1.713	907.523	33	-.236
Clinton	3345.62	31	-.159	400.413	59	-1.338
Columbia/Montour	5391.89	4	1.633	1412.93	11	.862
Crawford	3340.98	32	-.163	708.787	40	-.668
Cumberland	5088.1	7	1.367	1166.906	23	.328
Dauphin	4005.36	20	.419	536.352	51	-1.043
Delaware	3421.82	30	-.092	1195.626	19	.39
Erie	4112-24	18	.513	463.571	54	-1.201
Fayette	3068.32	41	-1.401	733.793	39	-.614
Forest/Warren	3433.57	29	-.082	1198.3	18	.396
Franklin/Fulton	4389.46	14	.755	1007.045	28	-.02
Greene	3678.53	25	.133	641.129	45	-.815
Huntingdon	3178.55	38	-.305	501.04	53	-1.12
Indiana	1766.09	56	-1.542	612.289	48	-.878
Jefferson	2305.46	50	-1.069	1012.756	26	-.008
Juniata/Perry	3460.93	28	-.058	2082.224	3	2.317
Lackawanna	1757.51	57	1.549	697.61	41	-.693
Lancaster	6416.33	1	2.53	1482.902	7	1.014
Lawrence	3152.92	39	-.327	413.013	56	-1.311
Lebanon	3710.75	23	.161	1730.76	4	1.553
Lehigh	3330.14	33	-.172	922.002	31	-.205
Luzerne	2095.94	51	-1.253	876.007	35	-.305
Lycoming	5160.93	6	1.431	2570.646	1	3.379
McKean	2774.14	44	-.659	2201.127	2	2.575
Mercer	4826.96	10	1.138	1428.298	10	.896
Mifflin	4679.21	11	1.009	650.512	44	-.795
Monroe/Pike	2896.36	43	-.552	818.107	36	-.431
Montgomery	4479.42	13	.834	1320.337	14	.661
Northampton	4012.2	19	.425	633.256	46	-.832
Northumberland	2654.21	45	-.764	1072.98	25	.123

EXHIBIT XVIII
(Continued)

ADMINISTRATIVE OFFICE OF PENNSYLVANIA COURTS - COUNTY WEIGHTED CASELOADS - 1976

<u>County</u>	<u>Weighted Caseload/Rank*</u>			<u>Weighted Inventory/Rank*</u>		
Philadelphia**	3811.3	22	.249	1010.892	27	-.012
Potter	1311.28	59	-1.94	407.895	58	-1.322
Schuylkill	1825.25	54	-1.49	401.301	57	-1.317
Snyder/Union	3102.64	40	-.371	1286.324	16	.587
Somerset	1678.74	58	-1.618	766.609	38	-.543
Sullivan/Wyoming	1949.69	53	-1.381	615.84	47	-.87
Susquehanna	1818.73	55	-1.496	675.906	43	.74
Tioga	4375.64	15	.743	1312.86	15	.645
Venango	3264.68	34	-.23	1322.11	13	.665
Washington	2458.81	49	-.935	535.955	52	-1.044
Wayne	2502.26	47	-.897	939.983	30	-.166
Westmoreland	3205.84	37	-.281	918.097	32	-.213
York	4268.51	17	.649	1181.292	22	.359
Philadelphia Common Pleas and Municipal Court	4040.565	19	.45	937.656	31	-.171

*Caseload and inventory ranking is indicated in descending orders on a scale of 1 to 59. The judicial district with a weighted caseload or inventory ranking of 1 would have the highest work load or inventory, whereas a judicial district with a ranking of 59 would have the lowest work load or inventory.

**Does not include Philadelphia Municipal Court case volume. It is listed separately at the end of this report.

Explanation Of Delphi Weights

In order to provide a method of assessing the amount and relative success of judicial activity within the Commonwealth, it was necessary to transcend the subjective estimates of the past and establish a ranking procedure, based on a combination of expert judgment and objective data. The long-range forecasting technique, known as Delphi, along with monthly statistical reports filed by each of the judicial districts, provided the vehicle for such a ranking procedure. Using the weights assigned to various categories of dispositions by the judges, and the actual disposition volume, an indicator number could be calculated for each district. In each county, the volume of dispositions for each category such as guilty pleas is multiplied by its individual case weight; the products of each disposition volume and case weight are then summed to obtain the total "valuation points" for the district. Dividing these valuation points by the number of judges within a district yields the final indicator number for district caseload. On the basis of these indicator numbers, the districts are then ranked from one to fifty-nine. A mean indicator number and a standard deviation are then calculated to determine each district's relative position in the distribution. A county with a large negative standard deviation would

EXHIBIT XVIII

(Continued)

indicate a small caseload relative to the mean; likewise, a large positive deviation indicates a large caseload relative to the mean. A small standard deviation (positive or negative) indicates a near average caseload. Note that with the exclusive use of the caseload indicator number, all conclusions as to overworked (or underworked) judges are tentative at best and must be made on a relative basis only.

In order to draw any meaningful conclusions, the caseload rank should be used in conjunction with a district's relative status of inventory. Inventory indicator numbers are calculated somewhat differently than caseload indicator numbers. Unlike the breakdown of criminal and civil dispositions, such as guilty pleas, jury verdicts, nol prosses and settlements, which provides an individual weight for each different disposition, the inventory figure for criminal cases is only one number; likewise for civil cases. How can the weights assigned to disposition categories be applied to the singly inventory figure? Ideally, the solution would be to project the manner in which the cases in the inventory would ultimately be disposed and this methodology was subsequently used. Using 1975 and 1976 figures, the relative frequencies of each type of criminal and civil dispositions were calculated. An overall weight was then calculated for both criminal and civil inventories; in a sense, it is a "weighted weight." For example, the weight assigned to criminal jury trials is 9.25; if, in the past two years, 10 percent of all criminal cases were disposed by jury trials, the revised weight becomes .925. This same revision is done for each criminal and civil disposition depending upon the percentage of cases disposed through each category. The revised weights are then multiplied by each category's year end inventory. The products are summed up and then divided by the number of judges in the district to yield an inventory indicator number. As per the caseload indicator number, a mean and standard deviation are calculated to determine each district's relative position in the distribution.

The two different indicator numbers lead to several conclusions when the district's rankings in both caseload and inventory are combined. A high caseload ranking, coupled with a low inventory ranking imply a great deal of work being accomplished within the district. Centre County has a high weighted caseload ranking of 2 and a low weighted inventory ranking of 24. At the opposite extreme, a district may have a low caseload ranking and a high inventory ranking implying that possibly there is a failure of expedition within the district in terms of judicial activity. For example, McKean County has a weighted caseload ranking of 44, and a high weighted inventory ranking of 2. Other more probable causes exist also, the most frequent of which is the non-reporting of disposed cases either through a lack of communication in transferring disposition information, a misinterpretation of reporting guidelines, or just a general lack of efficient administrative personnel. Whatever the reason, the rankings lend insight into the activities within a district and allow pursuit of potential problem areas. When calculated yearly, a change in administration, local rules or reporting procedures can be analyzed to determine its effect, if any, on judicial efficiency by noting any significant changes in the rankings. This is perhaps a token measure at best, but it does give reason for further inquiry.

PUBLIC HEARING WITNESSES

Public Hearing, Philadelphia, February 1, 1977

Honorable Harold Berger
Chairman, Pennsylvania Committee for an
Independent Judiciary

Honorable Joseph R. Glancey
President Judge, The Philadelphia
Municipal Court

Honorable Thomas A. Masterson
Former U. S. District Court Judge

Honorable Charles P. Mirachi, Jr.
Judge of the Court of Common Pleas of
Philadelphia Representing:
Pennsylvania Conference of State Trial
Judges

Honorable D. Donald Jamieson
President, Citizens Crime Commission of
Philadelphia - (Prepared Statement Read)

Public Hearing, Scranton, April 5, 1977

Robert J. Keating
President, Parodi Cigar Corporation
Scranton, Pennsylvania

Robert Dawson
Vice President of Haddon-Craftsmen, Incorporated
Scranton, Pennsylvania

Harland O'Malley
Attorney - Representing:
President-Elect of the Pennsylvania State
Trial Lawyers Association

Edward Harrington
Secretary-Treasurer of the Teamsters Union
Local 229
Scranton, Pennsylvania

Paul McGlone
Attorney
President, Lackawanna County Bar Association
Scranton, Pennsylvania

Public Hearing, Scranton, April 5, 1977 (Continued)

Paul Price

Attorney, Member of the Lackwanna County, Pennsylvania and American Bar Associations
Scranton, Pennsylvania

Bernard Borish

Attorney, Chancellor - Philadelphia Bar Association

Joseph J. Ustynoski

Attorney, President - Luzerne County Bar Association
Hazleton, Pennsylvania

Robert J. Alexander

Professor of Political Science
Kings College, Wilkes-Barre, Pennsylvania
Representing: The Law Advisory Board of the
Executive Committee - Luzerne County Bar
Association

Patrick A. Calvey

Owner of a small business
Scranton, Pennsylvania

Public Hearing, Erie, May 3, 1977

David S. Hayes

Member of the House of Representative

Peter Atigan

Representative - Taxpayers' Association
of McKean County

Russell Robinson

Taxpayer
Erie County

Jean Stevenson

Housewife
City of Erie

Gene Placidi

President - The West Side Association

Joseph Borgia

Chief Plant Steward - United Electrical,
Radio and Machine Workers - General Electric
Erie, Pennsylvania

Mario Bagnoni

City Councilman

Public Hearing, Erie, May 3, 1977 (Continued)

Irene Rupp
3430 Glenside
Erie, Pennsylvania

Cynthia Houser
Taxpayer
Erie, Pennsylvania

Felix Digiacolo
Citizen
Erie, Pennsylvania

Public Hearing, Pittsburgh, May 20, 1977

Honorable John W. O'Brien
Judge of the Allegheny County Court of
Common Pleas
Vice Chairman of the Pennsylvania Conference
of State Trial Judges

John D'Amato
Citizen
City of Pittsburgh

William Grivas
Delegate to the Pennsylvania State AFL-CIO
Union Member and Citizen

William D. Heyman
102 Maple Avenue
Emsworth, Pennsylvania

James A. Tischler
Private Citizen
Greensburg, Pennsylvania

Ann B. Cohen
Private Citizen
City of Pittsburgh

Mrs. A. L. Ejzak
Citizen
Pittsburgh, Pennsylvania

Richard Chess
Representing Allegheny County Bureau of
Community Affairs
Consumer Advocate

Joseph Koger
Citizen
City of Pittsburgh

Public Hearing, Pittsburgh, May 20, 1977 (Continued)

George W. Shankey, Jr.
Citizen, 6810 Thomas Boulevard
Pittsburgh, Pennsylvania

Myron Maharam
Citizen

John Stiger
Citizen
Allison Park, Pennsylvania

Fred Woolridge
Citizen

Gary Smith
Citizen

Anne Kondrick
Citizen
Rural Ridge, Pennsylvania

Jane Rogers
Citizen - Retired Teacher
Pittsburgh, Pennsylvania

Public Hearing, Harrisburg, June 7, 1977

Honorable Robert E. Casey
State Treasurer
Commonwealth of Pennsylvania

Honorable Louis Vignola
President Judge
Philadelphia Traffic Court

Lawrence Anthony DiDipio
Attorney for the
Philadelphia Traffic Court

Gerald W. Spivack, Esquire
Deputy Court
Administrator of Pennsylvania

Robert Carfrey
Assistance Finance Director for
Legislative Affairs, Finance Department
City of Philadelphia

Stanley Singer, Esquire
Representing Public Defenders Association
of the City of Philadelphia

Public Hearing, Harrisburg, June 7, 1977 (Continued)

Mrs. Ferne S. Hetrick
Private Citizen
York County, Pennsylvania

Fred Heddinger
Executive Director
Pennsylvania School Boards Association, Inc.

Tracey Fontine
Personnel Officer
Pennsylvania Insurance Department
Introducing:

Mr. John Harhigh, Director of Personnel
Pennsylvania Department of Transportation
representing: Harrisburg Area Chapter of
the International Personnel Management
Association

Honorable Paul S. Lehman of Mifflin County
Chairman, Senior Judges Section
Pennsylvania Conference of State Trial Judges

Amos Snyder
Private Citizen
Dauphin County, Pennsylvania

Carl Glock
President of the Pennsylvania Bar
Association
Introducing:

Bernard G. Segal, Esquire
Schnader, Harrison, Segal & Lewis,
Philadelphia, representing Pennsylvania
Bar Association

Honorable Alexander F. Barbieri
Court Administrator of Pennsylvania

Colonel Clarence E. Keiser, Retired
Former vice president of Gimbel Brothers
Philadelphia

Honorable Charles P. Mirachi, Jr.
Administrative Judge, Trial Division
Philadelphia Court of Common Pleas; and
Chairman, Pennsylvania Conference of
State Trial Judges

Public Hearing, Harrisburg, June 7, 1977 (Continued)

Thomas DeWall
Executive Director
Common Cause/Pennsylvania

Betty Fry
Private Citizen
Mechanicsburg, Pennsylvania

Morris Gerber
Chairman of the Judiciary Committee
Pennsylvania Bar Association

Honorable Eugene Gelfand
Philadelphia Court of Common Pleas

Public Hearing, Harrisburg, September 23, 1977

Honorable James W. Wade
Secretary of Administration
Governor's Office

Public Hearing, Harrisburg, October 31, 1977

Honorable Charles P. Mirarchi, Jr.
Judge of the Court of Common Pleas
of Philadelphia Representing: Economics Committee
of the Pennsylvania Conference of State Trial
Judges

James P. Murphy, Esquire
Director of Research
Pennsylvania Bar Association

Public Hearing, Harrisburg, November 18, 1977

Honorable Joseph Glancey
President Judge of the Philadelphia
Municipal Court

NOTE: Other publicly announced meetings were held by the Commission in Harrisburg from time to time at which lay citizens asked questions and made remarks.

