

**COMPENSATION OF LOCAL GOVERNMENT
OFFICIALS IN KENTUCKY**

RESEARCH MEMORANDUM NO. 465

LEGISLATIVE RESEARCH COMMISSION

July, 1993



COMPENSATION OF LOCAL GOVERNMENT OFFICIALS IN KENTUCKY

Prepared by:

**Jamie Franklin and
William Wiley**

Research Memorandum No. 465

**Legislative Research Commission
July, 1993**

This report was prepared by the Legislative Research Commission and printed with state funds.

This report is available in alternate forms on request

**SENATE MEMBERS**

Charles W. Berger
President Pro Tem

David K. Karem
Majority Floor Leader

John D. Rogers
Minority Floor Leader

Nick Kafoglis
Majority Caucus Chairman

Tom Buford
Minority Caucus Chairman

Fred Bradley
Majority Whip

Charlie Borders
Minority Whip

LEGISLATIVE RESEARCH COMMISSION

State Capitol

Frankfort, Kentucky 40601

502-564-8100

John A. "Eck" Rose, Senate President

Joe Clarke, House Speaker

Chairmen

Vic Hellard, Jr.
Director**HOUSE MEMBERS**

Larry Clark
Speaker Pro Tem

Gregory D. Stumbo
Majority Floor Leader

Tom Jensen
Minority Floor Leader

Jody Richards
Majority Caucus Chairman

Clarence Noland
Minority Caucus Chairman

Kenny Rapier
Majority Whip

Danny Ford
Minority Whip

MEMORANDUM

TO: Vic Hellard, Jr., Director
Legislative Research Commission

FROM: Jamie Franklin, Committee Administrator
Interim Joint Committee on Cities & Local Government

William Wiley, Committee Administrator
Interim Joint Committee on Counties & Local Government

SUBJECT: Compensation of Local Government Officials in Kentucky

DATE: July 2, 1993

In its 1992 Regular Session, the General Assembly directed, through SCR 65, that the Legislative Research Commission conduct a detailed study of the compensation of local government officials throughout the Commonwealth, and assess the compensation in light of economic realities and comparable work situations. For purposes of this study, comparable work situations are considered to be those of counterparts in surrounding states, since the functions and responsibilities of local elected officials are not easily compared to the functions and responsibilities of private sector employees. The findings of this study are reported in two categories, county and city government.

Principal findings with respect to county government are:

- Section 246 of the Kentucky Constitution limits salaries of officials with local responsibilities to \$7,200. Judicial interpretation and statutory provisions have given flexibility to this limit so that it is raised annually to accommodate increases in the cost of living. The upper limit for 1993 is \$42,887.

- The salary limitation is mitigated to a limited extent by the practice of granting expense allowances of \$3,600 annually. The county judge/executive, sheriff, and jailer are paid such allowances by the state. The county clerk may take an allowance from excess fees, and the fiscal court may grant its members allowances for serving on committees of the fiscal court.
- The county clerk is the fee official who consistently makes the constitutional maximum salary and receives statutory expense allowance from fees. A very few county clerks in smaller counties do not earn their maximum. The constitutional maximum prevents county clerks in the most populous Kentucky counties from earning as much as counterparts in surrounding states.
- The county judge/executive's salary is tied to the county clerk's salary by statute. Thus the county judges/executive in nearly all counties are at levels near the statutory maximum. The constitutional maximum prevents large counties from compensating the county judges/executive at the levels paid their counterparts in Tennessee, which is the only other state with elected executives. In Jefferson County, the private sector supplements the county judge's compensation to the level of \$100,000, but the persons contributing to the supplement maintain anonymity. This is the only supplement discovered for a county official in Kentucky.
- Magistrates and commissioners serving on the fiscal court may compensate themselves to the level of the constitutional maximum, but according to the Attorney General, must be able to demonstrate full-time commitment for maximum pay. Maximum pay is rare, and compensation is related to population, number serving on the fiscal court, and region. Comparisons with other states are difficult because of varying responsibilities, but the compensation of Kentucky magistrates and commissioners compares favorably with that of counterparts in surrounding states.
- Sheriffs in Kentucky do not do as well as a group as county clerks, but 86 of 120 sheriffs earned their maximum compensation in 1991. Sheriffs in the larger counties are not as well compensated as their counterparts in several surrounding states. A problem may exist for several counties where the sheriff's compensation is low, because this circumstance is an indicator of inability to provide basic law enforcement services.
- Jailers cannot be compared to those of surrounding states, because these states do not elect jailers. The Kentucky Constitution permits consolidation of the offices of jailer and sheriff, and this has occurred in Jefferson and Fayette Counties, where the jails are

managed by corrections professionals. As of the end of 1992, 27 Kentucky jails in smaller counties were closed. In counties of 20,000 or more, jailer compensation is comparable to that of the sheriff and county clerk.

Kentucky currently has 440 cities. Because of this large number, data for the study includes all of the cities of the 1st - 3rd classes but only a broad based sampling of the cities of the 4th - 6th classes, for a total of 120 samples. The cities selected in the 4th - 6th classes represent the various geographical regions, community populations and organizational structures found in communities across the Commonwealth. Also, since 1980, and with few exceptions, most cities only have two types of elective positions: mayor and legislative body member. For this reason these are the only municipal officials considered by the survey. And lastly, to allow for a broader comparison, we also looked at the salaries of municipal officials in the seven surrounding states, in order to better gauge the current salaries of Kentucky's city officials.

The following statements represent the basic findings from the data relating to cities:

- The salaries of Kentucky municipal officials tend to follow a logical downward progression based on population. Officials in the more populated areas have much higher salaries and more benefits than those in the smaller communities.
- There is a tendency for mayors and legislative body members in mayor-council and city manager forms of government to make higher salaries. These types of governments also are typical of the more populous areas.
- Additional employee benefits, such as dental, health and life insurance or pension system participation, are most often found in the larger, urban areas.
- For mayoral and legislative body positions in the 1st and 2nd classes, Kentucky ranks near the top when compared to the seven surrounding states.
- Smaller communities are more likely to pay officials on a per diem or per meeting basis.
- We tend to compensate our city officials in the 4th - 6th classes on a basis comparable to the salaries of city officials in like-size communities in the surrounding states.
- Excluding the salaries of some of the mayors in our larger cities, the compensation of most city officials is not enough for individuals to

classify their salary as their main source of income. Therefore, most city officials only serve on a part-time basis, unless they are retired or have other sources of income.

- We have found no other instances in the surrounding states of public officials receiving salary supplements like those established recently for the mayor and county judge in Louisville and Jefferson County.
- We have found that, of the surrounding states, only Tennessee and Virginia have established legal maximum salaries for municipal officials. There are prohibitions regarding the increasing of one's salary while in office in other states. But generally, few other limitations exist, leaving such matters to local discretion.

TABLE OF CONTENTS

1. Compensation of County Officials.....	1-8
2. Compensation of City Officials.....	23-25

TABLES AND APPENDIX

Tables

I. Kentucky Judge/Executive Compensation--FY 1991.....	9-11
II. Tennessee and Kentucky Elected County Executive Compensation.....	12
III. Kentucky Fiscal Court Compensation--FY 1991.....	13-15
IV. Methods to Analyze Compensation of Kentucky Magistrates and Commissioners.....	16
V. County Legislative Body Compensation, Kentucky and Surrounding States.....	17
VI. Compensation of Kentucky Jailers, County Clerks and Sheriffs...	18-20
VII. County Clerk Compensation, Kentucky and Surrounding States..	21
VIII. Sheriff Compensation, Kentucky and Surrounding States.....	22
IX. Municipal Officials' Compensation Report--Selected Kentucky Cities by Class.....	26-31
X. Average Annual Salary for City Officials in Surrounding States....	32-33

Appendix

COMPENSATION OF COUNTY OFFICIALS IN KENTUCKY

The study of county official salaries in Kentucky will focus on the county judge/executive, magistrates and commissioners on the fiscal court, the sheriff, the county clerk, and the jailer. The county attorney is omitted because the office is compensated by both state and local governments and is entitled to a higher salary than those offices with purely local responsibilities. The office of property valuation administrator is omitted because pva's are on a state salary schedule, and the General Assembly has the power to change this office to an appointed one. Coroners and constables are omitted because these are part-time offices. Surveyors are omitted because the office is seldom filled.

The compensation of county officials is limited by Section 246 of the Constitution, as amended in 1949. This section sets a maximum compensation limit of \$7200 annually for county officials with only local responsibilities. The Kentucky Court of Appeals, now Supreme Court, interpreted this section to permit annual increases to compensate for the rising cost-of-living. KRS 64.527 directs the Department of Local Government to compute a new maximum salary each February based upon the increase or decrease in the Consumer Price Index for the preceding year. The fiscal court may then adjust the compensation of the county judge/executive, members of the fiscal court, the sheriff, the county clerk, the jailer, and the coroner.

The maximum salaries for calendar years 1990, 1991, 1992, and 1993 are \$38,077, \$40,427, \$41,647, and \$42,887 respectively. For officers compensated on a fiscal year basis, the compensation of the two calendar years partially included in a fiscal year should be averaged to arrive at a fiscal year maximum. Thus the fiscal year maximum for 1991 is the sum of \$38,077 and \$40,427 divided by two, or \$39,252. The salaries of Kentucky county officials most often used in this study will be for calendar 1991 (maximum of \$40,427) and fiscal 1991 (maximum of \$39,252).

All the county officials who are the subject of this report receive or are eligible to receive an expense allowance of \$3600 which is not counted as part of their constitutional maximum salary, and for which no accounting is required. The county judge/executive receives \$3600 annually from the state for administering the county road program (KRS 67.722). Magistrates and commissioners may pay themselves up to \$3600 annually for serving on committees of the fiscal court (KRS 64.530(6)). Sheriffs receive \$3600 annually from the state for patrolling public roads (KRS 70,170). County clerks may take a \$3600 expense allowance from excess fees of the office. If fees are not sufficient, the fiscal court may contribute toward the expense allowance (KRS 64.017). Jailers who successfully complete training requirements receive \$3600 annually from the state to help defray the costs of basic training and annual refresher courses (KRS 441.115).

Jefferson County is the largest county in the state, with a population of 664,937. The county judge/executive is subject, however, to the same constitutional maximum salary, and to the same statutory expense allowance, as the county judge/executive of Robertson County, with a population of 2,124. This limitation has led a group of Jefferson County citizens, who purposely remain unknown to the incumbent county judge/executive, to supplement his annual salary to the level of \$100,000. For this compensation, the county judge/executive is asked only to give a number of public addresses each year. This supplementary income, no matter how well intended or carefully administered, was an important influence on the passage of SCR 65 and this study of local government compensation. Apparently it is the only supplementary income source for an elected county official in Kentucky.

The remainder of the county compensation section of this memorandum will examine the compensation levels of Kentucky county judges/executive, members of fiscal courts, sheriffs, county clerks, and jailers, and compare their compensation to the compensation of their counterparts in Tennessee, Virginia, West Virginia, Ohio, Indiana, and Illinois. Data gathered from other states may be for 1992 or 1993 if 1991 data was not available. Population categories by which compensation is reported from other states also vary from one another and from Kentucky's. In addition, exact compensation levels are not always available, and maximums, minimums, or both are the only available data. Despite these factors, useful comparisons can be made to determine the adequacy of Kentucky salaries, and to indicate what changes, if any, should be made in our Constitution or statutes.

The County Judge/Executive

Section 246 of the Constitution sets an upper limit on the compensation of the county judge/executive. KRS 67.705, on the other hand, provides that a county judge/executive shall not receive less than 60% of the constitutional maximum as established in KRS 64.527, or not less than the compensation of the sheriff, county clerk, or jailer, whichever is greater. Since only seven county clerks failed to make their constitutional maximum salary in calendar year 1991, KRS 67.705 exerts an upward push on salaries in smaller counties, and the range of salaries of county judges/executive in Kentucky is not great.

Compensation of each Kentucky county judge/executive for fiscal year 1991 is reported in Table I. The counties are divided into population categories of less than 10,000; 10,000 to 19,999; 20,000 to 39,999; 40,000 to 74,999, and 75,000 or more. The average salaries for these groups, respectively, are \$37,385, \$38,561, \$39,051, \$38,931, and \$39,411. Robertson County, with a population of only 2,124, paid its judge/executive \$24,588. Martin County, with a population of 12,526, paid \$25,475; and Menifee County, with a population of 5,092, paid \$29,823. With these three exceptions, all Kentucky counties paid their judges/executive \$30,000 or more, and most paid salaries in the high 30's.

Many counties did not pay their judges/executive the exact amount of \$39,252 which the Constitution permits and KRS 67.705 would require, given that nearly every county clerk made the maximum salary. Some exceeded \$39,252 slightly, and some paid less. It seems that the counties are not using a uniform procedure to ensure that the county judges/executive are paid exactly what the statute requires. Nevertheless, the most evident characteristic is relative uniformity of compensation near the maximum allowed by the Constitution.

Comparisons are not available with practices in most surrounding states, because only Tennessee elects a county executive for each county as Kentucky does. Illinois has an option for an elected county executive, but no salary figures are available. Virginia, West Virginia, Ohio, and Indiana simply do not elect county executives. Compensation for Tennessee and Kentucky elected executives is compared in Table II. The population categories are those used in Tennessee, and the average salaries for Kentucky county judges/executive were recalculated using these salary categories.

Kentucky salaries compare favorably with Tennessee's until the population category 50,000 to 74,499 is reached. At this point, Kentucky falls behind by more than \$10,000 on the average. In the next category, 74,500 to 149,999, the shortfall is over \$13,000, and in the highest category the shortfall is nearly \$50,000. It should be noted that the Tennessee salaries are minimums, and actual salaries may be somewhat higher. **The obvious point is that the Kentucky Constitution will not permit the public sector to compensate a**

county judge/executive of a large county in the manner that Tennessee deems appropriate. The private sector arrangement in Jefferson County is a solution to this problem which the public sector cannot resolve within the constitutional constraint.

Magistrates and Commissioners Serving on Fiscal Courts

The compensation of magistrates and commissioners serving on fiscal courts is subject to the same constitutional maximum as that which applies to county judges/executive, \$39,252 in fiscal year 1991. Fiscal courts may pay themselves this maximum salary, but the Attorney General has advised that if they do, they should be able to demonstrate that they are serving as full-time officials (82 OAG 16, 82 OAG 348). The compensation paid in each county, with the exception of Fayette, is reported in Table III. The compensation paid is related to three factors displayed in Table IV: population, number on the fiscal court, and region.

Table IV demonstrates a close relationship between population and compensation. Salary averages for counties of less than 10,000; 10,000 to 19,999; 20,000 to 39,999; 40,000 to 74,999; and 75,000 or more are displayed. In all cases, the larger population category has a greater average salary.

The relationship is inverse, and nearly unbroken in the case of number serving on the fiscal court. The Constitution permits between three and eight members. Average salary is greater when the number on the fiscal court is fewer, except in the case of seven and eight members. Fiscal courts of eight members have an average salary of \$6,634, while the average for seven-member courts is slightly less, at \$6,204. But the average population of seven-member courts is only \$20,872, while the average population for eight-member courts is over 10,000 higher, at \$30,961.

An analysis was also done using the same regional categories which are used in the Annual Report on the Financial Condition of County Governments in Kentucky, LRC Informational Bulletin No. 183 (Sept. 1992). This analysis indicates that average salary by region is directly related to average population, with the exception of Region 1. Region 1 is fifth in average population but second in average salary. There is a tendency in Region 1, comprised of Cumberland Valley, Kentucky River, Big Sandy, Fivco, Buffalo Trace, and Gateway Area Development Districts, to pay higher salaries to the fiscal courts, given the average populations of all fifteen ADDs.

Kentucky fiscal courts have considerable latitude in what they choose to pay themselves. Comparisons to other states are made in Table V. Kentucky average salaries generally exceed those in Tennessee, Virginia, West Virginia, and Indiana. High salaries in Kentucky exceed those in Indiana, and compare favorably to compensation in Ohio, except when population exceeds 175,000.

Salaries go up to \$55,341 in Ohio counties of more than one million population. In Ohio counties of 550,001 to 1,000,000, the salary is \$52,134, while in Kentucky's Jefferson County, with a population exceeding 600,000, the salary is limited to \$39,252. No salary data was available for Illinois.

Comparisons with other states should be tempered by the fact that in Kentucky, the fiscal court cannot exercise executive authority except when expressly authorized by statute. Otherwise executive authority rests with the county judge/executive. In all the comparison states except Tennessee, there is no elected executive. In Indiana, county commissioners do exercise executive function. In Virginia, the Board of Supervisors elects a chairman, who receives an additional \$1,800 compensation. The legislative bodies in comparison states, other than Tennessee, often hire administrative assistants or county executives. In Tennessee, the county commission commonly meets only four times a year and does not participate as actively in government as does the Kentucky fiscal court.

One should be careful then, in making direct comparisons among the salaries of the various states, since modes of operation and degree of responsibility vary so much.

County Clerks

In Kentucky, the office of the county clerk consistently generates enough fee income to pay nearly all the clerks their statutory maximum salary plus a \$3600 expense allowance. In calendar year 1991, only seven clerks failed to earn their maximum salary, and only twelve failed to earn their full expense allowance. Table VI indicates that the average salary in counties below 10,000 population was \$38,008. In counties of 10,000 to 19,999, the average was \$40,364, and all other clerks earned \$40,427.

Table VII compares county clerk compensation in Kentucky with comparable offices in Illinois, West Virginia, Ohio, Virginia, Tennessee, and Indiana. Meaningful comparisons are not possible for Illinois and West Virginia, because their salaries are reported only in minimums. But figures for Ohio, Virginia, Tennessee, and Indiana indicate that county clerks in those states can do better than in Kentucky at higher population levels. In Ohio, the clerk in a county comparable to Jefferson in Kentucky received \$55,801. The clerk in a county comparable to Fayette made \$48,282, and the clerk in a county comparable to Kenton made \$46,303. Their Kentucky counterparts were limited to \$40,427 (plus a \$3,600 expense allowance).

In Virginia, the comparable office is the clerk of the circuit court, and the salaries are much higher than in Kentucky. A Virginia clerk from a county comparable to Jefferson receives \$86,134 in 1993. In counties comparable to Fayette and Kenton, the figure is \$81,163. In Kentucky the 1993 compensation maximum is \$42,887.

In Tennessee, maximum compensation for 1992 in a county comparable to Jefferson was \$73,992. In a county comparable to Fayette, the maximum compensation was \$68,073, and in a county comparable to Kenton the maximum was \$45,741. Kentucky's 1992 maximum was \$41,647.

While Indiana average compensations for 1992 do not compare favorably to Kentucky's county clerk salaries, the flexibility allowed Indiana counties permitted a salary of \$55,867 to clerks in counties comparable to Fayette, and \$46,934 in counties comparable to Kenton. Again, the Kentucky 1992 maximum was \$41,647.

County clerks hold financially secure positions in Kentucky, but it is obvious that our constitutional limitation prevents compensation in our more populous counties at a level commensurate with greater responsibilities, and consistent with higher salaries in at least four of our surrounding states.

Sheriffs

In calendar year 1991, 86 of 120 sheriffs earned the constitutional maximum salary of \$40,427. Two (one estimated) made less than \$20,000, six made between \$20,000 and \$24,999, and six made between \$25,000 and \$29,999. The remaining twenty made between \$30,000 and \$40,426. Sheriffs in counties of less than 10,000 population averaged \$34,093. Sheriffs in counties of 10,000 to 19,999 averaged \$37,490; sheriffs in counties of 20,000 to 39,999 averaged \$40,136; and all other sheriffs earned the maximum \$40,427 (see Table VI).

The compensation of Kentucky sheriffs compares favorably to the compensation in several of the surrounding states except in higher population categories (see Table VIII). Compared to 1992 minimum compensation figures from Tennessee, the Kentucky 1992 maximum of \$41,647 compares favorably in population categories under 50,000. But in a Tennessee county comparable to Kentucky's Jefferson County, the sheriff's minimum would be \$81,392, while Kentucky's maximum would be \$41,647. In a Tennessee county comparable to Kentucky's Fayette County, the minimum would be \$74,880, and in a county comparable to Kenton, the minimum would be \$50,315. Kentucky also compares favorably to Ohio and Indiana except in higher population categories. The 1991 compensation in an Ohio county comparable to Jefferson was \$53,118, compared to the Kentucky 1991 maximum of \$40,427. The Ohio counties comparable to Fayette paid \$45,027. In Indiana, the highest 1991 compensation in a county of 150,000 or more was \$68,250, compared to the Kentucky maximum of \$41,647. One Indiana county in the range of 100,000 to 149,999 paid \$61,689, and another in the 50,000 to 74,999 range paid \$57,789.

As it does with the county judge/executive and the county clerks, the Kentucky Constitution prevents compensation in larger counties which would compare favorably with the higher compensation of several surrounding states. A greater problem in Kentucky, however, may be the low compensation of a minority of the sheriffs in counties with low populations and small tax bases. When the sheriff's compensation is low, a probable result, not otherwise dealt with in this study, is inadequate revenues to hire the deputies necessary to provide adequate law enforcement. The \$3,600 expense allowance paid to each sheriff by the state can mitigate the effects of the low salaries received by some sheriffs, but cannot compensate for revenues inadequate to fund basic services for the public.

Jailers

Comparisons with the compensation of elected jailers in surrounding states cannot be made, because jailers are not elected in surrounding states. Neither are jailers elected in Kentucky's two most populous counties, Jefferson and Fayette, where the offices of sheriff and jailer have consolidated. While the sheriffs in these counties are nominally also the jailers, both counties employ corrections professionals to manage their jails. These professionals are not subject to constitutional or statutory salary restrictions.

While it is useful to compare other jailer salaries with the compensation levels of the sheriff and the county clerk within Kentucky, these comparisons are complicated by the fact that many jails in Kentucky have been closed or downgraded.

In counties of less than 10,000 population, the average salary in fiscal year 1991 was only \$16,385, as compared to \$38,008 for county clerks and \$34,093 for sheriffs in calendar year 1991. But in fourteen of these twenty-six counties, the jail had been closed in 1992. In another four, the jail had been converted to a twelve-hour holdover, with an average capacity of 11.25 prisoners, and in six counties the jail had been converted to a ninety-six hour holdover, with an average capacity of 16 prisoners. Only two counties were operating full-service facilities.

In counties of 10,000 to 19,999 population, the differentials between the jailer, county clerk, and sheriff are not so striking. The jailers averaged \$30,912, while the county clerks and sheriffs averaged \$40,364 and \$37,490 respectively. Comparisons for the remaining population groups are:

<u>Population</u>	<u>Jailer</u>	<u>County Clerk</u>	<u>Sheriff</u>
20,000-39,999	\$37,487	\$40,427	\$40,136
40,000-74,999	\$38,972	\$40,427	\$40,427
75,000 or more	\$39,024	\$40,427	\$40,427

In conclusion, while the jailers' salaries in counties of less than 10,000 population seem very low, this can be attributed to the fact that the jailer's roles in those counties have been reduced. Most of these counties cannot support full service jails which meet the standards necessary to avoid lawsuits under the provisions of federal law. The General Assembly has provided for jailers who have no jail and do not serve as transportation officers, by assigning them to duty as bailiffs in the circuit and district courts (KRS 71.050). **Salaries in larger counties are sufficient to support a full-time officer, and the fiscal court has the capacity to compensate these jailers up to a maximum of \$42,887 in 1993. The question of compensating jailers in the largest counties is moot, since jailers are no longer elected there.**

TABLE I
KENTUCKY JUDGE/EXECUTIVE COMPENSATION
FY 1991

	POPULATION	JUDGE/EXECUTIVE SALARY	EXPENSES
ROBERTSON	2,124	24,588	3,600
OWSLEY	5,036	32,583	3,600
MENIFEE	5,092	29,823	3,600
CARLISLE	5,238	36,393	3,600
GALLATIN	5,393	38,086	3,600
HICKMAN	5,566	36,574	3,600
TRIMBLE	6,090	38,919	3,600
ELLIOTT	6,455	38,077	3,600
WOLFE	6,503	39,049	3,600
LYON	6,624	39,252	3,600
NICHOLAS	6,725	36,868	3,600
CUMBERLAND	6,784	38,919	3,600
SPENCER	6,801	36,394	3,600
LEE	7,422	38,640	3,600
BRACKEN	7,766	38,077	3,600
HANCOCK	7,864	39,685	3,600
BALLARD	7,902	39,252	3,600
FULTON	8,271	38,962	3,600
METCALFE	8,963	38,077	3,600
OWEN	9,035	39,370	3,600
LIVINGSTON	9,062	40,860	3,600
CLINTON	9,135	39,247	3,600
CRITTENDEN	9,196	38,918	3,600
CARROLL	9,292	38,077	3,600
MCLEAN	9,628	38,077	3,600
BATH	9,692	39,252	3,600
AVERAGE	7,218	37,385	3,600
EDMONSON	10,357	39,251	3,600
TRIGG	10,361	39,252	3,600
GREEN	10,371	38,076	3,600
WASHINGTON	10,441	38,077	3,600
TODD	10,940	38,920	3,600
BUTLER	11,245	39,047	3,600
MONROE	11,401	39,561	3,600
GARRARD	11,579	39,247	3,600
MORGAN	11,648	39,252	3,600
LARUE	11,679	39,017	3,600
POWELL	11,686	39,702	3,600
JACKSON	11,955	38,918	3,600
PENDLETON	12,036	38,077	3,600
FLEMING	12,292	39,753	3,600
MARTIN	12,526	25,475	3,600
HENRY	12,823	40,094	3,600
LEWIS	13,029	39,251	3,600
MAGOFFIN	13,077	38,088	3,600

TABLE I
KENTUCKY JUDGE/EXECUTIVE COMPENSATION
FY 1991

	POPULATION	JUDGE/EXECUTIVE	
		SALARY	EXPENSES
CALDWELL	13,232	39,252	3,600
LESLIE	13,642	39,239	3,600
WEBSTER	13,955	39,252	3,600
LAWRENCE	13,998	38,256	3,600
CASEY	14,211	37,786	3,600
ANDERSON	14,571	39,251	3,600
ESTILL	14,614	38,078	3,600
ALLEN	14,628	39,078	3,600
RUSSELL	14,716	38,077	3,600
ROCKCASTLE	14,803	38,078	3,600
HART	14,890	39,252	3,600
SIMPSON	15,145	39,252	3,600
ADAIR	15,360	35,736	3,600
MCCREARY	15,603	39,789	3,600
BREATHITT	15,703	37,835	3,600
GRANT	15,737	39,252	3,600
HARRISON	16,248	38,234	3,600
BRECKINRIDGE	16,312	38,931	3,600
MARION	16,499	39,016	3,600
UNION	16,557	39,085	3,600
MASON	16,666	39,252	3,600
WAYNE	17,468	38,071	3,600
KNOTT	17,906	38,919	3,600
MERCER	19,148	39,252	3,600
BOURBON	19,236	39,252	3,600
MONTGOMERY	19,561	39,470	3,600
WOODFORD	19,955	39,252	3,600
AVERAGE	14,218	38,561	3,600
LINCOLN	20,045	39,245	3,600
ROWAN	20,353	39,252	3,600
GRAYSON	21,050	39,240	3,600
OHIO	21,105	39,252	3,600
TAYLOR	21,146	38,077	3,600
CLAY	21,746	38,070	3,600
JOHNSON	23,248	39,251	3,600
SCOTT	23,867	39,100	3,600
MEADE	24,170	38,052	3,600
CARTER	24,340	39,638	3,600
LOGAN	24,416	39,006	3,600
SHELBY	24,824	38,413	3,600
BOYLE	25,641	39,252	3,600
LETCHER	27,000	38,919	3,600
MARSHALL	27,205	39,462	3,600
CLARK	29,496	39,252	3,600
KNOX	29,676	39,761	3,600

TABLE I
KENTUCKY JUDGE/EXECUTIVE COMPENSATION
FY 1991

	POPULATION	JUDGE/EXECUTIVE SALARY	EXPENSES
NELSON	29,710	38,919	3,600
PERRY	30,283	39,420	3,600
JESSAMINE	30,508	39,221	3,600
CALLOWAY	30,735	39,252	3,600
MUHLENBERG	31,318	39,206	3,600
BELL	31,506	40,067	3,600
OLDHAM	33,263	39,245	3,600
WHITLEY	33,326	38,076	3,600
GRAVES	33,550	38,077	3,600
BARREN	34,001	39,252	3,600
HARLAN	36,574	39,252	3,600
GREENUP	36,742	39,248	3,600
AVERAGE	27,615	39,051	3,600
HENDERSON	43,044	39,252	3,600
LAUREL	43,438	38,067	3,600
FLOYD	43,586	39,238	3,600
FRANKLIN	43,781	39,252	3,600
HOPKINS	46,126	40,190	3,600
BULLITT	47,567	39,252	3,600
PULASKI	49,489	36,004	3,600
BOYD	51,150	38,919	3,600
MADISON	57,508	39,252	3,600
BOONE	57,589	39,252	3,600
MCCRACKEN	62,879	39,252	3,600
CHRISTIAN	68,941	38,919	3,600
PIKE	72,583	39,252	3,600
AVERAGE	52,899	38,931	3,600
WARREN	76,673	38,919	3,600
CAMPBELL	83,866	38,780	3,600
DAVISS	87,189	39,250	3,600
HARDIN	89,240	40,168	3,600
KENTON	142,031	40,094	3,600
JEFFERSON	664,937	39,252	3,600
AVERAGE	190,656	39,411	3,600
TOTAL	3,459,930	4,582,323	428,400

Fayette and Jefferson Counties are omitted.

TABLE II
Tennessee and Kentucky
Elected County Executive Compensation

Population	TN 1992 Minimum Salary	KY 1991 Average Salary
400,000 or more	89,091	39,252*
150,000 - 399,999	78,284	-
74,500 - 149,999	52,604	39,442
50,000 - 74,499	49,817	39,141
23,300 - 49,999	42,701	39,012
12,000 - 23,299	39,141	38,483
5,500 - 11,999	33,804	38,754
1 - 5,499	32,026	32,295

*Before private sector supplement.

TABLE III
KENTUCKY FISCAL COURT COMPENSATION
FY 1991

	POPULATION	FISCAL COURT		NO.
		SALARY EACH	EXPENSES EACH	
ROBERTSON	2,124	1,500	1,500	(5)
OWSLEY	5,036	7,200	3,600	(3)
MENIFEE	5,092	2,700	788	(5)
CARLISLE	5,238	3,120	2,094	(5)
GALLATIN	5,393	3,120	0	(4)
HICKMAN	5,566	6,181	1,368	(3)
TRIMBLE	6,090	5,938	3,600	(4)
ELLIOTT	6,455	4,200	0	(7)
WOLFE	6,503	9,000	0	(3)
LYON	6,624	4,662	3,600	(3)
NICHOLAS	6,725	3,000	2,400	(5)
CUMBERLAND	6,784	3,920	2,400	(8)
SPENCER	6,801	4,800	0	(6)
LEE	7,422	7,416	0	(4)
BRACKEN	7,766	2,400	1,800	(8)
HANCOCK	7,864	7,680	0	(4)
BALLARD	7,902	4,012	1,220	(5)
FULTON	8,271	8,255	0	(4)
METCALFE	8,963	5,400	1,500	(4)
OWEN	9,035	5,100	1,500	(4)
LIVINGSTON	9,062	4,283	2,863	(4)
CLINTON	9,135	3,146	3,600	(5)
CRITTENDEN	9,196	2,676	1,500	(6)
CARROLL	9,292	9,175	3,600	(3)
MCLEAN	9,628	5,294	1,186	(7)
BATH	9,692	4,368	2,400	(3) *
AVERAGE	7,218	4,944	1,635	
EDMONSON	10,357	3,000	3,600	(6)
TRIGG	10,361	4,455	0	(7)
GREEN	10,371	2,700	3,600	(5)
WASHINGTON	10,441	1,800	2,400	(6)
TODD	10,940	6,113	1,500	(5)
BUTLER	11,245	4,083	3,143	(5)
MONROE	11,401	4,200	2,400	(5)
GARRARD	11,579	2,612	1,237	(5)
MORGAN	11,648	6,000	0	(5)
LARUE	11,679	4,800	0	(4)
POWELL	11,686	5,050	2,276	(4)
JACKSON	11,955	11,556	3,600	(3)
PENDLETON	12,036	4,092	0	(8)
FLEMING	12,292	4,707	2,400	(6)
MARTIN	12,526	9,600	2,492	(5)
HENRY	12,823	5,097	3,550	(6)
LEWIS	13,029	9,600	0	(3)
MAGOFFIN	13,077	14,400	0	(3)

TABLE III
KENTUCKY FISCAL COURT COMPENSATION
FY 1991

	POPULATION	FISCAL COURT		NO.
		SALARY EACH	EXPENSES EACH	
CALDWELL	13,232	3,600	0	(7)
LESLIE	13,642	16,906	1,800	(4)
WEBSTER	13,955	13,269	3,600	(3)
LAWRENCE	13,998	8,051	1,500	(4)
CASEY	14,211	7,769	2,400	(4)
ANDERSON	14,571	5,656	0	(6)
ESTILL	14,614	5,483	1,200	(3)
ALLEN	14,628	4,824	1,774	(5)
RUSSELL	14,716	3,600	3,600	(4)
ROCKCASTLE	14,803	6,001	3,600	(5)
HART	14,890	6,000	1,200	(5)
SIMPSON	15,145	8,153	3,600	(4)
ADAIR	15,360	3,343	2,229	(7)
MCCREARY	15,603	8,158	3,600	(4)
BREATHITT	15,703	14,067	3,450	(4)
GRANT	15,737	7,545	0	(3)
HARRISON	16,248	3,720	600	(8)
BRECKINRIDGE	16,312	3,600	3,600	(6)
MARION	16,499	6,000	0	(5)
UNION	16,557	8,944	1,200	(6)
MASON	16,666	7,929	3,600	(3) *
WAYNE	17,468	10,170	3,253	(4)
KNOTT	17,906	15,000	3,600	(4)
MERCER	19,148	4,126	1,200	(6)
BOURBON	19,236	7,973	0	(7)
MONTGOMERY	19,561	4,722	3,600	(3) *
WOODFORD	19,955	6,756	3,600	(8)
AVERAGE	14,218	6,783	2,000	
LINCOLN	20,045	8,183	450	(4)
ROWAN	20,353	6,688	1,800	(4)
GRAYSON	21,050	3,600	3,600	(6)
OHIO	21,105	8,078	600	(5)
TAYLOR	21,146	5,641	0	(6)
CLAY	21,746	13,346	3,600	(5)
JOHNSON	23,248	14,467	0	(3) *
SCOTT	23,867	8,400	3,600	(3) *
MEADE	24,170	2,700	1,200	(6)
CARTER	24,340	3,900	1,800	(5)
LOGAN	24,416	9,355	0	(8)
SHELBY	24,824	8,815	1,200	(7)
BOYLE	25,641	4,498	133	(6)
LETCHER	27,000	18,000	3,600	(5)
MARSHALL	27,205	18,852	2,166	(3) *
CLARK	29,496	5,702	1,200	(7)
KNOX	29,676	9,353	1,800	(5)

TABLE III
KENTUCKY FISCAL COURT COMPENSATION
FY 1991

	POPULATION	FISCAL COURT		NO.
		SALARY EACH	EXPENSES EACH	
NELSON	29,710	7,882	1,200	(5)
PERRY	30,283	18,000	3,600	(3)
JESSAMINE	30,508	6,129	3,600	(6)
CALLOWAY	30,735	8,878	3,600	(4)
MUHLENBERG	31,318	10,864	3,600	(5)
BELL	31,506	13,925	3,600	(5)
OLDHAM	33,263	6,452	1,200	(8)
WHITLEY	33,326	9,000	1,800	(3)
GRAVES	33,550	15,000	3,600	(3)
BARREN	34,001	6,658	2,371	(7)
HARLAN	36,574	22,851	3,600	(5)
GREENUP	36,742	7,503	3,600	(3) *
AVERAGE	27,615	9,749	2,142	
HENDERSON	43,044	11,385	3,600	(5)
LAUREL	43,438	14,259	3,300	(6)
FLOYD	43,586	25,735	1,801	(4)
FRANKLIN	43,781	10,466	3,600	(6)
HOPKINS	46,126	12,000	0	(7)
BULLITT	47,567	15,681	1,200	(4)
PULASKI	49,489	7,200	3,600	(6)
BOYD	51,150	9,600	0	(3) *
MADISON	57,508	10,371	3,600	(4)
BOONE	57,589	19,000	0	(3) *
MCCRACKEN	62,879	11,715	63	(3) *
CHRISTIAN	68,941	12,384	0	(8)
PIKE	72,583	27,416	0	(6)
AVERAGE	52,899	14,401	1,597	
WARREN	76,673	17,908	3,350	(6)
CAMPBELL	83,866	17,578	2,513	(3) *
DAVISS	87,189	29,438	1,971	(3) *
HARDIN	89,240	10,629	3,600	(8)
KENTON	142,031	23,038	2,500	(3) *
JEFFERSON	664,937	39,252	0	(3) *
AVERAGE	190,656	22,974	2,322	
TOTAL	3,459,930	1,041,550	229,338	(581)

* Counties with commissioners instead of magistrates.
Fayette County is omitted.

TABLE IV
Three Methods to Analyze Compensation of Kentucky Magistrates and Commissioners

By Population

<u>Population Category</u>	<u>Average Population</u>	<u>Average Salary</u>
Less than 10,000	7,218	\$4,944
10,000 - 19,999	14,218	\$6,783
20,000 - 39,999	27,615	\$9,749
40,000 - 74,999	52,899	\$14,401
75,000 or more	190,656	\$22,974

By Number on Fiscal Court

<u>Number</u>	<u>Average Population</u>	<u>Average Salary</u>
3	54,256	\$12,712
4	17,746	\$8,978
5	17,510	\$7,229
6	26,849	\$7,211
7	20,872	\$6,204
8	30,961	\$6,634

By Region*

<u>Region</u>	<u>Average Population</u>	<u>Average Salary</u>
1	21,179 (5) +	\$10,593 (2) ++
2	22,788 (3)	\$6,133 (4)
3	75,419 (1)	\$11,646 (1)
4	21,968 (4)	\$5,937 (5)
5	24,437 (2)	\$9,214 (3)

+ (), population rank

++ (), salary rank

- * Region 1. Cumberland Valley ADD, KY River ADD, Big Sandy ADD, Fivco ADD, Buffalo Trace ADD and Gateway ADD.
- Region 2. Bluegrass ADD.
- Region 3. Northern Kentucky ADD and Kentuckiana ADD.
- Region 4. Lincoln Trail ADD, Barren River ADD and Lake Cumberland ADD.
- Region 5. Green River ADD, Pennyrile ADD and Purchase ADD.

TABLE V
COUNTY LEGISLATIVE BODY COMPENSATION, KENTUCKY AND SURROUNDING STATES

West Virginia County Commissioners	
Minimum Property Assessment	1993 Minimum Compensation
\$600 million	\$24,000
\$450 million	\$18,600
\$200 million	\$16,800
\$100 million	\$12,000
\$50 million	\$8,400
\$15 million	?

Virginia Board of Supervisors	
Population	1993 Maximum Salary +
200,000 or more	\$17,364
105,000 - 199,999	\$15,049
80,000 - 104,999	\$12,734
50,000 - 79,999	\$10,419
25,000 - 49,999	\$8,103
15,000 - 24,999	\$6,367
1 - 14,999	\$4,631
+ Chairman receives additional \$1,800	

Indiana County Commissioners			
Population	1992		High Compensation
	Average Compensation	Compensation	
150,000 or more	\$29,509	\$40,582	\$40,582
100,000 - 149,999	\$21,448	\$28,323	\$28,323
75,000 - 99,999	\$14,799	\$16,303	\$16,303
50,000 - 74,999	\$13,087	\$17,750	\$17,750
35,000 - 49,999	\$10,957	\$15,450	\$15,450
25,000 - 34,999	\$10,837	\$14,500	\$14,500
20,000 - 24,999	\$9,010	\$11,120	\$11,120
15,000 - 19,999	\$7,969	\$10,350	\$10,350
5,000 - 14,999	\$6,569	\$8,960	\$8,960

Tennessee County Commission		
Population	1992	1992
	Salary	Per Diem
400,000 or more	\$16,500	
150,000 - 399,999	\$6,000 *	
50,000 - 149,999		\$35 +
23,300 - 49,999		\$30
12,000 - 23,299		\$25
5,500 - 11,999		\$20
3,770 - 4,499		\$20
1 - 3,769		\$20
* One county in this class + Commissioners receive one half this amount for committee meetings		

Ohio County Commissioners	
Population	1991 Compensation
1,000,001 or more	\$55,341
550,001 - 1,000,000	\$52,134
400,001 - 550,000	\$48,925
275,001 - 400,000	\$45,717
175,001 - 275,000	\$41,706
125,001 - 175,000	\$39,300
105,001 - 125,000	\$36,895
95,001 - 105,000	\$35,290
85,001 - 95,000	\$33,686
70,001 - 85,000	\$30,478
55,001 - 70,000	\$28,232
40,001 - 55,000	\$25,986
20,001 - 40,000	\$23,741
1 - 20,000	\$21,495

Kentucky Magistrates and Commissioners		
Population	1991	1991
	Average Salary	High Salary
75,000 or more	\$22,974	\$39,252
40,000 - 74,999	\$14,401	\$27,416
20,000 - 39,999	\$9,749	\$22,851
10,000 - 19,999	\$6,783	\$16,906
1 - 9,999	\$4,944	\$9,175

TABLE VI
COMPENSATION OF KENTUCKY JAILERS, COUNTY CLERKS AND SHERIFFS

	POP.	JAILER		COUNTY CLERK		SHERIFF	
		FISCAL YEAR 1991		CALENDAR YEAR 1991			
		SALARY	EXPENSES	SALARY	EXPENSES	SALARY	EXPENSES
ROBERTSON	2,124	12,000	3,600	20,065	0	20,910	3,600
OWSLEY	5,036	15,700	3,600	26,794	0	24,697	3,600
MENIFEE	5,092	13,608	3,600	40,427	3,600	29,522	3,600
CARLISLE	5,238	14,827	3,600	33,378	0	30,969	3,600
GALLATIN	5,393	15,500	3,600	40,427	2,113 +	40,427	3,600
HICKMAN	5,566	18,037	3,600	35,305	0	26,364	3,600
TRIMBLE	6,090	13,104	3,600	40,427	3,600	40,427	3,600
ELLIOTT	6,455	12,000	3,600	40,427	3,600	13,331	3,600 +
WOLFE	6,503	30,000	3,600	40,427	3,600	28,203	3,600
LYON	6,624	16,736	3,600	40,427	3,600	40,427	3,600
NICHOLAS	6,725	13,000	3,600	34,000	0	23,371	3,600
CUMBERLAND	6,784	13,227	3,600	40,427	3,600	38,424	3,600
SPENCER	6,801	12,000	3,600	40,427	3,600	32,752	3,600
LEE	7,422	17,000	3,600	40,427	3,600	23,645	3,600 +
BRACKEN	7,766	13,305	3,600	30,130	0	37,517	3,600
HANCOCK	7,864	15,008	3,600	40,427	3,600	40,427	3,600
BALLARD	7,902	30,262	3,600	40,427	3,600	40,427	3,600
FULTON	8,271	22,400	3,600	40,427	3,600	40,427	3,600
METCALFE	8,963	13,200	3,600	40,427	3,600	40,223	3,600
OWEN	9,035	12,000	3,600	40,427	3,600	40,427	3,600
LIVINGSTON	9,062	18,000	3,600	40,427	3,600	35,553	3,600
CLINTON	9,135	25,104	3,600	40,427	3,589	36,813	3,600
CRITTENDEN	9,196	18,414	3,600	40,427	3,600	40,427	3,600
CARROLL	9,292	14,302	3,600	40,427	3,600	40,427	3,600
MCLEAN	9,628	12,000	3,600	40,427	3,600	39,992	3,600
BATH	9,692	15,280	3,600	40,427	2,893	40,276	3,600
AVERAGE	7,218	16,385	3,600	38,008	2,684	34,093	3,600
EDMONSON	10,357	22,470	3,600	40,427	3,600	40,427	3,600
TRIGG	10,361	36,393	3,600	40,427	3,600	40,427	3,600
GREEN	10,371	12,600	3,600	40,427	3,600	33,958	3,600
WASHINGTON	10,441	18,934	3,600	40,427	3,600	25,308	3,600
TODD	10,940	23,013	3,600	40,427	3,600	34,981	3,600
BUTLER	11,245	37,423	3,600	40,427	3,600	21,482	3,600
MONROE	11,401	25,000	3,600	40,427	3,600	23,083	3,600 +
GARRARD	11,579	20,258	3,600	40,427	3,600	38,385	3,600
MORGAN	11,648	11,538	3,600	40,427	3,600	40,427	3,600
LARUE	11,679	22,200	3,600	40,427	3,600	40,427	3,600
POWELL	11,686	42,735	3,600	40,427	3,600	40,427	3,600
JACKSON	11,955	17,424	3,600	40,427	3,600	40,427	3,600
PENDLETON	12,036	29,593	3,600	40,427	3,600	40,427	3,600
FLEMING	12,292	20,000	3,600	40,427	3,600	40,427	3,600
MARTIN	12,526	22,794	3,600	40,427	3,600	40,427	3,600 *
HENRY	12,823	25,104	3,600	40,427	3,600	40,427	3,600
LEWIS	13,029	23,594	3,600	40,427	3,600	40,427	3,600
MAGOFFIN	13,077	40,196	3,600	40,427	3,600	25,339	3,600
CALDWELL	13,232	32,000	3,600	40,427	3,600	40,427	3,600

TABLE VI
COMPENSATION OF KENTUCKY JAILERS, COUNTY CLERKS AND SHERIFFS

	POP.	JAILER		COUNTY CLERK		SHERIFF	
		FISCAL YEAR 1991		CALENDAR YEAR 1991			
		SALARY	EXPENSES	SALARY	EXPENSES	SALARY	EXPENSES
LESLIE	13,642	37,345	3,600	40,427	3,600 *	40,427	3,600 *
WEBSTER	13,955	39,252	3,600	40,427	3,600	40,427	3,600
LAWRENCE	13,998	38,030	3,600	40,427	3,600	40,427	3,600
CASEY	14,211	18,780	3,600	40,427	3,600	40,415	3,600
ANDERSON	14,571	30,459	3,600	40,427	3,600	40,427	3,600
ESTILL	14,614	27,794	3,600	40,427	3,600	40,427	3,600
ALLEN	14,628	38,803	3,600	40,427	3,600 *	40,427	3,600 *
RUSSELL	14,716	38,077	3,600	40,427	3,600	40,427	3,600
ROCKCASTLE	14,803	41,110	3,600	40,427	3,600 *	29,681	3,600 +
HART	14,890	24,000	3,600	40,427	3,600	32,462	3,600
SIMPSON	15,145	39,252	3,600	40,427	3,600	40,427	3,600
ADAIR	15,360	38,909	3,600	40,427	3,600	40,427	3,600
MCCREARY	15,603	26,307	3,600	40,427	3,600	13,132	3,600
BREATHITT	15,703	38,850	3,600	40,427	3,148	40,427	3,600
GRANT	15,737	39,252	3,600	40,427	3,600	40,427	3,600
HARRISON	16,248	21,000	3,600	40,427	3,600	40,427	3,600
BRECKINRIDG	16,312	38,931	3,600	40,427	3,600	40,427	3,600
MARION	16,499	31,815	3,600	40,427	3,600	40,427	3,600
UNION	16,557	38,077	3,600	40,427	3,600	40,427	3,600
MASON	16,666	39,252	3,600	40,427	3,600	40,427	3,600
WAYNE	17,468	38,071	3,600	40,427	3,600	40,427	3,600
KNOTT	17,906	38,865	3,600	37,610	0	35,132	3,600 +
MERCER	19,148	27,600	3,600	40,427	3,600	40,034	3,600
BOURBON	19,236	39,252	3,600	40,427	3,600	40,427	3,600
MONTGOMER	19,561	39,436	3,600	40,427	3,600	40,427	3,600
WOODFORD	19,955	39,252	3,600	40,427	3,600	40,427	3,600
AVERAGE	14,218	30,912	3,600	40,364	3,510	37,490	3,600
LINCOLN	20,045	39,245	3,600	40,427	3,600 *	40,427	3,600 *
ROWAN	20,353	32,194	3,600	40,427	3,600	40,427	3,600 *
GRAYSON	21,050	39,240	3,600	40,427	3,600	40,427	3,600
OHIO	21,105	15,000	3,600	40,427	3,600	40,427	3,600
TAYLOR	21,146	34,094	3,600	40,427	3,600	40,427	3,600 *
CLAY	21,746	36,053	3,600	40,427	3,600 *	37,618	3,600 +
JOHNSON	23,248	38,077	3,600	40,427	3,600	37,420	3,600
SCOTT	23,867	39,698	3,600	40,427	3,600	40,427	3,600
MEADE	24,170	34,955	3,600	40,427	3,600 *	37,884	3,600 +
CARTER	24,340	39,506	3,600	40,427	3,600	40,427	3,600
LOGAN	24,416	39,006	3,600	40,427	3,600	40,427	3,600
SHELBY	24,824	35,747	3,600	40,427	3,600	40,427	3,600
BOYLE	25,641	39,252	3,600	40,427	3,600	40,427	3,600
LETCHER	27,000	38,919	3,600	40,427	3,600	40,427	3,600 *
MARSHALL	27,205	39,462	3,600	40,427	3,600	40,427	3,600
CLARK	29,496	39,252	3,600	40,427	3,600	40,427	3,600
KNOX	29,676	39,760	3,600	40,427	3,600	40,427	3,600
NELSON	29,710	38,919	3,600	40,427	3,600	40,427	3,600
PERRY	30,283	38,077	3,600	40,427	3,600	40,427	3,600

TABLE VI
COMPENSATION OF KENTUCKY JAILERS, COUNTY CLERKS AND SHERIFFS

	POP.	JAILER FISCAL YEAR 1991		COUNTY CLERK CALENDAR YEAR 1991		SHERIFF	
		SALARY	EXPENSES	SALARY	EXPENSES	SALARY	EXPENSES
JESSAMINE	30,508	39,315	3,600	40,427	3,600	40,427	3,600
CALLOWAY	30,735	38,919	3,600	40,427	3,600	40,427	3,600
MUHLENBERG	31,318	39,206	3,600	40,427	3,521	40,348	3,600
BELL	31,506	40,067	3,600	40,427	3,600	40,427	3,600
OLDHAM	33,263	39,245	3,600	40,427	3,600	40,427	3,600
WHITLEY	33,326	38,077	3,600	40,427	3,600	40,427	3,600 *
GRAVES	33,550	38,077	3,600	40,427	3,640	40,427	3,600
BARREN	34,001	39,252	3,600	40,427	3,600	40,427	3,600
HARLAN	36,574	39,252	3,600	40,427	3,600	40,427	3,600
GREENUP	36,742	39,248	3,600	40,427	3,600	40,427	3,600
AVERAGE	27,615	37,487	3,600	40,427	3,599	40,136	3,600
HENDERSON	43,044	39,252	3,600	40,427	3,600	40,427	3,600
LAUREL	43,438	38,077	3,600	40,427	3,600 *	40,427	3,600 *
FLOYD	43,586	37,552	3,600	40,427	3,600	40,427	3,600
FRANKLIN	43,781	39,252	3,600	40,427	3,600	40,427	3,600
HOPKINS	46,126	39,252	3,600	40,427	3,600	40,427	3,600
BULLITT	47,567	39,252	3,600	40,427	3,600	40,427	3,600
PULASKI	49,489	39,156	3,600	40,427	3,600	40,427	3,600
BOYD	51,150	38,919	3,600	40,427	3,600	40,427	3,600
MADISON	57,508	39,252	3,600	40,427	3,600	40,427	3,600
BOONE	57,589	39,252	3,600	40,427	3,600	40,427	3,600
MCCRACKEN	62,879	39,252	3,600	40,427	3,600	40,427	3,600
CHRISTIAN	68,941	38,919	3,600	40,427	3,600	40,427	3,600
PIKE	72,583	39,252	3,600	40,427	3,600 *	40,427	3,600 *
AVERAGE	52,899	38,972	3,600	40,427	3,600	40,427	3,600
WARREN	76,673	38,919	3,600	40,427	3,600	40,427	3,600
CAMPBELL	83,866	38,780	3,600	40,427	3,600	40,427	3,600
DAVISS	87,189	39,251	3,600	40,427	3,600	40,427	3,600
HARDIN	89,240	39,252	3,600	40,427	3,600 *	40,427	3,600
KENTON	142,031	38,919	3,600	40,427	3,600	40,427	3,600
FAYETTE	225,366	combined with sheriff		40,427	3,600	40,427	3,600
JEFFERSON	664,937	combined with sheriff		40,427	3,600	40,427	3,600
AVERAGE	195,615	39,024	3,600	40,427	3,600	40,427	3,600
TOTAL	3,685,296	3,605,928	424,800	4,785,533	404,104	4,545,946	432,000

* Estimated on the basis of previous years.

+ It was necessary to use an audit from 1988, 1989 or 1990 because the 1991 audit was not available.

TABLE VII
COUNTY CLERK COMPENSATION, KENTUCKY AND SURROUNDING STATES

Illinois	
Population	1991 Minimum Compensation
300,000 - 1,999,999	\$20,600
200,000 - 299,999	\$18,540
100,000 - 199,999	\$16,995
60,000 - 99,999	\$15,450
30,000 - 59,999	\$15,450
14,000 - 29,999	\$14,935
1 - 13,999	\$13,905

West Virginia	
Minimum Property Assessment	1993 Minimum Compensation
\$600 million	\$37,560
\$450 million	\$33,600
\$200 million	\$33,600
\$100 million	\$28,800
\$ 50 million	\$26,400
\$ 15 million	\$26,400

Kentucky	
Population	1991 Average Compensation
75,000 or more	\$40,427
40,000 - 74,999	\$40,427
20,000 - 39,999	\$40,427
10,000 - 19,999	\$40,364
1 - 9,999	\$38,008
plus \$3,600 expense allowance	

Ohio	
Population	1991 Compensation
1,000,001 or more	\$57,779
550,001 - 1,000,000	\$55,801
400,001 - 550,000	\$53,821
275,001 - 400,000	\$51,843
175,001 - 275,000	\$48,282
125,001 - 175,000	\$46,303
105,001 - 125,000	\$43,532
95,001 - 105,000	\$41,949
85,001 - 95,000	\$40,366
70,001 - 85,000	\$37,199
55,001 - 70,000	\$35,618
40,001 - 55,000	\$33,244
20,001 - 40,000	\$30,868
1 - 20,000	\$28,494

Virginia	
Clerk of Circuit Court	Actual 1993 Compensation
Population	
250,000 or more	\$86,134
100,000 - 249,999	\$81,163
70,000 - 99,999	\$74,537
40,000 - 69,999	\$68,741
20,000 - 39,999	\$65,429
10,000 - 19,999	\$57,146
1 - 9,999	\$46,376

Tennessee		
Population	1992 Maximum Compensation	1992 Minimum Compensation
400,000 or more	\$73,992	\$43,061
150,000 - 399,999	\$68,073	\$42,751
74,500 - 149,999	\$45,741	\$35,957
50,000 - 74,499	\$43,319	\$35,957
23,300 - 49,999	\$37,131	\$31,798
12,000 - 23,299	\$34,036	\$28,854
5,500 - 11,999	\$27,849	\$25,451
1 - 5,499	\$26,649	\$22,356

Indiana		
Population	1992 Average Compensation	High Comp.
150,000 or more	\$42,497	\$55,867
100,000 - 149,999	\$33,561	\$46,934
75,000 - 99,999	\$30,807	
50,000 - 74,999	\$29,397	
35,000 - 49,999	\$24,839	
25,000 - 34,999	\$22,039	
20,000 - 24,999	\$20,721	
15,000 - 19,999	\$19,029	
5,000 - 14,999	\$18,289	

TABLE VIII
SHERIFF COMPENSATION, KENTUCKY AND SURROUNDING STATES

Population	Virginia		
	1993		Law Enf. and Jail
	No Law Enf. No Jail	Law Enf. or Jail	
250,000 or more	\$75,296	\$79,613	\$80,492
100,000 - 249,999	\$61,449	\$65,118	\$66,020
70,000 - 99,999	\$51,928	\$55,167	\$56,073
40,000 - 69,999	\$49,743	\$50,647	\$51,551
20,000 - 39,999	\$45,221	\$47,933	\$48,840
10,000 - 19,999	\$40,698	\$43,412	\$44,314
1 - 9,999	\$35,273	\$36,627	\$37,079

Population	Indiana	
	1992	
	Average Compensation	High Comp.
150,000 or more	\$47,894	\$68,250
100,000 - 149,999	\$35,947	\$61,689
75,000 - 99,999	\$31,686	
50,000 - 74,999	\$33,782	\$57,789
35,000 - 49,999	\$26,352	
25,000 - 34,999	\$25,622	
20,000 - 24,999	\$23,413	
15,000 - 19,999	\$23,105	
5,000 - 14,999	\$20,996	

Population	Ohio	
	1991	
	Compensation	
1,000,001 or more	\$54,877	
550,001 - 1,000,000	\$53,118	
400,001 - 550,000	\$51,359	
275,001 - 400,000	\$46,787	
175,001 - 275,000	\$45,027	
125,001 - 175,000	\$43,269	
105,001 - 125,000	\$40,806	
95,001 - 105,000	\$39,399	
85,001 - 95,000	\$37,992	
70,001 - 85,000	\$36,584	
55,001 - 70,000	\$35,178	
40,001 - 55,000	\$33,770	
20,001 - 40,000	\$31,660	
1 - 20,000	\$29,550	

Population	Kentucky	
	1991	
	Average Compensation	
75,000 or more	\$40,427	
40,000 - 74,999	\$40,427	
20,000 - 39,999	\$40,136	
10,000 - 29,999	\$37,490	
1 - 9,999	\$34,093	
plus \$3,600 expense allowance		

Population	Illinois	
	1991	
	Minimum Compensation	
100,000 - 2,000,000	\$44,290	
60,000 - 99,999	\$41,200	
30,000 - 59,999	\$38,110	
20,000 - 29,999	\$35,020	
10,000 - 19,999	\$31,930	
1 - 9,999	\$27,810	

Minimum Property Assessment	West Virginia	
	1993	
	Minimum Compensation	
\$600 million	\$29,040	
\$450 million	\$29,040	
\$200 million	\$29,040	
\$100 million	\$26,760	
\$ 50 million	\$24,480	
\$ 15 million	\$24,480	

Population	Tennessee	
	1992	
	Minimum Compensation	
400,000 or more	\$81,392	
150,000 - 399,999	\$74,880	
74,500 - 149,999	\$50,315	
50,000 - 74,499	\$47,650	
23,300 - 49,999	\$40,845	
12,000 - 23,299	\$37,439	
5,500 - 11,999	\$32,335	
1 - 5,499	\$30,633	

COMPENSATION OF CITY OFFICIALS IN KENTUCKY

Background

The basic parameters of compensation for city officials were established in a 1949 constitutional amendment. Until this time, there had been little specific mention of the operation of local governments in the Kentucky Constitution or its statutes. In fact, there was never any mention at all of local governments until the drafting of the third state constitution in 1850.

Section 246 of the Kentucky Constitution, adopted in 1949, limits the compensation which may be paid to city officials. That section limits mayors in cities of the first class to a total annual compensation of \$12,000 and limits all other officers to \$7200 annually. While this may have seemed a reasonable sum in 1949, the Kentucky Court of Appeals in 1962, in the case of *Matthews V. Allen*, handed down a decision which suspended these limits. In this decision, known popularly as the "rubber dollar" case, the court interpreted these constitutional monetary limits not as absolutes, but as limits which "stretch" as the purchasing power of the dollar decreases or increases. It was determined that the actual compensatory limit of an officer should be the current amount of money required to equal the purchasing power of the \$7200 and \$12,000 limits in 1949. A formula approved by the Attorney General, based on the consumer price index, is used annually by the Department of Local Government to calculate the maximum allowable compensation for city officials. For 1993, those totals were **\$42,877** for the \$7200 limit and **\$71,462** for the \$12,000 limit. With the exception of Louisville and Lexington, no other cities come close to paying their officials the allowable maximums.

Two other sections of the Constitution also deal with the compensation of city officials. **Section 161** prohibits the compensation of any constitutional officer from being changed after their election or appointment or during their term of office. This section has been interpreted not to preclude annual cost-of-living adjustments to officer's salaries. Again, in the case of *Matthews v. Allen*, a cost-of-living raise was not considered an increase in compensation but an adjustment in the actual valuation in the dollar. **Section 235** reiterates the provisions of Section 161 by prohibiting an officer's salary from being changed during the term for which he is elected. In addition, it authorizes the General Assembly to establish salary deductions which may be imposed for the neglect of official duties.

Because of the specific nature of the Kentucky Constitution on the subject of compensation for city officials, the statutes do little more than restate the constitutional limits as discussed previously. KRS 83A.070 requires that the compensation of all elected city officials be fixed no later than the first Monday in May in the year of their election and that their compensation not be changed during their term of office. KRS 83A.075 requires state officials to annually

compute the "rubber dollar" maximums and permits the local legislative body to establish salaries within these limits.

Survey Results

As mentioned before, 92 SCR 65 directed the Legislative Research Commission to study the compensation of Kentucky's local officials. Kentucky currently has 440 cities. In order to keep this report at a manageable yet useful level, it was determined that city data would include all of the cities of the 1st - 3rd classes, but only a broad-based sampling of the cities of the 4th - 6th classes, for a total of 120 samples (see Appendices). The cities selected in the 4th - 6th classes represent the various geographical regions, community populations and organizational structures found in communities across the Commonwealth. Also, since 1980, and with few exceptions, most cities have only two types of elective positions: mayor and legislative body member. For this reason, these are the only municipal officials considered by the survey. And lastly, to allow for a broader comparison, we also looked at the salaries of municipal officials in the seven surrounding states, in order to better gauge the current salaries of Kentucky's city officials.

The following statements represent the basic findings from the data relating to cities:

- The salaries of Kentucky municipal officials tend to follow a logical downward progression based on population. In other words, officials in the more populous areas have much higher salaries and more benefits than those in the smaller communities.
- There is a tendency for mayors and legislative body members in mayor-council and city manager forms of government to make higher salaries. These types of governments are also typical of the more populous areas.
- Additional employee benefits, such as dental, health and life insurance or pension system participation, are most often found in the larger municipalities.
- For mayoral and legislative body positions in the 1st and 2nd classes, Kentucky ranks near the top when compared to the seven surrounding states.
- Smaller communities are more likely to pay officials on a per diem or per meeting basis.
- We tend to compensate our city officials in the 4th - 6th classes on a basis comparable to the salaries of city officials in like-size communities in the surrounding states.

- Excluding the salaries of some of the mayors in our larger cities, the compensation of most city officials is not enough for individuals to classify their salary as their main source of income. Therefore, most city officials only serve on a part-time basis, unless they are retired or have other sources of income.
- We have found no other instances in the surrounding states of public officials receiving salary supplements like those established recently for the mayor and county judge in Louisville and Jefferson County. These supplements, which were provided by a "blind trust" established by the local chamber of commerce and funded by local businesses, were in amounts which made each of these two local officials' salaries equal to \$100,000 annually. The mayor of Louisville no longer accepts the supplement.
- We have found that, of the surrounding states, only Tennessee and Virginia have established legal maximum salaries for municipal officials. There are prohibitions regarding the increasing of one's salary while in office in other states. But generally, few other limitations exist, leaving such matters to local discretion.

TABLE IX

MUNICIPAL GOVERNMENT OFFICIALS' COMPENSATION REPORT
SELECTED KENTUCKY CITIES BY CLASS

<u>City</u>	<u>Population</u>	<u>County</u>	<u>Form</u>	<u>Mayor's Salary</u>	<u>Legislative Body Salary (#)</u>	<u>Other Benefits (***)</u>
<u>1st Class (Over 100,000)</u>						
Louisville	269,555	Jefferson	MA	69,411	27,187 (12)	HI (86.1/58.3); LI; PS
<u>2nd Class (20,000 to 100,000)</u>						
Ashland	23,622	Boyd	CM	7,500	6,000 (4)	HI (100/0); LI
BowlingGreen	41,688	Warren	CM	12,000	10,000 (4)	DI (100/0); HI (100/100); LI
Covington	43,264	Kenton	CM	18,591	14,852 (4)	DI (100/100); HI (100/100); LI
Frankfort	26,535	Franklin	CM	6,000	4,800 (4)	DI (100/0); HI (100/50); LI
Hopkinsville	29,818	Christian	MC	40,427	3,600 (12)	DI (100/0); HI (100/60); LI; PS (Mayor only)
**Lexington	225,366	Fayette	UCG	71,980	15,130 (15)	DI (100/50); HI (100/50); LI
*Newport	18,871	Campbell	CM	15,000	12,000 (4)	HI (80/80)
Owensboro	53,549	Daviess	CM	20,726	12,435 (4)	HI (82/82); LI
Paducah	27,256	McCracken	CM	13,069	9,410 (4)	HI (100/100)
*Radcliff	19,772	Hardin	MC	15,015	4,741 (6)	None
Richmond	21,155	Madison	CM	11,518	8,639 (4)	HI (100/0)
<u>3rd Class (8,000 to 20,000)</u>						
Campbellsville	9,592	Taylor	MC	24,000	600 (12)	None
*Corbin	7,644	Whitley & Knox	CM	4,000	3,000 (4)	None
Danville	12,449	Boyle	CM	7,550	4,550 (4)	HI (100/100); DI (100/0); LI
Erlanger	15,979	Kenton	MC	3,000	1,200 (12)	None
*Flatwoods	7,799	Greenup	MC	3,819	636 (6)	None

TABLE IX

MUNICIPAL GOVERNMENT OFFICIALS' COMPENSATION REPORT
SELECTED KENTUCKY CITIES BY CLASS

<u>City</u>	<u>Population</u>	<u>County</u>	<u>Form</u>	<u>Mayor's Salary</u>	<u>Legislative Body Salary (#)</u>	<u>Other Benefits (***)</u>
Florence	18,586	Boone	MC	9,154	3,441 (6)	None
Glasgow	12,351	Barren	MC	8,383	3,810 (12)	HI (100/0)
*Hazard	5,416	Perry	CM	0#	0#	None
*Henderson	25,945	Henderson	CM	12,307	7,304 (4)	HI (100/100)
Mayfield	9,935	Graves	MC	12,000	2,400 (12)	HI (100/55); DI (100/55); LI
*Maysville	7,169	Mason	CM	10,000	8,000 (4)	HI (100/100); LI
Middlesboro	11,328	Bell	MC	19,500	\$30/mtg (12)	None
Murray	14,442	Calloway	MC	15,000	1,200 (12)	None
Nicholasville	13,603	Jessamine	COMM	17,771	11,225 (4)	HI (100/100); DI (100/100); LI
Paris	8,730	Bourbon	CM	4,800	3,600 (4)	LI
*Pikeville	6,324	Pike	CM	3,000	500 (4)	None
Shively	15,535	Jefferson	MC	4,200	2,400 (6)	None
Somerset	10,735	Pulaski	MC	30,000	2,500 (12)	None
Winchester	15,799	Clark	CM	6,000	4,000 (4)	None
<u>4th Class (3,000 to 8,000)</u>						
*Anchorage	2,082	Jefferson	MC	0	0 (6)	None
*Beaver Dam	2,904	Ohio	COMM	4,152	1,848 (4)	None
Bellevue	6,997	Campbell	MC	2,500	1,200 (6)	None
*Calvert City	2,531	Marshall	MC	4,200	1,200 (6)	None
Cynthiana	6,497	Harrison	COMM	3,600	2,700 (4)	None
*Earlington	1,833	Hopkins	MC	1,500	180 (6)	None
*Elizabethtown	18,167	Hardin	MC	20,248	7,200(6)	HI (100/0); DI (100/0); LI
*Fort Thomas	16,032	Campbell	MC	600	72 (6)	None
Franklin	7,607	Simpson	MC	24,000	3,600 (6)	LI

TABLE IX

MUNICIPAL GOVERNMENT OFFICIALS' COMPENSATION REPORT
 SELECTED KENTUCKY CITIES BY CLASS

<u>City</u>	<u>Population</u>	<u>County</u>	<u>Form</u>	<u>Mayor's Salary</u>	<u>Legislative Body Salary (#)</u>	<u>Other Benefits (***)</u>
*Georgetown	11,414	Scott	MC	41,647	8,400 (8)	HI (90/90)
*Hickman	2,689	Fulton	CM	1,200	600 (6)	None
*Hodgenville	2,721	Larue	MC	3,000	600 (6)	None
*Jeffersonton	23,223	Jefferson	MC	41,647	6,000 (6)	HI (100/100); DI (100/100); LI
Lawrenceburg	5,911	Anderson	MC	6,000	900 (6)	None
London	5,757	Laurel	MC	12,500	1,800 (6)	None
*Madisonville	16,203	Hopkins	MC	8,256	5,733 (6)	HI (100/0); DI (0/0); LI
*Martin	694	Floyd	MC	6,000	600 (6)	None
Monticello	5,357	Wayne	MC	15,000	900 (6)	None
*Morehead	8,357	Rowan	MC	3,600	900 (6)	HI (100/100); DI (100/100); LI
Mount Sterling	5,362	Montgomery	MC	10,000	900 (13)	None
Mount Washington	5,256	Bullitt	MC	7,200	2,700 (6)	None
*Pineville	2,198	Bell	MC	8,400	600 (8)	HI (100/100); DI (100/0)
Princeton	6,940	Caldwell	MC	8,000	2,400 (6)	None
Russell	4,014	Greenup	MC	4,800	\$90/mtg (6)	None
Russellville	7,454	Logan	MC	10,500	4,200 (6)	HI (100/90); LI
Shepherdsville	4,805	Bullitt	MC	4,800	2,100 (6)	HI (100/100);
Southgate	3,266	Campbell	MC	2,516	1,144 (6)	None
Versailles	7,269	Woodford	MC	17,500	4,800 (6)	HI (100/0); LI
*West Liberty	1,887	Morgan	MC	1,200	1,200 (6)	None
Wilmore	4,215	Jessamine	MC	9,310	3,109 (6)	None
<u>5th Class (1,000 to 3,000)</u>						
Albany	2,062	Clinton	MC	7,000	1,200 (6)	None
Audubon Park	1,520	Jefferson	MC	0	0 (6)	None

TABLE IX

MUNICIPAL GOVERNMENT OFFICIALS' COMPENSATION REPORT
 SELECTED KENTUCKY CITIES BY CLASS

<u>City</u>	<u>Population</u>	<u>County</u>	<u>Form</u>	<u>Mayor's Salary</u>	<u>Legislative Body Salary (#)</u>	<u>Other Benefits (***)</u>
Barbourmeade	1,386	Jefferson	COMM	300	300 (4)	None
Beattyville	1,131	Lee	MC	1,200	600 (6)	None
*Burgin	1,009	Mercer	MC	1,800	0 (6)	None
Burkesville	1,815	Cumberland	MC	4,200	1,200 (6)	None
Cadiz	2,148	Trigg	MC	1,500	900 (6)	None
Cave City	1,953	Barren	MC	1,800	600 (6)	None
Clay City	1,258	Powell	MC	400	80 (6)	None
Cloverport	1,207	Breckinridge	MC	0	0 (6)	None
Cold Spring	2,886	Campbell	MC	2,734	1,312 (6)	None
Crescent Springs	2,749	Kenton	MC	2,000	1,200 (6)	None
Dry Ridge	1,601	Grant	MC	3,500	500 (6)	None
Hardinsburg	1,906	Breckinridge	MC	6,000	1,200 (6)	None
Hartford	2,532	Ohio	MC	2,400	600 (6)	None
Indian Hills	1,074	Jefferson	MC	0	0 (4)	None
Irvington	1,180	Breckinridge	MC	300	150 (6)	None
Jamestown	1,541	Russell	MC	3,600	24 (6)	None
La Center	1,040	Ballard	MC	0	0 (6)	None
*Lakeside Park	3,131	Kenton	MC	2,400	900 (6)	None
*Lancaster	3,421	Garrard	MC	0	750 (6)	None
Livermore	1,534	McLean	MC	0	0 (6)	None
Muldraugh	1,376	Meade	MC	1,800	300 (6)	HI (75/60)
Munfordville	1,556	Hart	MC	0	0 (6)	None
Rolling Hills	1,135	Jefferson	MC	1,200	600 (4)	None
Tompkinsville	2,861	Monroe	MC	2,400	\$15/mtg (6)	None
Uniontown	1,008	Union	MC	1,200	720 (6)	None
Walton	2,034	Boone	MC	1,000	500 (6)	None

TABLE IX

MUNICIPAL GOVERNMENT OFFICIALS' COMPENSATION REPORT
SELECTED KENTUCKY CITIES BY CLASS

<u>City</u>	<u>Population</u>	<u>County</u>	<u>Form</u>	<u>Mayor's Salary</u>	<u>Legislative Body Salary (#)</u>	<u>Other Benefits (***)</u>
Whitesburg	1,636	Letcher	MC	0	24 (6)	None
*Williamstown	3,033	Grant	MC	2,400	1,200 (6)	None
<u>6th Class (Less than 1,000)</u>						
Barlow	706	Ballard	COMM	120	120 (4)	None
Booneville	300	Owsley	COMM	\$5/mtg	\$5/mtg (4)	None
Caneyville	549	Grayson	MC	4,200	0 (4)	DI (100/0); HI (100/0)
Crab Orchard	825	Lincoln	COMM	0	0 (4)	None
Crestview	356	Campbell	COMM	400	300 (4)	None
*Crestwood	1,435	Oldham	COMM	0	0 (4)	None
Dixon	552	Webster	COMM	\$35/mtg	\$35/mtg (4)	None
Fordsville	522	Ohio	MC	600	150 (4)	None
Fountain Run	259	Monroe	MC	0	0 (4)	None
Frenchburg	625	Menifee	COMM	2,400	0 (4)	None
Hanson	450	Hopkins	COMM	\$25/mtg	\$25/mtg (4)	None
Hazel	460	Calloway	MC	\$45/mtg	\$20/mtg (4)	None
Hyden	375	Leslie	COMM	0	0 (4)	None
Inez	511	Martin	COMM	3,600	2,400 (4)	None
Loretto	820	Marion	MC	0	0 (4)	None
New Castle	893	Henry	COMM	600	600 (4)	None
New Haven	796	Nelson	COMM	300	200 (4)	None
Pippa Passes	195	Knott	MC	0	0 (4)	None
Rolling Fields	593	Jefferson	MC	0	0 (4)	None
Sacramento	563	McLean	COMM	750	400 (4)	None
Salem	770	Livingston	COMM	780	420 (4)	None

TABLE IX

MUNICIPAL GOVERNMENT OFFICIALS' COMPENSATION REPORT
 SELECTED KENTUCKY CITIES BY CLASS

<u>City</u>	<u>Population</u>	<u>County</u>	<u>Form</u>	<u>Mayor's Salary</u>	<u>Legislative Body Salary (#)</u>	<u>Other Benefits (***)</u>
Science Hill	628	Pulaski	MC	1,800	900 (4)	None
Simpsonville	907	Shelby	MC	1,200	600 (4)	None
Taylorsville	774	Spencer	MC	3,252	2,422 (4)	None
*Union	1,001	Boone	COMM	540	\$45/mtg (4)	None
Warfield	364	Martin	MC	2,400	2,400 (4)	None
Wheelwright	721	Floyd	COMM	0	0 (4)	None
Whitesville	682	Davies	COMM	1,800	599 (4)	None
*Wurtland	1,221	Greenup	COMM	500	200 (4)	None

* Population does not comply with constitutional requirements.

** Lexington/Fayette County were merged into the state's only urban county government in 1973. Lexington was a city of the second class at the time of the merger.

*** DI-Dental Insurance; HI-Health Insurance; LI-Life Insurance; PS-Pay Supplement; R-Retirement system contributions. Numbers within parentheses () represent percentage of insurance paid for by city for single/family plans.

MC-Mayor-Council; CM-City Manager; COMM-Commission; UCG-Urban County Government; MA-Mayor-Alderman

\$25/meeting salary is put into charitable fund which is used to purchase items for worthy causes. Most recent monies used to purchase tv sets for senior citizen high rise building in city.

For this portion of the report, salary data was taken from the "1992 Annual Wage and Salary Survey of Kentucky City Officials", prepared by the Kentucky League of Cities; population data provided by the U.S. Bureau of the Census; December, 1992; and telephone polls conducted by LRC staff.

Table X
Average Annual Salary for City Officials in Surrounding States

State	Year	Population	Mayor	Legislative Body	Constitutional or Statutory Maximums
Illinois	1990	(3,000 to 7,999)	\$6,665	\$1,876	None
		(8,000 to 19,999)	\$11,156	\$3,481	
		(20,000 to 100,000)	\$15,691	\$3,023	
		(over 100,000)	\$57,779	\$12,800	
Indiana	1993	(under 2,999)	\$8,312	\$1,508	None
		(3,000 to 7,999)	\$23,103	\$2,685	
		(8,000 to 19,999)	\$33,464	\$2,662	
		(20,000 to 100,000)	\$45,658	\$6,115	
	(over 100,000)	\$72,238	\$11,507		
Missouri (cities reporting no salary not included)	1992	(under 1,000)	\$738	\$348	None
		(1,000 to 2,999)	\$2,382	\$847	
		(3,000 to 7,999)	\$3,808	\$1,348	
		(8,000 to 19,999)	\$4,754	\$1,472	
	(20,000 to 100,000)	\$12,732	\$3,571		
	(over 100,000)	\$23,300	\$14,610		
Ohio			Mayor Council (City Manager)		None
	1992	(under 1,000)	\$1,979	\$626	
	1992	(1,000 to 2,999)	\$4,969 (\$3,325)	\$1,150	
	1992	(3,000 to 4,999)	\$5,981 (\$3,556)	\$1,796	
	1991	(5,000 to 10,000)	\$9,861 (\$2,454)	\$1,848	
	1991	(10,000 to 19,999)	\$24,023 (\$5,209)	\$3,579	
	1991	(20,000 to 39,000)	\$35,669 (\$5,197)	\$4,600	
1991	(40,000 to 79,000)	\$48,779 (\$8,028)	\$5,731		
1991	(over 80,000)	\$62,461	\$18,684		
Tennessee	1992	(under 2,000)	\$2,153	\$681	Private Act and General Law Charters
		(2,000 to 3,999)	\$4,527	\$1,245	
		(4,000 to 7,999)	\$7,102	\$1,342	
		(8,000 to 14,999)	\$7,214	\$2,852	
	(15,000 to 100,000)	\$16,218	\$3,312		
	(over 100,000)	\$78,132	\$10,043		

Table X
Average Annual Salary for City Officials in Surrounding States

Virginia	1990	(3,000 to 8,000)	\$ 1,980	\$ 1,400	Stature: Sec. 14.1-47.1, 47.2
		(8,000 to 20,000)	\$2,949	\$1,877	
		(20,000 to 100,000)	\$6,399	\$4,643	
		(over 100,000)	\$16,750	\$14,200	
West Virginia		no information available			By ordinance--no change during term



GENERAL ASSEMBLY
COMMONWEALTH OF KENTUCKY

REGULAR SESSION 1992

SENATE CONCURRENT RESOLUTION NO. 65

TUESDAY, FEBRUARY 25, 1992

The following concurrent resolution was reported to the House from the Senate and ordered to be printed.

A CONCURRENT RESOLUTION directing a study of the compensation of local government officials in the Commonwealth.

WHEREAS, local government officials should be justly compensated for their responsibilities and duties; and

WHEREAS, a supplementary income source can raise ethical questions and hinder officials in the fulfillment of their work; and

WHEREAS, the General Assembly may want to change the salary restrictions in the Constitution to recognize the present situation of local government officials;

NOW, THEREFORE,

Be it resolved by the Senate of the General Assembly of the Commonwealth of Kentucky, the House of Representatives concurring therein:

1 Section 1. That the Legislative Research Commission
2 conduct a detailed study of the compensation of local
3 government officials throughout the Commonwealth and
4 assess its viability in light of an official's duties,
5 compensation given in comparable work situations, and
6 present economic realities.

7 Section 2. That the details of the study, along with
8 suitable legislative proposals, be completed no later than
9 July 1, 1993, for referral to the appropriate committee of

1 jurisdiction to consider the results of the study.

2 Section 3. Staff services to be utilized in
3 completing this study are estimated to cost ten thousand
4 dollars (\$10,000). These staff services shall be provided
5 from the regular commission budget, and are subject to the
6 limitations and other research responsibilities of the
7 commission.



1

2

3

4

