



Government Accountability

Will Clark and Mari Henderson
National Conference of State Legislatures
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The Summer Government Accountability Committee

(1) ways to ensure that the Legislative Branch is accountable to the people of Vermont by creating new processes and metrics by which to measure accountability

No. 53. An act relating to boards and commissions.

(H.125)

It is hereby enacted by the General Assembly of the State of Vermont:

* * * Government Accountability Committee * * *

Sec. 1. REPEAL OF GOVERNMENT ACCOUNTABILITY COMMITTEE

2 V.S.A. chapter 28 (Government Accountability Committee) is repealed.

Sec. 2. GOVERNMENT ACCOUNTABILITY; LEGISLATIVE INTENT

It is the intent of the General Assembly that the House Committee on Government Operations and Military Affairs and Senate Committee on Government Operations should reexamine the principle of government accountability with a focus on how evidence is used to inform policy, how information is publicly conveyed, and the Committees should propose statutory amendments as needed to accomplish these goals.

Sec. 2a. GOVERNMENT ACCOUNTABILITY; SUMMER

Vermont Act No. 53

State Legislative Oversight Tools



Committees



Studies & Analysis



Rules Review



Sunset & Sunrise



Evaluation & Audit

Vermont Act No. 53

(2) ways to ensure equity in pay across commissions, boards, and joint legislative committees based on the nature of the service and required skill level;

(3) ways to ensure equitable participation on boards and commissions and in any public engagement process mandated by the State or General Assembly by providing appropriate compensation and material support; and

(4) codifying mechanisms for controlling and restraining the increasing number of commissions, boards, and joint legislative committees.

Pay Equity Laws



California Equal Pay Act

Cal. Labor Code § 1197.5



Vermont Fair Employment Practices Act

VT Stat. Tit. 21 Sec. 495 et seq.



Illinois Equal Wage Act

820 Ill. Comp. Stat. 110/1, et. seq.

Board Compensation



Reports



Analysis



Practices

Board and Commission Compensation Statutes



Maine:

<https://www.mainelegislature.org/legis/statutes/5/title5sec12004-A.html>

Michigan:

[https://www.legislature.mi.gov/\(S\(pj0yqgibjoj2hnffmxtbb4bx\)\)/mileg.aspx?page=getObject&objectName=mcl-380-621](https://www.legislature.mi.gov/(S(pj0yqgibjoj2hnffmxtbb4bx))/mileg.aspx?page=getObject&objectName=mcl-380-621)

Washington:

<https://apps.leg.wa.gov/rcw/default.aspx?cite=43.03&full=true#43.03.050>



Compensation Reports

Boards and Commissions with Salaries or Other Compensation December 2022

Boards and Commissions with Salaries or Other Compensation

Page:3

| Title | Function | Salary |
|---|--|--|
| Court of Claims | The Court rules on claims filed against state, except those under Workers' Compensation or Workers' Occupational Diseases Acts, or claims for expenses in civil litigation. | Chief Justice, \$69,792 per year. Judges, \$64,395 per year. |
| Criminal Justice Information Authority, Illinois | The Authority coordinates use of information in criminal justice system; issues regulations to ensure privacy of criminal history records consistent with state and federal laws; undertakes research in new information technologies; serves as clearing house for federal, state, and local studies and projects related to law enforcement, prosecution, and corrections. | Members reimbursed for expenses. Compensation not specified for Chairperson. Executive Director, \$141,500 per year. |
| Deaf and Hard of Hearing Commission | The Commission represents concerns, needs, and recommendations of deaf or hard of hearing persons. | Members reimbursed for expenses, plus up to \$50 per diem. |
| Deaf-Blind Individuals, Advisory Board for Services for | The Board advises State Superintendent of Education, Governor, and General Assembly on education and care of deaf/blind individuals; recommends standards and payment rates for facilities serving deaf and blind. | Members reimbursed for expenses, plus \$50 per diem, except full-time state employees. |
| Developmental Disabilities, Illinois Council on | The Council represents individuals with developmental disabilities, parents or guardians of children with developmental disabilities, or immediate relatives or guardians of adults with developmental disabilities who cannot advocate for themselves. | Members reimbursed for expenses, plus up to \$50 per diem. Director, not specified. |
| Education, State Board of | The Board supervises public school system from preschool through grade 12 and vocational education, and is responsible for educational policies and guidelines for both public and private schools; provides legal counsel to local school districts on matters relating to School Code; approves curricula regarding teachers training; certifies teachers and assists in teacher placement; audits claims for state and federal education funds. | Members, expenses plus \$50 per day of meeting. Superintendent's compensation set by board. |



<https://www.ilga.gov/commission/lru/Salaries.pdf>



Board and Commission Reports



Kentucky (2012):

<https://apps.legislature.ky.gov/lrc/publications/ResearchReports/RR394.pdf>

Nebraska (2020):

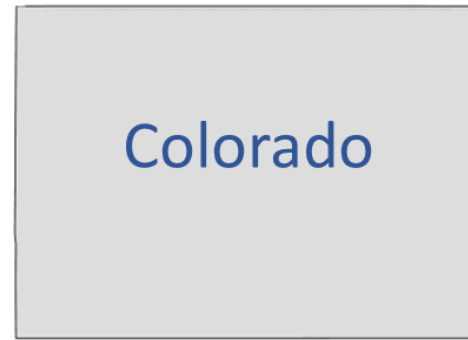
<https://nebraskalegislature.gov/pdf/reports/research/boards2020.pdf>

Oregon (2020):

<https://www.oregonlegislature.gov/lpro/Publications/Issue%20Brief%20-%20Compensation%20for%20Board-Commission%20Members.pdf>



COLORADO
Division of Human Resources
Department of Personnel & Administration



Compensation Analysis

Annual Compensation Analysis

- Measure and compare total compensation offered to the State's classified employees
- Conducted to ensure compensation is competitive
- Findings used to develop recommendations for adjustments to salary and other benefits



About This Report

The State of Colorado (State) FY 2024-25 Annual Compensation Report includes study findings prepared by Mercer with assistance from the Department of Personnel & Administration (Department), and Division of Human Resources (Division). The purpose of the report is to analyze the competitiveness of the State's salary and pay plans against the market data from private and public organizations.

Adjustments to the State's salary structure or components of total compensation are subject to approval and funding by the Governor and General Assembly. Following the legislative process, the State Personnel Director (Director) will announce the final adjustments to compensation and benefits for implementation on July 1, 2024.

For FY 2024-25, Mercer estimated that the State's average base salaries show a variance of -7.9% (below) the market. The State's philosophy (see C.R.S. §24-50-104) is to provide innovative total compensation that meets or exceeds total compensation provided by public or private sector employers or a combination of both, to ensure that the State is able to recruit, motivate, and retain a qualified workforce. Base salaries are a large portion of total compensation and the State should strive to reduce the overall market lag.

https://drive.google.com/file/d/1_3etw0XgMxh5xQnFVZbv5loINHcmP-_Q/view?pli=1



Compensation Commissions

Washington Citizens' Commission on Salaries for Elected Officials



<https://salaries.wa.gov/about-us/how-and-why-commission-was-created>

Missouri Citizens' Commission on Compensation for Elected Officials

Details on Board or Commission

Authority: Article 13

Department: Office of Administration

Mission: The Missouri Citizens' Commission on Compensation for Elected Officials ensures that the power to control the rate of compensation of elected officials is retained and exercised by the tax paying citizens of the state. No elected state official, general assembly member, or judge, except municipal judges, shall receive compensation for the performance of their duties other than in the amount established for each office by the commission.

Function: The Missouri Citizens' Commission on Compensation for Elected Officials sets the compensation of state officials, general assembly members and judges.

SubCommittees: State Elected Officials Committee, General Assembly Committee, Judicial Committee

<https://boards.mo.gov/userpages/Board.aspx?33>

Independent Commission on Compensation for Elected Officials



<https://www.mesaaz.gov/government/advisory-boards-committees/independent-commission-on-compensation-for-elected-officials>

Diversity on State Boards and Commissions

<https://www.cga.ct.gov/2020/rpt/pdf/2020-R-0053.pdf>

The three most common sunrise criteria involve **harm, competency, and protection**. For example:

- Does the unregulated practice harm the public?
- Is the harm due to incompetent practice?
- Is the public unprotected?



Sunrise Reviews



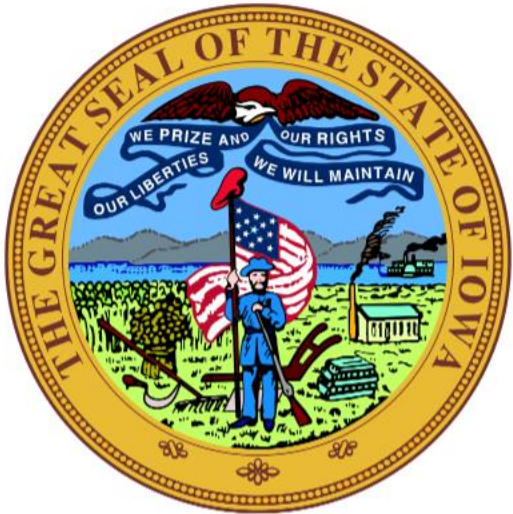
Boards and Commissions Review Committee



Iowa Department of Management



The Boards and Commissions Review Committee, created in the Governor’s alignment bill, is responsible for reviewing the efficiency and effectiveness of all boards, commissions, and other similar entities created in Iowa law. This page contains the agenda for upcoming meetings, approved minutes, and documents relating to the Committee’s recommendations. The Committee is required to submit a report containing its final findings and recommendations to the Governor and the general assembly no later than September 30, 2023.



A REVIEW OF IOWA’S BOARDS & COMMISSIONS FINAL REPORT WITH FINDINGS & RECOMMENDATIONS

<https://dom.iowa.gov/boards-commissions-review-committee>

<https://dom.iowa.gov/resource/boards-commissions-review-committee-recommendations/final-report-findings-recommendations>



Office of the State Auditor

Some State Boards and Commissions Had Vacancies That the Office of the Governor Did Not Fill Immediately When Members' Terms Ended.

Without a full complement of appointees, boards and commissions may lack the knowledge and skills to effectively meet their mission.

Recommendations

2. GOV should implement a review process for any new board or commission created to ensure that it is not duplicative and does not have a mission similar to that of an existing board or commission, and GOV should combine duplicate responsibilities to create a single board or commission.

<https://www.mass.gov/info-details/some-state-boards-and-commissions-had-vacancies-that-the-office-of-the-governor-did-not-fill-immediately-when-members-terms-ended>

Board and Commission Audits

SENATE COMMITTEE ON POST AUDIT AND OVERSIGHT 188TH (2013 - 2014)

Fulfilling Their Mandates? A Review of Massachusetts State Boards and Commissions

Recommendations

- The executive and legislative branches should be undertaking a concerted effort to identify commissions that should be dissolved or sunsetted. This effort should include an internal review by the Governor's Office and the creation of a sunset review commission.
- Both branches should also make greater efforts to identify Massachusetts residents who are qualified and willing to serve on boards that are lacking members.

<https://malegislature.gov/Committees/Detail/S48/188/Documents>

Joint Committees

