

*Report of the  
Utah Legislative Compensation Commission*



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*Prepared for the 2016 General Session of the Utah State Legislature*

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## Legislative Compensation Commission

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December 3, 2015

### To the Utah State Legislature:

The Legislative Compensation Commission (“the Commission”) has completed its report for the 2016 General Session of the Utah State Legislature.

Utah law requires the Commission to “study and formulate recommendations concerning the salary levels of Utah state legislators...[basing] the study and recommendations upon maintaining a citizen Legislature in Utah, but compensating members fairly for their service in order that all individuals have an opportunity to serve.” The law further requires the Commission to submit its recommendations to each member of the Legislature “concerning changes, if any, which should be made in the salary plan and its administration for state legislators,” by January 2nd of each even-numbered year.

As in prior years, the Commission reviewed data from state and national sources, including surveys of all 50 states’ legislative compensation levels.

We acknowledge that the legislature has implemented the Commission’s recommendations made two years ago, namely an increase to compensation paid for service in specific legislative leadership positions.

**This year**, we reviewed and recommend no increases to the daily rate and leadership pay. Our recommendations are listed on page 21 of the report; discussions of these recommendations begin on page 18.

We were asked by the Majority Leader of the House of Representatives to consider authorizing daily rate compensation for the “authorized legislative training days” which per HJR 6, *Joint Rules Resolution Providing for Reimbursement for Legislative Training Days*, (2015 General Session). We are making that recommendation subject to considerations outlined in our report.

Legislators’ eligibility to participate in state-sponsored health insurance and other benefits are a considerable part of the compensation paid to legislators. We considered whether a legislator could opt out of these benefits and receive a (albeit reduced) payment in lieu of health insurance. As no such program currently exists for state employees or legislators, we recommend the legislature study the costs and benefits for such a program.

Finally, the Commission considered whether or not to provide additional compensation for legislators in rural and distant districts. While we acknowledge that all legislators incur time away from their occupations and families in the service of their constituents and for legislative and other authorized meetings, we note that rural and distant legislators incur significantly more time and expense due the size and location of their respective districts. We offer no recommendations at this time but intend to give the matter more consideration in the future. We welcome your input.

On behalf of the citizens and residents of this great state, we thank you for your service in the Senate and House of Representatives.

Sincerely,

## ***The Utah Legislative Compensation Commission***

David Pyne, Chair  
Derek Larsen  
David L. Rail  
James R. Gowans  
Matthew G. Bell, Vice Chair  
Ronald K. Mortensen  
Robert Hunter

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## Introduction

Article VI, Section 9, of the *Utah Constitution* (see Appendix B) states that the Legislature may not increase the salaries of its members on its own initiative, but shall provide by law for the appointment by the governor of a citizens' salary commission to make recommendations concerning the salaries of members of the Legislature.

Utah Code Annotated (UCA) 36-2-3 provides that the salaries of members of the legislature are based on recommendations of the Legislative Compensation Commission. UCA 36-2-4 outlines the composition of the Commission. UCA 36-2-5 declares the duties of the Commission. (For reference, each section is included in Appendix B of this report).

### Legislative Compensation Commission

Pursuant to UCA 36-2-4, the Utah Legislative Compensation Commission is composed of seven members appointed by the governor to serve four-year terms. Members represent a cross section of workforce interests, major geographic areas of the state, and different political parties. Persons employed in the legislative, judicial, and executive branches are not eligible for appointment.

Appointed commissioners and their qualifications to serve are listed below:

<i>Name</i>	<i>Occupation</i>	<i>Residence</i>	<i>Political Party</i>	<i>Term Expires</i>
David Pyne	Attorney	West Jordan	Republican	4/1/2017
Derek Larsen	Business development director	South Jordan	Democrat	4/1/2017
David L. Rail	Insurance sales	Provo	Republican	4/1/2019
James R. Gowans	Rancher and former legislator	Tooele	Democrat	4/1/2019
Matthew G. Bell	County Commissioner	Ogden	Republican	4/1/2017
Ronald Mortensen	Information technology consultant	Herriman	Republican	4/1/2019
Robert Hunter	Nonprofit administrator	Ogden	Democrat	4/1/2019

By law, the Governor's Office of Management and Budget staffs the commission.

### Duties of the Legislative Compensation Commission

UCA 36-2-5 outlines the duties of the Commission which are to "study and formulate recommendations concerning the salary levels of Utah state legislators...[basing] the study and recommendations upon maintaining a citizen Legislature in Utah, but compensating members fairly for their service in order that all individuals have an opportunity to serve." The law further requires the Commission to submit its recommendations to each member of the Legislature

“concerning changes, if any, which should be made in the salary plan and its administration for state legislators,” by January 2nd of each even-numbered year.

## Salaries of Members Based on Recommendations

The required statutory recitation of UCA 36-2-3 is included in Appendix B of this report. Subsection 1 declares that legislator salaries are to be automatically set January 1 of the odd-numbered year following the recommendations included in the report issued by January 2 of the preceding even-numbered year. It also provides that salaries shall be set either on a daily or annual basis. Subsection 2 allows the legislature to reject or decrease the salary recommendation but not to increase it. If it does neither, it “[has] by law accepted the Legislative Compensation Commission recommendations.” Thus, unless rejected or decreased by the legislature, legislator salaries as recommended in this year’s report will be effective January 1, 2017.

## **Background**

### The Utah State Legislature

The Utah State Legislature consists of 75 members of the House of Representatives and 29 members of the Senate. Representatives are elected to serve two-year terms, and Senators are elected to serve four-year terms. The legislative session begins on the fourth Monday in January and lasts 45 consecutive calendar days. Special sessions may be called either by the governor to work on particular issues or by the Legislature to override gubernatorial vetoes. Interim legislative committees meet outside of the general session and meetings are typically held about once a month.

### National Conference of State Legislatures

Much of the comparative data considered by the Commission was obtained from the National Conference of State Legislatures (NCSL), which describes itself as “a bipartisan organization that provides research, technical assistance, and opportunities for policymakers to exchange ideas on ... state issues.”<sup>1</sup> NCSL categorizes Utah as a traditional citizen legislature (and that phrase is used throughout this report):

“On average lawmakers spend the equivalent of half of a full-time job doing legislative work. The compensation they receive for this work is quite low and requires them to have other sources of income in order to make a living. [These] states have relatively small

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<sup>1</sup> “Mission and Governance,” Pound, William T., retrieved August 12, 2013 from <http://www.ncsl.org/about-us.aspx>.



staffs. They are often called traditional or citizen legislatures and they are most often found in the smallest population, more rural states.”<sup>2</sup>

The study referenced above groups the 50 state legislatures into Red, White, and Blue states, with Red states requiring the most time of their legislators and Blue states the least. The distinction is useful when comparing legislator compensation surveys. NCSL’s report, *Full and Part-Time Legislators*, is reprinted in Appendix A.

### Looking Back: 2014 Report of the Legislative Compensation Commission

The Commission in its 2014 report noted that four recommendations made previously were proactively adopted by the Legislature in the 2013 General Session. Those changes significantly increased legislator salaries to \$273 per day, and made more transparent compensation and reimbursements for legislators. The Commission concluded that the increase was significant and needed no adjustment in 2015.

The 2014 Commission also reviewed leadership pay, recommending that the Legislature’s leaders should receive additional compensation for the additional burden placed upon them. Beginning January 1, 2015, additional compensation for the Senate President and the Speaker of the House was increased to \$5,000 per year, to \$4,000 per year for Majority and Minority Leaders in both chambers, and to \$3,000 per year for other specified members of the respective Majority and Minority Leadership teams and for the two chairpersons of the Executive Appropriations Committee. No legislation was required for these changes.

## **Legislator Compensation**

Joint Rule (JR) 5-3-101 states: “A legislator shall receive daily compensation...for authorized legislative days as defined in Section JR5-1-101.”<sup>3</sup>

### Salary

Utah’s state legislators receive a daily salary of \$273 per day for all authorized legislative days<sup>4</sup>, which includes the 45-day general session, plus special session days, veto override session days, interim days (designated by the Legislative Management Committee) or any other day that includes a meeting of a committee, subcommittee, commission, task force, or other legislative

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<sup>2</sup> “Full and Part-Time Legislatures,” updated June 2009, retrieved August 12, 2013 from [http://www.ncsl.org/legislatures-elections/legislatures/full-and-part-time-legislatures.aspx#side\\_by\\_side](http://www.ncsl.org/legislatures-elections/legislatures/full-and-part-time-legislatures.aspx#side_by_side).

<sup>3</sup> Retrieved from [http://le.utah.gov/xcode/TitleJR5/Chapter3/JR5-3-S101.html?v=JR5-3-S101\\_1800010118000101](http://le.utah.gov/xcode/TitleJR5/Chapter3/JR5-3-S101.html?v=JR5-3-S101_1800010118000101)

<sup>4</sup> Retrieved from [http://le.utah.gov/xcode/TitleJR5/Chapter1/JR5-1-S101.html?v=JR5-1-S101\\_2015031120150311](http://le.utah.gov/xcode/TitleJR5/Chapter1/JR5-1-S101.html?v=JR5-1-S101_2015031120150311)

meeting, provided that the committee, subcommittee, commission, task force, or other entity is created by statute or joint resolution, the legislator’s attendance at the meeting is approved by the Legislative Management Committee, and service and payment for service by the legislator is not in violation of the *Utah Constitution*, including Article V and Article VI, Sections 6 and 7.

For the 45-day general session all legislators receive a lump sum payment of \$12,285 (\$273 x 45 days). This payment is made in January before the start of the legislative session.

Other approved attendance at legislative meetings is paid on an as-earned basis. These include monthly (generally May to December) meetings of interim committees and occasional meetings of appropriations committees outside the legislative session. It is not unusual for legislators to attend ten or more approved meetings outside of the legislative session during a year.

Authorized meetings do not include meetings with local constituents, campaigning, or preparatory work on policy issues outside of an official meeting day.

The current salary model has been in effect since February 1, 2013.

### Leadership Pay

Legislators serving in certain leadership positions receive additional pay annually for the additional duties and responsibilities to the legislature or respective caucuses, as follows:

President of the Senate and Speaker of the House of Representatives	\$5,000 each
Majority and Minority Party Leaders	\$4,000 each
Majority and Minority Whips, Assistant Whips, Caucus Managers, and both chairpersons of the Executive Appropriations Committee	\$3,000 each

Leadership pay was most recently increased effective January 1, 2015.

### Per Diems and Expense Reimbursements

UCA 36-2-5(3) states “the commission may take into account the amounts received by legislators for legislative expenses, but may not review the propriety of, or recommend amounts for, legislative expenses.” Accordingly, this summary on expenses is for information only.

JR5-2-101<sup>5</sup> through 103 addresses reimbursement for lodging, meals, and transportation. Legislators may claim reimbursements for actual lodging, meal expenses, and transportation

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<sup>5</sup> Retrieved from [http://le.utah.gov/xcode/TitleJR5/Chapter2/JR5-2.html?v=JR5-2\\_1800010118000101](http://le.utah.gov/xcode/TitleJR5/Chapter2/JR5-2.html?v=JR5-2_1800010118000101)

costs incurred by the legislator in association with the legislator's official duties for an authorized legislative day.

Reimbursements for expenses may not exceed the per diem rates published in administrative rules governing the reimbursement of lodging, meal, or transportation expenses for state employees. Minimum travel distance requirements (50 miles for lodging and 100 miles for meals) applicable to state employees do not apply to legislators. Receipts are required.

Administrative Rule R25-7, *Travel-Related Reimbursements for State Employees*<sup>6</sup>, as in effect on October 1, 2015, outlines state policy and procedure, and provides (in-state amounts):

- Lodging - \$70 per night with exceptions for specified cities (Salt Lake City metropolitan area is \$100 maximum)
- Meals - \$40 per day (\$10 - breakfast, \$14 - lunch, \$16 - dinner)
- Transportation – private vehicle reimbursement is \$0.56 per mile if a state vehicle is not available for use; parking expenses, and public and commercial transportation costs are also permitted.

All expenses are subject to procedures established, and reviews, by the Legislative Expenses Oversight Committee for each legislative body.

### ***Communication Devices***

JR5-5-101 allows for reimbursement the monthly plan costs for communication devices such as cell phones. Currently legislators are given three options<sup>7</sup>:

- (1) a mobile phone and plan provided by the Legislature,
- (2) no mobile phone or plan, or
- (3) up to \$79 per month expense reimbursement for a personal cell phone and plan.

### **Benefits**

While the commission's duties, as outlined in UCA 36-2-5, do not explicitly mention benefits, health (including dental and vision) insurance, life insurance, and retirement plans have been made available to legislators. It is helpful then to list these benefits for they do form a significant part of legislators' compensation.

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<sup>6</sup> Retrieved from <http://www.rules.utah.gov/publicat/code/r025/r025-007.htm>

<sup>7</sup> Utah Office of Legislative Research and General Counsel. Utah Legislator Compensation and Benefits. July 2015

## ***Retirement Benefits***

Legislators are eligible for retirement benefits after four years of service. Since 2010, when the legislature limited future liability for pensions by replacing the pension plan with a defined contribution plan, legislators' retirement benefits are based on two tiers:

- Tier 1, *Utah Governors' and Legislators' Retirement Act*<sup>8</sup>

Legislators entering office before July 1, 2011 remain eligible for service credit under the pension program. Legislators are eligible for these retirement benefits: 1) if they have reached age 65 and have served four or more years or 2) have reached age 62 and have served ten or more years (subject to actuarial reduction). The retirement benefit is equal to \$10 per month, increased semiannually up to two percent based on the Consumer Price Index, for each year of service as a legislator. The amount as of July 1, 2015 is \$29.20 per month. An additional \$3.50 per month for each year of service, is payable to legislators who were members of this plan before March 1, 2000.

- Tier 2, *New Public Employees' Tier II Contributory Retirement Act*<sup>9</sup>

Legislators entering office on or after July 1, 2011 may participate only in the Tier II Defined Contribution Plan. The state contributes ten percent of legislator's eligible compensation to a 401(k) defined contribution plan. The plan vests after four years of eligible service.

Utah Retirement Systems administers both programs.

## ***Health and Dental Benefits***

Legislators may participate in the same health, dental, and life insurance plans available to state employees, which plans are administered by Public Employees Health Plan (PEHP). The state provides traditional health and dental plans as well as HSA-eligible plans.

Costs for the traditional medical and dental plans are split as follows:

- 90 percent employer share of premium
- 10 percent employee share of premium

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<sup>8</sup> UCA 49-19, for a summary of the plan, see *Utah Governors and Legislators Retirement Plan Highlights, effective July 1, 2015*; pamphlet published by Utah Retirement Systems

<sup>9</sup> UCA 49-22, for a summary of the plan see *Utah Retirement Systems Tier 2 Defined Contribution Plan Highlights, effective July 1, 2015*; pamphlet published by Utah Retirement Systems.

Vision coverage is available at 100 percent premium cost to an employee. For all these plans, a legislator’s share is the same as an employee’s share.

Annual costs<sup>10</sup> to the state (the 90 percent employer share of premium) for a legislator enrolled in a traditional medical plan and a traditional dental plan are as follows:

Coverage	Medical	Dental	Total
Single	\$ 5,127	\$ 318	\$ 5,455
Double	\$10,573	\$ 590	\$11,163
Family	\$14,115	\$1,074	\$15,189

Also available are Health Savings Account (HSA) plans such as STAR and Utah Basic Plus where only the employer contributes and preferred versions of all plans where the employee portion varies and generally costs more.

In addition, the State pays the full premium for basic life insurance coverage of \$25,000 for each active legislator who enrolls in the program. As with state employees, the coverage terminates when the legislator is no longer employed by the state.

***Post Retirement Paid-up Health Coverage Benefits<sup>11</sup>***

The state will pay the percentage of the cost of providing paid-up group health coverage for those legislators (and governors) and their surviving spouses, who retire after January 1, 1998, are at least 62 but not yet 65 years of age, and are active members at the time of retirement or have continued coverage with the program until eligible for this benefit. This does not apply to members who began service on or after January 1, 2012.

The state will pay the percentage of the cost of providing Medicare supplemental coverage for life for those legislators (and governors) and their surviving spouses, who retire after January 1, 1998 and are at least 65 years of age. This benefit applies only to those members who began service before July 1, 2013.

The portion of the premium that the state pays for health insurance or Medicare supplemental coverage is determined by the number of years a legislator has served:

- 100 percent for 10 years of service credit
- 80 percent for 8 years of service credit
- 60 percent for 6 years of service credit
- 40 percent for 4 years of service credit

<sup>10</sup> Utah Public Employees Health Program, *2015-2016 Benefits Summary*, retrieved from [www.pehp.org](http://www.pehp.org).

<sup>11</sup> Retrieved from [http://le.utah.gov/xcode/Title49/Chapter20/49-20-S404.html?v=C49-20-S404\\_1800010118000101](http://le.utah.gov/xcode/Title49/Chapter20/49-20-S404.html?v=C49-20-S404_1800010118000101)

## **Analysis of Data**

[All tables hereinafter referenced are found in Appendix A.]

### Surveys

The annual salary and expenditure survey from the National Conference State Legislatures (NCSL) gives a description of the salary and per diem expenses or allowances of each of the 50 state legislatures. State legislatures generally compensate their members in one of three ways:

- (1) an annual salary,
- (2) a daily rate paid for calendar days during the session, or
- (3) a daily rate paid for actual legislative days worked.

NCSL also offers information on leadership pay, retirement, health insurance and other benefits. The Commission reviewed and considered this information.

### Standardization

In order to compare the annual salary, daily salary, and hourly wages of the 49 other state legislatures to Utah's it is necessary to convert each state's salary into an hourly wage. Annual salaries can be converted into daily amounts by dividing by the number of session days. Weekly salaries paid for legislative days worked can be approximately converted to calendar days by dividing by five. Hourly wages paid for legislative work days can be converted by taking the daily rate and dividing by a standard eight hour work day. Furthermore, hourly wages can be converted to hourly wages to include urban and rural per diem rates by taking the daily urban and rural per diem rates and dividing by a standard eight hour work day.

For the purposes of this study, urban areas are generally those areas within 50 miles of the Capitol and rural areas are those areas more than 50 miles from the Capitol. Some states pay different allowances or per diems depending on where a legislator lives. In Utah, where the legislature made changes to per diems as recommended in the *Second Revised Supplemental Report of the Utah Legislative Compensation Commission Prepared for the 2012 General Session of the Utah State Legislature*, the urban and rural rates are generally the same. However, for some comparatives we added the lodging expense in calculating the rural rate.

## Trends/Overview

### ***Hourly Wages***

Utah legislator compensation, when considered as a daily wage ranks 15<sup>th</sup> highest in the nation (see Table 2), equating to an hourly wage of \$34.13. Hawaii ranks number one at \$69.58 an hour and New Mexico, which does not pay any legislative salary, ranks last. The average hourly wage for all state legislatures is \$27.91, while the median is \$23.98.

### ***Hourly Wages plus Per Diems***

When adding in per diems to hourly wages, Utah fell to 21<sup>st</sup> (from 15<sup>th</sup>) in the nation (see Table 6) since 2013. Utah's hourly wage plus urban per diem (expense reimbursement) is \$39.13. Alaska ranks number one at \$87.63 and New Hampshire ranks last. The average hourly wage for all states including urban per diem rates is \$40.04, while the median is \$36.28.

When referencing rural per diems, Utah ranks 13<sup>th</sup> (from 16<sup>th</sup>) at \$51.63 with Alaska first at \$95.41 and New Hampshire last. The average hourly wage for all state legislatures plus rural per diem rates is \$41.95, while the median is \$37.20.

Only 11 states (Alaska, Arizona, Colorado, Hawaii, Idaho, Iowa, Massachusetts, Minnesota, Nebraska, Vermont, and Wisconsin) reported different per diem rates for urban or rural legislators. Most, like Utah, factoring in the cost of lodging for legislators not living within 50 miles of the legislature.

### ***Daily and Annual Salary***

Using daily salaries to compare Utah (\$273) to all other states shows that Utah ranks 14<sup>th</sup> (up from 15<sup>th</sup> two years) in the nation for legislative pay (see Table 2) and is one of eight states (Alabama, Kansas, Montana, Nevada, North Dakota, Vermont and Wyoming are the others) that has a daily salary.

Comparing annual salaries, Utah legislators' \$12,285 (when counting the legislative session only) puts Utah's legislator salaries at 40<sup>th</sup> (as it was two years ago) in the nation (see Table 2).

### ***Western States Comparison***

The comparison of Utah legislators' hourly wages to that of the ten other western states (see Table 7) shows that six states (Arizona, California, Colorado, Idaho, Oregon, and Washington)

pay an annual salary, four states (Montana, Nevada, Utah, and Wyoming pay a daily salary, and one state (New Mexico) pays no salary.

Utah is ranked 4th (previously 3rd) out of the 11 states when considering hourly wage plus urban per diem and is 3rd (previously 4th) out of the 11 states counting hourly wage plus rural per diem (see Table 7). As with Utah's, Washington's top ranked salary plus per diem measured hourly (\$66.60) is the same for urban and rural. Of those that pay, Montana's is lowest at \$24.44.

### ***Traditional and Slightly Less Traditional Citizen Legislatures***

Table 8 compares rates for Utah's traditional citizen legislature with other states with traditional citizen legislatures (Montana, New Hampshire, North Dakota, South Dakota, and Wyoming) and states with slightly less traditional citizen legislatures (Georgia, Idaho, Indiana, Kansas, Maine, Mississippi, Nevada, New Mexico, Rhode Island, Vermont, and West Virginia).

In comparing the traditional citizen legislatures' compensation as an hourly wage, Utah ranks highest. In comparing the traditional citizen legislatures' hourly wage plus urban per diem and hourly wage plus rural per diem, Utah ranks 4th (down from 3rd).

Of all 17 legislatures grouped as traditional or slightly less traditional citizen legislatures, only one state (West Virginia) has a higher hourly wage for legislators and only two (Indiana, Georgia, and West Virginia) have higher combined rates (hourly wage plus per diem).

### ***Legislator Salaries Compared to Other Officials***

In order to compare hourly wages, the executive and judicial branch salaries were divided by 2,088 hours to convert to hourly wages (see Table 18).

While a part-time legislator earns the equivalent of \$34.13 per hour and is eligible for expense reimbursements equating to \$16.75 per hour (\$140 per diem with lodging), the governor earns \$52.63 per hour, the lieutenant governor, attorney general, auditor, and treasurer earn an hourly wage of \$50. Utah's chief justice has an hourly wage of \$72.87, a district judge earns \$65.37 and the state's appointed officials' hourly wages range from \$32.52 to \$77.03. All are eligible for health and retirement benefits.

It should be noted that beginning January 1, 2017, salaries for statewide elected officials will increase per HB 368, *Executive Office Compensation*, (2015 General Session). This will be the first increase for statewide elected officials since 2009. 2017 salaries for each of these positions can be found on Table 18.



## ***Legislator Salaries Compared to Private Sector***

The Utah Department of Workforce Services defines occupations using standard occupational classifications. The standard occupational classifications can then be used for analysis of occupational annual salaries and hourly wages. The following is the standard occupational classification used in this analysis:

General and Operations Manager Standard Occupational Classification (11-1021) Definition: Plan, direct, or coordinate the operations of companies or public and private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Include owners and managers who head small business establishments whose duties are primarily managerial. Exclude "First-Line Supervisors/Managers of Retail Sales Workers" (41-1011) and workers in other small establishments.<sup>12</sup>

Table 19 shows that occupational wages in May 2014 for general and operations managers. The average hourly wage for an inexperienced general and operations manager was \$18.15 in Utah, the median hourly wage was \$34.90 in Utah and \$46.77 nationally. The annual median salary for a general and operations manager in Utah was \$72,600 and \$97,270 nationally.

## ***Leadership Pay***

Table 14 shows the relative rankings of various legislative leaders against their counterparts in the other 49 states. Utah's Senate President and Speaker of the House rank 26th and 34th and respectively while Majority and Minority Leadership rank in the high teens (16th to 19th depending on the position).

Table 15 ranks leadership pay for states with traditional (six states) and slightly less traditional citizen legislatures (11 states). Against these 17 states, Utah's Senate President and Speaker of the House rank 9th and 10th respectively while Majority and Minority Leadership rank 5th.

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<sup>12</sup> Utah Department of Workforce Services, Occupational Wages-Published April 2013 (data from May 2012) for General and Operations Managers, retrieved from <http://jobs.utah.gov/jsp/wi/utalmis/oidoreport.do>.

## Commission Activities

### Meetings

In accordance with UCA 36-2-5, the Commission met during the autumn of 2015 to “study and formulate recommendations concerning the salary levels of Utah state legislators.” Minutes from these meetings are available from Commission staff or by searching the Utah Public Notice Website (<http://www.utah.gov/pmn>) for meetings of the Legislative Compensation Commission.

### Focus

The Commission reviewed the work done in prior years, noting that its 2014 recommendation to increase leadership has been implemented.

For this year’s report, the Commission reviewed the level of daily pay for legislators, leadership pay, discussed whether legislators could be paid to opt out of enrolling in the state’s health insurance program, considered a request to expand eligibility for the daily rate to legislative training days, and considered providing additional compensation for rural and distant legislators.

### *Legislative Salaries*

The Commission reviewed data (see Appendix A) obtained from the National Conference of State Legislatures, Utah Office of Legislative Research and General Counsel, Governor’s Office of Management and Budget, and other sources.

We noted that legislative salaries were significantly changed in 2013 and **recommend no changes to the daily rate of \$273** this year.

### *Authorized Legislative Training Days*

In the 2015 General Session, the legislature adopted HJR 6, *Joint Rules Resolution Providing for Reimbursement for Legislative Training Days*, which added “Authorized legislative training day” to the definitions within Title JR5 - Legislative Compensation and Expenses. In February 2015, Rep. James A. Dunnigan, House Majority Leader, wrote to the Legislative Compensation Commission requesting that the Commission “consider including a recommendation that legislators be paid the daily rate for authorized legislative training days.”

The letter notes that the “authorized legislative training days are narrowly defined in the rule and limited to four per year for a legislator and an extra two for new legislators.” Each house’s Legislative Expenses Oversight Committee is responsible for authorizing legislative training

events such as chair training, issue briefing, legislative leadership instruction, legislative process training, and new legislator orientation, among others.

The Commission concurs with Rep. Dunnigan’s opinion “that time spent in training is vital to being effective as a representative of the citizens of the state and aids the operations of the legislative process.” **Accordingly, we are recommending that the daily rate of \$273 be paid for authorized legislative training days.**

Further, we considered that the “authorization” for training days, as with other approved legislative meetings (see Table 17 in Appendix A), are set by the Legislative Management Committee. **Subject to the limitations set by appropriations, we recommend increasing the limit for the number of authorized legislative training days to a maximum of ten days.**

We note that the legislature appropriated \$70,000 ongoing General Fund for FY 2016 to fund the number of training days listed in HJR 6. Based on the calculation of that amount as provided by the Office of the Legislative Fiscal Analyst the legislature would need to appropriate another \$330,000 to fund ten days for each legislator. We leave it to the determination of the legislature to determine how many days year to year.

We note that HJR 6 included in its definition of “Authorized legislative training day’ ... reimbursement of expenses ... for a legislator or legislator-elect”<sup>13</sup> and whereas UCA 36-2-5(3) states “the commission ... may not review the propriety of, or recommend amounts for, legislative expenses” we are not commenting on the appropriateness of reimbursing legislators-elect.

However, under Utah law, our mandate to recommend compensation extends to “members of the legislature” and not to legislators-elect. Since the Utah Constitution (Article VI, Sections 3 and 4) defines the term of office for a legislator to be “from the first day of January next after their election” (and, of course, new members who are appointed to the legislature by the governor to fill a vacancy) we hold that our recommendation to compensate legislators does not provide for compensation to legislators-elect.

### ***Leadership Pay***

As noted previously in this report, leadership pay was increased per the Commission’s 2014 recommendation. Utah’s leadership pay compared to other states can be seen by perusing Tables 11-15 found in Appendix A.

The Commission **recommends no changes to leadership pay.**

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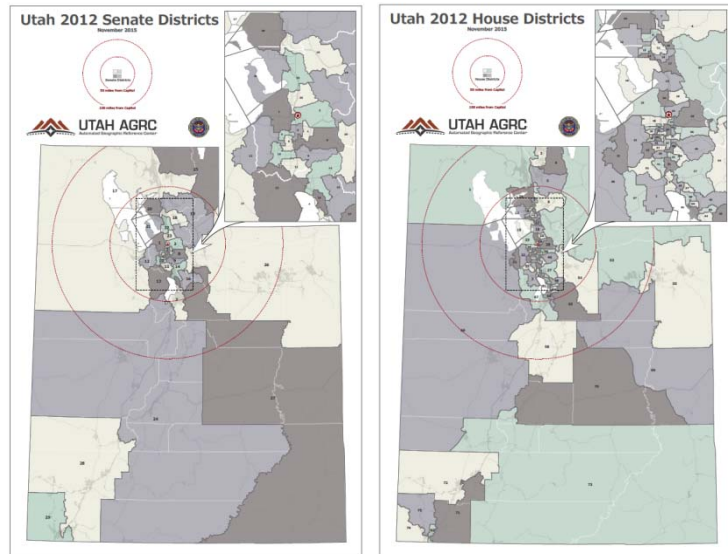
<sup>13</sup> Retrieved from <http://le.utah.gov/~2015/bills/static/HJR006.html>

## Benefits

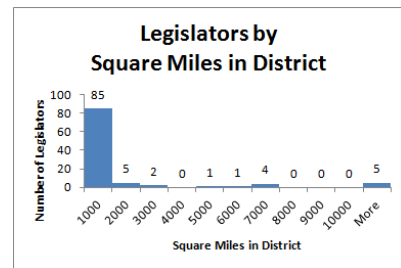
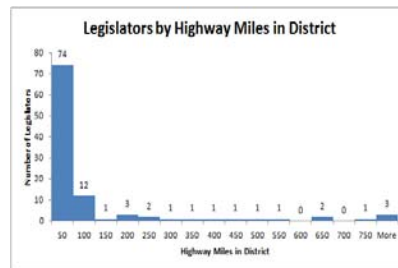
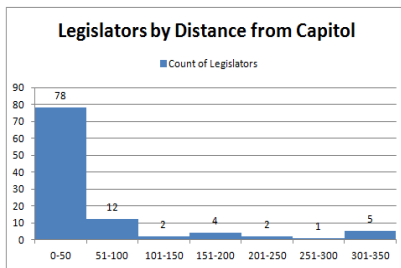
Legislators' eligibility to participate in state-sponsored health insurance and other benefits are a considerable part of the compensation paid to legislators. We considered whether a legislator could opt out of these benefits and receive a (albeit reduced) payment in lieu of health insurance. As no such program currently exists for state employees or legislators, **we recommend the legislature study the costs and benefits for such a program** and to report back if interested.

## Rural Legislators

The Commission considered whether or not to provide additional compensation for legislators in rural and distant districts. While we acknowledge that all legislators incur time away from their occupations and families in the service of their constituents and for legislative and other authorized meetings, we note that rural and distant legislators incur significantly more time and expense due the size and location of their respective districts.



The number of affected legislators is relatively small – of the 104 legislators, 15 reside more than 50 miles from Salt Lake City AND have more than 50 highway miles within their district AND whose districts cover more than 1000 square miles. Another 11 meet two of those thresholds.



While the thresholds may be somewhat arbitrary (NCSL's data on legislative compensation often differentiate rural legislators as being more than 50 miles from the state capital), they along with the respective House and Senate Districts maps (included here) are illustrative of differences of rural as opposed to urban/suburban legislators, most of whom are concentrated along the Wasatch Front.

While we were unable to reach a consensus on this matter and **offer no recommendation(s) at this time**, we are interested in legislators' views as we intend to consider the matter in the future.

## **Recommendation(s)**

Based on our review and analysis of the data contained in this report, the Legislative Compensation Commission **RECOMMENDS:**

- **The daily rate for legislators remains at \$273 per day.**
- **Legislators be paid the daily rate for attendance at authorized legislative training days as set forth in JR5-1-101 and 102, for up to ten days per legislator as approved by the Legislative Management Committee.**
- **Annual leadership pay remain at \$5,000 each for the President of the Senate and Speaker of the House, \$4,000 each for the Majority and Minority Leaders, \$3,000 each for the Majority and Minority Whips, Assistant Whips, both Executive Appropriations Chairs, and the Minority Caucus Leaders.**
- **The legislature studies the costs and benefits of creating an opt-out option with payment in lieu of health and other insurance, and report.**

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**Table 1 – State Legislator Compensation by State, 2015<sup>14</sup>**

State	Base Salary	Session Per Diem Rate
Alabama	Legislators receive a taxable compensation equal to the Alabama median annual household income...set at \$42,849 for 2015.	Alabama Legislators no longer receive a set per diem rate while in session. Legislators are reimbursed for in-state travel expenses ... in accordance with rates and procedures applicable to state employees.
Alaska	\$50,400/year	\$223 or \$249/day (depending on the time of year) tied to the federal rate. Legislators who reside in the Capitol area receive 75% of the Federal rate.
Arizona	\$24,000/year	\$35/day for the first 120 days of the regular session and for special sessions and \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the first 120 days of the regular session and for special sessions and an additional \$10/day thereafter (V). Set by statute.
Arkansas	\$39,400/year	\$150/day (V) plus mileage; tied to the federal rate.
California	\$97,197/year	\$168/day for each day in session.
Colorado	\$30,000/year	\$99/day for members living outside Denver (V). Set by the legislature; \$45/day for members who live 50 or fewer miles from the Capitol.
Connecticut	Salaries range from \$28,000 for rank and file to \$38,689 for President and House Speaker	No per diem is paid. Mileage is \$0.575/mile.
Delaware	\$44,541/year	No per diem is paid.
Florida	\$29,697/year	\$129/day based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia	\$17,342/year	\$173/day (U)
Hawaii	Speaker and President: \$66,504/year. Members: \$59,004/year	\$150/day for members living outside Oahu during session; \$10/day for members living on Oahu.
Idaho	\$16,684 annually; \$20,438 for Speaker & Pro Tem	\$129/day for members establishing a second residence in Boise; \$49/day if no second residence needed and up to \$25/day travel (V).
Illinois	\$67,836/year; members are required to forfeit one day of compensation per month	\$111/per session day.
Indiana	\$24,140.16/year	\$159/day (U); tied to the federal rate.
Iowa	\$25,000/year	\$148/day (U); \$111/day for Polk County legislators (U). Coincides with the federal rate. State mileage rates apply.
Kansas	\$88.66/day (C)	\$129/day.
Kentucky	\$188.22/day	\$141.90/day
Louisiana	\$16,800/year plus additional \$6,000/year (U) expense allowance	\$150/day (U); tied to the federal rate.
Maine	\$14,074/year for 1st regular session; \$9,982/year for 2nd regular session; plus a constituent service allowance (\$2,000/year for Senators and \$1,500/year for Representatives).	\$38/day for lodging, or mileage and tolls in lieu of housing (at a rate of \$0.44/mile up to \$38/day) plus \$32/day for meals.
Maryland	\$45,207 /year for regular members; \$58,718 for President & Speaker	Meals: \$45 / day; mileage: \$0.575 / mile; lodging: \$100/day
Massachusetts	\$60,032.60/year	\$10–\$100/day, depending on distance from the State House (V); set by the legislature.
Michigan	\$71,685/year	\$10,800/year expense allowance for session and interim (V).
Minnesota	\$31,140.90/year	\$86/day for senators and \$66/day for representatives.
Mississippi	\$10,000/year	\$129/day.
Missouri	\$35,915/year	\$103.20/day (U); tied to the federal rate. Verification of per diem is by roll call.
Montana	\$82.64/day (L)	\$112.85/day (U).
Nebraska	\$12,000/year	\$129/day for members residing 50 miles or more from the Capitol; \$46/day for members inside the 50-mile radius. Mileage rate is \$0.56.
Nevada	\$146.29/day for maximum of 60 days of session; there is in effect a voluntarily 2.3 percent reduction of their salaries for the session.	\$152/per day.
New Hampshire	\$200 two-year term	No per diem is paid.
New Jersey	\$49,000/year; President of the Senate and Assembly Speaker earn an additional 1/3 (\$65,333)	No per diem is paid.
New Mexico	None	\$165/day (V); tied to the federal rate.
New York	\$79,500/year	\$172/full day (including overnight); \$61/partial day.
North Carolina	\$13,951/year Member; \$17,048/year Majority & Minority Leader; \$21,739/year Deputy & Speaker Pro Tempore; \$38,151/year President Pro Tempore & Speaker	\$104/day (U) set by statute. \$0.29 per mile set by statute. Monthly expense allowance: \$559/month Member; \$666/month Majority & Minority Leader; \$836/month Deputy Pro Tempore & Speaker Pro Tempore; \$1,413/month President Pro Tempore & Speaker.
North Dakota	\$167/day during legislative sessions (C)	Lodging reimbursement up to \$1,569 per month (V).
Ohio	\$60,584/year	No per diem is paid.
Oklahoma	\$38,400/year	\$160/day (U); tied to the federal rate.
Oregon	\$23,052/year	\$129/day (U); tied to the federal rate
Pennsylvania	\$85,338.65/year	\$159/day.
Rhode Island	\$15,171/year; President and Speaker receive double.	No per diem is paid. Legislators receive mileage.
South Carolina	\$10,400/year	\$140/day for meals and housing for each statewide session day and committee meeting; tied to the federal rate.
South Dakota	\$6,000/session; \$129/day for interim committees	\$129/legislative day (U); set by the legislature.
Tennessee	\$20,884/year	\$198/legislative day (U); tied to federal rate.
Texas	\$7,200/year	\$190/day (U); set by ethics commission.
Utah	\$273/day (C)	Up to \$100 plus tax/calendar day (V) for lodging reimbursement, tied to in-state travel reimbursement lodging rate for Salt Lake City metropolitan area; up to \$40/day meal reimbursement (V), tied to in-state travel meal reimbursement rates.
Vermont	\$676.56/week during the legislative session only	\$110/day for lodging (overnight stay) or \$61/day for meals; mileage.
Virginia	\$18,000/year for the Senate; \$17,640/year for the House	\$180/day for senators; \$179/day for House members.
Washington	\$42,106/year	\$120/day.
West Virginia	\$20,000/year	\$131/day during session (U)
Wisconsin	\$50,950/year	Maximum per diem is 90% of the federal per diem rate for Madison, which is \$153. Leadership may authorize a lesser amount. Senate: \$88/day (\$44/day for Dane County); Assembly: \$138/day or \$69/day if no overnight stay. Maximum claim is 153 days.
Wyoming	\$150/day during session	\$109/day (V), including travel days for those outside of Cheyenne.

<sup>14</sup> National Conference of State Legislatures, 2015 Legislator Compensation and Living Expense Allowances During Session



**Table 2 – State Legislator Salaries - All States, 2015<sup>15</sup>**

	Annual Salary	Daily Salary	Session Days (C) 2015	Hourly Wage <sup>1</sup>	Hourly Wage Rank	Daily Salary	Daily Salary Rank	Annual Salary	Annual Salary Rank
Alabama	\$42,849		93	\$57.59	5	\$460.74	5	\$42,849	14
Alaska	\$50,400		98	\$64.29	2	\$514.29	2	\$50,400	9
Arizona	\$24,000		81	\$37.04	13	\$296.30	13	\$24,000	25
Arkansas	\$39,400		100	\$49.25	8	\$394.00	8	\$39,400	16
California	\$97,197		284	\$42.78	11	\$342.24	11	\$97,197	1
Colorado	\$30,000		119	\$31.51	17	\$252.10	17	\$30,000	20
Connecticut	\$28,000		147	\$23.81	26	\$190.48	26	\$28,000	22
Delaware	\$44,541 <sup>2</sup>		168	\$33.14	15	\$265.13	15	\$44,541	13
Florida	\$29,697		59	\$62.92	4	\$503.34	4	\$29,697	21
Georgia	\$17,342		80	\$27.10	22	\$216.78	22	\$17,342	35
Hawaii	\$59,004		106	\$69.58	1	\$556.64	1	\$59,004	8
Idaho	\$16,684		89	\$23.43	28	\$187.46	28	\$16,684	36
Illinois	\$67,836		351	\$24.16	25	\$193.26	25	\$67,836	5
Indiana	\$24,140		113	\$26.70	23	\$213.63	23	\$24,140	24
Iowa	\$25,000		145	\$21.55	29	\$172.41	29	\$25,000	23
Kansas		\$88.66 (C)	151	\$11.08	42	\$88.66	42	\$13,388	39
Kentucky		\$188.22	78	\$23.53	27	\$188.22	27	\$14,681	38
Louisiana	\$22,800 <sup>2</sup>		59	\$48.31	9	\$386.44	9	\$22,800	27
Maine	\$12,028 <sup>3</sup>		225	\$6.68	47	\$53.46	47	\$12,028	41
Maryland	\$45,207		89	\$63.49	3	\$507.94	3	\$45,207	12
Massachusetts	\$60,033		358	\$20.96	31	\$167.69	31	\$60,033	7
Michigan	\$82,485 <sup>2</sup>		351	\$29.38	20	\$235.00	20	\$82,485	3
Minnesota	\$31,141		132	\$29.49	19	\$235.92	19	\$31,141	19
Mississippi	\$10,000		86	\$14.53	39	\$116.28	39	\$10,000	44
Missouri	\$35,915		140	\$32.07	16	\$256.54	16	\$35,915	18
Montana		\$82.64 (L)	113	\$10.33	44	\$82.64	44	\$9,338	45
Nebraska	\$12,000		142	\$10.56	43	\$84.51	43	\$12,000	42
Nevada		\$146.29 (C)	119	\$18.29	35	\$146.29	35	\$17,409	34
New Hampshire	\$100 <sup>4</sup>		175	\$0.07	49	\$0.57	49	\$100	49
New Jersey	\$49,000		352	\$17.40	36	\$139.20	36	\$49,000	11
New Mexico	\$0	\$0	60	\$0.00	50	\$0.00	50	\$0	50
New York	\$79,500		358	\$27.76	21	\$222.07	21	\$79,500	4
North Carolina	\$20,659 <sup>2</sup>		213	\$12.12	40	\$96.99	40	\$20,659	29
North Dakota		\$167.00 (C)	113	\$20.88	32	\$167.00	32	\$18,871	31
Ohio	\$60,584		360	\$21.04	30	\$168.29	30	\$60,584	6
Oklahoma	\$38,400		109	\$44.04	10	\$352.29	10	\$38,400	17
Oregon	\$23,052		154	\$18.71	34	\$149.69	34	\$23,052	26
Pennsylvania	\$85,339		359	\$29.71	18	\$237.71	18	\$85,339	2
Rhode Island	\$15,171		170	\$11.16	41	\$89.24	41	\$15,171	37
South Carolina	\$10,400		178	\$7.30	46	\$58.43	46	\$10,400	43
South Dakota	\$6,000 <sup>4</sup>		76	\$9.87	45	\$78.95	45	\$6,000	48
Tennessee	\$20,884		99	\$26.37	24	\$210.95	24	\$20,884	28
Texas	\$7,200		139	\$6.47	48	\$51.80	48	\$7,200	47
Utah		\$273.00 (C)	45	\$34.13	14	\$273.00	14	\$12,285	40
Vermont		\$135.31 (C)	129	\$16.91	38	\$135.31	38	\$17,455	33
Virginia	\$17,743 <sup>6</sup>		44	\$50.41	7	\$403.25	7	\$17,743	32
Washington	\$42,106		102	\$51.60	6	\$412.80	6	\$42,106	15
West Virginia	\$20,000		63	\$39.68	12	\$317.46	12	\$20,000	30
Wisconsin	\$49,943		360	\$17.34	37	\$138.73	37	\$49,943	10
Wyoming		\$150.00 (L)	51	\$18.75	33	\$150.00	33	\$7,650	46

	Hourly Wage <sup>1</sup>	Daily Salary	Annual Salary
(L) = Legislative day; (C) = Calendar Day	Quartile 1	\$17.02	\$14,803.62
(V) = Vouchered; (U) = Unvouchered	Median	\$23.98	\$23,526.00
	Average	\$27.91	\$31,297.13
	Quartile 3	\$36.31	\$44,118.00
	Maximum	\$69.58	\$97,197.00

<sup>1</sup> Calculations based on eight hours per day.

<sup>2</sup> Salary plus fixed annual expense allowance; LA \$16,800+\$6000/year, MI \$71,685+\$10,800/year, NC \$13,951+\$559/month.

<sup>3</sup> Averaged: \$14,074 for first year regular session and \$9,982/year for second year regular session.

<sup>4</sup> New Hampshire pays \$200 for a two-year term; South Dakota pays \$12,000 for a two-year term plus \$129 per day for interim days.

<sup>5</sup> \$676.56 per week during legislative session only.

<sup>6</sup> Averaged \$18,000/year Senate and \$17,640/year House.

<sup>15</sup> National Conference of State Legislatures, 2015 Legislator Compensation and Living Expense Allowances During Session, 2015 Legislative Sessions Calendar (August 12, 2015)

**Table 3 – State Legislative Sessions by State, 2015<sup>16</sup>**

State	Regular Session Convened	Regular Session Adjourned	Organizational Session Date	Calendar Days	Comments
Alabama	3-Mar	4-Jun	13-Jan-15	93	Special session Jul 13 - Aug 11
Alaska	20-Jan	28-Apr		98	2 special sessions Apr 28 - Jun 11
Arizona	12-Jan	3-Apr		81	
Arkansas	12-Jan	22-Apr		100	
California	1-Dec	11-Sep		284	Special session Jun 19
Colorado	7-Jan	6-May		119	
Connecticut	7-Jan	3-Jun		147	Special session Jun 29-30
Delaware	13-Jan	30-Jun		168	
Florida	3-Mar	1-May	18-Nov-14	59	3 special sessions Jun 1-19, Aug 10, Oct 19
Georgia	12-Jan	2-Apr		80	
Hawaii	21-Jan	7-May		106	
Idaho	12-Jan	11-Apr	4-Dec-14	89	Special session May 18
Illinois <sup>1</sup>	14-Jan	31-Dec		351	
Indiana	6-Jan	29-Apr	18-Nov-14	113	
Iowa	12-Jan	6-Jun		145	
Kansas	12-Jan	12-Jun	1-Dec-14	151	
Kentucky	6-Jan	25-Mar		78	
Louisiana	13-Apr	11-Jun		59	
Maine	3-Dec	16-Jul	3-Dec-14	225	Session was extended from Jun 17
Maryland	14-Jan	13-Apr		89	
Massachusetts <sup>1</sup>	7-Jan	31-Dec		358	
Michigan <sup>1</sup>	14-Jan	31-Dec		351	
Minnesota	6-Jan	18-May		132	Special session Jun 12-13
Mississippi	6-Jan	2-Apr		86	
Missouri	7-Jan	27-May		140	
Montana	5-Jan	28-Apr		113	
Nebraska	7-Jan	29-May		142	
Nevada	2-Feb	1-Jun		119	
New Hampshire	7-Jan	1-Jul	3-Dec-14	175	
New Jersey <sup>1</sup>	13-Jan	31-Dec		352	
New Mexico	20-Jan	21-Mar		60	Special session Jun 8
New York <sup>1</sup>	7-Jan	31-Dec		358	
North Carolina	14-Jan	15-Aug	14-Jan-15	213	
North Dakota	6-Jan	29-Apr	1-Dec-14	113	
Ohio <sup>1</sup>	5-Jan	31-Dec		360	
Oklahoma	2-Feb	22-May	6-Jan-15	109	
Oregon	2-Feb	6-Jul	12-Jan-15	154	
Pennsylvania <sup>1</sup>	6-Jan	31-Dec		359	
Rhode Island	6-Jan	25-Jun		170	
South Carolina	13-Jan	10-Jul		178	Session extended from Jun 4
South Dakota	13-Jan	30-Mar		76	
Tennessee	13-Jan	22-Apr	13-Jan-15	99	Special session Feb 2-4
Texas	13-Jan	1-Jun		139	
Utah	26-Jan	12-Mar		45	Special session Aug 19
Vermont	7-Jan	16-May		129	
Virginia	14-Jan	27-Feb		44	Special session Aug 17
Washington	12-Jan	24-Apr		102	3 special sessions Apr 29 - Jul 10
West Virginia	14-Jan	18-Mar	14-Jan-15	63	Session extended from Mar 14
Wisconsin <sup>1</sup>	5-Jan	31-Dec	5-Jan-15	360	2 special sessions Feb 24 - Mar 6 and Jul 7
Wyoming	13-Jan	5-Mar		51	

<sup>1</sup> Legislature meets throughout the year.

<sup>16</sup> National Conference of State Legislatures, 2015 Legislative Sessions Calendar (August 12, 2015)

**Table 4 – State Legislature Composition by State, 2015<sup>17</sup>**

State	Total Seats	Total Senate	Total House
Alabama	140	35	105
Alaska	60	20	40
Arizona	90	30	60
Arkansas	135	35	100
California	120	40	80
Colorado	100	35	65
Connecticut	187	36	151
Delaware	62	21	41
Florida	160	40	120
Georgia	236	56	180
Hawaii	76	25	51
Idaho	105	35	70
Illinois	177	59	118
Indiana	150	50	100
Iowa	150	50	100
Kansas	165	40	125
Kentucky	138	38	100
Louisiana	144	39	105
Maine	186	35	151
Maryland	188	47	141
Massachusetts	200	40	160
Michigan	148	38	110
Minnesota	201	67	134
Mississippi	174	52	122
Missouri	197	34	163
Montana	150	50	100
Nebraska <sup>1</sup>	49	49	0
Nevada	63	21	42
New Hampshire	424	24	400
New Jersey	120	40	80
New Mexico	112	42	70
New York	213	63	150
North Carolina	170	50	120
North Dakota	141	47	94
Ohio	132	33	99
Oklahoma	149	48	101
Oregon	90	30	60
Pennsylvania	253	50	203
Rhode Island	113	38	75
South Carolina	170	46	124
South Dakota	105	35	70
Tennessee	132	33	99
Texas	181	31	150
Utah	104	29	75
Vermont	180	30	150
Virginia	140	40	100
Washington	147	49	98
West Virginia	134	34	100
Wisconsin	132	33	99
Wyoming	90	30	60

<sup>1</sup> Unicameral

<sup>17</sup> National Conference of State Legislatures, 2015 State and Legislative Partisan Composition

**Table 5 – Legislative Session Per Diem Rates - All States, 2015<sup>18</sup>**

State	Urban Per Diem	Rural Per Diem	Urban Per Diem Rank	Rural Per Diem Rank
Alabama <sup>1,2</sup>	\$ -	\$ -	42	42
Alaska	\$ 186.75	\$ 249.00	3	1
Arizona <sup>4</sup>	\$ 35.00 (V)	\$ 60.00 (V)	39	41
Arkansas <sup>2</sup>	\$ 150.00 (V)	\$ 150.00 (V)	13	14
California	\$ 168.00	\$ 168.00	7	7
Colorado	\$ 45.00 (V)	\$ 99.00 (V)	37	38
Connecticut <sup>2</sup>	\$ -	\$ -	42	42
Delaware	\$ -	\$ -	42	42
Florida	\$ 129.00 (V)	\$ 129.00 (V)	19	24
Georgia	\$ 173.00 (U)	\$ 173.00 (U)	5	5
Hawai	\$ 10.00	\$ 150.00	40	14
Idaho <sup>5</sup>	\$ 49.00 (V)	\$ 129.00 (V)	35	24
Illinois	\$ 111.00	\$ 111.00	26	33
Indiana	\$ 159.00 (U)	\$ 159.00 (U)	10	11
Iowa <sup>2</sup>	\$ 111.00 (U)	\$ 148.00 (U)	26	17
Kansas	\$ 129.00 (U)	\$ 129.00 (U)	19	24
Kentucky	\$ 141.90 (U)	\$ 141.90 (U)	16	19
Louisiana <sup>3</sup>	\$ 150.00 (U)	\$ 150.00 (U)	13	14
Maine <sup>2</sup>	\$ 70.00 (U)	\$ 70.00 (U)	32	40
Maryland <sup>2</sup>	\$ 145.00 (V)	\$ 145.00 (V)	15	18
Massachusetts	\$ 10.00 (V)	\$ 100.00 (V)	40	37
Michigan <sup>3</sup>	\$ - (V)	\$ - (V)	42	42
Minnesota <sup>7</sup>	\$ 66.00	\$ 86.00	33	39
Mississippi	\$ 129.00 (U)	\$ 129.00 (U)	19	24
Missouri	\$ 103.20 (U)	\$ 103.20 (U)	30	36
Montana	\$ 112.85 (U)	\$ 112.85 (U)	25	32
Nebraska <sup>2</sup>	\$ 46.00 (V)	\$ 129.00 (V)	36	24
Nevada	\$ 152.00 (U)	\$ 152.00 (U)	12	13
New Hampshire	\$ -	\$ -	42	42
New Jersey	\$ -	\$ -	42	42
New Mexico	\$ 165.00 (V)	\$ 165.00 (V)	8	9
New York <sup>6</sup>	\$ 172.00 (V)	\$ 172.00 (V)	6	6
North Carolina <sup>3,8</sup>	\$ 104.00 (U)	\$ 104.00 (U)	29	35
North Dakota <sup>9</sup>	\$ -	\$ -	42	42
Ohio	\$ -	\$ -	42	42
Oklahoma	\$ 160.00 (U)	\$ 160.00 (U)	9	10
Oregon	\$ 129.00 (U)	\$ 129.00 (U)	19	24
Pennsylvania	\$ 159.00	\$ 159.00	10	11
Rhode Island	\$ -	\$ -	42	42
South Carolina <sup>2</sup>	\$ 140.00	\$ 140.00	17	20
South Dakota	\$ 129.00 (U)	\$ 129.00 (U)	19	24
Tennessee	\$ 198.00 (U)	\$ 198.00 (U)	1	2
Texas	\$ 190.00 (U)	\$ 190.00 (U)	2	3
Utah <sup>1,2</sup>	\$ 40.00 (V)	\$ 140.00 (V)	38	20
Vermont	\$ 61.00	\$ 168.00	34	7
Virginia <sup>7</sup>	\$ 179.00 (U)	\$ 180.00 (U)	4	4
Washington	\$ 120.00	\$ 120.00	24	31
West Virginia	\$ 131.00 (U)	\$ 131.00 (U)	18	23
Wisconsin <sup>7</sup>	\$ 88.00	\$ 138.00	31	22
Wyoming <sup>10</sup>	\$ 109.00 (V)	\$ 109.00 (V)	28	34

(L) = Legislative day; (C) = Calendar Day

(V) = Vouchered; (U) = Unvouchered

<sup>1</sup> Reimburses lodging and meal expenses at the same rate as paid for state employees.

<sup>2</sup> Plus mileage at the state or federal rate.

<sup>3</sup> Plus a fixed annual or monthly expense allowance is included in Table 2.

<sup>4</sup> AZ pays rate for first 120 days of session, then another \$10/day thereafter.

<sup>5</sup> ID also pays up to \$25 for travel expense.

<sup>6</sup> NY pays \$61 for a half day.

<sup>7</sup> MN, VA, WI: Representatives receive the lesser amount, Senators receive the greater.

<sup>8</sup> NC mileage rate is \$0.29/mile.

<sup>9</sup> ND provides a lodging reimbursement up to \$1,569 per month (V).

<sup>10</sup> WY pays for travel days also.

<sup>18</sup> National Conference of State Legislatures, 2015 Legislator Compensation and Living Expense Allowances During Session

**Table 6 – State Legislator Salaries and Per Diem Rates - All States, 2015<sup>19</sup>**

State	Annual Salary (Table 2)	Daily Salary <sup>1</sup> (Table 2)	Urban Per Diem (Table 5)	Rural Area Per Diem (Table 5)	Session Days (C) 2011 (Table 2)	Daily Salary (Table 2)	Daily Salary Rank	Daily Salary + Urban Per Diem	Hourly Wage + Hourly Urban Per Diem	Hourly Wage + Urban Area Per Diem Rank	Total Daily Salary + Rural Area Per Diem	Hourly Wage + Hourly Rural Area Per Diem	Hourly Wage + Rural Area Per Diem Rank
Alabama	\$42,849	\$0.00	\$ - \$0.00	\$0.00	93	\$460.74	5	\$460.74	\$57.59	11	\$460.74	\$57.59	11
Alaska	\$50,400	\$0.00	\$ 186.75	\$249.00	98	\$514.29	2	\$701.04	\$87.63	1	\$763.29	\$95.41	1
Arizona	\$24,000	\$0.00	\$ 35.00 (V)	\$60.00 (V)	81	\$296.30	13	\$331.30	\$41.41	19	\$356.30	\$44.54	20
Arkansas	\$39,400	\$0.00	\$ 150.00 (V)	\$150.00 (V)	100	\$394.00	8	\$544.00	\$68.00	6	\$544.00	\$68.00	6
California	\$97,197	\$0.00	\$ 168.00	\$168.00	284	\$342.24	11	\$510.24	\$63.78	10	\$510.24	\$63.78	10
Colorado	\$30,000	\$0.00	\$ 45.00 (V)	\$99.00 (V)	119	\$252.10	17	\$297.10	\$37.14	25	\$351.10	\$43.89	21
Connecticut	\$28,000	\$0.00	\$ -	\$0.00	147	\$190.48	26	\$190.48	\$23.81	41	\$190.48	\$23.81	43
Delaware	\$44,541	\$0.00	\$ -	\$0.00	168	\$265.13	15	\$265.13	\$33.14	28	\$265.13	\$33.14	32
Florida	\$29,697	\$0.00	\$ 129.00 (V)	\$129.00 (V)	59	\$503.34	4	\$632.34	\$79.04	3	\$632.34	\$79.04	4
Georgia	\$17,342	\$0.00	\$ 173.00 (U)	\$173.00 (U)	80	\$216.78	22	\$389.78	\$48.72	16	\$389.78	\$48.72	17
Hawaii	\$59,004	\$0.00	\$ 10.00	\$150.00	106	\$556.64	1	\$566.64	\$70.83	5	\$706.64	\$88.33	2
Idaho	\$16,684	\$0.00	\$ 49.00 (V)	\$129.00 (V)	89	\$187.46	28	\$236.46	\$29.56	32	\$316.46	\$39.56	25
Illinois	\$67,836	\$0.00	\$ 111.00	\$111.00	351	\$193.26	25	\$304.26	\$38.03	22	\$304.26	\$38.03	26
Indiana	\$24,140	\$0.00	\$ 159.00 (U)	\$159.00 (U)	113	\$213.63	23	\$372.63	\$46.58	17	\$372.63	\$46.58	18
Iowa	\$25,000	\$0.00	\$ 111.00 (U)	\$148.00 (U)	145	\$172.41	29	\$283.41	\$35.43	26	\$320.41	\$40.05	24
Kansas	\$0	\$88.66 (C)	\$ 129.00 (U)	\$129.00 (U)	151	\$88.66	42	\$217.66	\$27.21	35	\$217.66	\$27.21	37
Kentucky	\$0	\$188.22	\$ 141.90 (U)	\$141.90 (U)	78	\$188.22	27	\$330.12	\$41.27	20	\$330.12	\$41.27	22
Louisiana	\$22,800	\$0.00	\$ 150.00 (U)	\$150.00 (U)	59	\$386.44	9	\$536.44	\$67.06	7	\$536.44	\$67.06	7
Maine	\$12,028	\$0.00	\$ 70.00	\$70.00	225	\$53.46	47	\$123.46	\$15.43	48	\$123.46	\$15.43	48
Maryland	\$45,207	\$0.00	\$ 145.00 (V)	\$145.00 (V)	89	\$507.94	3	\$652.94	\$81.62	2	\$652.94	\$81.62	3
Massachusetts	\$60,033	\$0.00	\$ 10.00 (V)	\$100.00 (V)	358	\$177.69	31	\$177.69	\$22.21	42	\$267.69	\$33.46	31
Michigan	\$82,485	\$0.00	\$ - (V)	\$0.00 (V)	351	\$235.00	20	\$235.00	\$29.38	33	\$235.00	\$29.38	36
Minnesota	\$31,141	\$0.00	\$ 66.00 \$0.00	\$86.00	132	\$235.92	19	\$301.92	\$37.74	23	\$321.92	\$40.24	23
Mississippi	\$10,000	\$0.00	\$ 129.00 (U)	\$129.00 (U)	86	\$116.28	39	\$245.28	\$30.66	30	\$245.28	\$30.66	34
Missouri	\$35,915	\$0.00	\$ 103.20 (U)	\$103.20 (U)	140	\$256.54	16	\$359.74	\$44.97	18	\$359.74	\$44.97	19
Montana	\$0	\$82.64 (L)	\$ 112.85 (U)	\$112.85 (U)	113	\$82.64	44	\$195.49	\$24.44	40	\$195.49	\$24.44	42
Nebraska	\$12,000	\$0.00	\$ 46.00 (V)	\$129.00 (V)	142	\$84.51	43	\$130.51	\$16.31	47	\$213.51	\$26.69	38
Nevada	\$0	\$146.29 (C)	\$ 152.00 (U)	\$152.00 (U)	119	\$146.29	35	\$298.29	\$37.29	24	\$298.29	\$37.29	28
New Hampshire	\$100	\$0.00	\$ -	\$0.00	175	\$0.57	49	\$0.57	\$0.07	50	\$0.57	\$0.07	50
New Jersey	\$49,000	\$0.00	\$ -	\$0.00	352	\$139.20	36	\$139.20	\$17.40	46	\$139.20	\$17.40	47
New Mexico	\$0	\$0.00	\$ 165.00 (V)	\$165.00 (V)	60	\$0.00	50	\$165.00	\$20.63	45	\$165.00	\$20.63	46
New York	\$79,500	\$0.00	\$ 172.00 (V)	\$172.00 (V)	358	\$222.07	21	\$394.07	\$49.26	15	\$394.07	\$49.26	16
North Carolina	\$20,659	\$0.00	\$ 104.00 (U)	\$104.00 (U)	213	\$96.99	40	\$200.99	\$25.12	37	\$200.99	\$25.12	40
North Dakota	\$0	\$167.00 (C)	\$ - \$0.00	\$0.00	113	\$167.00	32	\$167.00	\$20.88	44	\$167.00	\$20.88	45
Ohio	\$60,584	\$0.00	\$ -	\$0.00	360	\$168.29	30	\$168.29	\$21.04	43	\$168.29	\$21.04	44
Oklahoma	\$38,400	\$0.00	\$ 160.00 (U)	\$160.00 (U)	109	\$352.29	10	\$512.29	\$64.04	9	\$512.29	\$64.04	9
Oregon	\$23,052	\$0.00	\$ 129.00 (U)	\$129.00 (U)	154	\$149.69	34	\$278.69	\$34.84	27	\$278.69	\$34.84	29
Pennsylvania	\$85,339	\$0.00	\$ 159.00	\$159.00	359	\$237.71	18	\$396.71	\$49.59	14	\$396.71	\$49.59	15
Rhode Island	\$15,171	\$0.00	\$ -	\$0.00	170	\$89.24	41	\$89.24	\$11.16	49	\$89.24	\$11.16	49
South Carolina	\$10,400	\$0.00	\$ 140.00	\$140.00	178	\$58.43	46	\$198.43	\$24.80	38	\$198.43	\$24.80	41
South Dakota	\$6,000	\$0.00	\$ 129.00 (U)	\$129.00 (U)	76	\$78.95	45	\$207.95	\$25.99	36	\$207.95	\$25.99	39
Tennessee	\$20,884	\$0.00	\$ 198.00 (U)	\$198.00 (U)	99	\$210.95	24	\$408.95	\$51.12	13	\$408.95	\$51.12	14
Texas	\$7,200	\$0.00	\$ 190.00 (U)	\$190.00 (U)	139	\$51.80	48	\$241.80	\$30.22	31	\$241.80	\$30.22	35
Utah	\$0	\$273.00 (C)	\$ 40.00 (V)	\$140.00 (V)	45	\$273.00	14	\$313.00	\$39.13	21	\$413.00	\$51.63	13
Vermont	\$0	\$135.31 (C)	\$ 61.00	\$168.00	129	\$135.31	38	\$196.31	\$24.54	39	\$303.31	\$37.91	27
Virginia	\$17,743	\$0.00	\$ 179.00 (U)	\$180.00 (U)	44	\$403.25	7	\$582.25	\$72.78	4	\$582.25	\$72.78	5
Washington	\$42,106	\$0.00	\$ 120.00	\$120.00	102	\$412.80	6	\$532.80	\$66.60	8	\$532.80	\$66.60	8
West Virginia	\$20,000	\$0.00	\$ 131.00 (U)	\$131.00 (U)	63	\$317.46	12	\$448.46	\$56.06	12	\$448.46	\$56.06	12
Wisconsin	\$49,943	\$0.00	\$ 88.00 \$0.00	\$138.00 ###	360	\$138.73	37	\$226.73	\$28.34	34	\$276.73	\$34.59	30
Wyoming	\$0	\$150.00 (L)	\$ 109.00 (V)	\$109.00 (V)	51	\$150.00	33	\$259.00	\$32.38	29	\$259.00	\$32.38	33

Quartile 1	\$24.88	\$26.82
Median	\$36.28	\$38.80
Average	\$40.04	\$42.17
Quartile 3	\$50.74	\$51.50
Maximum	\$87.63	\$95.41

<sup>1</sup> Calculations based on eight hours per day.

<sup>19</sup> National Conference of State Legislatures, 2015 Legislator Compensation and Living Expense Allowances During Session and 2015 Legislative Sessions Calendar (August 12, 2015)

**Table 7 – Legislator Compensation - Western States, 2015<sup>20</sup>**

State	Annual Salary (Table 2)	Daily Salary (Table 2)	Hourly Wage <sup>1</sup> (Table 2)	Hourly Wage + Hourly Urban Per Diem (Table 6)	Hourly Wage + Hourly Rural Per Diem (Table 6)	Hourly Wage + Hourly Urban Per Diem National Rank	Hourly Wage + Hourly Rural Per Diem National Rank	Hourly Wage + Hourly Urban Per Diem Western Rank	Hourly Wage + Hourly Rural Per Diem Western Rank
Arizona	\$24,000		\$37.04	\$41.41 (V)	\$44.54 (V)	19	20	3	4
California	\$97,197		\$42.78	\$63.78	\$63.78	10	10	2	2
Colorado	\$30,000		\$31.51	\$37.14 (V)	\$43.89 (V)	25	21	6	5
Idaho	\$16,684		\$23.43	\$29.56 (V)	\$39.56 (V)	32	25	9	6
Montana		\$82.64 (L)	\$10.33	\$24.44 (U)	\$24.44 (U)	40	42	10	10
Nevada		\$146.29 (C)	\$18.29	\$37.29 (U)	\$37.29 (U)	24	28	5	7
New Mexico			\$0.00	\$20.63 (V)	\$20.63 (V)	45	46	11	11
Oregon	\$23,052		\$18.71	\$34.84 (U)	\$34.84 (U)	27	29	7	8
Utah		\$273.00 (C)	\$34.13	\$39.13 (U)	\$51.63 (U)	21	13	4	3
Washington	\$42,106		\$51.60	\$66.60	\$66.60	8	8	1	1
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	29	33	8	9

(L) = Legislative day; (C) = Calendar Day  
(V) = Vouchered; (U) = Unvouchered

<sup>1</sup> Calculations based on eight hours per day.

<sup>20</sup> National Conference of State Legislatures, 2015 Legislator Compensation and Living Expense Allowances During Session and 2015 Legislative Sessions Calendar (August 12, 2015)

**Table 8 – Legislator Compensation - States with Citizen Legislatures, 2015<sup>21</sup>**

State	Annual Salary	Daily Salary	Hourly Wage <sup>1</sup>	Hourly Wage + Hourly Urban Per Diem	Hourly Wage + Hourly Rural Per Diem	Hourly Wage Citizen Legislature Rank	Hourly Wage + Hourly Urban Per Diem National Rank	Hourly Wage + Hourly Rural Per Diem National Rank	Hourly Wage + Hourly Urban Per Diem Citizen Legislature Rank	Hourly Wage + Hourly Rural Per Diem Citizen Legislature Rank
<b>Traditional Citizen Legislatures</b>										
	(Table 2)	(Table 2)	(Table 2)	(Table 6)	(Table 6)					
Montana		\$82.64 (L)	\$10.33	\$24.44 (U)	\$24.44 (U)	13	40	42	12	12
New Hampshire	\$100		\$0.07	\$0.07	\$0.07	16	50	50	17	17
North Dakota		\$167.00 (C)	\$20.88	\$20.88 (V)	\$20.88 (V)	6	44	45	13	13
South Dakota	\$6,000		\$9.87	\$25.99 (U)	\$25.99 (U)	14	36	39	10	11
Utah		\$273.00 (C)	\$34.13	\$39.13 (U)	\$51.63 (U)	2	21	13	4	2
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	7	29	33	6	8
<b>Slightly Less Traditional Citizen Legislatures</b>										
Georgia	\$17,342		\$27.10	\$48.72 (U)	\$48.72 (U)	3	16	17	2	3
Idaho	\$16,684		\$23.43	\$29.56 (V)	\$39.56 (V)	5	32	25	8	5
Indiana	\$24,140		\$26.70	\$46.58 (U)	\$46.58 (U)	4	17	18	3	4
Kansas		\$88.66 (C)	\$11.08	\$27.21 (U)	\$27.21 (U)	12	35	37	9	10
Maine	\$12,028		\$6.68	\$15.43	\$15.43	15	48	48	15	15
Mississippi	\$10,000		\$14.53	\$30.66 (U)	\$30.66 (U)	10	30	34	7	9
Nevada		\$146.29 (C)	\$18.29	\$37.29 (U)	\$37.29 (U)	8	24	28	5	7
New Mexico			\$0.00	\$20.63 (V)	\$20.63 (V)	17	45	46	14	14
Rhode Island	\$15,171		\$11.16	\$11.16	\$11.16	11	49	49	16	16
Vermont		\$135.31 (C)	\$16.91	\$24.54	\$37.91	9	39	27	11	6
West Virginia	\$20,000		\$39.68	\$56.06 (U)	\$56.06 (U)	1	12	12	1	1

(L) = Legislative day; (C) = Calendar Day  
(V) = Vouchered; (U) = Unvouchered

<sup>1</sup> Calculations based on eight hours per day.

<sup>21</sup> National Conference of State Legislatures, 2015 Legislator Compensation and Living Expense Allowances During Session and 2015 Legislative Sessions Calendar (August 12, 2015)

**Table 9 – Distribution of Legislative Compensation in Utah, FY 2013-2015<sup>22</sup>**

**House of Representatives**

<u>FY 2015</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 15,081	55	\$ 1,331	\$ 3,207	\$ 463	\$ 1,953
Median	\$ 15,015	55	\$ 1,296	\$ 4,108	\$ 244	\$ 1,922
High	\$ 19,929	73	\$ 5,502	\$ 5,538	\$ 4,165	\$ 6,439
Low	\$ 5,733	21	\$ 197	\$ 106	\$ 47	\$ 99

<u>FY 2014</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 16,421	60	\$ 1,369	\$ 2,986	\$ 260	\$ 2,046
Median	\$ 15,834	58	\$ 1,211	\$ 3,660	\$ 257	\$ 2,192
High	\$ 21,840	80	\$ 5,033	\$ 5,411	\$ 550	\$ 5,879
Low	\$ 12,285	45	\$ 38	\$ 77	\$ 13	\$ 31

<u>FY 2013</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 13,182	55	\$ 2,300	\$ 2,432	\$ 846	\$ 2,396
Median	\$ 12,948	54	\$ 2,287	\$ 2,879	\$ 793	\$ 2,262
High	\$ 15,678	70	\$ 4,335	\$ 5,146	\$ 1,398	\$ 6,472
Low	\$ 11,505	45	\$ 61	\$ 95	\$ 548	\$ 486

**Senate**

<u>FY 2015</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 18,319	67	\$ 1,342	\$ 2,387	\$ 155	\$ 3,139
Median	\$ 18,018	66	\$ 1,322	\$ 1,739	\$ 155	\$ 3,106
High	\$ 26,208	96	\$ 2,999	\$ 5,142	\$ 155	\$ 6,166
Low	\$ 13,923	51	\$ 134	\$ 115	\$ 155	\$ 377

<u>FY 2014</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 18,914	69	\$ 1,570	\$ 3,161	\$ 64	\$ 2,722
Median	\$ 18,018	66	\$ 1,437	\$ 3,961	\$ 64	\$ 2,169
High	\$ 27,300	100	\$ 5,140	\$ 6,789	\$ 64	\$ 8,346
Low	\$ 14,742	54	\$ 33	\$ 84	\$ 64	\$ 325

<u>FY 2013</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 14,371	62	\$ 2,610	\$ 2,292	\$ 803	\$ 2,106
Median	\$ 14,391	63	\$ 2,689	\$ 1,727	\$ 793	\$ 2,034
High	\$ 18,525	85	\$ 4,421	\$ 5,229	\$ 1,647	\$ 5,263
Low	\$ 11,778	46	\$ 384	\$ 77	\$ 305	\$ 51

**Notes:**

1. Excludes legislators who were in office for short periods of time during the fiscal year. For example, in FY15 there were 89 different persons who served as Representatives.
2. Average, Median, High, and Low only include those who received some type of payment. For example, legislators who live within 50 miles of the Capitol do not receive payment for lodging, meals, and mileage and are not counted in that category.

<sup>22</sup> Utah Office of the Legislative Fiscal Analyst, 2015; the data comes from Data Warehouse's Labor Plus tool.



**Table 10 – Total and Typical Legislative Compensation in Utah, FY 2011-2015<sup>23</sup>**

House of Representatives											The typical Representative <sup>5</sup> :					
FY	# Meeting Days	Meeting Pay <sup>1</sup>	Special Pay <sup>2</sup>	Lodging	Meals	Mileage	Leadership Pay	Benefits <sup>3</sup>	Taxes <sup>4</sup>	FY	# Meeting Days	Meeting Pay	Special Pay, Lodging, Meals, & Mileage	Benefits <sup>3</sup>	Taxes	Total
2011	4,551	\$ 532,500	\$ 467,200	\$ 87,900	\$ 76,500	\$ 59,000	\$ 17,000	\$ 436,900	\$ 80,700	2011	61	\$ 7,100	\$ 9,208	\$ 5,825	\$ 1,076	\$ 23,209
2012	4,561	\$ 533,600	\$ 474,900	\$ 85,100	\$ 76,900	\$ 58,600	\$ 17,000	\$ 392,200	\$ 79,000	2012	61	\$ 7,115	\$ 9,273	\$ 5,229	\$ 1,053	\$ 22,671
2013	4,265	\$ 1,005,700	\$ 135,100	\$ 59,300	\$ 19,400	\$ 56,200	\$ 19,000	\$ 390,100	\$ 89,500	2013	57	\$ 13,409	\$ 3,600	\$ 5,201	\$ 1,193	\$ 23,404
2014	4,474	\$ 1,221,400	\$ 76,900	\$ 60,500	\$ 5,500	\$ 61,500	\$ 19,000	\$ 438,200	\$ 101,500	2014	60	\$ 16,285	\$ 2,725	\$ 5,843	\$ 1,353	\$ 26,207
2015	4,237	\$ 1,156,700	\$ 76,000	\$ 62,200	\$ 9,100	\$ 55,300	\$ 31,000	\$ 490,200	\$ 99,400	2015	56	\$ 15,423	\$ 2,701	\$ 6,536	\$ 1,325	\$ 25,985
Based on 75 Representatives.																
Senate											The typical Senator <sup>5</sup> :					
FY	# Meeting Days	Meeting Pay <sup>1</sup>	Special Pay <sup>2</sup>	Lodging	Meals	Mileage	Leadership Pay	Benefits <sup>3</sup>	Taxes <sup>4</sup>	FY	# Meeting Days	Meeting Pay	Special Pay, Lodging, Meals, & Mileage	Benefits <sup>3</sup>	Taxes	Total
2011	2,035	\$ 238,100	\$ 200,300	\$ 43,000	\$ 35,900	\$ 31,000	\$ 17,000	\$ 168,600	\$ 34,000	2011	70	\$ 8,210	\$ 10,697	\$ 5,814	\$ 1,172	\$ 25,893
2012	1,903	\$ 222,700	\$ 184,100	\$ 47,800	\$ 35,100	\$ 34,900	\$ 17,000	\$ 143,500	\$ 31,000	2012	66	\$ 7,679	\$ 10,410	\$ 4,948	\$ 1,069	\$ 24,107
2013	1,855	\$ 424,400	\$ 53,800	\$ 27,800	\$ 8,300	\$ 26,600	\$ 19,000	\$ 152,200	\$ 36,900	2013	64	\$ 14,634	\$ 4,017	\$ 5,248	\$ 1,272	\$ 25,172
2014	2,009	\$ 548,500	\$ 31,400	\$ 31,800	\$ -	\$ 34,600	\$ 19,000	\$ 163,600	\$ 44,700	2014	69	\$ 18,914	\$ 3,372	\$ 5,641	\$ 1,541	\$ 29,469
2015	1,988	\$ 542,700	\$ 26,700	\$ 21,500	\$ 200	\$ 31,400	\$ 31,000	\$ 190,100	\$ 47,500	2015	69	\$ 18,714	\$ 2,752	\$ 6,555	\$ 1,638	\$ 29,659
Based on 29 Senators.																

1 The transition from \$117/day plus lodging and meals to \$273/day plus vouchered lodging and meals occurred in FY 2013.

2 Special Pay includes Lodging, Meals, and Mileage Reimbursement for legislators who live within 50 miles of the Capitol. For legislators who live more than 50 miles from the Capitol, these items are broken out separately.

3 In addition to amounts here, the House and Senate pay other amounts directly to PEHP.

4 Includes payroll taxes paid by the state as employer.

5 Does not include Leadership Pay.

<sup>23</sup> Utah Office of the Legislative Fiscal Analyst, 2015; the data comes from Data Warehouse's Labor Plus tool.

**Table 11 – Additional Compensation for Committee Chairs by State, 2014<sup>24</sup>**

State	Committee Chairs	State	Committee Chairs
Alabama	\$150/mo. each for House Ways and Means and Senate Finance and Taxation Chairs	Montana	None
Alaska	None	Nebraska	None
Arizona	None	Nevada	\$900/flat amount for all standing committee chairs
Arkansas	None	New Hampshire	None
California	None	New Jersey	None
Colorado	None	New Mexico	None
Connecticut	\$4,241 for all committee chairs	New York	\$9,000 to \$34,000 for each committee chair; members may receive only one special allowance.
Delaware	\$11,459/year for Joint Finance Committee chair; \$4,578/year each for Capital Improvement chair and vice chair; \$4,578/year for Sunset Committee chair	North Carolina	None
Florida	None	North Dakota	\$10/day for all substantive standing committees
Georgia	None	Ohio	\$6,500/year for all committee chairs except Finance chair, who receives \$10,000/year; \$5,000 for all vice chairs except Finance vice chair, who receives \$5,500
Hawaii	None	Oklahoma	\$12,364 for Appropriations and Budget Committee Chairs
Idaho	None	Oregon	None
Illinois	\$10,327 for all committee chairs and minority spokespersons	Pennsylvania	None
Indiana	\$5,500/year each for Appropriations Committee and Tax and Fiscal Policy Committee chairs; \$2,000/year each for Appropriations Committee ranking majority and minority members and Tax and Fiscal Policy Committee ranking majority member; \$1,000/year each for all other committee chairs	Rhode Island	None
Iowa	None	South Carolina	\$600/interim expense allowance for committee chairs of the House and Senate
Kansas	\$11,289.98/year for Senate Ways and Means and House Appropriations Committee	South Dakota	None
Kentucky	\$18.71/day for standing committees only	Tennessee	None
Louisiana	\$28,000/year for chairman and vice chairman - Joint Budget Committee	Texas	None
Maine	None	Utah <sup>1</sup>	\$3,000 for Executive Appropriations Chair (Co-chair)
Maryland	None	Vermont	None
Massachusetts	\$7,500-\$15,000/year for committee chairs	Virginia	None
Michigan	\$6,300 for Appropriation Committee chairs	Washington	None
Minnesota	\$35,292 for the Senate Tax Committee and Committee on Finance	West Virginia	\$150/day (maximum 30 days) for Finance and Judiciary Chairmen
Mississippi	None	Wisconsin	None
Missouri	None	Wyoming	\$600/mo for interim committee chairmen when not in session

<sup>24</sup> National Conference of State Legislatures, 2014 State Legislator Compensation - Additional Compensation for Committee Chairs

**Table 12 – Additional Compensation for House/Assembly Leaders by State, 2014<sup>25</sup>**

State	Presiding Officer	Majority Leaders	Minority Leaders	Other House/Assembly
Alabama	\$2/day plus \$1,500/month expense allowance	None	None	None
Alaska	\$500/year	None	None	None
Arizona	Generally approved for additional interim per diem			None
Arkansas	None	None	None	None
California	\$109,584/year each for the speaker of the Assembly and pro tem of the Senate	\$102,437/year	\$109,584/year	\$102,437/year for the second ranking minority leaders
Colorado	\$99/day salary during interim when in attendance at committee or leadership matters			
Connecticut <sup>1</sup>	\$10,689/year	\$8,835/year	\$8,835/year	\$6,446/year each for the deputies and assistants; \$4,241/year each for the majority and minority whips
Delaware	\$19,893/year	\$12,376/year	\$12,376/year	\$7,794/year each for the majority and minority whips
Florida	\$11,484/year	None	None	None
Georgia	\$6,811/month	\$200/month	\$200/month	\$200/month governor's floor leader; \$100/month assistant floor leader; \$400/month speaker pro tem
Hawaii	\$7,500/year salary differential	None	None	None
Idaho	None	None	None	None
Illinois	\$27,477/year	\$23,230/year	\$27,477/year	\$19,791/year each for the deputy majority and minority leaders; \$18,066/year each for the assistant majority and minority leaders and majority and minority conference chairs
Indiana	\$7,000/year	\$5,500/year	\$6,000/year	\$5,000/year speaker pro tem and majority caucus chair; \$4,500/year minority caucus chair; \$3,500/year assistant minority floor leader and majority whip; \$1,000/year assistant majority floor leader; \$1,500/year minority whip
Iowa	\$11,593/year	\$11,593/year	\$11,593/year	\$1,243/year for the speaker pro tem
Kansas	\$14,039.22/year	\$12,665.64/year	\$12,665.64/year	\$7,165.34/year assistant majority/minority leaders, and speaker pro tem
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	\$28.66/day each for the majority/minority caucus chairs and whips
Louisiana	\$32,000/year	None	None	\$24,500/year speaker pro tem
Maine	150% of base salary/year	125% of base salary/year	112.5% of base salary/year	None
Maryland	\$13,000/year	None	None	None
Massachusetts	\$35,000/year	\$22,500/year	\$22,500/year	\$15,000/year each for the assistant majority and minority leaders (and second and third assistants) and speaker pro tem
Michigan	\$27,000/year	Position does not exist	\$22,000/year	\$5,513/year for the speaker pro tem; \$10,000/year for the minority floor leader; \$12,000/year for the majority floor leader
Minnesota	40% of base salary/year			None
Mississippi	\$60,000/year total salary for the Speaker of the House	None	None	\$15,000/year speaker pro tem
Missouri	\$208.34/month	\$125/month	\$125/month	None
Montana	\$5/day during session	None	None	None

<sup>25</sup> National Conference of State Legislatures, 2014 State Legislator Compensation - Additional Compensation for House/Assembly Leaders

State	Presiding Officer	Majority Leaders	Minority Leaders	Other House/Assembly
Nebraska	None	None	None	None
Nevada		\$900/year		Speaker pro tem: \$900/year
New Hampshire	\$50/two-year term	None	None	None
New Jersey	1/3 above annual salary	None	None	None
New Mexico	None	None	None	None
New York	\$41,500/year	\$34,500/year	\$34,500/year	\$9,000–\$25,000/year for 31 leaders
North Carolina	\$38,151/year and \$16,956/year expense allowance	\$17,048/year and \$7,992/year expense allowance	\$17,048/year and \$7,992/year expense allowance	\$21,739/year plus \$10,032 expense allowance for speaker pro tem
North Dakota	\$15/day during legislative sessions	\$15/day during legislative sessions; \$325 per month	\$15/day during legislative session; \$325 per month	\$10/day for assistant leaders during legislative sessions
Ohio	\$94,437.36/year for the speaker	\$86,165/year speaker pro tem; \$81,163/year majority floor leader; \$76,169/year assistant majority floor leader; \$71,173/year majority whip; \$66,175/year assistant majority whip	\$86,164.76/year for the minority leader	Compensation for committee leadership
Oklahoma	\$17,932/year	\$12,364/year	\$12,364/year	\$12,364/year speaker pro tem
Oregon	\$22,596/year in additional salary for the speaker	None	None	None
Pennsylvania	\$46,022/year	\$36,819/year	\$36,819/year	\$27,942/year each for the majority and minority whips; \$17,422/year each for the majority and minority caucus chairs; \$11,506/year each for the majority and minority caucus secretaries, policy chairs, and administrators
Rhode Island	Speaker of the House receives double the annual rate for representatives	None	None	None
South Carolina	\$11,000/year	None	None	\$3,600/year speaker pro tem
South Dakota	None	None	None	None
Tennessee	\$60,609/year	None	None	None
Texas	None	None	None	None
Utah <sup>2</sup>	\$5,000/year	\$4,000/year	\$4,000/year	\$3,000/year each for the whips, assistant whips, and caucus managers
Vermont	\$730.66/week during session plus an additional \$11,296/year salary	None	None	None
Virginia	\$8,000/year additional	\$4,000/year additional	\$4,000/year additional	None
Washington	\$8,000/year	None	\$4,000/year	None
West Virginia <sup>3</sup>	\$150/day for the speaker when attending to legislative business	\$50/day during session	\$50/day during session	\$150/day for the chairman of Finance and Judiciary for interims.
Wisconsin	\$25/month	None	None	None
Wyoming	\$3/day during session; \$918/month when not in session	\$600/month when not in session	\$600/month when not in session	None

<sup>1</sup> CT Other column: deputies include deputy speaker, deputy majority and minority leaders, assistant majority and minority leaders

<sup>2</sup> Utah data corrected to 2015 values.

<sup>3</sup> WV Other House/Assembly: maximum 30 days when legislature not in session; also allows up to six more people named by the presiding officer.

**Table 13 – Additional Compensation for Senate Leaders by State, 2014<sup>26</sup>**

State	Presiding Officers	Majority Leaders	Minority Leaders	Other Senate Leaders
Alabama	\$2/day plus \$1,500/month expense allowance	None	None	None
Alaska	\$500/year	None	None	None
Arizona	Generally approved for additional interim per diem.			None
Arkansas	None	None	None	None
California	\$109,584/year for the Senate President pro Tem.	\$102,437/year for the Majority Floor Leader	\$109,584/year for the Minority Leader	\$102,437/year for the Second Ranking Minority Leader
Colorado	\$99/day salary per diem during interim when attending to matters pertaining to the General Assembly.			None
Connecticut	\$10,689	\$8,835	\$8,835	Deputies, \$6,446/year; Assistants and Whips, \$4,241/year
Delaware	\$19,983/year	\$12,376/year	\$12,376/year	Whips \$7,794
Florida	\$11,484/year	None	None	None
Georgia	none	\$200/month	\$200/month	President pro tem, \$400/month; admin. fir. ldr., \$200/month; asst. admin. fir. ldr., \$100/month
Hawaii	\$7,500/year salary differential	None	None	None
Idaho	None	None	None	None
Illinois	\$27,477	\$20,649	\$27,477	Deputies, assistants, and caucus chairs, \$20,649/year
Indiana <sup>1</sup>	\$7,000/year for the	\$5,500/year for the president pro tem majority floor leader	\$6,000/year for the minority floor leader	See notes
Iowa		\$11,593/year		President pro tem, \$1,243/year
Kansas	\$14,039/year	\$12,665/year	\$12,665/year	Assistant leaders, Senate VP, \$7,165/year
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	Caucus chairs and whips, \$28.66/day
Louisiana	\$32,000/year	None	None	President Pro Tem, \$24,500/year
Maine	150% of base salary	125% of base salary	112.5% of base salary	None
Maryland	\$13,000/year	None	None	None
Massachusetts	\$35,000/year	\$22,500/year	\$22,500/year	\$15,000/year each, Assistant leaders, and President pro tem
Michigan	\$4,962/year	\$23,400/year	\$19,800/year	Majority floor leader, \$10,800; Minority floor leader, \$9,000
Minnesota	None	40% of base salary	40% of base salary	Assistant Majority Leader, Tax Committee and Finance Committee chairs, \$4,152/year
Mississippi	Lt. Governor, \$60,000 total salary	None	None	President pro tem, \$15,000/year
Missouri	None	None	None	None
Montana	\$5/day during session	None	None	None
Nebraska	None	None	None	None
Nevada	\$900/year	\$900/year	\$900/year	President pro tem, \$900/year
New Hampshire	\$50/two-year term	None	None	None
New Jersey	1/3 above annual salary	None	None	None
New Mexico	None	None	None	None
New York	\$41,500/year	\$34,500/year	\$34,500/year	24 other leaders with compensation ranging from \$13,000 to \$34,000
North Carolina	\$38,151 and \$16,956 expense allowance	\$17,048 and \$7,992 expense allowance	\$17,048 and \$7,992 expense allowance	Deputy pro tem, \$21,739 and \$10,032 expense allowance
North Dakota	None	\$15/day during legislative sessions, \$307 per month	\$15/day during legislative sessions, \$307 per month	Asst. leaders., \$10/day during legislative sessions.
Ohio	President \$94,437/year	\$81,163/year	Minority Leader \$86,164/year	President pro tem \$86,164/year; Majority Whip \$76,168/year
Oklahoma	\$17,932	\$12,364	\$12,364	None
Oregon	Additional \$21,936/year	None	None	None
Pennsylvania	\$47,136/year	\$37,710/year	\$37,710/year	Whips, \$27,942; Caucus chairs, \$17,422; Caucus secretaries \$11,506; Policy chairs, \$11,506; Caucus administrator, \$11,506
Rhode Island	Double the annual rate for Senators	None	None	None
South Carolina	Lt. Gov. holds this position	None	None	President pro tem, \$11,000
South Dakota	None	None	None	None
Tennessee	\$60,609/year	None	None	None
Texas	None	None	None	None
Utah <sup>2</sup>	\$5,000/year	\$4,000/year	\$4,000/year	\$3,000/year each for the whips, assistant whips, and caucus managers
Vermont	Lt. Governor \$61,776	None	None	None
Virginia	None	\$200/day for official meetings days attended	\$200/day for official meetings days attended	President pro tem; \$200/day for official meetings days attended
Washington	Lt. Gov. holds this position	\$8,000 additional	\$4,000 additional	None
West Virginia	\$150/day during session	\$50/day during session	\$50/day during session	Chairman of Finance and Judiciary, and six others, \$150.00/day up to 30 days for interims
Wisconsin	None	None	None	None
Wyoming	\$3/day during session; \$918/mo when not in session	\$600/mo when not in session	\$600/mo when not in session	None

Source: National Conference of State Legislators, 2014 State Legislator Compensation - Additional Compensation for Senate Leaders

<sup>1</sup> IN \$3,000/year assistant president pro tem, \$3,500/year assistant majority floor leader, \$1,500/year each floor leaders Emeritus, \$5,500/year majority caucus chair, \$1,000/year assistant majority caucus chair and assistant minority whip, \$4,000/year majority whip, \$2,000/year assistant majority whip, co-minority whip, and assistant minority caucus chair, \$3,000/year assistant minority floor leader and minority caucus chair

<sup>2</sup> Utah data corrected to 2015 values.

Table 14 – Leadership Compensation - All States, 2014<sup>27</sup>

State	Senate Presiding Officer	Senate Majority Leader	Senate Minority Leader	Other Senate Leaders	Senate Committee Leaders	House Presiding Officer	House Majority Leader	House Minority Leader	Other House Leaders	House Committee Leaders
Alabama	\$ 18,186	\$ -	\$ -	\$ -	\$ 1,800	\$ 18,186	\$ -	\$ -	\$ -	\$ 1,800
Alaska	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
Arizona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arkansas	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
California	\$ 109,584	\$ 102,437	\$ 109,584	\$ 10,437	\$ -	\$ 109,584	\$ 102,437	\$ 109,584	\$ 102,437	\$ -
Colorado	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Connecticut	\$ 10,689	\$ 8,835	\$ 8,835	\$ 6,446	\$ 4,241	\$ 10,689	\$ 8,835	\$ 8,835	\$ 6,446	\$ 4,241
Delaware	\$ 19,983	\$ 12,376	\$ 12,376	\$ 7,794	\$ 11,459	\$ 19,983	\$ 12,376	\$ 12,376	\$ 7,794	\$ 11,459
Florida	\$ 11,484	\$ -	\$ -	\$ -	\$ -	\$ 11,484	\$ -	\$ -	\$ -	\$ -
Georgia	\$ -	\$ 2,400	\$ 2,400	\$ 2,400	\$ -	\$ 6,812	\$ 2,400	\$ 2,400	\$ 2,400	\$ -
Hawaii	\$ 7,500	\$ -	\$ -	\$ -	\$ -	\$ 7,500	\$ -	\$ -	\$ -	\$ -
Idaho	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -
Illinois	\$ 27,477	\$ 20,649	\$ 27,477	\$ 20,649	\$ 10,327	\$ 27,477	\$ 23,230	\$ 27,477	\$ 19,791	\$ 10,327
Indiana	\$ 7,000	\$ 5,500	\$ 6,000	\$ 5,500	\$ 1,000	\$ 6,500	\$ 5,000	\$ 5,500	\$ 5,000	\$ 1,000
Iowa	\$ 11,593	\$ 11,593	\$ 11,593	\$ 1,243	\$ -	\$ 11,593	\$ 11,593	\$ 11,593	\$ 1,243	\$ -
Kansas	\$ 14,039	\$ 12,666	\$ 12,666	\$ 7,165	\$ 11,290	\$ 14,039	\$ 12,666	\$ 12,666	\$ 7,165	\$ 11,290
Kentucky	\$ 3,693	\$ 2,917	\$ 2,917	\$ 2,235	\$ 1,042	\$ -	\$ -	\$ -	\$ -	\$ 1,042
Louisiana	\$ 32,000	\$ -	\$ -	\$ -	\$ 28,000	\$ 32,000	\$ -	\$ -	\$ -	\$ 28,000
Maine	\$ 6,014	\$ 3,007	\$ 1,504	\$ -	\$ -	\$ 5,878	\$ 2,939	\$ 1,470	\$ -	\$ -
Maryland	\$ 13,000	\$ -	\$ -	\$ -	\$ -	\$ 13,000	\$ -	\$ -	\$ -	\$ -
Massachusetts	\$ 35,000	\$ 22,500	\$ 22,500	\$ 15,000	\$ 15,000	\$ 35,000	\$ 22,500	\$ 22,500	\$ 15,000	\$ -
Michigan	\$ 4,962	\$ 23,400	\$ 19,800	\$ 10,800	\$ 6,300	\$ 27,000	\$ -	\$ 22,000	\$ 12,000	\$ 6,300
Minnesota	\$ -	\$ 12,456	\$ 12,456	\$ 4,152	\$ 35,292	\$ 12,456	\$ 12,456	\$ 12,456	\$ -	\$ 35,292
Mississippi	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ 50,000	\$ -	\$ -	\$ 15,000	\$ -
Missouri	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 1,500	\$ 1,500	\$ -	\$ -
Montana	\$ 565	\$ -	\$ -	\$ -	\$ -	\$ 565	\$ -	\$ -	\$ -	\$ -
Nebraska	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Nevada	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900
New Hampshire	\$ 25	\$ -	\$ -	\$ -	\$ -	\$ 25	\$ -	\$ -	\$ -	\$ -
New Jersey	\$ 16,317	\$ -	\$ -	\$ -	\$ -	\$ 16,317	\$ -	\$ -	\$ -	\$ -
New Mexico	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New York	\$ 41,500	\$ -	\$ 34,500	\$ 34,000	\$ 34,000	\$ 41,500	\$ 34,500	\$ 34,500	\$ 25,000	\$ 34,000
North Carolina	\$ 55,107	\$ 25,040	\$ 25,040	\$ 31,771	\$ -	\$ 55,107	\$ 25,040	\$ 25,040	\$ 31,771	\$ -
North Dakota	\$ -	\$ 6,879	\$ 3,195	\$ 2,130	\$ 807	\$ 1,695	\$ 3,684	\$ -	\$ -	\$ 807
Ohio	\$ 94,437	\$ 86,164	\$ 86,164	\$ 81,163	\$ 10,000	\$ 94,437	\$ 86,164	\$ 86,164	\$ 81,163	\$ 10,000
Oklahoma	\$ 17,932	\$ 12,364	\$ 12,364	\$ -	\$ 12,364	\$ 17,932	\$ 12,364	\$ 12,364	\$ 12,364	\$ 12,364
Oregon	\$ 21,936	\$ -	\$ -	\$ -	\$ -	\$ 21,936	\$ -	\$ -	\$ -	\$ -
Pennsylvania	\$ 46,022	\$ 36,819	\$ 36,819	\$ 27,942	\$ -	\$ 46,022	\$ 36,819	\$ 36,819	\$ 27,942	\$ -
Rhode Island	\$ 14,640	\$ -	\$ -	\$ -	\$ -	\$ 14,640	\$ -	\$ -	\$ -	\$ -
South Carolina	\$ -	\$ -	\$ -	\$ -	\$ 600	\$ 11,000	\$ -	\$ -	\$ 3,600	\$ 600
South Dakota	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tennessee	\$ 57,027	\$ -	\$ -	\$ -	\$ -	\$ 57,027	\$ -	\$ -	\$ -	\$ -
Texas	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utah	\$ 5,000	\$ 4,000	\$ 4,000	\$ 3,000	\$ 3,000	\$ 5,000	\$ 4,000	\$ 4,000	\$ 3,000	\$ 3,000
Vermont	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 22,409	\$ -	\$ -	\$ -	\$ -
Virginia	\$ -	\$ 8,800	\$ 8,800	\$ 8,800	\$ -	\$ 8,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Washington	\$ -	\$ 8,000	\$ 4,000	\$ -	\$ -	\$ 8,000	\$ -	\$ 4,000	\$ -	\$ -
West Virginia	\$ 9,450	\$ 3,150	\$ 3,150	\$ 4,500	\$ 4,500	\$ 8,850	\$ 2,950	\$ 2,950	\$ 4,500	\$ 4,500
Wisconsin	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wyoming	\$ 9,933	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ 9,930	\$ 6,000	\$ 6,000	\$ -	\$ 6,000

**Notes:**  
 Alabama Senate Finance and Taxation, House Ways and Means chairs get \$150 per month.  
 Arkansas Presiding officers, majority and minority officers receive additional interim per diem.  
 California Second ranking minority leader receives \$102,437 per year.  
 Colorado Presiding officers, majority and minority officers receive \$99 per diem during interim.  
 Connecticut Second rank majority and minority leaders receive \$6,446 per year, assistant leaders and whips receive \$4,241 per year. All committee chairs get this amount.  
 Delaware Whips receive \$7,794/year. Joint Finance Committee chairs get \$11,459, Capital Improvement and Sunset chairs get \$4,578.  
 Georgia President and Speaker pro tems receive \$400/month, floor leaders receive \$200/month, assistant floor leaders receive \$100/month.  
 Illinois Other Senate leaders include deputy minority leader, assistant majority and minority leaders, majority and minority caucus chairs. All committee chairs and minority spokesmen get \$10,327 per year.  
 Indiana Senate majority listed above, assistant majority floor leader gets \$3,500 per year, assistant minority floor leader gets \$5,000 per year, other senate leaders ranges from \$1,000 to \$3,500 per year. Similar House positions are paid \$500 less per year. All committee chairs get \$1,000.  
 Iowa President pro tem listed above under Other Senate Leaders, Speaker pro tem listed under Other House Leaders.  
 Kansas Other Senate and House Leaders include vice president, Speaker pro tem, assistant majority and minority leaders. Chairs for Senate Ways and Means and House Appropriations get \$11,290 per year.  
 Kentucky President and Speaker get \$517.35/day, majority and minority leaders receive \$37.40 per day, and caucus chairs get \$28.66 per day. Chairs get daily rate for standing committees only.  
 Louisiana President and Speaker pro tems listed under Other Senate House Leaders. Joint Budget Committee chairs and vice chairs receive \$28,000 per year.  
 Maine Leaders receive additional percentage of base salary: 150%, 125%, and 112.5% respectively; portion above salary listed here.  
 Massachusetts Other Leaders includes assistant (and 2nd and 3rd) majority and minority leaders, and pro tems. \$7,500-\$15,000 for committee chairs.  
 Michigan Senate majority floor leader gets \$10,800 and minority floor leader gets \$9,000 per year. House majority leader does not exist, Speaker pro tem gets \$5,513, majority floor leader gets \$12,000 and minority floor leader gets \$10,000 per year. \$6,300 for appropriations chairs.  
 Minnesota Other Senate Leaders includes assistant majority and minority leaders, and tax and finance committee chairs. \$35,292 for the Senate Tax Committee and Committee on Finance.  
 Mississippi Senate lists Lt. Governor under presiding officer; President pro tem listed under Other Senate Leaders at \$15,000 per year. Speaker makes \$60,000 total salary (differential listed here) and Speaker pro tem is listed under Other House Leaders.

<sup>27</sup> National Conference of State Legislatures, 2014 State Legislator Compensation - Additional Compensation for Senate Leaders, 2014 State Legislator Compensation - Additional Compensation for House/Assembly Leaders, and 2014 State Legislator Compensation - Additional Compensation for Committee Chairs

State	Ranking										
	Senate Presiding Officer	Senate Majority Leader	Senate Minority Leader	Other Senate Leaders	Senate Committee Leaders	House Presiding Officer	House Majority Leader	House Minority Leader	Other House Leaders	House Committee Leaders	
Alabama	12	25	26	24	15	15	24	25	21	14	
Alaska	31	25	26	24	21	40	24	25	21	20	
Arizona	33	25	26	24	21	42	24	25	21	20	
Arkansas	33	25	26	24	21	42	24	25	21	20	
California	1	1	1	10	21	1	1	1	1	20	
Colorado	33	25	26	24	21	42	24	25	21	20	
Connecticut	20	13	14	14	13	25	13	14	13	12	
Delaware	11	10	11	12	6	14	10	11	11	5	
Florida	19	25	26	24	21	23	24	25	21	20	
Georgia	33	23	23	19	21	31	21	21	18	20	
Hawaii	23	25	26	24	21	30	24	25	21	20	
Idaho	33	25	26	24	21	35	24	25	21	20	
Illinois	9	7	5	5	8	10	6	5	6	7	
Indiana	24	18	16	15	17	32	15	16	14	16	
Iowa	18	12	13	22	21	22	12	13	19	20	
Kansas	16	8	9	13	7	19	8	9	12	6	
Kentucky	28	22	22	20	16	42	24	25	21	15	
Louisiana	8	25	26	24	3	9	24	25	21	3	
Maine	25	21	24	24	21	33	20	23	21	20	
Maryland	17	25	26	24	21	20	24	25	21	20	
Massachusetts	7	6	7	6	4	8	7	7	7	20	
Michigan	27	5	8	9	10	11	24	8	10	9	
Minnesota	33	9	10	17	1	21	9	10	21	1	
Mississippi	33	25	26	6	21	5	24	25	7	20	
Missouri	33	25	26	24	21	36	22	22	21	20	
Montana	30	25	26	24	21	39	24	25	21	20	
Nebraska	33	25	26	24	21	42	24	25	21	20	
Nevada	29	24	25	23	18	38	23	24	20	17	
New Hampshire	32	25	26	24	21	41	24	25	21	20	
New Jersey	14	25	26	24	21	17	24	25	21	20	
New Mexico	33	25	26	24	21	42	24	25	21	20	
New York	6	25	4	2	2	7	4	4	5	2	
North Carolina	4	4	6	3	21	4	5	6	3	20	
North Dakota	33	16	20	21	19	37	18	25	21	18	
Ohio	2	2	2	1	9	2	2	2	2	8	
Oklahoma	13	11	12	24	5	16	11	12	9	4	
Oregon	10	25	26	24	21	13	24	25	21	20	
Pennsylvania	5	3	3	4	21	6	3	3	4	20	
Rhode Island	15	25	26	24	21	18	24	25	21	20	
South Carolina	33	25	26	8	20	24	24	25	16	19	
South Dakota	33	25	26	24	21	42	24	25	21	20	
Tennessee	3	25	26	24	21	3	24	25	21	20	
Texas	33	25	26	24	21	42	24	25	21	20	
Utah	26	19	18	18	14	34	16	17	17	13	
Vermont	33	25	26	24	21	12	24	25	21	20	
Virginia	33	14	15	11	21	28	16	17	21	20	
Washington	33	15	18	24	21	28	24	17	21	20	
West Virginia	22	20	21	16	12	27	19	20	15	11	
Wisconsin	33	25	26	24	21	42	24	25	21	20	
Wyoming	21	17	16	24	11	26	14	15	21	10	

Nevada President and Speaker pro tems listed under Other Senate/House Leaders at \$900 per year. \$900 per year for all standing committee chairs. President receives \$50 per two year term.

New Hampshire President receives 1/3 above annual salary.

New Jersey Other Senate Leaders includes 24 other leaders with compensation ranging from \$13,000 to \$34,000 per year. Other House Leaders include 31 officials with compensation ranging from \$9,000 to \$25,000 per year. \$9,000 to \$34,000 for each committee chair.

North Carolina Compensation is approximately 69% salary and 31% expense allowance; Other Senate Leaders is President pro tem. Committee chairs get a \$600 interim expense allowance.

North Dakota Other Senate Leaders is assistant leaders. \$10 per day for all substantive standing committees.

Ohio President and Speaker pro tems and minority leader receives same amount, majority floor leader gets \$81,163 and majority whip gets \$76,169 per year. \$6,500 for all committee chairs except Finance Chair gets \$10,000, vice chair of Finance gets \$5,500.

Oklahoma Speaker pro tem listed under Other House Leaders. Appropriations and Budget Committee chairs get \$12,364.

Pennsylvania Other Senate/House Leaders includes majority and minority whips at \$27,942, both caucus chairs at \$17,422, both caucus secretaries, policy chairs, and administrators at \$11,506 per year.

Rhode Island Senate president receives double the annual rates (increased portion is listed here).

South Carolina Lists Lt. Governor under presiding officer; President pro tem listed under Other Senate Leaders at \$11,000 per year.

Utah Other Senate Leaders includes majority and minority whips and assistant whips at \$3,000 per year. Executive Appropriations co-chairs receive \$3,000.

Vermont Presiding officer is Lt. Governor who receives \$60,507 per year.

Virginia \$200/day only for days that official meetings are attended. President pro tem listed under Other Senate Leaders.

Washington Lists Lt. Governor under presiding officer; amounts for leaders is portion above base salary.

West Virginia Paid a per diem when in session. Other Senate Leaders includes Chair of Finance and Judiciary for up to 30 days and six other officers. Finance and Judiciary chairs receive \$150 per day for a maximum of 30 days.

Wyoming \$600 per month for interim committee chairs, when not in session.

Table 15 – Leadership Compensation - States with Citizen Legislatures, 2014<sup>28</sup>

State	Traditional Citizen Legislatures										Slightly Less Traditional Citizen Legislatures										
	Senate Presiding Officer	Senate Majority Leader	Senate Minority Leader	Other Senate Leaders	Senate Committee Leaders	House Presiding Officer	House Majority Leader	House Minority Leader	Other House Leaders	House Committee Leaders	Senate Presiding Officer	Senate Majority Leader	Senate Minority Leader	Other Senate Leaders	Senate Committee Leaders	House Presiding Officer	House Majority Leader	House Minority Leader	Other House Leaders	House Committee Leaders	
Montana	\$ 595	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New Hampshire	\$ 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
North Dakota	\$ -	\$ 9,300	\$ 4,400	\$ 3,600	\$ 779	\$ 1,635	\$ 3,200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
South Dakota	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utah	\$ 1,600	\$ 4,000	\$ 4,000	\$ 3,000	\$ 3,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Wyoming	\$ 9,350	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ 7,100	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ -	\$ -	\$ 6,000	\$ -	\$ 6,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,000

State	Slightly Less Traditional Citizen Legislatures									
	Senate Presiding Officer	Senate Majority Leader	Senate Minority Leader	Other Senate Leaders	Senate Committee Leaders	House Presiding Officer	House Majority Leader	House Minority Leader	Other House Leaders	House Committee Leaders
Georgia	\$ -	\$ 2,400	\$ 2,400	\$ 2,400	\$ -	\$ -	\$ 581	\$ 2,400	\$ 2,400	\$ 2,400
Illinois	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Indiana	\$ 7,600	\$ 5,500	\$ 6,000	\$ 5,500	\$ 1,800	\$ 7,000	\$ 5,900	\$ 6,000	\$ 5,000	\$ 1,000
Kansas	\$ 14,039	\$ 12,666	\$ 12,666	\$ 7,165	\$ 11,290	\$ 14,039	\$ 12,666	\$ 12,666	\$ 7,165	\$ 11,290
Maine	\$ 6,034	\$ 3,207	\$ 1,554	\$ -	\$ -	\$ 6,034	\$ 3,207	\$ 1,554	\$ -	\$ -
Mississippi	\$ 69,000	\$ -	\$ -	\$ 15,000	\$ -	\$ 27,000	\$ 12,000	\$ 10,000	\$ 22,000	\$ -
Nevada	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900
New Mexico	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhode Island	\$ 39,343	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,342	\$ -	\$ -	\$ -
Vermont	\$ 41,736	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,933	\$ -	\$ -	\$ -
West Virginia	\$ 7,650	\$ 2,550	\$ 2,550	\$ 4,500	\$ 4,500	\$ 7,650	\$ 2,550	\$ 2,550	\$ 4,500	\$ 4,500

**Notes:**  
 Residing and speaker pro tem receive \$600/month, floor leader receive \$200/month, assistant floor leaders receive \$100/month.  
 Senate majority listed above, assistant majority floor leader gets \$3,500 per year, assistant minority floor leader gets \$3,000 per year, other senate leaders range from \$1,000 to \$3,500 per year. Similar 40-state positions are paid \$500 less per year. A committee chair gets \$1,000.  
 Other senate and house leaders include vice president, speaker pro tem, assistant majority and minority leaders, chairs for Finance, Ways and Means and House Administration get \$1,200 per year.  
 Leaders receive additional percentage of base salary: 20%, 15%, and 11.25%, respectively, position above salary listed here.  
 Senate listed. Governor under presiding officer. President pro tem listed under Chair Senate Leaders as \$15,000 per year. Speaker makes \$10,000 from salary (differs from listed under Other House Leaders).  
 Residing and speaker pro tem listed under Other Senate/House Leaders at \$900 per year for all standing committee chairs.  
 Residing floor leader receives \$20 per two year term.  
 Other Senate Leaders is assistant leader, \$10 per day for all substantive standing committees.  
 Speaker pro tem listed under Other House Leaders. Appropriations and Budget Committee chairs get \$32,364.  
 Senate pro tem listed under Other House Leaders. Appropriations and Budget Committee chairs get \$32,364.  
 Senate pro tem listed under Other House Leaders. Appropriations and Budget Committee chairs get \$32,364.  
 Other House Leaders includes legislative floor chair and assistants for \$11,000 per year. Executive appointments chairs receive \$3,000.  
 Residing officer is B. Governor.  
 Paid a per diem when in session. Other Senate leaders include Chair of Finance and Judiciary for up to 30 days and other officers Finance and Judiciary chairs receive \$100 per day for a maximum of 30 days.  
 \$600 per month for interim committee chairs, when not in session.

<sup>28</sup> National Conference of State Legislatures, 2014 State Legislator Compensation - Additional Compensation for Senate Leaders, 2014 State Legislator Compensation - Additional Compensation for House/Assembly Leaders, and 2014 State Legislator Compensation - Additional Compensation for Committee Chairs



**Table 16 – Estimated Workload for Utah's Legislative Leadership<sup>29</sup>**

**Senate President & Speaker of the House**

Additional work/meetings during session:	Days	Length	# days	# hours	# days *		# weeks		Average Hourly Pay	Table 2 Utah Legislator Rate	Table 19 Utah Occupational Median		
					# hours	# weeks	* # days	* # hours					
Senate or House Leadership	M & W	2 hours	2	2	4	7	7	28					
Speaker/President	T	1 hour	1	1	1	7	7	7					
Governor	T	1 hour	1	1	1	7	7	7					
Majority & Minority Leaders	Th	1/2 hour	1	0.5	0.5	7	7	3.5					
Joint Majority Leadership	T & Th	2 hours	2	2	4	7	7	28					
Daily media briefing	M - F	1/2 hour	5	0.5	2.5	7	7	17.5					
Other meetings as needed													
Additional work/meetings during interim:													
Senate or House Leadership	W	2 hours	1	2	2	7	7	14					
Speaker/President	T	1 hour	1	1	1	7	7	7					
Governor	T	1 hour	1	1	1	7	7	7					
Majority & Minority Leaders	T	1/2 hour	1	0.5	0.5	7	7	3.5					
Joint Majority Leadership	T	2 hours	1	2	2	7	7	14					
Daily media briefing	T & W	1/2 hour	2	0.5	1	7	7	7					
Other meetings as needed													
										143.5 hours	\$ 20.91	\$34.13	\$38.03
											\$ 3,000	\$4,900	\$5,500
Interim is same as session but once a month, Tuesdays plus one additional day per week on average. Staff notes calls to President 2-3 times per day on average for miscellaneous items that rise to his level.													
										60 hours		\$2,000	\$2,300
												\$6,900	\$7,800

**Majority Leadership (Leader, Whip, Asst. Whip)**

Additional work/meetings during session:	Days	Length	# days	# hours	# days *		# weeks		Average Hourly Pay	Table 2 Utah Legislator Rate	Table 19 Utah Occupational Median		
					# hours	# weeks	* # days	* # hours					
Senate or House Leadership	M & W	2 hours	2	2	4	7	7	28					
Joint Majority Leadership	T & Th	2 hours	2	2	4	7	7	28					
Conduct caucus meetings and workgroups													
Bill sifting													
Daily media briefing	M - F	1/2 hour	5	0.5	2.5	7	7	17.5					
Additional work/meetings during interim:													
Senate or House Leadership	W	2 hours	1	2	2	7	7	14					
Majority & Minority Leaders	T	1/2 hour	1	0.5	0.5	7	7	3.5					
Joint Majority Leadership	T	2 hours	1	2	2	7	7	14					
Daily media briefing	T & W	1/2 hour	2	0.5	1	7	7	7					
										112 hours	\$ 17.86	\$34.13	\$38.03
											\$ 2,000	\$3,800	\$4,300

**Executive Appropriations Chair and Vice Chair**

Additional work/meetings during session:	Days	Length	# days	# hours	# days *		# weeks		Average Hourly Pay	Table 2 Utah Legislator Rate	Table 19 Utah Occupational Median		
					# hours	# weeks	* # days	* # hours					
Senate or House Leadership	M & W	2 hours	2	2	4	7	7	28					
Joint Majority Leadership	T & Th	2 hours	2	2	4	7	7	28					
Executive Appropriations Committee	varies		2	2	4	7	7	28					
Meetings with subcommittee chairs													
Other meetings (ex. GOMB, agencies)													
Additional work/meetings during interim:													
Senate or House Leadership	W	2 hours	1	2	2	7	7	14					
Joint Majority Leadership	T	2 hours	1	2	2	7	7	14					
Executive Appropriations Committee	T	2 hours	1	2	2	7	7	14					
										126 hours	\$ 15.87	\$34.13	\$38.03
											\$ 2,000	\$4,300	\$4,800

Notes:

Leadership typically works 1-2 more hours per meeting day than regular legislators. By end of session, that load can increase to an additional 6 hours per day.

<sup>29</sup> Interview with Ric Cantrell, Utah Senate Deputy Chief, on October 9, 2013. Sources in the House indicate similar time commitments there.

**Table 17 – Authorized Legislative Meetings, 2015<sup>30</sup>**

2015 Legislative and Other Authorized Meetings, including numbers of approved legislators		Committees Subcommittees			Comments
		Joint	Senate	House	
<b>1a</b>	<b>Interim</b> ( <i>JR 1-1-201, SR 3-1-101, HR 3-1-103, JR 3-2-401, JR 6-2-101</i> )				
	1 Business and Labor	X	J	7 13	
	2 Education	X	J	5 14	
	3 Ethics	X	J	n/a	roster unavailable
	4 Executive Appropriations	X	J	10 10	
	5 Economic Development and Workforce Services	X	J	6 12	
	6 Government Operations	X	J	6 11	
	7 Health and Human Services	X	J	5 12	
	8 Judiciary	X	J	5 12	
	9 Law Enforcement and Criminal Justice	X	J	4 12	
	10 Natural Resources, Agriculture, and Environment	X	J	6 11	
	11 Political Subdivisions	X	J	5 12	
	12 Public Utilities and Technology	X	J	4 11	
	13 Retirement and Independent Entities	X	J	6 9	
	14 Revenue and Taxation	X	J	4 14	
	16 Transportation	X	J	5 12	
<b>1b &amp; 1c</b>	<b>Standing</b> ( <i>Senate and House standing committees are separate</i> )( <i>SR 3-2-201, HR 3-2-201, JR 6-2-102</i> )				
	1 Business and Labor	X		7 15	
	2 Economic Development and Workforce Services	X		7 11	
	3 Education	X		8 16	
	4 Ethics	X		8 8	
	5 Government Operations	X		9	
	6 Government Operations and Political Subdivisions			7	
	7 Health and Human Services	X		5 9	
	8 Judiciary	X		9	
	9 Judiciary, Law Enforcement and Criminal Justice	X		7	
	10 Law Enforcement and Criminal Justice	X		11	
	11 Natural Resources, Agriculture, and Environment	X		7 16	
	12 Political Subdivisions	X		10	
	13 Public Utilities and Technology	X		9	
	14 Retirement and Independent Entities	X		6 9	
	15 Revenue and Taxation	X		9 16	
	16 Rules	X		8 11	
	17 Transportation	X		11	
	18 Transportation and Public Utilities and Technology	X		5	
<b>1d</b>	<b>Senate Executive Confirmation</b> ( <i>SR 3-3-101</i> )				
	1 Business and Labor	X		7	
	2 Economic Development and Workforce Services	X		7	
	3 Education	X		7	
	4 Government Operations	X		7	
	5 Health and Human Services	X		7	
	6 Law Enforcement and Criminal Justice	X		7	
	7 Natural Resources, Agriculture, and Environment	X		7	
	8 Political Subdivisions	X		7	
	9 Retirement and Independent Entities	X		6	
	10 Revenue and Taxation	X		7	
	11 Transportation and Public Utilities and Technology	X		7	
<b>1e</b>	<b>Senate Judicial Confirmation Committee</b> ( <i>SR 3-3-201</i> )	X		7	
<b>2</b>	<b>Appropriations</b> ( <i>JR 3-2-302</i> )				
	1 Business, Economic Development, and Labor	X	J	7 10	
	2 Executive	X	J	10 10	
	3 Executive Offices and Criminal Justice	X	J	5 9	
	4 Higher Education	X	J	7 11	
	5 Infrastructure and General Government	X	J	7 10	
	6 Natural Resources, Agriculture, and Environmental Quality	X	J	7 12	
	7 Public Education	X	J	7 13	
	8 Retirement and Independent Entities	X	J	6 9	
	9 Social Services	X	J	8 9	
<b>3</b>	<b>Legislative Management</b> ( <i>UCA 36-12-6</i> )				
	1 Legislative Management ( <i>UCA 36-12-6</i> )	X	J	8 8 SP, SH, Min(2)	
	2 Audit ( <i>UCA 36-12-8</i> )	X	J	2 2 SP, SH, Min(2)	
	3 Budget ( <i>UCA 36-12-8</i> )	X	J	n/a	not in use
	4 Legislative Information Technology Steering	X	J	3 3	
	5 Research and General Counsel ( <i>UCA 36-12-8</i> )	X	J	n/a	not in use
	6 Subcommittee on Oversight ( <i>UCA 36-12-8.1</i> )	X	J	n/a	not in use
<b>4</b>	<b>Authorized Legislative Training Day</b> ( <i>JR 5-1-101</i> )				
	1 Chair training				
	2 An issue briefing				
	3 Legislative leadership instruction				
	4 Legislative process training				
	5 Legislative rules training				
	6 New legislator orientation				
	7 Another meeting to brief, instruct, orient, or train a legislator or legislator-elect in furtherance of the legislator's or legislator-elect's official duties				

<sup>30</sup> Utah Office of Legislative Research and General Counsel; Authorized Legislative Meetings, 2015 and lists of committee members found on Utah State Legislature website ([le.utah.gov](http://le.utah.gov)), accessed 9/11/2015

5	<b>Bodies where legislative participation is required by law:</b> (UCA 36-12-1)		
	1 Administrative Rules Review Committee (UCA 63G-3-501)	5	5
	2 American Indian-Alaskan Native Education Commission (UCA 53A-31-202; R 2015)		3
	3 Career and Technical Education Board (UCA 35A-5-403; R 2018)	1	1
	4 Charter School Funding Task Force (UCA 36-29-102; R 2016)	4	4
	5 Child Welfare Legislative Oversight Panel (UCA 62A-4a-207)	2	3
	6 Commission for the Stewardship of Public Lands (HB 151, R 2019)	3	5
	7 Commission on Civic and Character Education (UCA67-1a-10; R 2021)	1	1
	8 Commission on Criminal and Juvenile Justice (UCA 63M-7-202)	1	1
	9 Constitutional Defense Council (UCA 63C-4a-302)	2	3 SP, SH, MinL(2)
	10 Commission on Federalism (UCA 63C-4a-302)	3	4 SP, SH, MinL(2)
	11 Data Security Management Council (UCA 63F-2-102)		1
	12 Division of Indian Affairs Joint Meetings (UCA 9-9-104.6)	2	+
	13 Elected Official and Judicial Compensation Commission (UCA 67-8-4)	1	1
	14 Federal Funds Commission (UCA 63C-14-201)	3	3
	15 Free Market Protection and Privatization Board (UCA 63I-4a-202)	2	2
	16 Government Procurement Private Proposal Program Committee (UCA 63N-13-204)	1	1
	17 Health Reform Task Force (HB 160, 2013; R 2015)	4	7
	18 Interstate Commission for Adult Offender Supervision (UCA 77-28c-103)	1?	roster not available
	19 Judicial Conduct Commission (UCA 78A-11-103)	2	2
	20 Judicial Rules Review Committee (UCA 36-20-2)	3	3
	21 Legislative Committee on Landfill Siting Disputes (UCA 19-6-102.6; R 2019)	2	2
	22 Legislative Process Committee (UCA 36-17-1)	3	5 MinL(2), +
	23 Multistate Domestic Energy Development Agreement (UCA 36-12-20; R 2018)	2	2
	24 Native American Legislative Liaison Committee (UCA 36-22-1)	4	7
	25 Occupational and Professional Licensure Review Committee (UCA 36-23-102)	3	3
	26 Online Court Assistance Program Policy Board (UCA 78A-20-502)	2	2
	27 Prison Development Commission (UCA 63C-16-201; R 2017)	3	4
	28 Prison Relocation Commission (UCA 63C-15-201; R 2017)	3	3
	29 Retirement and Independent Entities Committee (UCA 63E-1-201)	6	9
	30 Rural Development Legislative Liaison Committee (UCA 36-25-102)	4	5
	31 School Safety and Crisis Line Commission (UCA 53A-11-1504)	1	1
	32 Sentencing Commission (UCA 63M-7-401)	2	2
	33 State Capitol Preservation Board (UCA 63C-9-201)	3	3 SP, SH
	34 State Council on Military Children (UCA 53A-1-1002)	1	1
	35 State Council on Workforce Services (UCA 35A-1-206)		1
	36 State Water Development Commission (UCA 73-27-102; R 2018)	5	8
	37 Streamlined Sales and Use Tax Agreement Governing Board (UCA 59-12-102.3)		2
	38 Technology Advisory Board (UCA 63F-1-202)	1	1
	39 Traumatic Spinal Cord and Brain Injury Rehabilitation Fund Advisory Committee (UCA 26-54-103)	1	1
	40 Utah Commission on Aging (UCA 63M-11-201; R 2017)	1	1
	41 Utah Commission on Uniform State Laws (UCA 68-4-5)	1	1
	42 Utah Constitutional Revision Commission (UCA 63I-3-201)	3	3
	43 Utah International Relations and Trade Commission (UCA 36-26-102; R 2017)	3	5
	44 Utah Marriage Commission (UCA 62A-1-120)	2	2
	45 Utah Seismic Safety Commission (UCA 63C-6-101)	1	1
	46 Utah State Scenic Byway Committee (UCA 72-4-302)	1	1
	47 Utah Substance Abuse Advisory Council (UCA 63M-7-301)	1	1
	48 Utah Tax Review Commission (UCA 59-1-901)	3	3 +
	49 Utah Transparency Advisory Board (UCA 63A-3-403)	1	1
	50 Veterans' and Military Affairs Commission (UCA 36-28-102; R 2019)	2	3
	51 Western States Transportation Alliance (UCA 41-23-2)	1	1 +
	52 Women in the Economy Commission (UCA 35A-11-201; R 2016)	2	2

6	<b>Bodies where legislators may be appointed:</b>		
	1 Clean Air Act Compliance Advisory Panel (UCA 19-2-109.2; R 2014)	2	2
	2 Military Installation Development Authority Board (UCA 63H-1-302)	1	1
	3 Pete Suazo Utah Athletic Commission (UCA 63M-10-201)	1	1
	4 Public Transit Board of Trustees (UCA 17E-2a-807)	1	1
	5 School Readiness Board (UCA 53A-1b-103)	1	1
	6 Utah Science Technology and Research Governing Authority (UCA 63M-2-301)	2	2

7 **Other**  
Special meetings as authorized by appropriate legislative leadership.

- Notes:
- SP Senate President or designee appointed
  - SH Speaker of the House or designee appointed
  - MinL(2) Senate Minority Leader and House Minority Leader appointed
  - + Chairs of one or more specific committees to be appointed
  - J Joint body comprised of Senate and House members
  - R Repeal date provided in legislation

**Table 18 – Compensation for Other State of Utah Officials<sup>31</sup>**

FY	Governor	Lt. Gov	Attorney General	Auditor	Treasurer	Chief Justice	District Judge	Appointed Official's Salaries Range	Legislators		
									Daily	Annual <sup>2</sup>	Annualized <sup>3</sup>
2007	\$ 104,100	\$ 98,900	\$ 98,900	\$ 83,500	\$ 81,000	\$ 127,850	\$ 114,400	\$66,800 - \$115,700	\$ 130	\$ 7,800	\$ 33,930
2008	\$ 107,200	\$ 101,800	\$ 101,800	\$ 86,000	\$ 101,800	\$ 140,650	\$ 125,850	\$59,400 - \$140,700	\$ 130	\$ 7,800	\$ 33,930
2009	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 147,350	\$ 132,150	\$62,400 - \$147,700	\$ 130	\$ 7,800	\$ 33,930
2010	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 147,350	\$ 132,150	\$62,400 - \$147,700	\$ 117	\$ 7,020	\$ 30,537
2011	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 147,350	\$ 132,150	\$67,642 - \$160,222	\$ 117	\$ 7,020	\$ 30,537
2012	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 147,350	\$ 132,150	\$67,642 - \$160,222	\$ 117	\$ 7,020	\$ 30,537
2013	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 148,300	\$ 132,150	\$67,642 - \$160,222	\$ 273	\$ 16,380	\$ 71,253
2014	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 150,300	\$ 134,800	\$67,642 - \$160,222	\$ 273	\$ 16,380	\$ 71,253
2015	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 152,150	\$ 136,500	\$67,642 - \$160,222	\$ 273	\$ 16,380	\$ 71,253
2016	\$ 109,900	\$ 104,400	\$ 104,400	\$ 104,400	\$ 104,400	\$ 170,150	\$ 152,850	\$67,642 - \$160,222	\$ 273	\$ 16,380	\$ 71,253
2015 (hourly wages) <sup>1</sup>	\$ 52.63	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 72.87	\$ 65.37	\$32.52 - \$77.03	\$ 34.13		

Cumulative Percent Change from FY 2007 to FY 2015:

Governor	Lt. Gov	Attorney General	Auditor	Treasurer	Chief Justice	District Judge	Legislature
5.57%	5.56%	5.56%	25.03%	28.89%	19.01%	19.32%	110.00%

<sup>1</sup> Based on 2,088 hours a year, except Legislature.

<sup>2</sup> Based 60 days (45 session, 10 Interim, and 5 others).

<sup>3</sup> Based on 261 working days in a year, but not in effect.

In its November 2014 Report, the Utah Elected Official and Judicial Compensation Commission (EOJCC) recommended the following:

	Governor	Lt. Gov	Attorney General	Auditor	Treasurer	Chief Justice	District Judge	
As recommended	\$ 150,000	\$ 142,500	\$ 142,500	\$ 142,500	\$ 142,500	\$ 176,024	\$ 160,000	
Amended per SB 2						\$ 165,000	\$ 150,000	effective 7/1/2015
Amended per HB 368	\$ 150,000	\$ 135,000	\$ 142,500	\$ 135,000	\$ 135,000			effective 1/1/2017

<sup>31</sup> 2014 Report of The Utah Legislative Compensation Commission; 2014 Report of the Utah Elected Official and Judicial Compensation Commission; HB 368, Executive Office Compensation, Wilson (2015 General Session of the Utah State Legislature); SB 2, New Fiscal Year Supplemental Appropriations Act, Hillyard (2015 General Session of the Utah State Legislature)

**Table 19 – General and Operations Manager’s Salary<sup>32</sup>**

**Occupational Wages-Published April 2015 (data from May 2014) for General and Operations Managers**

<b>Area Name</b>	<b>Hourly Inexperienced</b>	<b>Hourly Median</b>	<b>Annual Inexperienced</b>	<b>Annual Median</b>	<b>On the job Training</b>	<b>Education</b>	<b>Experience</b>
Bear River	\$14.43	\$29.71	\$30,022	\$61,795	None	Bachelor's degree	Less than 5 year
Central Utah	\$16.53	\$28.34	\$34,380	\$58,950	None	Bachelor's degree	Less than 5 year
Eastern Utah	\$16.27	\$32.65	\$33,830	\$67,910	None	Bachelor's degree	Less than 5 year
Ogden-Clearfield Metro	\$14.76	\$31.93	\$30,700	\$66,410	None	Bachelor's degree	Less than 5 year
Provo-Orem Metro	\$17.99	\$34.91	\$37,420	\$72,610	None	Bachelor's degree	Less than 5 year
Salt Lake Metro	\$20.50	\$37.99	\$42,630	\$79,020	None	Bachelor's degree	Less than 5 year
Southwest Utah	\$10.66	\$21.77	\$22,170	\$45,280	None	Bachelor's degree	Less than 5 year
St. George Metro	\$14.57	\$27.47	\$30,300	\$57,140	None	Bachelor's degree	Less than 5 year
United States	--	\$46.77	--	\$97,270	None	Bachelor's degree	Less than 5 year
Utah Statewide	\$18.15	\$34.90	\$37,740	\$72,600	None	Bachelor's degree	Less than 5 year

<sup>32</sup> Utah Department of Workforce Services, Occupational Wages-Published April 2015 (data from May 2014) for General and Operations Managers

**Table 20 – Utah Legislative Compensation History<sup>33</sup>**

<u>Year</u>	<u>Daily Rate</u>	<u>President and Speaker Pay</u>	<u>Leadership Pay</u> <i>Majority/Minority Leaders</i>	<u>Leadership Pay</u> <i>Others<sup>3</sup></i>	<u>Lodging Expense<sup>1, 2</sup></u>	<u>Meals &amp; Incidental Expenses<sup>1</sup></u>
1980	\$25	\$0	\$0		n/a	\$15
1981	\$25	\$0	\$0		n/a	\$15
1982	\$25	\$0	\$0		n/a	\$25
1983	\$65	\$1,000	\$500		n/a	\$25
1984	\$65	\$1,000	\$500		n/a	\$25
1985	\$65	\$1,000	\$500		n/a	\$25
1986	\$65	\$1,000	\$500		n/a	\$25
1987	\$65	\$1,000	\$500		n/a	\$25
1988	\$65	\$1,000	\$500		n/a	\$25
1989	\$65	\$1,000	\$500		n/a	\$25
1990	\$65	\$1,000	\$500		n/a	\$25
1991	\$65	\$1,000	\$500		n/a	\$25
1992	\$65	\$1,000	\$500		n/a	\$25
1993	\$85	\$1,000	\$500		n/a	\$35
1994	\$85	\$1,000	\$500		n/a	\$35
1995	\$85	\$1,000	\$500		n/a	\$35
1996	\$85	\$1,000	\$500		n/a	\$35
1997	\$100	\$1,000	\$500		\$68	\$35
1998	\$100	\$1,000	\$500		\$83	\$38
1999	\$100	\$1,000	\$500		\$76	\$42
2000	\$100	\$1,000	\$500		\$75	\$42
2001	\$120	\$2,500	\$1,500		\$75	\$42
2002	\$120/\$100 <sup>4</sup>	\$2,500	\$1,500		\$75	\$42
2003	\$120	\$2,500	\$1,500		\$75	\$38
2004	\$120	\$2,500	\$1,500		\$80	\$39
2005	\$120	\$2,500	\$1,500		\$79	\$39
2006	\$120	\$2,500	\$1,500		\$79	\$39
2007	\$130	\$3,000	\$2,000		\$78	\$54
2008	\$130	\$3,000	\$2,000		\$90	\$54
2009	\$130	\$3,000	\$2,000		\$116	\$54
2010	\$117	\$3,000	\$2,000		\$106	\$61
2011	\$117	\$3,000	\$2,000		\$95	\$61
2012	\$117	\$3,000	\$2,000		\$95	\$61
2013	\$273	\$3,000	\$2,000		\$95	\$39
2014	\$273	\$5,000	\$4,000	\$3,000	\$100	\$40
2015	\$273	\$5,000	\$4,000	\$3,000	\$100	\$40

<sup>1</sup> Tied to Federal Rates

<sup>2</sup> Prior to 1997, lodging expenses were paid on a voucher system.

<sup>3</sup> Includes Whips, Assistant Whips and Executive Appropriations Chairs.

<sup>4</sup> The Legislature lowered their compensation to \$100 from July through December of 2002.

<sup>33</sup> National Conference of State Legislatures, 2014 Legislator Compensation/Living Expense Allowances During Session; Utah Governor's Office of Management and Budget, 2014 Report of the Utah Legislative Compensation Commission

**Table 21 – Historical Comparison of Consumer Price Index<sup>34</sup>**

<u>Year</u>	<u>CPI<sup>1</sup></u>	<u>% Change</u>	<u>Leg. Salary</u>	<u>% Change</u>
1982	97.0	N/A	\$25	N/A
1983	99.5	2.58%	\$65	160.00%
1984	103.7	4.22%	\$65	0.00%
1985	107.6	3.76%	\$65	0.00%
1986	109.5	1.77%	\$65	0.00%
1987	113.5	3.65%	\$65	0.00%
1988	118.0	3.96%	\$65	0.00%
1989	124.1	5.17%	\$65	0.00%
1990	129.9	4.67%	\$65	0.00%
1991	136.0	4.70%	\$65	0.00%
1992	140.2	3.09%	\$65	0.00%
1993	144.4	3.00%	\$85	30.77%
1994	148.0	2.49%	\$85	0.00%
1995	152.5	3.04%	\$85	0.00%
1996	156.7	2.75%	\$85	0.00%
1997	160.3	2.30%	\$100	17.65%
1998	163.0	1.68%	\$100	0.00%
1999	166.2	1.96%	\$100	0.00%
2000	172.4	3.73%	\$100	0.00%
2001	178.0	3.25%	\$120	20.00%
2002	179.9	1.07%	\$120	0.00%
2003	183.7	2.11%	\$120	0.00%
2004	189.7	3.27%	\$120	0.00%
2005	194.5	2.53%	\$120	0.00%
2006	202.9	4.32%	\$120	0.00%
2007	208.4	2.69%	\$130	8.33%
2008	218.8	5.02%	\$130	0.00%
2009	215.7	-1.43%	\$130	0.00%
2010	218.0	1.05%	\$117	-10.00%
2011	225.7	3.56%	\$117	0.00%
2012	229.5	1.66%	\$117	0.00%
2013	233.5	1.75%	\$273	133.33%
2014	238.3	2.07%	\$273	0.00%
2015	238.6	0.12%	\$273	0.00%
<b>Cumulative Change</b>		<b>146.02%</b>		<b>992.00%</b>

1. All figures are as of June of that year.

<sup>34</sup> U.S. Department of Labor: Bureau of Labor Statistics, Table 24 of CPI Detailed Report Data for June 2015.

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## **Full and Part-Time Legislatures<sup>35</sup>**

Updated June 2009

It seems like an easy question: Which legislatures are full-time and which ones are part-time? But with 50 different formulas for designing a state legislature, it's difficult to paint this issue in black and white. So we've done it in Red, White and Blue.

Being a legislator doesn't just mean attending legislative sessions and voting on proposed laws. State legislators also spend large amounts of time assisting constituents, studying state issues during the interim and campaigning for election. These activities go on throughout the year. Any assessment of the time requirements of the job should include all of these elements of legislative life.

Beyond that point, NCSL prefers to look more broadly at the capacity of legislatures to function as independent branches of government, capable of balancing the power of the executive branch and having the information necessary to make independent, informed policy decisions. To measure the capacity of legislatures, it's important to consider the amount of time legislators spend on the job, the amount they are compensated and the size of the legislature's staff.

NCSL has grouped the 50 state legislatures into three major categories: Red, White and Blue-and for those who want to know more, NCSL has provided some shading within those categories.

### **Red Legislatures**

Red legislatures require the most time of legislators, usually 80 percent or more of a full-time job. They have large staffs. In most Red states, legislators are paid enough to make a living without requiring outside income. These legislatures are more similar to Congress than are the other state legislatures. Most of the nation's largest population states fall in this category. Because there are marked differences within the category, we have subdivided the Red states. Those in Red generally spend more time on the job because their sessions are longer and their districts larger than those in Red Lite. As a result, they tend to have more staff and are compensated at a higher rate. Within subcategories, states are listed alphabetically.

### **White Legislatures**

Legislatures in the White category are hybrids. Legislatures in these states typically say that they spend more than two-thirds of a full time job being legislators. Although their income from legislative work is greater than that in the Blue states, it's usually not enough to allow them to make a living without having other sources of income. Legislatures in the White category have intermediate sized staff. States in the middle of the population range tend to have White legislatures.

### **Blue Legislatures**

In the Blue states, on average lawmakers spend the equivalent of half of a full-time job doing legislative work. The compensation they receive for this work is quite low and requires them to have other sources of income in order to make a living. The blue states have relatively small staffs. They are often called traditional or citizen legislatures and they are most often found in the smallest population, more rural states. Again, NCSL has divided these states into

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<sup>35</sup> National Conference of State Legislatures, article copied on August 12, 2013, from <http://www.ncsl.org/legislatures-elections/legislatures/full-and-part-time-legislatures.aspx>.

two groups. The legislatures in Blue are the most traditional or citizen legislatures. The legislatures in Blue Light are slightly less traditional. States are listed alphabetically within subcategories.

Table 1 shows the breakdown of states by category. Table 2 shows the average scores for the Red, White and Blue states for time on the job, compensation and staff size. For 2009 legislator compensation figures, take a look at the latest figures.

**Red, White and Blue Legislatures**

Red	Red Light	White		Blue Light	Blue
California	Illinois	Alabama	Missouri	Georgia	Montana
Michigan	Florida	Alaska	Nebraska	Idaho	New Hampshire
New York	Ohio	Arizona	North Carolina	Indiana	North Dakota
Pennsylvania	Massachusetts	Arkansas	Oklahoma	Kansas	South Dakota
	New Jersey	Colorado	Oregon	Maine	Utah
	Wisconsin	Connecticut	South Carolina	Mississippi	Wyoming
		Delaware	Tennessee	Nevada	
		Hawaii	Texas	New Mexico	
		Iowa	Virginia	Rhode Island	
		Kentucky	Washington	Vermont	
		Louisiana		West Virginia	
		Maryland			
		Minnesota			

Source: NCSL 2008

**Average Job Time, Compensation and Staff Size by Category of Legislature**

Category of Legislature	Time on the Job (1)	Compensation (2)	Staff per Member (3)
Red	80%	\$68,599	8.9
White	70%	\$35,326	3.1
Blue	54%	\$15,984	1.2

**Notes:**

1. Estimated proportion of a full-time job spent on legislative work including time in session, constituent service, interim committee work, and election campaigns.
2. Estimated average annual compensation of legislators including salary, per diem, and any other unvouchered expense payments.
3. Ratio of total legislative staff to number of legislators. This includes central legislative staff offices, so it is not a measure of how many staff work directly for each legislator.

Source: NCSL 2008

## ROLES AND RESPONSIBILITIES OF SELECTED LEADERSHIP POSITIONS<sup>36</sup>

The roles and responsibilities of legislative leaders vary considerably among the states. Listed below are brief synopses of the duties typically associated with selected leadership positions.

**President of the Senate.** The president is the principal leader of the Senate. The president typically will (1) preside over the daily sessions of the Senate, (2) preserve order in the chamber, (3) state parliamentary motions, (4) rule on parliamentary questions, (4) appoint committee chairs and members, (5) refer bills to committee, (6) sign legislation, writs and warrants and (7) act as the official spokesman for the Senate. In about 26 states, the lieutenant governor serves as the president of the Senate, and many of these duties are assumed by the president pro tem.

**President pro tem of the Senate.** The primary roles assigned to the president pro tem are to (1) preside over the Senate in the president's absence, (2) exercise the powers and duties of the president in his or her absence and (3) assume other duties as assigned by the president. Sometimes, this is an honorary position, with few substantive duties assigned. In states where the lieutenant governor presides over the Senate, the president pro tem usually assumes duties associated with a president.

**Speaker of the House or Assembly.** The speaker is the principal leader of the House or Assembly. The speaker typically will (1) preside over the daily sessions of the Senate, (2) preserve order in the chamber, (3) state parliamentary motions, (4) rule on parliamentary questions, (4) appoint committee chairs and members, (5) refer bills to committee, (6) sign legislation, writs and warrants and (7) act as the official spokesman for the House or Assembly.

**Speaker pro tem.** The primary roles assigned to the speaker pro tem are to (1) preside over the House in the speaker's absence, (2) exercise the powers and duties of the speaker in his or her absence and (3) assume other duties as assigned by the speaker. In some states, this is an honorary position, with few substantive duties assigned.

**Majority Leader.** The primary functions of a majority leader usually relate to floor duties. The majority leader (1) is the lead speaker for the majority party during floor debates, (2) develops the calendar and (3) assists the president or speaker with program development, policy formation and policy decisions.

**Majority Caucus Chair.** The majority caucus chair generally (1) develops the majority caucus agenda with the principal leaders, (2) presides over the majority caucus meetings and (3) assists with the development of policy.

**Majority Whip.** The duties of the majority whip are to (1) assist the floor leader, (2) ensure member attendance, (3) count votes and (4) generally communicate the majority position.

**Minority Leader.** The minority leader is the principal leader of the minority caucus. The minority leader is responsible for (1) developing the minority position, (2) negotiating with the majority party, (3) directing minority caucus activities on the chamber floor and (4) leading debate for the minority.

**Minority Caucus Chair.** The minority caucus chair (1) presides over caucus meetings and (2) assists the minority leader with policy development.

**Minority Whip.** The major responsibilities for the minority whip are to (1) assist the minority leader on the floor, (2) count votes and (3) ensure attendance of minority party members.

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<sup>36</sup> National Conference of State Legislatures, "Roles and Responsibilities of Selected Leadership Positions", article copied on September 11, 2015, from <http://www.ncsl.org/legislators-staff/legislators/legislative-leaders/leadership-positions-roles-and-responsibilities.aspx>.

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## APPENDIX B

### UTAH CONSTITUTION

#### **Article VI, Section 9. Compensation of legislators -- Citizens' salary commission.**<sup>37</sup>

The Legislature shall not increase the salaries of its members on its own initiative, but shall provide by law for the appointment by the Governor of a citizens' salary commission to make recommendations concerning the salaries of members of the Legislature. Upon submission of the commission's recommendations, the Legislature shall by law accept, reject or lower the salary but may not, in any event, increase the recommendation. The Legislature shall provide by law for the expenses of its members. Until salaries and expenses enacted as authorized by this section become effective, members of the Legislature shall receive compensation of \$25 per diem while actually in session, expenses of \$15 per diem while actually in session, and mileage as provided by law.

### UTAH CODE

#### **36-2-3. Salaries of members set by Legislature based on recommendations of Legislative Compensation Commission.**<sup>38</sup>

- (1) (a) Except as provided in Subsections (2), (3), or (4), the salaries of members of the Legislature shall automatically be set beginning January 1st of each odd-numbered year at the amount recommended by the Legislative Compensation Commission in the last report issued by the commission in the preceding even-numbered year.
- (b) This salary recommendation shall be based on either:
  - (i) a daily basis:
    - (A) for each calendar day for annual general sessions; and
    - (B) for each day a legislator attends veto-override and special sessions and other authorized legislative meetings; or
  - (ii) an annualized salary.
- (c) In preparing its report, the commission may recommend salary amounts that:
  - (i) take into account the amounts received by legislators for legislative expenses; and
  - (ii) provide alternative salary amounts based upon the occurrence of various contingencies.
- (2) (a) During an even-numbered annual general session or special session in the year

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<sup>37</sup> Retrieved from [http://le.utah.gov/xcode/ArticleVI/Article\\_VI\\_Section\\_9.html](http://le.utah.gov/xcode/ArticleVI/Article_VI_Section_9.html).

<sup>38</sup> Retrieved from <http://le.utah.gov/xcode/Title36/Chapter2/36-2-S3.html>.

immediately preceding the effective date of any salary change, the Legislature may reject or decrease the salary recommendation, but may not increase the salary recommendation.

(b) If the Legislature does not act as provided in Subsection (2)(a), they have by law accepted the Legislative Compensation Commission's recommendations contained in the last report issued by the commission in the preceding even-numbered year.

(3) Unless the commission issues a revised report after March 11, 2010, and notwithstanding Subsection (2), the salary for a member of the Legislature through calendar year 2011 is \$117 per day for each calendar day that the legislator attends:

- (a) the annual general session;
- (b) a veto-override session;
- (c) a special session; or
- (d) an authorized legislative meeting.

(4) If the last report issued by the commission in an even-numbered year recommends a salary contingent upon certain action being taken by the Legislature, that contingent legislative salary:

- (a) takes effect on the day after the day that the contingent action is taken by the Legislature; and
- (b) supersedes any other salary in effect as of January 1.

#### **36-2-4. Legislative Compensation Commission created -- Governor's considerations in appointments -- Organization and expenses.<sup>39</sup>**

(1) There is created a state Legislative Compensation Commission composed of seven members appointed by the governor, not more than four of whom shall be from the same political party.

(2) (a) Except as required by Subsection (2)(b), the members shall be appointed for four-year terms.

(b) Notwithstanding the requirements of Subsection (2)(a), the governor shall, at the time of appointment or reappointment, adjust the length of terms to ensure that the terms of board members are staggered so that approximately half of the board is appointed every two years.

(c) When a vacancy occurs in the membership for any reason, the replacement shall be appointed for the unexpired term in the same manner as the vacated member was chosen.

(3) In appointing members of the commission, the governor shall give consideration to achieving representation from the major geographic areas of the state, and representation from a broad cross section of occupational, professional, employee, and management interests.

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<sup>39</sup> Retrieved from <http://le.utah.gov/xcode/Title36/Chapter2/36-2-S4.html>.

- (4) The commission shall select a chair. Four members of the commission shall constitute a quorum. The commission shall not make any final determination without the concurrence of a majority of its members appointed and serving on the commission being present.
- (5) A member may not receive compensation or benefits for the member's service, but may receive per diem and travel expenses in accordance with:
  - (a) Section 63A-3-106;
  - (b) Section 63A-3-107; and
  - (c) rules made by the Division of Finance pursuant to Sections 63A-3-106 and 63A-3-107.
- (6)
  - (a) The commission shall be a citizen commission and no member or employee of the legislative, judicial, or executive branch is eligible for appointment to the commission.
  - (b) The executive director of the Governor's Office of Management and Budget:
    - (i) shall provide staff to the commission; and
    - (ii) is responsible for administration, budgeting, procurement, and related management functions for the commission.

### **36-2-5. Duties of Legislative Compensation Commission<sup>40</sup>**

- (1) The Legislative Compensation Commission shall:
  - (a) study and formulate recommendations concerning the salary levels for Utah state legislators;
  - (b) base the study and recommendations upon maintaining a citizen Legislature in Utah, but compensating members fairly for their service in order that all individuals would have an opportunity to serve;
  - (c) in developing recommendations, consider the salaries of other similar state legislators and other such factors; and
  - (d) submit to each member of the Legislature, by January 2nd of each even-numbered year, recommendations:
    - (i) concerning changes, if any, which should be made in the salary plan and its administration for state legislators; and
    - (ii) include a recitation of the provisions of Section 36-2-3.
- (2) The Legislative Compensation Commission may issue reports subsequent to January 2 of an even-numbered year containing revised salary recommendations, including salary recommendations contingent upon certain action being taken by the Legislature.
- (3) As provided in Subsection 36-2-3(1)(c), in formulating its recommendations, the commission may take into account the amounts received by legislators for legislative expenses, but may not review the propriety of, or recommend amounts for, legislative expenses.

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<sup>40</sup> Retrieved from <http://le.utah.gov/xcode/Title36/Chapter2/36-2-S5.html>.



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