

*Report of the  
Utah  
Legislative Compensation Commission*



(Photo by Craig R. Ulibarri, 2013)

*Prepared for the 2014 General Session of the Utah State Legislature*

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## Legislative Compensation Commission

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December 10, 2013

### **To the Utah State Legislature:**

The Legislative Compensation Commission (“the Commission”) has completed its report for the 2014 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.

The Commission reviewed and updated the work done in 2011 and 2012, and noted that its four recommendations were essentially adopted by the Legislature in its 2013 General Session. Those changes increased, in a transparent way, compensation for legislators while ensuring that legislators who incur expenses to attend to their legislative duties are appropriately reimbursed for those expenses.

As in prior years, the Commission reviewed much data from state and national sources, including surveys of all 50 states’ legislative compensation levels. Our analysis considered compensation trends for all states, western states and states with traditional citizen legislatures. The Commission determined that the increase in daily salary to \$273 for legislators last year was significant and needs no adjustment for 2014.

The Commission also reviewed leadership pay this year. After obtaining and considering data from state and national sources, and analyzing trends for all 50 states and states with traditional citizen legislatures, the Commission concluded that the Legislature’s leadership should receive additional compensation for the additional burden placed upon them.

**The Legislative Compensation Commission RECOMMENDS** leadership pay be increased as follows:

- To \$5,000 per year each for the Senate President and the Speaker of the House,
- To \$4,000 per year for Majority and Minority Leaders in both chambers, and
- To \$3,000 per year for other members of the respective Majority and Minority Leadership teams (specifically the Whips, Assistant Whips, and the Minority Caucus Managers) and for the two chairpersons of the Executive Appropriations Committee.

Sincerely,

*The Utah Legislative Compensation Commission*

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Paul D. Williams, Chair  
David Pyne, Vice-Chair  
Derek Larsen  
David L. Rail  
James R. Gowans  
Matthew G Bell  
Chris Bray

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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. Legislative, judicial, and executive branches employees 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>
Paul D. Williams	Banking/finance	South Jordan	Republican	4/1/2015
David Pyne	Attorney	West Jordan	Republican	4/1/2017
Derek Larsen	Business owner	South Jordan	Democrat	4/1/2017
David L. Rail	Insurance	Provo	Republican	4/1/2015
James R. Gowans	Rancher and former legislator	Tooele	Democrat	4/1/2015
Matthew G Bell	County Commissioner	Ogden	Republican	4/1/2017
Chris Bray	Nonprofit administrator	Bountiful	Democrat	4/1/2017

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, 2015.

## **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 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.

### Reports of the 2012 Legislative Compensation Commission<sup>3</sup>

The 2012 Legislative Compensation Commission met in the autumn of 2011 to “study and formulate recommendations concerning salary levels for Utah state legislators.” As with the two

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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>.

<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> The Commission includes this three-page discussion to provide recent historical context as the 2012 Commission recommended and the 2013 Legislature adopted significant changes to legislator compensation.

previous years' efforts, the commission considered establishing an annual salary versus a daily rate and establishing an expense reimbursement system rather than per diem allowances. Of the latter, members of the commission indicated some had been lobbied by legislators to address the issue which had the effect of compensating local legislators for expenses they did not incur while legislators who travelled greater distances actually had to pay lodging, food and travel costs.

The Commission submitted its report to the Executive Appropriations Committee on December 13, 2011 with two recommendations:

***Report of the Utah Legislative Compensation Commission Prepared for the 2012 General Session of the Utah State Legislature***<sup>4</sup>

Recommendation #1: The Commission recommends for transparency purposes if legislators eliminate the daily per diem allowances for food and lodging and change to an expense reimbursement system for actual lodging, actual meal and incidental expenses if lodging is necessary, mileage, and travel expenses, then contingent upon these changes the Commission recommends that legislators move to an annual salary of \$16,380 (based on 60 days, 8 hours per day, \$34.13 an hour).

Recommendation #2: The Commission recommends that additional compensation for legislative leaders remain at \$3,000 per year for the Senate President and the House Speaker and at \$2,000 per year for the Majority and Minority Leaders.

As the commission prepared its report for publication, and subsequent to its release, other issues were raised and clarifications sought, which would result in the release of a second report, ultimately revised, on March 8, 2012, with two additional recommendations and expansion of the original recommendations.

***Second Revised Supplemental Report of the Utah Legislative Compensation Commission Prepared for the 2012 General Session of the Utah State Legislature***<sup>5</sup>

Recommendation #1: The Commission recommends that for transparency purposes the daily per diem allowances for food and lodging be replaced with an expense reimbursement system.

The Commission recommends that if legislators eliminate the daily per diem allowances for food and lodging and change to an expense reimbursement system for actual lodging, actual meal and

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<sup>4</sup> Utah Governor's Office of Management and Budget. *Report of the Utah Legislative Compensation Commission*, Prepared for the 2012 General Session of the Utah State Legislature.

<sup>5</sup> Utah Governor's Office of Management and Budget. *Second Revised Supplemental Report of the Utah Legislative Compensation Commission*, Prepared for the 2012 General Session of the Utah State Legislature.

incidental expenses if lodging is necessary, mileage, and travel expenses, then contingent upon these changes the Commission recommends that legislators be paid a daily salary of \$273 per day for the general session, interim days, special sessions, and veto override sessions. Further, the \$273 daily rate is based upon combining the existing \$117 daily rate with the two existing per diem rates of \$95 and \$61. With the elimination of the per diems, members of the Legislature may seek reimbursement for actual travel related expenses similar to reimbursements for state employees as outlined in [Utah Administrative Code R25-7<sup>6</sup>].

The Commission recommends that, if the Legislature is called in due to a natural disaster or other emergency situation that is beyond the scope of these recommendations, the Commission may reconvene to consider compensating legislators for time taken for those circumstances at the daily rate of \$273.

If the Legislature rejects the Commission's recommendations then the salary for a member of the Legislature will remain at the current rate of \$117 per day for 60 days per year.

Recommendation #2: If legislators eliminate the daily per diem allowances for food and lodging and change to an expense reimbursement system for actual lodging, actual meal and incidental expenses as set forth above, then contingent upon these changes the Commission recommends that legislators who serve on committees, commissions, or task forces, other than Standing Committees, Interim Committees, Legislative Management Committee, Executive Appropriations Committee, and Appropriations Subcommittees, be paid up to an additional \$273 per day for required meetings of such committees, commissions, or task forces held on days other than the general session, special sessions, veto override sessions, and interim days, if (i) the committee, commission, or task force is created by statute or joint resolution, (ii) the meeting and amount is approved by the Legislative Management Committee, and (iii) service and payment for service on such committee, commission or task force is not in violation of Article V, Article VI Sections 6 and 7, or other provisions of the Constitution of Utah.

Recommendation #3: The Commission recommends that additional compensation for legislative leaders remain at \$3,000 per year for the Senate President and the House Speaker and at \$2,000 per year for the Majority and Minority Leaders, including the Chairs of the Executive Appropriations.

Recommendation #4: The Commission recommends that a fourth leadership position in Senate and House Minority leadership, namely the Senate and House Minority Caucus Managers, be added to those leadership positions receiving additional compensation for legislative leadership of \$2,000 per year because the positions have been longstanding, have increased in duties, and have responsibilities similar to other leadership positions.

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

### ***2012 General Session Legislation:***

Following the release of the report and concurrent with efforts resulting in the second report, the House of Representatives passed House Joint Rules Resolution (“HJR”) 22, *Joint Rules Resolution on Compensation and Expense Reimbursements*<sup>7</sup> (Dee). However, HJR 22 died in Senate Rules Committee at the end of the legislative session. As a result, no changes were made to legislative compensation.

### ***2013 General Session Legislation:***

In 2013, the legislature again took up the *Second Revised Supplemental Report* with HJR 6, *Joint Rules Resolution - Compensation and Expense Reimbursements*<sup>8</sup> (Dee), which passed both houses and became effective February 1, 2013.

While HJR 6 does not specifically and directly address each of the recommendations, the passage of HJR 6 effectively provided for the adoption of the four recommendations. By adopting the contingent changes set forth in the first two recommendations and by neither rejecting nor lowering the commission’s recommendations respecting salary and by not reducing the then existing compensation, the Utah State Legislature pursuant to UCA 36-2-2 accepted all four recommendations.

Recommendation #1: Consistent with this recommendation, HJR 6 amended JR5-1-102 to establish an expense reimbursement system and made clear in JR5-2-101, 102, and 103 that per diem rates are the same as provided for state employees. HJR 6 also made clear legislators shall receive daily compensation per the commission’s recommendations.

It should be noted that while HJR 6 specifically sets rates for meals, lodging, and travel expenses to the same rates as state employees, the language seemingly (and in practice does) exempt legislators from the minimum travel distance requirements applicable to state employees.

Recommendation #2: HJR 6 changed the definition of “authorized legislative day” in JR5-1-101 to fit recommendation.

Recommendation #3: The recommendation maintains the status quo for leadership compensation.

Recommendation #4: The recommendation expanded the list of Majority and Minority Leaders to include House and Senate Minority Caucus Managers.

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<sup>7</sup> Retrieved from <http://le.utah.gov/~2012/bills/static/HJR022.html>

<sup>8</sup> Retrieved from <http://le.utah.gov/~2013/bills/static/HJR006.html>

## 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>9</sup>

### Salary

Beginning February 1, 2013, the 104 Utah state legislators receive a daily salary of \$273 per day for all authorized legislative days<sup>10</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 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.

### 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	\$3,000 each
Majority and Minority Party Leaders, Whips and Assistant Whips, and Caucus Managers	\$2,000 each
Chairs of the Executive Appropriations Committee	\$2,000 each

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<sup>9</sup> Retrieved from <http://le.utah.gov/URC/LegislativeRules.pdf>

<sup>10</sup> See JR5-1-101, House Joint Rules Resolution 6 *Joint Rules Resolution – Compensation and Expense Reimbursements* (Dee), 2013 General Session, Utah State Legislature.

## Per Diems and Expense Reimbursements

JR5-2-101<sup>11</sup> through 103 addresses reimbursement for lodging, meals, and transportation. As changed per HJR 6 and effective February 1, 2013, legislators may claim reimbursements for actual lodging, meal expenses, and transportation 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>12</sup>, as in effect on August 1, 2013, outlines state policy and procedure, and provides (in-state amounts):

- Lodging - \$65 per night with exceptions for specified cities (Salt Lake City metropolitan area is \$95 maximum)
- Meals - \$39 per day (\$10 - breakfast, \$13 - lunch, \$16 - dinner)
- Transportation – private vehicle reimbursement is \$0.555 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 house.

### ***Communication Devices***

JR5-5-101 allows for reimbursement the monthly plan costs for communication devices such as cell phones. For 2013, legislators are given three options<sup>13</sup>: 1) use T-Mobile service at a cost of \$60 per month, 2) use Verizon service at cost of \$85 per month plus the cost of a new phone, and 3) be reimbursed for use of personal cell phone up to \$60 per month.

## Benefits

While the commission's duties, as outlined in UCA 36-2-5, do not explicitly mention benefits, it is clear in state law that health 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>11</sup> Retrieved from <http://le.utah.gov/URC/LegislativeRules.pdf>

<sup>12</sup> Retrieved from <http://www.rules.utah.gov/publicat/code/r025/r025-007.htm>.

<sup>13</sup> Utah Office of Legislative Research and General Counsel. 2013 Legislator Cell Phone Selection.

## ***Retirement Benefits***

UCA 49-19-201, *Governor's and Legislator's Retirement Act*<sup>14</sup>, provides for retirement benefits for legislators. In 2010, the legislature amended the *Act* to limit future liability for pensions by replacing the pension plan with a defined contribution plan. Utah Retirement Systems administers both programs.

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<sup>15</sup> as of July 1, 2013 is \$28.40 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.

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.

## ***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

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>16</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:

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<sup>14</sup> Retrieved from [http://le.utah.gov/code/TITLE49/htm/49\\_19\\_020100.htm](http://le.utah.gov/code/TITLE49/htm/49_19_020100.htm)

<sup>15</sup> *Utah Governors and Legislators Retirement Plan Highlights, effective July 1, 2012*; pamphlet published by Utah Retirement Systems.

<sup>16</sup> Utah Public Employees Health Program, *2013-2014 Benefits Summary*, retrieved from [https://www1.pehp.org/mango/pdf/pehp/PDC/state\\_book\\_2013-14\\_sw\\_FEF4B7DD.pdf](https://www1.pehp.org/mango/pdf/pehp/PDC/state_book_2013-14_sw_FEF4B7DD.pdf).

Coverage	Medical	Dental	Total
Single	\$ 4,630	\$ 525	\$ 5,155
Double	\$ 9,547	\$ 667	\$10,215
Family	\$12,746	\$ 966	\$13,712

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>17</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

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<sup>17</sup> Retrieved from [http://le.utah.gov/code/TITLE49/htm/49\\_20\\_040300.htm](http://le.utah.gov/code/TITLE49/htm/49_20_040300.htm)

## 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 of each of the 50 state legislatures. State legislatures generally compensate their members in three ways:

- (1) An annual salary,
- (2) A daily rate paid for calendar days during the session, and
- (3) A daily rate paid for actual legislative days worked.

The NCSL survey also contains information regarding per diem expense reimbursement for the 50 state legislatures. This year, the Commission also obtained additional data from NCSL concerning leadership pay. This information was taken into consideration by the Commission regarding the recommendations.

### 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 the same in this study.

## Trends/Overview

### *Hourly Wages*

With the changes after the 2012 report and effected in the 2013 General Session, Utah now ranks 15th (previously 36th) in the nation for legislative pay (see Table 2). Utah's legislative rates equates to an hourly wage of \$34.13. Alaska ranks number one at \$70.79 an hour and New Mexico, which does not pay any legislative salary, ranks last. The average hourly wage for all state legislatures is \$27.82, while the median is \$23.71.

### *Hourly Wages plus Per Diems*

Utah moved to 15th (from 25th) in the nation (see Table 6) when using hourly wages plus urban per diem rates. Utah's hourly wage plus urban per diem (expense reimbursement) is \$50.88. Alaska ranks number one at \$92.72 and New Hampshire ranks last at \$0.07. The average hourly wage for all states including urban per diem rates is \$40.30, while the median is \$36.65.

When referencing rural per diems, Utah ranks 16th (from 27th) at \$50.88 with Alaska first at \$100.04 and New Hampshire last at \$0.07. The average hourly wage for all state legislatures including rural per diem rates is \$41.95, while the median is \$37.20.

Only eight states (Alaska, Arizona, Colorado, Hawaii, Idaho, Iowa, Massachusetts, and Nebraska) reported different per diem rates for urban or rural legislators.

### *Daily and Annual Salary*

Using daily salaries to compare Utah (\$273) to all other states shows that Utah ranks 15th (up from 36th a year ago) 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 40th (up from 47th) 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 3rd (up from 5th last year) out of the 11 states when considering hourly wage plus urban per diem and is 4th (previously 7th) 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 (\$61.86) is the same for urban and rural. Of those that pay, Montana's is lowest at \$24.05.

### ***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' 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 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 (West Virginia and Georgia) 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 (\$134 per diem), 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 \$70.57, a district judge earns \$63.29 and the state's appointed officials' hourly wages range from \$32.40 to \$76.73. All are eligible for health and retirement benefits.

### ***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>18</sup>

Table 19 shows that occupational wages in May 2012 for general and operations managers. The average hourly wage for an inexperienced general and operations manager was \$21.77 in Utah, the median hourly wage was \$38.03 in Utah and \$45.88 nationally. The annual average salary for an inexperienced general and operations manager in Utah was \$45,270 while the annual median salary for a general and operations manager in Utah was \$79,090 and \$95,440 nationally.

***Leadership Pay***

Table 14 shows the relative rankings of various legislative leaders against their counterparts in the other 49 states. Table 15 ranks leadership pay for states with traditional and slightly less traditional citizen legislatures. Comparing like positions under “Other Leaders” to like positions is challenging as there is much inconsistency in the titles and which positions are paid. The following shows Utah’s relative rankings:

	<u>Table 14</u>		<u>Table 15</u>		
	States with		States with		
	Citizen		Citizen		
Senate	All States	Legislatures	House	All States	Legislatures
President	28	7	Speaker	35	11
Majority Leader	23	8	Majority Leader	21	8
Minority Leader	23	8	Minority Leader	21	6
Other leaders	20	7	Other leaders	18	6
Executive Appropriations Chair	14	4	Executive Appropriations Chair	13	4
	out of 50	out of 17		out of 50	out of 17

<sup>18</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

The Commission met several times in October and November, 2013, to study legislator compensation and make recommendations. 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 and updated the work done for the 2012 reports, and acknowledged that the four recommendations were effectively adopted by the Legislature in 2013.

For this year's report, the Commission reviewed the level of daily pay for legislators, considered whether that daily pay should be reduced for days where attendance at meetings takes less than four hours, discussed whether legislators could be paid to opt out of enrolling in the state's health insurance program, and examined leadership pay levels.

### *Legislative Salaries*

The Commission reviewed the data provided in the tables (see Appendix A) and found that Utah legislators' daily salary of \$273 ranks 15<sup>th</sup> nationally and 2<sup>nd</sup> among traditional and slightly less than traditional citizen legislatures.

The Commission obtained data showing the distribution (see Table 9) of legislative compensation for legislators and determined the typical (see Table 10) number of days legislators attended, and how much they received in compensation and reimbursements.

The Commission looked at the legislature's list of Authorized Legislative Meetings<sup>19</sup> (summarized in Table 17) and questioned whether it was appropriate to pay a full daily salary for days (typically non-interim, non-general session, etc.) where time attending authorized meetings may take less than one-half of the day. [State policy<sup>20</sup> concerning Boards and Commissions provides a lesser per diem for meetings lasting less than four hours and a full per diem for meetings lasting more than four hours.] The Commission concluded that the relative number of other meetings was small and the occasional full-day per diem was small compensation considering the many unpaid hours legislators spend in serving their constituents.

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<sup>19</sup> Utah Office of Legislative Research and General Counsel, *Authorized Legislative Meetings, 2013*.

<sup>20</sup> Retrieved from <http://www.rules.utah.gov/publicat/code/r025/r025-005.htm>.

Acknowledging last year’s significant changes, inflation lower than 2% (see Table 21), and the relative rankings of legislators’ salaries, the Commission made no recommendations on salaries.

**Leadership Pay**

The Commission examined leadership pay as it was last changed in 2007. Utah’s leadership pay compared to other states is summarized on page 20 of this report.

Table 16 is an estimate of legislative leaders’ additional workload (above that of regular legislators). The Commission finds the leadership workload is not adequately compensated at current rates. Therefore, the Commission recommends an increase for those leaders as follows:

<b>Utah Legislative Leadership Pay</b>		
Senate and House	Current	Recommended
President and Speaker	\$ 3,000	\$ 5,000
Majority Leaders	\$ 2,000	\$ 4,000
Majority Whips	\$ 2,000	\$ 3,000
Majority Assistant Whips	\$ 2,000	\$ 3,000
Executive Appropriations Chairs	\$ 2,000	\$ 3,000
Minority Leaders	\$ 2,000	\$ 4,000
Minority Whips	\$ 2,000	\$ 3,000
Minority Assistant Whips	\$ 2,000	\$ 3,000
Minority Caucus Managers	\$ 2,000	\$ 3,000
	\$ 19,000	\$ 31,000
	x2 houses	x2 houses
Total Cost (both houses)	\$ 38,000	\$ 62,000

The recommended increase requires an additional \$24,000 to the state’s annual budget.

Whereas Tables 14 and 15 show the Utah’s current leadership pay as it ranks relative to other states, Tables 14R and 15R reflect leadership pay as compared to other states if the legislature adopts the increases recommended in this report.

	<u>Table 14R</u>		<u>Table 15R</u>		<u>Table 14R</u>		<u>Table 15R</u>	
	Senate	All States	Legislatures	States with Citizen	House	All States	Legislatures	States with Citizen
President	26	7	7	7	Speaker	34	10	10
Majority Leader	19	6	6	6	Majority Leader	16	4	4
Minority Leader	18	6	6	6	Minority Leader	17	4	4
Other leaders	18	6	6	6	Other leaders	17	5	5
Executive Appropriations Chair	14	4	4	4	Executive Appropriations Chair	13	4	4
	out of 50	out of 17	out of 17	out of 17		out of 50	out of 17	out of 17

Adopting these rates will improve the Senate President's ranking two places nationally but none in the states with traditional and slightly less traditional citizen legislatures. The Speaker's relative rankings improve by one place in both comparisons.

Nationally, rankings for the Senate Majority Leader and the Senate Minority Leader improve four and five positions respectively. Both leaders' rankings improve only two places when compared to the 17 states with citizen legislatures. Other Senate leaders improve two and one ranks compared nationally and among the blue states.

In the House, the Majority Leader's pay rank moves five positions higher nationally and four compared to the citizen legislatures. The Minority Leader improves four and two positions respectively. Other House leaders' pay ranking improves one position in both tables.

The recommended increase results in no change in rankings for the chairs of Executive Appropriations.

### ***Benefits***

Noting that compensation to legislators encompasses more than just daily salary, leadership pay, and expense reimbursements, Commission members perused the other benefits received by legislators in compensation. Noting that the Commission's duties are directed to legislator salaries and therefore recommendations on benefits out of order, the members did pose, in suggestion, the question as to whether legislators could be paid (the individual rate) to opt out of enrolling in the state's health insurance programs.

## **Recommendation(s)**

Based on our review and analysis of the data contained in this report, the Legislative Compensation Commission RECOMMENDS leadership pay be increased as follows:

- To \$5,000 per year each for the Senate President and the Speaker of the House,
- To \$4,000 per year for Majority and Minority Leaders in both chambers, and
- To \$3,000 per year for other members of the respective Majority and Minority Leadership teams (specifically the Whips, Assistant Whips, and the Minority Caucus Managers) and for the two chairpersons of the Executive Appropriations Committee.

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**Table 1 – State Legislator Compensation by State, 2013<sup>21</sup>**

State	Salary	Per Diem (Allowance for Daily Expenses)
Alabama	\$10/day (C)	\$4,308/month plus \$50/day for three days during each week that the legislature actually meets during any session (U).
Alaska	\$50,400/year	\$234/day (depending on the time of year) tied to federal rate. Legislators who reside in the Capitol area receive 75% of the federal rate.
Arizona	\$24,000/year	\$35/day for the 1st 120 days of regular session and for special session and \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the 1st 120 days of regular session and for special session and an additional \$10/day thereafter (V). Set by statute.
Arkansas	\$15,869/year	\$147/day (V) plus mileage tied to federal rate.
California	\$90,526/year	\$141.86/day for each day they are in session.
Colorado	\$30,000/year	\$183 for members who live more than 50 miles from capitol, \$45 for members who live 50 or fewer miles from capitol.
Connecticut	\$28,000/year	No per diem is paid.
Delaware	\$44,041/year	\$7,334 expense allowance annually.
Florida	\$29,697/year	\$131/day earned based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia	\$17,342/year	\$173/day (U) set by the Legislative Services Committee.
Hawaii	\$46,273/year	\$175/day for members living outside Oahu during session; \$10/day for members living on Oahu during the interim while conducting official legislative business.
Idaho	\$16,438/year	\$122/day for members establishing second residence in Boise; \$49/day if no second residence is established and up to \$25/day travel (V) set by Compensation Commission.
Illinois	\$67,836/year Members are mandatorily required to forfeit one day of compensation per month.	\$111/per session day.
Indiana	\$22,616/year	\$152/day (U) tied to federal rate.
Iowa	\$25,000/year	\$135/day (U). \$101.25/day for Polk County legislators (U) set by the legislature to coincide with federal rate. State mileage rates apply.
Kansas	\$88.66 (C)	\$123/day (U) tied to federal rate.
Kentucky	\$1,788.51 a month	\$188.22/day (U) tied to federal rate (110% Federal per diem rate).
Louisiana	\$16,800/year + additional \$6,000/year (U) expense allowance.	\$149/day (U) tied to federal rate (26 U.S.C. Section 162(h)(1)(B)(ii))
Maine	\$13,852/year for first regular session; \$9,661/year for second regular session.	\$38/day housing, or mileage and tolls in lieu of housing (at rate of \$0.44/mile up to \$38/day) plus \$32/day for meals. Per diem limits are set by statute.
Maryland	\$43,500/year	Lodging \$101/day; meals \$42/day (tied to federal rate and compensation commission).
Massachusetts	\$60,032.60/year	From \$10/day-\$100/day, depending on distance from State House (V) set by the legislature.
Michigan	\$71,685/year	\$10,800 yearly expense allowance for session and interim (V) set by compensation commission.
Minnesota	\$31,141/year	\$86 per day.
Mississippi	\$10,000/year	\$123/day
Missouri	\$35,915/year	\$104/day (U) tied to federal rate. Verification of per diem is by roll call.
Montana	\$82.64/day (L)	\$109.78/day (U).

<sup>21</sup> National Conference of State Legislatures, 2013 Legislator Compensation and Living Expense Allowances During Session

State	Salary	Per Diem (Allowance for Daily Expenses)
Nebraska	\$12,000/year	\$123/day outside 50-mile radius from Capitol; \$46/day if member resides within 50 miles of Capitol (V) tied to federal rate.
Nevada	\$146.29/day maximum of 60 days of session.	\$152/per day.
New Hampshire	\$200/two-year term	No per diem is paid.
New Jersey	\$49,000/year	No per diem is paid.
New Mexico	None	\$154/day (V) tied to federal rate and the constitution.
New York	\$79,500/year	\$165/per full day and \$61/per half day.
North Carolina	\$13,951/year	\$104/day (U) set by statute. \$559/month expense allowance.
North Dakota	\$157/day during legislative sessions (C) and \$157/day for attending interim committee meetings	Lodging reimbursement up to 30 times 65 percent of the daily lodging rate (\$1,351 per month as of 8/1/2011 (V).
Ohio	\$60,584/year	No per diem is paid.
Oklahoma	\$38,400/year	\$147/day (U) tied to federal rate.
Oregon	\$22,260/year	\$123/day (U) tied to federal rate.
Pennsylvania	\$83,801/year	\$159 per day 1/1/13 to 5/31/13 and 9/1/13. \$185 per day 6/1/13 to 8/31/13.
Rhode Island	\$14,640/year	No per diem is paid.
South Carolina	\$10,400/year	\$131/day for meals and housing for each statewide session day and committee meeting tied to federal rate.
South Dakota	\$12,000/two-year term	\$110/legislative day (U) set by the legislature.
Tennessee	\$19,009/year	\$173/legislative day (U) tied to federal rate.
Texas	\$7,200/year	\$150/day (U) set by Ethics Commission.
Utah <sup>1</sup>	\$273/day (C)	\$39/day for meals (V) and \$95/day (V) for lodging.
Vermont	\$647.12 per week during the legislative session only.	\$101/day lodging if you stay and \$61/day meals and mileage.
Virginia	\$18,000/year Senate, \$17,640/year House	\$178.00/day for Senators during 2013 session. \$170/day for House Members during 2013 session.
Washington	\$42,106/year	\$90/day
West Virginia	\$20,000/year	\$131/day during session (U) set by compensation commission.
Wisconsin	\$49,943/year	\$88/day maximum (U) set by compensation commission (90% of federal rate).
Wyoming	\$150/day (L)	\$109/day (V) set by the legislature, includes travel days for those outside Cheyenne.

L = Legislative day (V) = Vouchered

C = Calendar day (U) = Unvouchered

<sup>1</sup> NCSL survey indicated: "\$96/day (V) lodging allotment for each calendar day, tied to federal rate, \$61/day meals (V)" which was the case prior to the 2013 implementation of the LCC's recommendations.

**Table 2 – State Legislator Salaries - All States, 2013<sup>22</sup>**

	Annual Salary	Daily Salary	Session Days (C) 2013	Hourly Wage <sup>1</sup>	Hourly Wage Rank	Daily Salary	Daily Salary Rank	Annual Salary	Annual Salary Rank
Alabama	\$51,696 <sup>2</sup>	\$10.00 (C)	104	\$63.38	2	\$507.08	2	\$52,736	8
Alaska	\$50,400		89	\$70.79	1	\$566.29	1	\$50,400	10
Arizona	\$24,000		151	\$19.87	30	\$158.94	30	\$24,000	23
Arkansas	\$15,869		123	\$16.13	38	\$129.02	38	\$15,869	37
California	\$90,526		284	\$39.84	12	\$318.75	12	\$90,526	1
Colorado	\$30,000		119	\$31.51	17	\$252.10	17	\$30,000	19
Connecticut	\$28,000		147	\$23.81	25	\$190.48	25	\$28,000	21
Delaware	\$51,375 <sup>2</sup>		173	\$37.12	13	\$296.97	13	\$51,375	9
Florida	\$29,697		59	\$62.92	3	\$503.34	3	\$29,697	20
Georgia	\$17,342		73	\$29.70	18	\$237.56	18	\$17,342	34
Hawaii	\$46,273		106	\$54.57	6	\$436.54	6	\$46,273	13
Idaho	\$16,438		87	\$23.62	26	\$188.94	26	\$16,438	35
Illinois	\$67,836		142	\$59.71	5	\$477.72	5	\$67,836	5
Indiana	\$22,616		112	\$25.24	23	\$201.93	23	\$22,616	25
Iowa	\$25,000		129	\$24.22	24	\$193.80	24	\$25,000	22
Kansas		\$88.66 (C)	157	\$11.08	41	\$88.66	41	\$13,920	39
Kentucky	\$21,462 <sup>3</sup>		77	\$34.84	14	\$278.73	14	\$21,462	27
Louisiana	\$22,800 <sup>2</sup>		59	\$48.31	9	\$386.44	9	\$22,800	24
Maine	\$11,757 <sup>4</sup>		196	\$7.50	47	\$59.98	47	\$11,757	42
Maryland	\$43,500		89	\$61.10	4	\$488.76	4	\$43,500	14
Massachusetts	\$60,033		322	\$23.30	28	\$186.44	28	\$60,033	7
Michigan	\$82,485 <sup>2</sup>		356	\$28.96	20	\$231.70	20	\$82,485	3
Minnesota	\$31,141		132	\$29.49	19	\$235.92	19	\$31,141	18
Mississippi	\$10,000		86	\$14.53	40	\$116.28	40	\$10,000	44
Missouri	\$35,915		141	\$31.84	16	\$254.72	16	\$35,915	17
Montana		\$82.64 (L)	107	\$10.33	42	\$82.64	42	\$8,842	45
Nebraska	\$12,000		147	\$10.20	43	\$81.63	43	\$12,000	41
Nevada	\$17,400 <sup>5</sup>	\$146.29 (C)	119	\$18.29	33	\$146.29	33	\$17,400	33
New Hampshire	\$100 <sup>6</sup>		180	\$0.07	49	\$0.56	49	\$100	49
New Jersey	\$49,000		357	\$17.16	36	\$137.25	36	\$49,000	12
New Mexico	\$0	\$0	60	\$0.00	50	\$0.00	50	\$0	50
New York	\$79,500		356	\$27.91	22	\$223.31	22	\$79,500	4
North Carolina	\$20,659 <sup>2</sup>		177	\$14.59	39	\$116.72	39	\$20,659	28
North Dakota		\$157.00 (C)	116	\$19.63	31	\$157.00	31	\$18,212	31
Ohio	\$60,584		358	\$21.15	29	\$169.23	29	\$60,584	6
Oklahoma	\$38,400		109	\$44.04	10	\$352.29	10	\$38,400	16
Oregon	\$22,260		154	\$18.07	34	\$144.55	34	\$22,260	26
Pennsylvania	\$83,801		364	\$28.78	21	\$230.22	21	\$83,801	2
Rhode Island	\$14,640		183	\$10.00	44	\$80.00	44	\$14,640	38
South Carolina	\$10,400		150	\$8.67	46	\$69.33	46	\$10,400	43
South Dakota	\$6,000 <sup>6</sup>		76	\$9.87	45	\$78.95	45	\$6,000	48
Tennessee	\$19,009		101	\$23.53	27	\$188.21	27	\$19,009	30
Texas	\$7,200		139	\$6.47	48	\$51.80	48	\$7,200	47
Utah		\$273.00 (C)	45	\$34.13	15	\$273.00	15	\$12,285	40
Vermont		\$129.42 (C)	125	\$16.18	37	\$129.42	37	\$16,178	36
Virginia	\$17,743 <sup>8</sup>		45	\$49.29	8	\$394.29	8	\$17,743	32
Washington	\$42,106		104	\$50.61	7	\$404.87	7	\$42,106	15
West Virginia	\$20,000		59	\$42.37	11	\$338.98	11	\$20,000	29
Wisconsin	\$49,943		358	\$17.44	35	\$139.51	35	\$49,943	11
Wyoming		\$150.00 (L)	50	\$18.75	32	\$150.00	32	\$7,500	46

	Hourly Wage <sup>1</sup>	Daily Salary	Annual Salary
(L) = Legislative day; (C) = Calendar Day	Quartile 1	\$16.14	\$129.12
(V) = Vouchered; (U) = Unvouchered	Median	\$23.71	\$189.71
	Average	\$27.82	\$222.54
	Quartile 3	\$36.55	\$292.41
	Maximum	\$70.79	\$566.29
			\$14,947.25
			\$22,438.23
			\$30,697.83
			\$45,579.75
			\$90,526.00

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

<sup>2</sup> Salary plus fixed annual expense allowance; AL \$10/day+\$4,308/month, DE \$44,041+\$7,334/year, LA \$16,800+\$6000/year, MI

<sup>3</sup> \$1,788.51 per month.

<sup>4</sup> Averaged \$13,852 for first year regular session and \$9,661/year for second year regular session.

<sup>5</sup> \$137.90/day maximum of 60 days of session for holdover Senators, \$146.29/day for all other legislators.

<sup>6</sup> New Hampshire pays \$200 for a two-year term; South Dakota pays \$12,000 for a two-year term.

<sup>7</sup> \$647.12 per week during legislative session only.

<sup>8</sup> Averaged \$18,000/year Senate and \$17,640/year House.

**Table 3 – State Legislative Sessions by State, 2013<sup>23</sup>**

State	Regular Session Convened	Regular Session Adjourned	Organizational Session Date	Calendar Days	Comments
Alabama	5-Feb	20-May		104	
Alaska	15-Jan	14-Apr		89	
Arizona <sup>3</sup>	14-Jan	14-Jun		151	
Arkansas	14-Jan	17-May		123	Session can be extended by 2/3 vote.
California <sup>3</sup>	3-Dec-12	13-Sep	3-Dec-12	284	
Colorado	9-Jan	8-May		119	
Connecticut	9-Jan	5-Jun		147	
Delaware	8-Jan	30-Jun		173	
Florida	5-Mar	3-May	20-Nov-12	59	
Georgia	14-Jan	28-Mar		73	
Hawaii	16-Jan	2-May		106	
Idaho	7-Jan	4-Apr	6-Dec-12	87	
Illinois <sup>3</sup>	9-Jan	31-May		142	Veto session held in fall.
Indiana	7-Jan	29-Apr	20-Nov-12	112	
Iowa	14-Jan	23-May		129	
Kansas	14-Jan	20-Jun	3-Dec-12	157	Organizational session - House only
Kentucky <sup>3</sup>	8-Jan	26-Mar		77	
Louisiana	8-Apr	6-Jun		59	
Maine	5-Dec	19-Jun		196	
Maryland	9-Jan	8-Apr		89	
Massachusetts <sup>1,2</sup>	2-Jan	20-Nov		322	
Michigan <sup>1</sup>	9-Jan	31-Dec		356	
Minnesota	8-Jan	20-May		132	
Mississippi <sup>3</sup>	8-Jan	4-Apr		86	
Missouri	9-Jan	30-May		141	
Montana	7-Jan	24-Apr		107	
Nebraska	9-Jan	5-Jun		147	
Nevada <sup>3</sup>	4-Feb	3-Jun		119	
New Hampshire	2-Jan	1-Jul	5-Dec-12	180	
New Jersey <sup>1</sup>	8-Jan	31-Dec		357	
New Mexico	15-Jan	16-Mar		60	
New York <sup>1</sup>	9-Jan	31-Dec		356	
North Carolina	30-Jan	26-Jul	9-Jan-13	177	
North Dakota	8-Jan	4-May	3-Dec-12	116	
Ohio <sup>1</sup>	7-Jan	31-Dec		358	
Oklahoma	4-Feb	24-May	8-Jan-13	109	
Oregon	4-Feb	8-Jul	14-Jan-13	154	
Pennsylvania <sup>1</sup>	1-Jan	31-Dec		364	
Rhode Island	1-Jan	3-Jul		183	
South Carolina	7-Jan	6-Jun		150	Session extended from June 6
South Dakota	8-Jan	25-Mar		76	
Tennessee	8-Jan	19-Apr	6-Jan-13 to 8-Jan-13	101	
Texas <sup>3</sup>	8-Jan	27-May		139	
Utah <sup>3</sup>	28-Jan	14-Mar		45	
Vermont	9-Jan	14-May		125	
Virginia	9-Jan	23-Feb		45	Can be extended 30 days by 2/3 vote.
Washington <sup>3</sup>	14-Jan	28-Apr		104	
West Virginia	13-Feb	13-Apr		59	
Wisconsin <sup>1</sup>	7-Jan	31-Dec		358	
Wyoming	8-Jan	27-Feb		50	

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

<sup>2</sup> Joint rules prohibit formal sessions after the third Wednesday of November. Informal sessions are permitted throughout the year.

<sup>3</sup> One or more special sessions also scheduled during 2013.

<sup>23</sup> National Conference of State Legislatures, 2013 Legislative Sessions Calendar (August 7, 2013)

**Table 4 – State Legislature Composition by State, 2013<sup>24</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	212	62	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
<b>Utah</b>	<b>104</b>	<b>29</b>	<b>75</b>
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>24</sup> National Conference of State Legislatures, 2012 State and Legislative Partisan Composition

**Table 5 – Legislative Session Per Diem Rates - All States, 2013<sup>25</sup>**

State	Urban Per Diem	Rural Per Diem	Urban Per Diem Rank	Rural Per Diem Rank
Alabama <sup>1,3</sup>	\$ 50.00 (U)	\$ 50.00 (U)	36	42
Alaska	\$ 175.50	\$ 234.00	3	1
Arizona	\$ 35.00 (V)	\$ 60.00 (V)	41	41
Arkansas <sup>2</sup>	\$ 147.00 (V)	\$ 147.00 (V)	14	16
California	\$ 141.86	\$ 141.86	17	19
Colorado	\$ 45.00 (V)	\$ 183.00 (V)	40	3
Connecticut	\$ -	\$ -	44	44
Delaware <sup>3</sup>	\$ -	\$ -	44	44
Florida	\$ 131.00 (V)	\$ 131.00 (V)	19	22
Georgia	\$ 173.00 (U)	\$ 173.00 (U)	4	6
Hawaii	\$ 10.00	\$ 175.00	42	5
Idaho <sup>4</sup>	\$ 49.00 (V)	\$ 122.00 (V)	37	29
Illinois	\$ 111.00	\$ 111.00	25	30
Indiana	\$ 152.00 (U)	\$ 152.00 (U)	10	12
Iowa <sup>2</sup>	\$ 101.25 (U)	\$ 135.00 (U)	31	20
Kansas	\$ 123.00 (U)	\$ 123.00 (U)	22	25
Kentucky	\$ 188.22 (U)	\$ 188.22 (U)	1	2
Louisiana <sup>3</sup>	\$ 149.00 (U)	\$ 149.00 (U)	13	15
Maine	\$ 70.00	\$ 70.00	35	40
Maryland	\$ 143.00 (V)	\$ 143.00 (V)	16	18
Massachusetts	\$ 10.00 (V)	\$ 100.00 (V)	42	36
Michigan <sup>3</sup>	\$ - (V)	\$ - (V)	44	44
Minnesota	\$ 86.00 (U)	\$ 86.00 (U)	34	39
Mississippi	\$ 123.00 (U)	\$ 123.00 (U)	22	25
Missouri	\$ 104.00 (U)	\$ 104.00 (U)	29	34
Montana	\$ 109.78 (U)	\$ 109.78 (U)	27	32
Nebraska	\$ 46.00 (V)	\$ 123.00 (V)	38	25
Nevada	\$ 152.00 (U)	\$ 152.00 (U)	10	12
New Hampshire	\$ -	\$ -	44	44
New Jersey	\$ -	\$ -	44	44
New Mexico	\$ 154.00 (V)	\$ 154.00 (V)	9	11
New York <sup>5</sup>	\$ 165.00 (V)	\$ 165.00 (V)	7	9
North Carolina <sup>3</sup>	\$ 104.00 (U)	\$ 104.00 (U)	29	34
North Dakota	\$ 45.03 (V)	\$ 45.03 (V)	39	43
Ohio	\$ -	\$ -	44	44
Oklahoma	\$ 147.00 (U)	\$ 147.00 (U)	14	16
Oregon	\$ 123.00 (U)	\$ 123.00 (U)	22	25
Pennsylvania <sup>6</sup>	\$ 172.00	\$ 172.00	6	8
Rhode Island	\$ -	\$ -	44	44
South Carolina	\$ 131.00	\$ 131.00	19	22
South Dakota	\$ 110.00 (U)	\$ 110.00 (U)	26	31
Tennessee	\$ 173.00 (U)	\$ 173.00 (U)	4	6
Texas	\$ 150.00 (U)	\$ 150.00 (U)	12	14
Utah <sup>2</sup>	\$ 134.00 (U)	\$ 134.00 (U)	18	21
Vermont	\$ 162.00	\$ 162.00	8	10
Virginia <sup>7</sup>	\$ 178.00 (U)	\$ 178.00 (U)	2	4
Washington	\$ 90.00	\$ 90.00	32	37
West Virginia	\$ 131.00 (U)	\$ 131.00 (U)	19	22
Wisconsin	\$ 88.00 (U)	\$ 88.00 (U)	33	38
Wyoming	\$ 109.00 (V)	\$ 109.00 (V)	28	33

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

(V) = Vouchered; (U) = Unvouchered

<sup>1</sup> AL pays \$50/day for 3 days each week (max. 40 days) the legislature meets.

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

<sup>5</sup> NY pays \$61 for a half day.

<sup>6</sup> PA has different rates for summer and the rest: \$185 + \$159.

<sup>7</sup> VA pays Senators \$178/day and Representatives \$170/day.

<sup>25</sup> National Conference of State Legislatures, 2013 Legislator Compensation and Living Expense Allowances During Session; and U.S. General Services Administration, Domestic Maximum Per Diem Rates (effective October 1, 2012)

**Table 6 – State Legislator Salaries and Per Diem Rates - All States, 2013<sup>26</sup>**

State	Annual Salary	Daily Salary <sup>1</sup>	Urban Per Diem	Rural Area Per Diem	Session Days (C) 2011	Daily Salary	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
		(Table 2)	(Table 5)	(Table 5)	(Table 2)	(Table 2)							
Alabama	\$51,696	\$10.00 (C)	\$ 50.00 (U)	\$50.00 (U)	104	\$507.08	2	\$557.08	\$69.63	6	\$557.08	\$69.63	7
Alaska	\$50,400		\$ 175.50	\$234.00	89	\$566.29	1	\$741.79	\$92.72	1	\$800.29	\$100.04	1
Arizona	\$24,000		\$ 35.00 (V)	\$60.00 (V)	151	\$158.94	30	\$193.94	\$24.24	40	\$218.94	\$27.37	36
Arkansas	\$15,869		\$ 147.00 (V)	\$147.00 (V)	123	\$129.02	38	\$276.02	\$34.50	27	\$276.02	\$34.50	29
California	\$90,526		\$ 141.86	\$141.86	284	\$318.75	12	\$460.61	\$57.58	12	\$460.61	\$57.58	13
Colorado	\$30,000		\$ 45.00 (V)	\$183.00 (V)	119	\$252.10	17	\$297.10	\$37.14	23	\$435.10	\$54.39	14
Connecticut	\$28,000		\$ -	\$0.00	147	\$190.48	25	\$190.48	\$23.81	42	\$190.48	\$23.81	43
Delaware	\$51,375		\$ -	\$0.00	173	\$296.97	13	\$296.97	\$37.12	24	\$296.97	\$37.12	26
Florida	\$29,697		\$ 131.00 (V)	\$131.00 (V)	59	\$503.34	3	\$634.34	\$79.29	2	\$634.34	\$79.29	2
Georgia	\$17,342		\$ 173.00 (U)	\$173.00 (U)	73	\$237.56	18	\$410.56	\$51.32	14	\$410.56	\$51.32	15
Hawaii	\$46,273		\$ 10.00	\$175.00	106	\$436.54	6	\$446.54	\$55.82	13	\$611.54	\$76.44	4
Idaho	\$16,438		\$ 49.00 (V)	\$122.00 (V)	87	\$188.94	26	\$237.94	\$29.74	31	\$310.94	\$38.87	24
Illinois	\$67,836		\$111.00	\$111.00	142	\$477.72	5	\$588.72	\$73.59	4	\$588.72	\$73.59	5
Indiana	\$22,616		\$ 152.00 (U)	\$152.00 (U)	112	\$201.93	23	\$353.93	\$44.24	20	\$353.93	\$44.24	21
Iowa	\$25,000		\$ 101.25 (U)	\$135.00 (U)	129	\$193.80	24	\$295.05	\$36.88	25	\$328.80	\$41.10	22
Kansas		\$88.66 (C)	\$ 123.00 (U)	\$123.00 (U)	157	\$88.66	41	\$211.66	\$26.46	35	\$211.66	\$26.46	37
Kentucky	\$21,462		\$ 188.22 (U)	\$188.22 (U)	77	\$278.73	14	\$466.95	\$58.37	11	\$466.95	\$58.37	12
Louisiana	\$22,800		\$ 149.00 (U)	\$149.00 (U)	59	\$386.44	9	\$535.44	\$66.93	7	\$535.44	\$66.93	8
Maine	\$11,757		\$ 70.00	\$70.00	196	\$59.98	47	\$129.98	\$16.25	47	\$129.98	\$16.25	48
Maryland	\$43,500		\$ 143.00 (V)	\$143.00 (V)	89	\$488.76	4	\$631.76	\$78.97	3	\$631.76	\$78.97	3
Massachusetts	\$60,033		\$ 10.00 (V)	\$100.00 (V)	322	\$186.44	28	\$196.44	\$24.55	39	\$286.44	\$35.80	28
Michigan	\$82,485		\$ - (V)	\$0.00 (V)	356	\$231.70	20	\$231.70	\$28.96	32	\$231.70	\$28.96	33
Minnesota	\$31,141		\$ 86.00 (U)	\$86.00 (U)	132	\$235.92	19	\$321.92	\$40.24	21	\$321.92	\$40.24	23
Mississippi	\$10,000		\$ 123.00 (U)	\$123.00 (U)	86	\$116.28	40	\$239.28	\$29.91	30	\$239.28	\$29.91	32
Missouri	\$35,915		\$ 104.00 (U)	\$104.00 (U)	141	\$254.72	16	\$358.72	\$44.84	19	\$358.72	\$44.84	20
Montana		\$82.64 (L)	\$ 109.78 (U)	\$109.78 (U)	107	\$82.64	42	\$192.42	\$24.05	41	\$192.42	\$24.05	42
Nebraska	\$12,000		\$ 46.00 (V)	\$123.00 (V)	147	\$81.63	43	\$127.63	\$15.95	48	\$204.63	\$25.58	38
Nevada		\$146.29 (C)	\$ 152.00 (U)	\$152.00 (U)	119	\$146.29	33	\$298.29	\$37.29	22	\$298.29	\$37.29	25
New Hampshire	\$100		\$ -	\$0.00	180	\$0.56	49	\$0.56	\$0.07	50	\$0.56	\$0.07	50
New Jersey	\$49,000		\$ -	\$0.00	357	\$137.25	36	\$137.25	\$17.16	46	\$137.25	\$17.16	47
New Mexico	\$0		\$ 154.00 (V)	\$154.00 (V)	60	\$0.00	50	\$154.00	\$19.25	45	\$154.00	\$19.25	46
New York	\$79,500		\$ 165.00 (V)	\$165.00 (V)	356	\$223.31	22	\$388.31	\$48.54	17	\$388.31	\$48.54	18
North Carolina	\$20,659		\$ 104.00 (U)	\$104.00 (U)	177	\$116.72	39	\$220.72	\$27.59	34	\$220.72	\$27.59	35
North Dakota		\$157.00 (C)	\$ 45.03 (V)	\$45.03 (V)	116	\$157.00	31	\$202.03	\$25.25	36	\$202.03	\$25.25	39
Ohio	\$60,584		\$ -	\$0.00	358	\$169.23	29	\$169.23	\$21.15	44	\$169.23	\$21.15	45
Oklahoma	\$38,400		\$ 147.00 (U)	\$147.00 (U)	109	\$352.29	10	\$499.29	\$62.41	8	\$499.29	\$62.41	9
Oregon	\$22,260		\$ 123.00 (U)	\$123.00 (U)	154	\$144.55	34	\$267.55	\$33.44	28	\$267.55	\$33.44	30
Pennsylvania	\$83,801		\$ 172.00	\$172.00	364	\$230.22	21	\$402.22	\$50.28	16	\$402.22	\$50.28	17
Rhode Island	\$14,640		\$ -	\$0.00	183	\$80.00	44	\$80.00	\$10.00	49	\$80.00	\$10.00	49
South Carolina	\$10,400		\$ 131.00	\$131.00	150	\$69.33	46	\$200.33	\$25.04	38	\$200.33	\$25.04	41
South Dakota	\$6,000		\$ 110.00 (U)	\$110.00 (U)	76	\$78.95	45	\$188.95	\$23.62	43	\$188.95	\$23.62	44
Tennessee	\$19,009		\$ 173.00 (U)	\$173.00 (U)	101	\$188.21	27	\$361.21	\$45.15	18	\$361.21	\$45.15	19
Texas	\$7,200		\$ 150.00 (U)	\$150.00 (U)	139	\$51.80	48	\$201.80	\$25.22	37	\$201.80	\$25.22	40
Utah		\$273.00 (C)	\$ 134.00 (U)	\$134.00 (U)	45	\$273.00	15	\$407.00	\$50.88	15	\$407.00	\$50.88	16
Vermont		\$129.42 (C)	\$ 162.00	\$162.00	125	\$129.42	37	\$291.42	\$36.43	26	\$291.42	\$36.43	27
Virginia	\$17,743		\$ 178.00 (U)	\$178.00 (U)	45	\$394.29	8	\$572.29	\$71.54	5	\$572.29	\$71.54	6
Washington	\$42,106		\$ 90.00	\$90.00	104	\$404.87	7	\$494.87	\$61.86	9	\$494.87	\$61.86	10
West Virginia	\$20,000		\$ 131.00 (U)	\$131.00 (U)	59	\$338.98	11	\$469.98	\$58.75	10	\$469.98	\$58.75	11
Wisconsin	\$49,943		\$ 88.00 (U)	\$88.00 (U)	358	\$139.51	35	\$227.51	\$28.44	33	\$227.51	\$28.44	34
Wyoming		\$150.00 (L)	\$ 109.00 (V)	\$109.00 (V)	50	\$150.00	32	\$259.00	\$32.38	29	\$259.00	\$32.38	31
Quartile 1									\$25.09			\$25.80	
Median									\$36.65			\$37.20	
Average									\$40.30			\$41.95	
Quartile 3									\$54.69			\$56.78	
Maximum									\$92.72			\$100.04	

<sup>26</sup> National Conference of State Legislatures, 2013 Legislator Compensation and Living Expense Allowances During Session, and 2013 Legislative Sessions Calendar (August 7, 2013); and U.S. General Services Administration, Domestic Maximum Per Diem Rates (effective October 1, 2012)

**Table 7 – Legislator Compensation - Western States, 2013<sup>27</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		\$19.87	\$24.24 (V)	\$27.37 (V)	40	36	9	9
California	\$90,526		\$39.84	\$57.58	\$57.58	12	13	2	2
Colorado	\$30,000		\$31.51	\$37.14 (V)	\$54.39 (V)	23	14	5	3
Idaho	\$16,438		\$23.62	\$29.74 (V)	\$38.87 (V)	31	24	8	5
Montana		\$82.64 (L)	\$10.33	\$24.05 (U)	\$24.05 (U)	41	42	10	10
Nevada		\$146.29 (C)	\$18.29	\$37.29 (U)	\$37.29 (U)	22	25	4	6
New Mexico			\$0.00	\$19.25 (V)	\$19.25 (V)	45	46	11	11
Oregon	\$22,260		\$18.07	\$33.44 (U)	\$33.44 (U)	28	30	6	7
Utah		\$273.00 (C)	\$34.13	\$50.88 (U)	\$50.88 (U)	15	16	3	4
Washington	\$42,106		\$50.61	\$61.86	\$61.86	9	10	1	1
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	29	31	7	8

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

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

<sup>27</sup> National Conference of State Legislatures, 2013 Legislator Compensation and Living Expense Allowances During Session, and 2013 Legislative Sessions Calendar (August 7, 2013); and U.S. General Services Administration, Domestic Maximum Per Diem Rates (effective October 1, 2012)

**Table 8 – Legislator Compensation - States with Citizen Legislatures, 2013<sup>28</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 + Hourly Urban Per Diem Citizen Legislature Rank	Hourly Wage + Hourly Rural Per Diem National Rank	Hourly Wage + Hourly Urban Per Diem Citizen Legislature Rank	Hourly Wage + Hourly Rural Per Diem National Rank
<b>Traditional Citizen Legislatures</b>									
	(Table 2)	(Table 2)	(Table 2)	(Table 6)	(Table 6)				
Montana		\$82.64 (L)	\$10.33	\$24.05 (U)	\$24.05 (U)	12	41	42	12
New Hampshire	\$100		\$0.07	\$0.07	\$0.07	16	50	50	17
North Dakota		\$157.00 (C)	\$19.63	\$25.25 (V)	\$25.25 (V)	6	36	39	11
South Dakota	\$6,000		\$9.87	\$23.62 (U)	\$23.62 (U)	14	43	44	13
Utah		\$273.00 (C)	\$34.13	\$50.88 (U)	\$50.88 (U)	2	15	16	3
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	7	29	31	7

**Slightly Less Traditional Citizen Legislatures**

Georgia	\$17,342		\$29.70	\$51.32 (U)	\$51.32 (U)	3	14	15	2
Idaho	\$16,438		\$23.62	\$29.74 (V)	\$38.87 (V)	5	31	24	9
Indiana	\$22,616		\$25.24	\$44.24 (U)	\$44.24 (U)	4	20	21	4
Kansas		\$88.66 (C)	\$11.08	\$26.46 (U)	\$26.46 (U)	11	35	37	10
Maine	\$11,757		\$7.50	\$16.25	\$16.25	15	47	48	15
Mississippi	\$10,000		\$14.53	\$29.91 (U)	\$29.91 (U)	10	30	32	8
Nevada		\$146.29 (C)	\$18.29	\$37.29 (U)	\$37.29 (U)	8	22	25	5
New Mexico			\$0.00	\$19.25 (V)	\$19.25 (V)	17	45	46	14
Rhode Island	\$14,640		\$10.00	\$10.00	\$10.00	13	49	49	16
Vermont		\$129.42 (C)	\$16.18	\$36.43	\$36.43	9	26	27	6
West Virginia	\$20,000		\$42.37	\$58.75 (U)	\$58.75 (U)	1	10	11	1

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

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

<sup>28</sup> National Conference of State Legislatures, 2013 Legislator Compensation and Living Expense Allowances During Session, and 2013 Legislative Sessions Calendar (August 7, 2013); and U.S. General Services Administration, Domestic Maximum Per Diem Rates (effective October 1, 2012)

**Table 9 – Distribution of Legislative Compensation in Utah, FY 2011-2013<sup>29</sup>**

**House of Representatives**

<u>FY13</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 13,192	55	\$ 2,290	\$ 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

<u>FY12</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 7,070	60	\$ 7,756	\$ 3,645	\$ 2,935	\$ 2,178
Median	\$ 6,786	58	\$ 8,715	\$ 4,320	\$ 3,477	\$ 2,108
High	\$ 10,530	90	\$ 11,378	\$ 6,313	\$ 4,941	\$ 6,536
Low	\$ 5,265	45	\$ 8	\$ 78	\$ 61	\$ 55

<u>FY11</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 6,996	60	\$ 7,484	\$ 3,513	\$ 3,297	\$ 2,329
Median	\$ 6,786	58	\$ 8,595	\$ 4,275	\$ 3,660	\$ 2,478
High	\$ 9,477	81	\$ 10,892	\$ 6,032	\$ 4,880	\$ 7,543
Low	\$ 4,914	42	\$ 61	\$ 53	\$ 61	\$ 60

**Senate**

<u>FY13</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

<u>FY12</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 7,653	65	\$ 8,348	\$ 5,306	\$ 2,510	\$ 2,493
Median	\$ 7,605	65	\$ 9,266	\$ 4,704	\$ 3,416	\$ 1,820
High	\$ 9,360	80	\$ 11,179	\$ 6,999	\$ 4,697	\$ 9,796
Low	\$ 5,733	49	\$ 24	\$ 4,320	\$ 61	\$ 72

<u>FY11</u>	<u>Mtg Pay</u>	<u>Mtg Days</u>	<u>Sp Pay</u>	<u>Lodging</u>	<u>Meals</u>	<u>Mileage</u>
Average	\$ 7,847	67	\$ 9,029	\$ 4,302	\$ 3,961	\$ 2,160
Median	\$ 7,839	67	\$ 9,572	\$ 4,308	\$ 3,904	\$ 2,026
High	\$ 10,530	90	\$ 11,072	\$ 5,987	\$ 4,331	\$ 5,341
Low	\$ 6,201	53	\$ 20	\$ 54	\$ 3,660	\$ 101

Notes:

1. Excludes legislators who were in office for short periods of time during the fiscal year. For example, in FY13 there were 94 Representatives at various points, but only 75 were in for most of the year.
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>29</sup> Utah Office of the Legislative Fiscal Analyst, 2013; the data comes from Data Warehouse's Labor Plus tool.

**Table 10 – Total and Typical Legislative Compensation in Utah, FY 2011-2013<sup>30</sup>**

<b>House of Representatives</b>																
The typical Representative: <sup>4</sup>																
	# Meeting Days	Meeting Pay	Special Pay <sup>1</sup>	Lodging	Meals	Mileage	Leadership Pay	Benefits <sup>2</sup>	Taxes <sup>3</sup>	FY	# Meeting Days	Meeting Pay	Special Pay, Lodging, Meals, & Mileage	Benefits <sup>2</sup>	Taxes	Total
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
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
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
Based on 75 Representatives.																
<b>Senate</b>																
The typical Senator: <sup>4</sup>																
	# Meeting Days	Meeting Pay	Special Pay <sup>1</sup>	Lodging	Meals	Mileage	Leadership Pay	Benefits <sup>2</sup>	Taxes <sup>3</sup>	FY	# Meeting Days	Meeting Pay	Special Pay, Lodging, Meals, & Mileage	Benefits <sup>2</sup>	Taxes	Total
2013	1,855	\$ 424,400	\$ 53,800	\$ 27,800	\$ 8,500	\$ 26,600	\$ 19,000	\$ 152,200	\$ 36,900	2013	64	\$ 14,634	\$ 4,017	\$ 5,248	\$ 1,272	\$ 25,172
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
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
Based on 29 Senators.																

separately.

<sup>2</sup> In addition to amounts here, the House and Senate pay other amounts directly to PEHP.

<sup>3</sup> Includes payroll taxes paid by the state as employer.

<sup>4</sup> Does not include Leadership Pay.

<sup>30</sup> Utah Office of the Legislative Fiscal Analyst, 2013; the data comes from Data Warehouse's Labor Plus tool.

**Table 11 – Additional Compensation for Committee Chairs by State, 2012<sup>31</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 set by statute (see NY Legislative Law §5-a). However, the Member is restricted by law to receive only one special allowance (see Section 5-a, Legislative Law, Paragraph 2)
Delaware	\$11,459 for Joint Finance Committee Chair; \$4,578 Capital Improvement Chair and Vice Chair; \$4,578 Sunset Committee Chair	North Carolina	None
Florida	None	North Dakota	\$10/day for all substantive standing committees
Georgia	None	Ohio	\$6,500 for all committee chairs except Finance Chair, who receives \$10,000. Vice Chairman receives \$5,000 with the Vice Chairman of Finance receiving \$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	Committee Chairs - \$1,000	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	\$2,000 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>31</sup> National Conference of State Legislatures, 2012 State Legislator Compensation - Additional Compensation for Committee Chairs

**Table 12 – Additional Compensation for House/Assembly Leaders by State, 2012<sup>32</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.	Generally approved for additional interim per diem.	Generally approved for additional interim per diem.	None
Arkansas	None	None	None	None
California	The speaker of the Assembly and Pro Tem of the Senate each get paid \$109,584 per year.	They get \$102,437 per year.	They get \$109,584 per year.	Second Ranking Minority Leaders receive \$102,437 per year
Colorado	All leaders receive \$99/day salary during interim when in attendance at committee or leadership matters.	All leaders receive \$99/day salary during interim when in attendance at committee or leadership matters.	All leaders receive \$99/day salary during interim when in attendance at committee or leadership matters.	All leaders receive \$99/day salary during interim when in attendance at committee or leadership matters.
Connecticut	\$10,689	\$8,835	\$8,835	Dep. Spkr., Dep. Maj. and Min. Ldrs., \$6,446/yr.; Asst. Maj. and Min. Ldrs.; Maj and Min. Whips \$4,241/yr.
Delaware	\$19,893	\$12,376	\$12,376	Maj. and Min. Whips, \$7,794
Florida	\$11,484/yearly	None	None	None
Georgia	\$6,812/month	\$200/month	\$200/month	Governors Flr. Ldr., \$200/month; Asst Flr. Ldr., \$100/month; Spkr. Pro Tem, \$400/month
Hawaii	Salary differential for presiding officer is \$7,500/year.	None	None	None
Idaho	\$4,000	None	None	None
Illinois	\$27,477	\$23,230	\$27,477	Dpty. maj. and min., \$19,791; Asst. maj. and asst. min., maj. & min. conference chair, \$18,066
Indiana	\$6,500	\$5,000	\$5,500	Speaker pro tem, \$5,000; Maj. caucus chair, \$5,000; min. caucus chair, \$4,500; Asst. min. flr. ldr., \$3,500; Asst. maj. flr. Ldr, \$1,000; maj. whip, \$3,500; min. whip, \$1,500
Iowa	\$11,593	\$11,593	\$11,593	Speaker Pro Tem, \$1,243
Kansas	\$14,039.22/yr	\$12,665.64/year	\$12,665.64/year	Asst Maj. and Min. Ldrs., Spkr. Pro Tem, \$7,165.34/yr
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	Maj. and min. caucus chairs & whips, \$28.66/day
Louisiana	\$32,000*	None	None	Spkr. Pro Tem, \$24,500*
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	\$22,500	\$22,500	Asst. Maj. and Min. Ldr. (and 2nd and 3rd asst.), and Speaker Pro Tem., each \$15,000
Michigan	\$27,000	Position does not exist	\$22,000	Spkr. Pro tem, \$5,513; min. Flr. Ldr., \$10,000; Maj. Flr. Ldr., \$12,000,
Minnesota	40% of base salary	40% of base salary	40% of base salary	None
Mississippi	Speaker of the House: \$60,000 total salary;	None	None	Speaker Pro Tem: \$15,000
Missouri	\$208.34/month	\$125/month	\$125/month	None
Montana	\$5/day during session	None	None	None

<sup>32</sup> National Conference of State Legislatures, 2012 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	\$900	\$900	Spkr. Pro Tem, \$900
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	\$34,500	\$34,500	31 leaders with compensation ranging from \$9,000 to \$25,000
North Carolina	\$38,151 and \$16,956 expense allowance	\$17,048 and \$7,992 expense allowance	\$17,048 and \$7,992 expense allowance	Speaker Pro Tem, \$21,739 and \$10,032 expense allowance
North Dakota	\$15/day during legislative sessions	\$15/day during legislative sessions, \$307 per month during term of office.	\$15/day during legislative sessions, \$307 per month during term of office.	Asst. ldrs., \$10/day during legislative sessions.
Ohio	Speaker \$94,437.36	Spkr Pro Tem \$86,165; Maj Flr Leader \$81,163; Asst Maj Flr Leader \$76,169; Maj Whip \$71,173; Asst Maj Whip \$66,175	Minority Leader \$86,164.76	Compensation for committee leadership
Oklahoma	\$17,932	\$12,364	\$12,364	Speaker Pro Tem, \$12,364
Oregon	Speaker receives additional \$21,936/year in salary	None	None	None
Pennsylvania	\$46,022/year	\$36,819/year	\$36,819/year	Maj. and min. whips, \$27,942; maj. and min. caucus chairs, \$17,422; maj. and min. caucus secretaries \$11,506; maj. and min. policy chairs, \$11,506; maj. and min. caucus admin., \$11,506
Rhode Island	Speaker of the House receives double annual rate for Reps.	None	None	None
South Carolina	\$11,000/year	None	None	Speaker Pro Tem, \$3,600/year
South Dakota	None	None	None	None
Tennessee	\$57,027	None	None	None
Texas	None	None	None	None
Utah	\$3,000	\$2,000	\$2,000	Whips and Asst. Whips, \$2,000
Vermont	\$669/week during session plus an additional \$10,080 in salary	None	None	None
Virginia	\$8,000 addition to base salary	\$4,000 addition to base salary	\$4,000 addition to base salary	None
Washington	\$50,106 (\$8,000 additional to base salary)	None	\$46,106 (\$4,000 additional to base salary)	None
West Virginia	The Speaker may receive \$150.00/day when not in session or interim committees not meeting for attending to legislative business.	\$50/day during session	\$50/day during session	The Chairman of Finance & Judiciary may receive \$150.00/day up to 30 days when the Legislature is not in session or meeting for interims. Up to six add'l people named by presiding officer receive \$150 for a maximum of 30 days when the Legislature is not in session or meeting for interims
Wisconsin	\$25/month	None	None	None
Wyoming	\$3/day during session; \$978/mo when not in session	\$600/mo when not in session	\$600/mo when not in session	None

**Table 13 – Additional Compensation for Senate Leaders by State, 2012<sup>33</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.	Generally approved for additional interim per diem.	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	The Senate President is eligible to receive \$99/day salary per diem during interim when attending to matters pertaining to the General Assembly.	The Senate Majority Leader is eligible to receive \$99/day salary per diem during interim when attending to matters pertaining to the General Assembly.	The Senate Minority Leader is eligible to receive \$99/day salary per diem during interim when attending to matters pertaining to the General Assembly.	None
Connecticut	\$10,689	\$8,835	\$8,835	Deputy min. and maj. ldrs., \$6,446/year; asst. maj. and min. ldrs. and maj and min. whips \$4,241/year.
Delaware	\$19,983	\$12,376	\$12,376	Maj. and min. whips \$7,794
Florida	\$11,484.00/yearly	None	None	None
Georgia	none	\$200/month	\$200/month	President pro tem, \$400/month; admin. flr. ldr., \$200/month; asst. admin. flr. ldr., \$100/month
Hawaii	Salary differential for presiding officer is \$7,500/year.	None	None	None
Idaho	None	None	None	None
Illinois	\$27,477	\$20,649	\$27,477	Dpty min. leader \$20,649; Asst. maj. and min. ldr., \$20,649; maj and min. caucus chair, \$20,649
Indiana	President Pro Tempore \$7,000	Maj. Floor Ldr. \$5,500; Asst. Maj. Floor Ldr. \$3,500;	Min. Floor Ldr. \$6,000; Min. Asst. Floor Ldr. \$5,000; Min. Ldr. Pro Tem. Emeritus \$1,500;	Asst. Pres. Pro Tem. \$3,000; Maj. Cauc. Chairman \$5,500; Asst. Maj. Cauc. Chair \$1,500; Appropriations Comm. Ranking Maj. Mem. \$2,000; Tax & Fiscal Policy Ranking Maj. Mem. \$2,000; Maj. Whip \$4,000; Asst. Maj. Whip \$2,000; Min. Cauc. Chair \$5,000; Asst. Min. Cauc. Chair \$1,000; Appropriations Comm. Ranking Min. Mem. \$2,000; Tax & Fiscal Policy Ranking Min. Mem. \$2,000; Min. Whip \$3,000; Asst. Min. Whip \$1,000
Iowa	\$11,593	\$11,593	\$11,593	Pres Pro Tem \$1,243
Kansas	\$14,039.22/yr	\$12,665.64/yr	\$12,665.64/yr	Asst. maj., min. ldrs., vice pres., \$7,165.34/yr.
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	Maj., min. caucus chairs and whips, \$28.66/day
Louisiana	32000	None	None	President Pro Tem, \$24,500
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	\$22,500	\$22,500	Asst. Maj. and Min. Ldr. (and 2nd and 3rd asst.), and Pres. Pro Tem., each \$15,000
Michigan	\$4,962	23400	\$19,800	Maj. flr. ldr., \$10,800; min. flr. ldr., \$9,000
Minnesota	None	Additional compensation is 40% of base salary	Additional compensation is 40% of base salary	Assistant Majority Leader - \$4,152/year. Tax Committee chair - \$4,152/year. Finance Committee chair - \$4,152/year.
Mississippi	Lt. Gov.: \$60,000 total salary; Pres. Pro Tem: \$15,000	None	None	None
Missouri	None	None	None	None
Montana	\$5/day during session	None	None	None

<sup>33</sup> National Conference of State Legislatures, 2012 State Legislator Compensation - Additional Compensation for Senate Leaders

State	Presiding Officers	Majority Leaders	Minority Leaders	Other Senate Leaders
Nebraska	None	None	None	None
Nevada	\$900	\$900	\$900	Pres. pro tem, \$900
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	None	\$34,500	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 during term of office.	\$15/day during legislative sessions, \$307 per month during term of office	Asst. leaders., \$10/day during legislative sessions.
Ohio	President \$94,437.36	President Pro Tem \$86,164.76; Maj Flr Leader \$81,163.21; Maj Whip \$76,168.69	Minority Leader \$86,164.76	Compensation for committee leadership. (See Committee Chair Table).
Oklahoma	\$17,932	\$12,364	\$12,364	None
Oregon	President receives additional \$21,936/year in salary.	None	None	None
Pennsylvania	\$46,022/year	\$36,819/year	\$36,819/year	Maj. and min. whips, \$27,942 maj. and min. caucus chairs, \$17,422; maj. and min. caucus secretaries \$11,506; maj. and min. policy chairs, \$11,506; maj. and min. caucus admin., \$11,506
Rhode Island	Senate President receives 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	\$57,027	None	None	None
Texas	None	None	None	None
Utah	\$3,000	\$2,000	\$2,000	Maj. whip, Asst. Maj Whip, Min. whip and Asst. Min. Whip, \$2,000
Vermont	Presiding officer is Lt. Governor who is paid an annual salary \$60,507. For Senate Leader, Pres. Pro. Tem, see above.	None	None	None
Virginia	None	\$200/day only for days that official meetings are attended	\$200/day only for days that official meetings are attended	Pres. Pro-temp. \$200/day only for days that official meetings are attended
Washington	Lt. gov. holds this position	\$50,106 (\$8,000 additional to base salary)	\$46,106 (\$4,000 additional to base salary)	None
West Virginia	\$150/day during session	\$50/day during session	\$50/day during session	The Chairman of Finance & Judiciary may receive \$150.00/day up to 30 days when the Legislature is not in session or meeting for interims. Up to six add'l people named by presiding officer receive \$150 for a maximum of 30 days when the Legislature is not in session or meeting for interims.
Wisconsin	None	None	None	None
Wyoming	\$3/day during session; \$978/mo when not in session	\$600/mo when not in session	\$600/mo when not in session	None

**Table 14 – Leadership Compensation - All States, 2012<sup>34</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	\$ 18,208	\$ -	\$ -	\$ -	\$ 1,800	\$ 18,208	\$ -	\$ -	\$ -	\$ 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	\$ 3,646	\$ 2,880	\$ 2,880	\$ 2,207	\$ 1,029	\$ -	\$ -	\$ -	\$ -	\$ 1,029
Louisiana	\$ 32,000	\$ -	\$ -	\$ -	\$ 28,000	\$ 32,000	\$ -	\$ -	\$ -	\$ 28,000
Maine	\$ 5,878	\$ 2,939	\$ 1,470	\$ -	\$ -	\$ 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	\$ 535	\$ -	\$ -	\$ -	\$ -	\$ 535	\$ -	\$ -	\$ -	\$ -
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	\$ -	\$ 6,339	\$ 2,655	\$ 1,770	\$ 829	\$ 1,740	\$ 3,684	\$ -	\$ -	\$ 829
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	\$ -	\$ -	\$ -	\$ 11,000	\$ 600	\$ 11,000	\$ -	\$ -	\$ 3,600	\$ 600
South Dakota	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tennessee	\$ 57,027	\$ -	\$ -	\$ -	\$ -	\$ 57,027	\$ -	\$ -	\$ -	\$ -
Texas	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utah	\$ 3,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 3,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Vermont	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 22,026	\$ -	\$ -	\$ -	\$ -
Virginia	\$ -	\$ 9,000	\$ 9,000	\$ 9,000	\$ -	\$ 8,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Washington	\$ -	\$ 8,000	\$ 4,000	\$ -	\$ -	\$ 8,000	\$ -	\$ 4,000	\$ -	\$ -
West Virginia	\$ 8,850	\$ 2,950	\$ 2,950	\$ 4,500	\$ 4,500	\$ 8,850	\$ 2,950	\$ 2,950	\$ 4,500	\$ 4,500
Wisconsin	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wyoming	\$ 9,930	\$ 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 \$5,500 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 \$847.35/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. Leaders receive additional percentage of base salary: 150%, 125%, and 112.5% respectively; portion above salary listed here.
- Maine 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 tems listed under Other House Leaders.

<sup>34</sup> National Conference of State Legislatures, 2012 State Legislator Compensation - Additional Compensation for Senate Leaders, 2012 State Legislator Compensation - Additional Compensation for House/Assembly Leaders, and 2012 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	14	15	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	22	22	18	21	31	20	20	17	20
Hawaii	23	25	26	24	21	30	24	25	21	20
Idaho	33	25	26	24	21	34	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	27	21	20	19	16	42	24	25	21	15
Louisiana	8	25	26	24	3	9	24	25	21	3
Maine	25	20	24	24	21	33	19	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	26	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	21	21	19	37	17	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	28	23	23	20	14	35	21	21	18	13
Vermont	33	25	26	24	21	12	24	25	21	20
Virginia	33	13	14	11	21	28	16	17	21	20
Washington	33	15	18	24	21	28	24	17	21	20
West Virginia	22	19	19	16	12	27	18	19	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 \$2,000 per year. Executive Appropriations co-chairs receive \$2,000.

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 14R – Leadership Compensation - All States – post-Recommendation** <sup>35</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	\$ 18,208	\$ -	\$ -	\$ -	\$ 1,800	\$ 18,208	\$ -	\$ -	\$ -	\$ 1,800
Alaska	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
Arizona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arkansas	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
California	\$ 109,584	\$ 102,437	\$ 109,584	\$ 104,337	\$ -	\$ 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	\$ 3,646	\$ 2,880	\$ 2,880	\$ 2,207	\$ 1,029	\$ -	\$ -	\$ -	\$ -	\$ 1,029
Louisiana	\$ 32,000	\$ -	\$ -	\$ -	\$ 28,000	\$ -	\$ -	\$ -	\$ -	\$ 28,000
Maine	\$ 5,878	\$ 2,939	\$ 1,470	\$ -	\$ -	\$ 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	\$ 535	\$ -	\$ -	\$ -	\$ -	\$ 535	\$ -	\$ -	\$ -	\$ -
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	\$ -	\$ 6,339	\$ 2,655	\$ 1,770	\$ 829	\$ 1,740	\$ 3,684	\$ -	\$ -	\$ 829
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	\$ -	\$ -	\$ -	\$ 11,000	\$ 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	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 22,026	\$ -	\$ -	\$ -	\$ -
Virginia	\$ -	\$ 9,000	\$ 9,000	\$ 9,000	\$ -	\$ 8,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Washington	\$ -	\$ 8,000	\$ 4,000	\$ -	\$ -	\$ 8,000	\$ -	\$ 4,000	\$ -	\$ -
West Virginia	\$ 8,850	\$ 2,950	\$ 2,950	\$ 4,500	\$ 4,500	\$ 8,850	\$ 2,950	\$ 2,950	\$ 4,500	\$ 4,500
Wisconsin	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wyoming	\$ 9,930	\$ 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.
- Indiana: Senate majority leader 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 \$5,500 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 \$847.35/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>35</sup> National Conference of State Legislatures, 2012 State Legislator Compensation - Additional Compensation for Senate Leaders, 2012 State Legislator Compensation - Additional Compensation for House/Assembly Leaders, and 2012 State Legislator Compensation - Additional Compensation for Committee Chairs

Ranking

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	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	14	15	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	21	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	22	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	13	14	11	21	28	16	17	21	20
Washington	33	15	18	24	21	28	24	17	21	20
West Virginia	22	20	20	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.
- New Hampshire: President receives \$50 per two year term.
- New Jersey: President receives 1/3 above annual salary.
- New York: Other Senate Leaders includes 24 other leaders with compensation ranging from \$13,000 to \$34,000 per year. Other House Leaders include 31 officials
- North Carolina: Compensation is approximately 69% salary and 31% expense allowance; Other Senate Leaders is President pro tem. Committee chairs get a \$600 interm 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.
- 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: Post-Recommendation: Other Senate Leaders includes majority and minority whips and assistant whips at \$3,000 per year. Executive Appropriations co-chairs would 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, 2013<sup>36</sup>**

State	Senate			Other Senate			House			Other House			House			House			
	Presiding Officer	Minority Leader	Majority Leader	Minority Leader	Leaders	Presiding Officer	Minority Leader	Majority Leader	Minority Leader	Leaders	Presiding Officer	Minority Leader	Majority Leader	Minority Leader	Leaders	Presiding Officer	Minority Leader	Majority Leader	
Montana	\$ 595	\$ -	\$ -	\$ -	\$ -	\$ 295	\$ -	\$ -	\$ -	\$ -	\$ 8	\$ 8	\$ 14	\$ 10	\$ 9	\$ 8	\$ 10	\$ 9	\$ 8
New Hampshire	\$ 25	\$ -	\$ -	\$ -	\$ -	\$ 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
North Dakota	\$ -	\$ 9,054	\$ 5,570	\$ 3,580	\$ 779	\$ 1,655	\$ 3,684	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 779
South Dakota	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utah	\$ 3,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 3,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 8	\$ 7	\$ 4	\$ 11	\$ 8	\$ 6	\$ 6	\$ 6	\$ 4
Wyoming	\$ 9,780	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ 9,950	\$ 6,000	\$ 6,000	\$ 6,000	\$ -	\$ 2	\$ 3	\$ 2	\$ 5	\$ 2	\$ 2	\$ 2	\$ 2	\$ 2

**Slightly Less Traditional Citizen Legislatures**

Georgia	\$ -	\$ 2,400	\$ 2,400	\$ 2,400	\$ -	\$ 6,812	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,400	\$ -	\$ 7	\$ 6	\$ 8	\$ 8	\$ 7	\$ 7	\$ 5	\$ 8
Idaho	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Indiana	\$ 7,000	\$ 5,500	\$ 6,000	\$ 5,500	\$ 1,000	\$ 6,500	\$ 5,000	\$ 5,500	\$ 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	\$ 3,017	\$ 15,008	\$ 7,584	\$ -	\$ -	\$ 5,878	\$ 2,959	\$ 14,701	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mississippi	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 51,158	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Nevada	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900
New Mexico	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhode Island	\$ 14,640	\$ -	\$ -	\$ -	\$ -	\$ 14,640	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Vermont	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
West Virginia	\$ 7,500	\$ 2,500	\$ 2,500	\$ 4,500	\$ 4,500	\$ 8,850	\$ 2,950	\$ 2,950	\$ 4,500	\$ 4,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**Notes:**  
 President and Speaker pro tems receive \$400/month, floor leaders 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 \$5,000 per year, other senate leaders range from \$1,000 to \$5,000 per year. Similar house positions are paid \$500 less per year. All committee chairs get \$1,000.  
 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.  
 Leaders receive additional percentage of base salary, 150%, 125%, and 10.25% respectively portion above, salary listed here.  
 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.  
 President and Speaker pro tems listed under Other Senate/House Leaders at \$900 per year for all standing committee chairs.  
 President receives \$50 per two year term.  
 Other Senate leaders is assistant leader, \$30 per day for all substantive standing committees.  
 Speaker pro tem listed under Other House Leaders, Appropriations and Budget Committee chairs get \$12,364.  
 Senate president receives double the annual rate (line used portion is listed here).  
 Other Senate leaders includes majority and minority whips and assistant whips at \$200 per year, Executive Appropriations do chairs receive \$2,000.  
 Presiding officers Lt. Governor who receives \$60,507 per year.  
 Paid a per diem when in session. Other Senate leaders includes Chair of Finance and Judiciary for up to 30 days and is other officers, Finance and Judiciary chairs receive \$150 per day for a maximum of 30 days.  
 \$500 per month for in term committee chairs, when not in session.

<sup>36</sup> National Conference of State Legislatures, 2012 State Legislator Compensation - Additional Compensation for Senate Leaders, 2012 State Legislator Compensation - Additional Compensation for House/Assembly Leaders, 2012 State Legislator Compensation - Additional Compensation for Committee Chairs

**Table 15R – Leadership Compensation - Citizen Legislatures - post-Recommendation<sup>37</sup>**

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	Other House Leaders	House Committee Leaders	Other House Leaders	House Committee Leaders
Alabama	\$ 595	\$ -	\$ -	\$ -	\$ -	\$ 295	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New Hampshire	\$ 25	\$ -	\$ -	\$ -	\$ -	\$ 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
North Dakota	\$ -	\$ 9,054	\$ 5,570	\$ 3,580	\$ 779	\$ 1,635	\$ 3,684	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 779
South Dakota	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utah	\$ 5,000	\$ 4,000	\$ 4,000	\$ 3,000	\$ 3,000	\$ 5,000	\$ 4,000	\$ 4,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Wyoming	\$ 9,780	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ 9,930	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ -	\$ 6,000	\$ -	\$ 6,000
<b>Slightly Less Traditional Citizen Legislatures</b>														
Georgia	\$ -	\$ 2,400	\$ 2,400	\$ 2,400	\$ -	\$ 6,812	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,400	\$ -	\$ 2,400	\$ -
Idaho	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Indiana	\$ 7,000	\$ 5,500	\$ 6,000	\$ 5,500	\$ 1,000	\$ 6,500	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 1,000	\$ 5,000	
Kansas	\$ 14,039	\$ 12,666	\$ 12,666	\$ 7,165	\$ 11,290	\$ 14,039	\$ 12,666	\$ 12,666	\$ 7,165	\$ 11,290	\$ 12,666	\$ 7,165	\$ 11,290	
Maine	\$ 30,017	\$ 15,008	\$ 7,504	\$ -	\$ -	\$ 5,878	\$ 2,939	\$ 1,470	\$ -	\$ -	\$ -	\$ -	\$ -	
Mississippi	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ 51,158	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	
Nevada	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	\$ 900	
New Mexico	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Rhode Island	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
South Carolina	\$ 14,640	\$ -	\$ -	\$ -	\$ -	\$ 14,640	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Vermont	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
West Virginia	\$ 7,500	\$ 2,500	\$ 2,500	\$ 4,500	\$ 4,500	\$ 8,850	\$ 2,950	\$ 2,950	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	\$ 4,500	

Notes:  
 President and Speaker pro tems receive \$400/month. floor leaders receive \$200/month. assistant floor leaders receive \$200/month.  
 Senate majority listed above. assistant majority floor leader gets \$3500 per year. assistant minority floor leader gets \$1500 per year. other senate leaders ranges from \$1,000 to \$5,500 per year. Similar House positions are paid \$500 less per year. All committee chairs get \$1,000.  
 Other Senate and House leaders include vice president, Speaker pro tem, assistant majority and minority leaders, chair for Senate Ways and Means and House Appropriations get \$12,300 per year.  
 Leaders receive additional percentage of base salary, 10%, 12%, and 12.2% respectively above salary listed here.  
 Senate lists its 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.  
 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.  
 North Dakota  
 Other Senate Leaders is assistant leaders. \$10 per day for a 11 substantive standing committees.  
 Oklahoma  
 Speaker pro tem listed under Other House Leaders. Appropriations and Budget Committee chair get \$12,364.  
 Rhode Island  
 Senate president receives double the annual rates (increased portion is listed here).  
 Utah  
 Post-Recommendation Other Senate Leaders includes majority and minority whips and assistant whips at \$3,000 per year. Executive Appropriations co-chairs would receive \$3,000.  
 Vermont  
 Presiding officers in St. Germain receive \$65,507 per year.  
 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.

<sup>37</sup> National Conference of State Legislatures, 2012 State Legislator Compensation - Additional Compensation for Senate Leaders, 2012 State Legislator Compensation - Additional Compensation for House/Assembly Leaders, 2012 State Legislator Compensation - Additional Compensation for Committee Chairs

**Table 16 – Estimated Workload for Utah's Legislative Leadership<sup>38</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>38</sup> Interview with Ric Cantrell, Utah Senate Deputy Chief, on October 9, 2013. Sources in the House indicate similar time commitments there.

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**Table 17 – Authorized Legislative Meetings**<sup>39</sup>

		Committees Subcommittees				Comments
		Joint	Senate	House		
1a	<b>Interim</b>					
	1 Business and Labor	X	J	6	16	
	State Legi Education	X	J	6	16	
	3 Ethics	X	J	n/a		roster unavailable
	4 Executive Appropriations	X	J	10	10	
	5 Economic Development and Workforce Services	X	J	5	10	
	6 Government Operations	X	J	5	10	
	7 Health and Human Services	X	J	5	9	
	8 Judiciary	X	J	4	9	
	9 Law Enforcement and Criminal Justice	X	J	5	11	
	10 Natural Resources, Agriculture, and Environment	X	J	6	16	
	11 Political Subdivisions	X	J	5	10	
	12 Public Utilities and Technology	X	J	4	10	
	13 Retirement and Independent Entities	X	J	6	9	
	14 Revenue and Taxation	X	J	5	16	
	15 Rules	X		8	11	separate
	16 Transportation	X	J	5	10	
1b&1c	<b>Standing (Senate and House standing committees are separate)</b>					
	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, Public Utilities and Technology	X			5	
2	<b>Appropriations</b>					
	1 Business, Economic Development, and Labor	X	J	7	11	
	2 Executive	X	J	10	10	
	3 Executive Offices and Criminal Justice	X	J	6	10	
	4 Higher Education	X	J	7	10	
	5 Infrastructure and General Government	X	J	8	10	
	6 Natural Resources, Agriculture, and Environmental Quality	X	J	6	11	
	7 Public Education	X	J	8	11	
	8 Retirement and Independent Entities	X	J	6	9	
	9 Social Services	X	J	8	9	
3	<b>Legislative Management</b>					
	1 Legislative Management	X	J	8	8	SP, SH, MinL(2)
	2 Audit	X	J	2	2	SP, SH, MinL(2)
	3 Budget	X	J	n/a		roster unavailable
	4 Legislative Information Technology Steering	X	J	3	3	
	5 Research and General Counsel	X	J	n/a		roster unavailable
	6 Oversight	X	J	n/a		roster unavailable
4	<b>Bodies where legislative participation is required by law:</b>					
	1 Administrative Rules Review Committee			5	5	
	2 Art Placement Subcommittee to the State Capitol Preservation Board			3	3	
	3 Child Welfare Legislative Oversight Panel			2	3	
	4 Commission on Civic and Character Education			1	1	
	5 Commission on Criminal and Juvenile Justice			1	1	

<sup>39</sup> Utah Office of Legislative Research and General Counsel; *Authorized Legislative Meetings, 2013*. Lists of committee members found on Utah State Legislature website ([le.utah.gov](http://le.utah.gov)), accessed October 18, 2013.

	Committees	Subcommittees	Joint		Senate	House	Comments
			Joint	Senate			
6	Constitutional Defense Council		2	3			SP, SH, MinL(2)
7	Commission on Federalism		3	4			SP, SH, MinL(2)
8	Division of Indian Affairs Joint Meetings		2				+
9	Economic Development Task Force		3	6			
10	Education Task Force		7	7			SP, SH, MinL(2), +
11	Elected Official and Judicial Compensation Commission		1	1			
12	Federal Funds Commission		3	3			
13	Government Communications Task Force		2	3			
14	Government Procurement Private Proposal Program Committee		1	1			
15	Health Data Committee Advisory Panel		1	1			
16	Health Reform Task Force		4	7			
17	Interstate Commission for Adult Offender Supervision		n/a				roster unavailable
18	Judicial Conduct Commission		2	2			
19	Judicial Rules Review Committee		3	3			
20	Legislative Committee on Landfill Siting Disputes		2	2			
21	Legislative Process Committee		3	5			MinL(2), +
22	Multistate Domestic Energy Development Agreement		2	2			
23	Native American Legislative Liaison Committee		4	7			
24	Occupational and Professional Licensure Review Committee		3	3			
25	Online Court Assistance Program Policy Board		2	2			
26	Privatization Policy Board		2	2			
27	Retirement and Independent Entities Committee		6	9			
28	Rural Development Legislative Liaison Committee		4	7			
29	Senate Judicial Confirmation Committee		7				
30	Sentencing Commission		2	2			
31	State Capitol Preservation Board		3	3			SP, SH
32	State Council on Military Children		1	1			
33	State Council on Workforce Services			1			
34	State Water Development Commission		5	8			
35	Streamlined Sales and Use Tax Agreement Governing Board		2				
36	Technology Advisory Board		1	1			
37	Traumatic Spinal Cord and Brain Injury Rehabilitation Fund Advisory Committee		1	1			
38	Utah Commission on Aging		1	1			
39	Utah Commission on Immigration and Migration		4	4			SP, SH, MinL(2)
40	Utah Commission on Uniform State Laws		1	1			
41	Utah Constitutional Revision Commission		3	3			
42	Utah International Relations and Trade Commission		3	5			
43	Utah Marriage Commission		2	2			
44	Utah Seismic Safety Commission		1	1			
45	Utah State Scenic Byway Committee		1	1			
46	Utah Substance Abuse Advisory Council		1	1			
47	Utah Tax Review Commission		2	2			+
48	Utah Transparency Advisory Board		1	1			
49	Veterans Reintegration Task Force		2	3			
50	Western States Transportation Alliance		1	1			+
5	<b>Bodies where legislators may be appointed:</b>						
	1 Clean Air Act Compliance Advisory Panel		2	2			
	2 Military Installation Development Authority Board		1	1			
	3 Pete Suazo Utah Athletic Commission		1	1			
	4 Public Transit Board of Trustees		1	1			
	5 Utah Science Technology and Research Governing Authority		2	2			
6	<b>Other</b>						
	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

**Table 18 – Compensation for Other State of Utah Officials<sup>40</sup>**

FY	Governor	Lt. Gov	Attorney General	Auditor	Treasurer	Chief Justice	District Judge	Appointed Official's Salaries	
								Range	Daily Annualized <sup>3</sup>
2007	\$ 104,100	\$ 98,900	\$ 98,900	\$ 83,500	\$ 81,000	\$ 127,850	\$ 114,400	\$65,800 - \$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	\$ 147,350	\$ 132,150	\$67,642 - \$160,222	\$ 273 \$ 16,380 \$ 71,253
2013 (hourly wages) <sup>1</sup>	\$ 52.63	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 70.57	\$ 63.29	\$32.40 - \$76.73	\$ 34.13
<b>Cumulative Percent Change from FY 2007 to FY 2013.</b>									
	Governor	Lt. Gov	Attorney General	Auditor	Treasurer	Chief Justice	District Judge	Legislature	
	5.57%	5.56%	5.56%	25.03%	28.89%	15.25%	15.52%	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 2012 Report, the Utah Elected Official and Judicial Compensation Commission recommended the following:

Appointed Official's Salaries Range	
Governor	\$ 150,000 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 147,350 \$ 133,450 \$97,198 - \$160,222
Lt. Gov	\$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 147,350 \$ 133,450 \$97,198 - \$160,222
Attorney General	\$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 147,350 \$ 133,450 \$97,198 - \$160,222
Auditor	\$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 147,350 \$ 133,450 \$97,198 - \$160,222
Treasurer	\$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 147,350 \$ 133,450 \$97,198 - \$160,222
Chief Justice	\$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 147,350 \$ 133,450 \$97,198 - \$160,222
District Judge	\$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 142,500 \$ 147,350 \$ 133,450 \$97,198 - \$160,222

The recommendations, which amounted to 36.5 percent increases for executive branch heads, were not acted upon.

<sup>40</sup> Utah Governor's Office of Management and Budget, 2012 Report of the Utah Legislative Compensation Commission; and Utah Office of the Legislative Fiscal Analyst, 2012 Report of the Utah Elected Official and Judicial Compensation Commission

**Table 19 – General and Operations Manager’s Salary<sup>41</sup>**

Occupational Wages-Published April 2013 (data from May 2012) for General and Operations Managers

Area Name	Hourly Inexperienced	Hourly Median	Annual Inexperienced	Annual Median	On the job Training	Education	Experience
Bear River	\$20.64	\$35.99	\$42,929	\$74,854	None	Associate's degree	1 to 5 years
Central Utah	\$15.91	\$28.37	\$33,100	\$59,020	None	Associate's degree	1 to 5 years
Eastern Utah	\$18.30	\$33.96	\$38,060	\$70,630	None	Associate's degree	1 to 5 years
Ogden-Clearfield Metro	\$20.10	\$34.31	\$41,810	\$71,370	None	Associate's degree	1 to 5 years
Provo-Orem Metro	\$20.84	\$37.14	\$43,340	\$77,250	None	Associate's degree	1 to 5 years
Salt Lake Metro	\$24.07	\$42.06	\$50,060	\$87,480	None	Associate's degree	1 to 5 years
Southwest Utah	\$14.65	\$26.84	\$30,470	\$55,830	None	Associate's degree	1 to 5 years
St.George Metro	\$18.24	\$31.85	\$37,940	\$66,250	None	Associate's degree	1 to 5 years
United States	--	\$45.88	--	\$95,440	None	Associate's degree	1 to 5 years
Utah Statewide	\$21.77	\$38.03	\$45,270	\$79,090	None	Associate's degree	1 to 5 years

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<sup>41</sup> Utah Department of Workforce Services, Occupational Wages-Published April 2013 (data from May 2012) for General and Operations Managers

**Table 20 – Utah Legislative Compensation History<sup>42</sup>**

<u>Year</u>	<u>Daily Rate</u>	<u>President and Speaker Pay</u>	<u>Leadership Pay</u>	<u>Lodging Expense</u> <sup>1, 2</sup>	<u>Meals &amp; Incidental Expenses</u> <sup>1</sup>
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>3</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

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

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

<sup>3</sup> The Legislature lowered their compensation from July through December of 2002.

<sup>42</sup> National Conference of State Legislatures, 2013 Legislator Compensation and Living Expense Allowances During Session; and Utah Governor’s Office of Management and Budget. *2012 Report of the Utah Legislative Compensation Commission*

**Table 21 – Historical Comparison of Consumer Price Index<sup>43</sup>**

<u>Year</u>	<u>CPI</u>	<u>% Change</u>	<u>Leg. Salary</u>	<u>% Change</u>
<b>1983</b>	100.0	N/A	\$65	N/A
<b>1984</b>	103.9	3.90%	\$65	0.00%
<b>1985</b>	107.6	3.56%	\$65	0.00%
<b>1986</b>	109.9	2.14%	\$65	0.00%
<b>1987</b>	113.6	3.37%	\$65	0.00%
<b>1988</b>	118.3	4.14%	\$65	0.00%
<b>1989</b>	124.0	4.82%	\$65	0.00%
<b>1990</b>	130.7	5.40%	\$65	0.00%
<b>1991</b>	136.2	4.21%	\$65	0.00%
<b>1992</b>	140.3	3.01%	\$65	0.00%
<b>1993</b>	144.5	2.99%	\$85	30.77%
<b>1994</b>	148.2	2.56%	\$85	0.00%
<b>1995</b>	152.4	2.83%	\$85	0.00%
<b>1996</b>	156.9	2.95%	\$85	0.00%
<b>1997</b>	160.5	2.29%	\$100	17.65%
<b>1998</b>	163.1	1.62%	\$100	0.00%
<b>1999</b>	166.6	2.15%	\$100	0.00%
<b>2000</b>	172.2	3.36%	\$100	0.00%
<b>2001</b>	177.1	2.85%	\$120	20.00%
<b>2002</b>	179.9	1.58%	\$120	0.00%
<b>2003</b>	184.0	2.28%	\$120	0.00%
<b>2004</b>	188.9	2.66%	\$120	0.00%
<b>2005</b>	195.3	3.39%	\$120	0.00%
<b>2006</b>	201.6	3.23%	\$120	0.00%
<b>2007</b>	207.3	2.83%	\$130	8.33%
<b>2008</b>	215.3	3.86%	\$130	0.00%
<b>2009</b>	214.5	-0.37%	\$130	0.00%
<b>2010</b>	218.1	1.68%	\$117	-10.00%
<b>2011</b>	224.9	3.12%	\$117	0.00%
<b>2012</b>	229.6	2.09%	\$117	0.00%
<b>2013*</b>	233.9	1.87%	\$273	133.33%
<b>Cumulative Change</b>		<b>133.90%</b>		<b>100.00%</b>

\*As at August 2013.

<sup>43</sup> U.S. Department of Labor: Bureau of Labor Statistics, Consumer Price Index History Table (1913-Present)

## **Full and Part-Time Legislatures<sup>44</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>44</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>45</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>45</sup> National Conference of State Legislatures, "Roles and Responsibilities of Selected Leadership Positions", article copied on October 25, 2013, 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>46</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>47</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 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.

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<sup>46</sup> Retrieved from [http://le.utah.gov/code/CONST/htm/00I06\\_000900.htm](http://le.utah.gov/code/CONST/htm/00I06_000900.htm).

<sup>47</sup> Retrieved from [http://le.utah.gov/code/TITLE36/htm/36\\_02\\_000300.htm](http://le.utah.gov/code/TITLE36/htm/36_02_000300.htm).

- (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>48</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.
- (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;

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<sup>48</sup> Retrieved from [http://le.utah.gov/code/TITLE36/htm/36\\_02\\_000400.htm](http://le.utah.gov/code/TITLE36/htm/36_02_000400.htm).

- (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>49</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>49</sup> Retrieved from [http://le.utah.gov/code/TITLE36/htm/36\\_02\\_000500.htm](http://le.utah.gov/code/TITLE36/htm/36_02_000500.htm).



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