

# Report of the Utah Legislative Compensation Commission



Prepared for the 2018 General Session of the Utah State  
Legislature

# Table of Contents

Letter to the Legislature .....	3
Introduction .....	5
Legislator Compensation .....	6
Analysis of Data.....	10
Recommendations.....	12
Appendix A.....	15
Appendix B .....	35



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## Legislative Compensation Commission

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December 11, 2017

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

The Legislative Compensation Commission ("the Commission") has completed its report for the 2018 General Session of the Utah State Legislature.

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

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

We acknowledge that the legislature has implemented the Commission's recommendations made two years ago, namely providing daily rate compensation for up to ten authorized legislative training days.

**This year we recommend that the daily compensation rate increase from \$273 to \$285**, an amount that roughly corresponds to cost of living increases since the \$273 rate was set in 2013.

We also recommend that the Legislature consider expanding the scope of "authorized legislative days" in order to provide compensation for currently uncompensated work that legislators perform.

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

Sincerely,

# The Utah Legislative Compensation Commission

David L. Rail, Chair

Diane B. Christensen

James R. Gowans

Kevin Cote'

LaWanna Shurtliff

Matthew G. Bell,

Ronald K. Mortensen, Vice Chair

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## Introduction

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

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

### Legislative Compensation Commission

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

Appointed commissioners are listed below:

<i>Name</i>	<i>Occupation</i>	<i>Residence</i>	<i>Political Party</i>	<i>Term Expires</i>
David L. Rail	Insurance sales	Provo	Republican	4/1/2019
Diane B. Christensen	Exchange Coordinator, BYU Library	Provo	Republican	4/1/2021
James R. Gowans	Rancher and former legislator	Tooele	Democrat	4/1/2019
Kevin Cote'	Labor union business manager	West Jordan	Unaffiliated	4/1/2021
Matthew G. Bell	County commissioner	Ogden	Republican	4/1/2021
Ronald Mortensen	Information technology consultant	Herriman	Republican	4/1/2019
LaWanna Shurtliff	Retired teacher and former legislator	Ogden	Democrat	4/1/2021

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

### Duties of the Legislative Compensation Commission

UCA 36-2-5 outlines the duties of the Commission which are to "study and formulate recommendations concerning the salary levels of Utah state legislators...[basing] the study and

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

### Salaries of Members Based on Recommendations

The required statutory language 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, 2019.

## **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>1</sup>

### Salary

Utah’s state legislators receive a daily salary of \$273 per day for all authorized legislative days<sup>2</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. They also receive a daily salary of \$273 for up to 10 authorized legislative training days.

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.

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<sup>1</sup> [http://le.utah.gov/xcode/TitleJR5/Chapter3/JR5-3-S101.html?v=JR5-3-S101\\_1800010118000101](http://le.utah.gov/xcode/TitleJR5/Chapter3/JR5-3-S101.html?v=JR5-3-S101_1800010118000101)

<sup>2</sup> [http://le.utah.gov/xcode/TitleJR5/Chapter1/JR5-1-S101.html?v=JR5-1-S101\\_2015031120150311](http://le.utah.gov/xcode/TitleJR5/Chapter1/JR5-1-S101.html?v=JR5-1-S101_2015031120150311)

Currently, authorized meetings do not include meetings with local constituents, attending local government meetings, or preparatory work on policy issues and legislation outside of an official meeting day. The Commission recommends that the Legislature consider including some of this work in the definition of authorized legislative day.

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

### Leadership Pay

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

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

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

### Per Diems and Expense Reimbursements

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

JR5-2-101<sup>3</sup> through JR5-2-103 addresses reimbursement for lodging, meals, and transportation. 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>4</sup>, as in effect on October 1, 2017, outlines state policy and procedure, and provides (in-state amounts):

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<sup>3</sup> Retrieved from [http://le.utah.gov/xcode/TitleJR5/Chapter2/JR5-2.html?v=JR5-2\\_1800010118000101](http://le.utah.gov/xcode/TitleJR5/Chapter2/JR5-2.html?v=JR5-2_1800010118000101)

<sup>4</sup> Retrieved from <http://www.rules.utah.gov/publicat/code/r025/r025-007.htm>

- Lodging - \$70 per night with exceptions for specified cities (Salt Lake City metropolitan area is \$100 maximum)
- Meals - \$42 per day (\$10 - breakfast, \$14 - lunch, \$18 - dinner)
- Transportation – private vehicle reimbursement is \$0.53 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 by the Legislative Expenses Oversight Committee for each legislative body.

### ***Communication Devices***

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

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

### **Benefits**

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

### ***Retirement Benefits***

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

- Tier 1, *Utah Governors’ and Legislators’ Retirement Act*<sup>6</sup>

Legislators entering office before July 1, 2011 remain eligible for service credit under the pension program. Legislators are eligible for these retirement benefits: 1) if they have reached age 65 and have served four or more years or 2) have reached age 62 and have served ten or more years

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<sup>5</sup> Utah Office of Legislative Research and General Counsel. Utah Legislator Compensation and Benefits. July 2015

<sup>6</sup> UCA 49-19, for a summary of the plan, see *Utah Governors and Legislators Retirement Plan Highlights, effective July 1, 2015*; pamphlet published by Utah Retirement Systems



(subject to actuarial reduction). The retirement benefit is equal to \$10 per month, increased semiannually up to two percent based on the Consumer Price Index, for each year of service as a legislator. The amount as of July 1, 2015 is \$29.20 per month. An additional \$3.50 per month for each year of service, is payable to legislators who were members of this plan before March 1, 2000.

- Tier 2, *New Public Employees’ Tier II Contributory Retirement Act*<sup>7</sup>

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

Utah Retirement Systems administers both programs.

***Health and Dental Benefits***

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

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

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

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>8</sup> to the state (the 90 percent employer share of premium) for a legislator enrolled in a traditional medical plan and a traditional dental plan are as follows:

Coverage	Medical	Dental	Total
Single	\$ 5,974	\$ 318	\$ 6,292
Double	\$12,318	\$ 590	\$12,908
Family	\$16,444	\$1,074	\$17,518

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.

<sup>7</sup> UCA 49-22, for a summary of the plan see *Utah Retirement Systems Tier 2 Defined Contribution Plan Highlights, effective July 1, 2015*; pamphlet published by Utah Retirement Systems.

<sup>8</sup> Utah Public Employees Health Program, *2017-2018 Benefits Summary*, retrieved from [www.pehp.org](http://www.pehp.org).

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>9</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

## **Analysis of Data**

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

### **Surveys**

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

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

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<sup>9</sup> Retrieved from [http://le.utah.gov/xcode/Title49/Chapter20/49-20-S404.html?v=C49-20-S404\\_1800010118000101](http://le.utah.gov/xcode/Title49/Chapter20/49-20-S404.html?v=C49-20-S404_1800010118000101)

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

## Standardization

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

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

## Trends/Overview

### ***Hourly Wages***

Utah legislator compensation, when considered as a daily wage ranks 14<sup>th</sup> highest in the nation (see Table 2), equating to an hourly wage of \$34.13. Hawaii ranks number one at \$72.38 an hour and New Mexico, which does not pay any legislative salary, ranks last. The average hourly wage for all state legislatures is \$28.20, while the median is \$24.27.

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

When adding in urban per diems to hourly wages, Utah ranks 21<sup>st</sup> in the nation (see Table 6). (Urban per diems don't include lodging expenses). Utah's hourly wage plus urban per diem (expense reimbursement) is \$39.13. Alaska ranks first at \$87.63 and New Hampshire ranks last. The average hourly wage for all states including urban per diem rates is \$40.93, while the median is \$35.75.

When referencing rural per diems, Utah ranks 14<sup>th</sup> at \$51.63 with Alaska first at \$95.41 and New Hampshire last. The average hourly wage for all state legislatures plus rural per diem rates is \$42.87, while the median is \$37.37.

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

Using daily salaries to compare Utah (\$273) to all other states shows that Utah ranks 14th in the nation for legislative pay (see Table 2) and is one of eight states that has a daily salary rate.

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

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

The comparison of Utah legislators' hourly wages to that of the ten other western states (see Table 7) shows that six states (Arizona, California, Colorado, Idaho, Oregon, and Washington) pay an annual salary, four states (Montana, Nevada, Utah, and Wyoming) pay a daily salary, and one state (New Mexico) pays no salary. Utah is ranked 3rd out of the 11 states when considering both hourly wage plus urban per diem and hourly wage plus rural per diem (see Table 7).

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

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

In comparing the traditional citizen legislatures' compensation as an hourly wage, as well as hourly wage plus per diem, Utah ranks first. 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 three (Indiana, Georgia, and West Virginia) have higher combined rates (hourly wage plus per diem).

## **Recommendations**

In accordance with UCA 36-2-5, the Commission met during the autumn of 2017 to "study and formulate recommendations concerning the salary levels of Utah state legislators." Minutes from these meetings are available from Commission staff or by searching the Utah Public Notice Website (<http://www.utah.gov/pmn>) for meetings of the Legislative Compensation Commission.

## *Legislative Salaries*

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

We noted that legislative salaries have not increased since 2013. Because the current salary rate goes through 2018, in 2019 legislators will not have seen a salary increase in six years. State government employees, however, have seen compensation increases every year during this time period. **The Commission recommends an increase to the daily rate for legislators of \$12 a day, from \$273 to \$285.** This is a 4.4% increase, which roughly corresponds to increases in the consumer price index since 2013. It should be noted that from FY14-FY18, annual compensation increases have increased state-employee salaries by 8.8%.

## *Authorized Legislative Days*

Authorized legislative days include general session days, special session days, veto override session days, interim session days, authorized legislative training days, 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.

However, through discussions with legislators, the Commission has learned that legislators attend many meetings and perform many tasks in their capacity as legislators that don't fall under the definition of authorized legislative days. Examples include working with organizations, other legislators, and bill drafters on legislation, as well as attending county commission, city council, or other formal meetings in order to determine the needs and issues of their constituents. This is a particular burden on rural legislators, who sometimes travel long distances to attend these meetings. This means that a good deal of legislative work goes uncompensated. The Commission therefore recommends that the Legislature consider expanding the definition of authorized legislative days so that legislators are spending less time working on legislative issues without compensation.

## *Leadership Pay*

As noted previously in this report, leadership pay was increased per the Commission's 2014 recommendation. The Commission **recommends no changes to leadership pay.**

## **Summary of Recommendations**

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

- **The daily rate for legislators increase from \$273 per day to \$285 per day.**
- **The Legislature consider expanding the definition of authorized legislative days so that legislators get paid for work that currently goes uncompensated.**
- **Annual leadership pay remain at \$5,000 each for the President of the Senate and Speaker of the House, \$4,000 each for the Majority and Minority Leaders, \$3,000 each for the Majority and Minority Whips, Assistant Whips, both Executive Appropriations Chairs, and the Minority Caucus Leaders.**

# Appendix A

<b>State</b>	<b>Base Salary</b>	<b>Session Per Diem Rate</b>
Alabama	Legislators receive a taxable compensation equal to the Alabama median annual household income. This is set at \$44,765 for 2016.	Alabama Legislators no longer receive a set per diem rate while in session. Legislators are reimbursed for in-state travel expenses in accordance with rates and procedures applicable to state employees.
Alaska	\$50,400/year	\$213 or \$247/day (depending on the time of year) tied to the federal rate. Legislators who reside in the Capitol area receive 75 percent of the federal rate.
Arizona	\$24,000/year	\$35/day for the first 120 days of the regular session and for special sessions and \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the first 120 days of the regular session and for special sessions and an additional \$10/day thereafter. Set by statute.
Arkansas	\$39,400/year	\$153/day (V) plus mileage; tied to the federal rate.
California	\$104,118/year	\$183/day for each day in session.
Colorado	\$30,000/year	Up to an amount equal to 85 percent of the federal per diem rate for Denver per day for members who live more than 50 miles away from the Capitol. Set by the legislature; \$45/day for members who live 50 or fewer miles from the Capitol.
Connecticut	Salaries range from \$28,000 for rank and file to \$38,689 for President and House Speaker	No per diem is paid.
Delaware	\$45,291/year	No per diem is paid.
Florida	\$29,697/year	\$152/day based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia	\$17,342/year	\$173/day (U)
Hawaii	Speaker and President: \$68,880/year. Members: \$61,380/year	\$225/day throughout session for members who do not reside on the island of Oahu; \$10/day for members living on Oahu during the mandatory five-day recess only.
Idaho	\$17,017 annually; \$21,017 for Speaker & Pro Tem	\$129/day for members establishing a second residence in Boise; \$49/day if no second residence needed and up to \$25/day travel (V).
Illinois	\$67,836/year	\$111/per session day.
Indiana	\$25,435.98/year	\$161/day, except for \$175 during the months of Feb-April 2017. (U); tied to the federal rate.
Iowa	\$25,000/year	\$166/day (U); \$124.50/day for Polk County legislators (U). Set by the legislature to coincide with the federal rate. State mileage rates apply.
Kansas	\$88.66/day (C)	\$142/day.
Kentucky	\$188.22/day	\$141.90/day
Louisiana	\$16,800/year plus additional \$6,000/year (U) expense allowance	\$156/day (U); tied to the federal rate.
Maine	\$14,271/year for first regular session; \$10,158/year for second regular session. In addition, legislators receive a constituent service allowance (\$2,000/year for Senators and \$1,500/year for Representatives).	\$38/day for lodging, or mileage and tolls in lieu of housing (at a rate of \$0.44/mile up to \$38/day) plus \$32/day for meals.
Maryland	\$47,769 / year for regular members; \$62,044 for President & Speaker	Meals: \$45 / day; mileage: \$0.575/ mile; lodging: \$103/day
Massachusetts	\$62,547.97/year	No per diem.
Michigan	\$71,685/year	\$10,800/year expense allowance for session and interim (V).
Minnesota	\$31,140.90/year	\$86/day for senators and \$66/day for representatives.
Mississippi	\$10,000/year	\$142/day.
Missouri	\$35,915/year	\$113.30/day (U); tied to the federal rate. Verification of per diem is by roll call.
Montana	\$90.64/day (L)	\$114.39/day (U).



Missouri	\$35,915/year	\$113.30/day (U); tied to the federal rate. Verification of per diem is by roll call.
Montana	\$90.64/day (L)	\$114.39/day (U).
Nebraska	\$12,000/year	Per diem is \$142 for those members who reside 50 miles or more from the Capitol For those inside the 50 mile radius the rate is \$51.
Nevada	\$150.71/day for legislators elected in 2017 and \$146.29/day for mid-term members. Maximum of 60 days of session.	\$142/per day.
New Hampshire	\$200/two-year term; \$250/two-year term for President and Speaker; \$3/day for Special Session for first 15 days of session	No per diem is paid.
New Jersey	\$49,000/year; President of the Senate and Assembly Speaker earn an additional 1/3 (\$65,333)	No per diem is paid.
New Mexico	None	\$164/day (V); tied to the federal rate.
New York	\$79,500/year	\$175/full day (including overnight)
North Carolina	\$13,951/year Member; \$17,048/year Majority & Minority Leader; \$21,739/year Deputy & Speaker Pro Tempore; \$38,151/year President Pro Tempore & Speaker	\$104/day (U) set by statute. \$0.29 per mile set by statute. Monthly expense allowance: \$559/month, Member; \$666/month Majority & Minority Leader; \$836/month Deputy Pro Tempore & Speaker Pro Tempore; \$1,413/month President Pro Tempore & Speaker.
North Dakota	\$177/day during legislative sessions (C)	Lodging reimbursement up to \$1,682 per month (V).
Ohio	\$60,584/year	No per diem is paid.
Oklahoma	\$38,400/year	\$156/day (U); tied to the federal rate.
Oregon	\$24,216/year	\$142/day (U); tied to the federal rate
Pennsylvania	\$86,478.50/year	\$179/day.
Rhode Island	\$15,429.72/year; President and Speaker receive double.	No per diem is paid.
South Carolina	\$10,400/year	\$195.53/day provided the legislator answers to roll call during the session
South Dakota	\$6,000/session; \$142/day for interim committees	\$142/legislative day (U); set by the legislature.
Tennessee	\$22,667/year	\$220/day (U) for members whose residence is greater than 50 miles from the seat of government; \$59/day for members whose residence is inside of 50 miles from the seat of government.
Texas	\$7,200/year	\$190/day (U); set by ethics commission.
Utah	\$273/day (C)	Up to \$100 plus tax/calendar day (V) for lodging reimbursement, tied to in-state travel reimbursement lodging rate for Salt Lake City metropolitan area; up to \$42/day meal reimbursement (V), tied to in-state travel meal reimbursement rates.
Vermont	\$707.36/week during the legislative session only	\$115/day for lodging (overnight stay) or \$74/day for meals; mileage.
Virginia	\$18,000/year for the Senate; \$17,640/year for the House	\$196/day
Washington	\$47,776/year for rank and file; \$56,853/year for Speaker and Senate Maj. Leader; \$52,314/year for house and senate minority leaders	\$120/day.
West Virginia	\$20,000/year	\$131/day during session (U)
Wisconsin	\$50,950/year	Maximum per diem is 90% of the federal per diem rate for Madison, which is \$153. Leadership may authorize a lesser amount. Senate: \$88/day (\$44/day for Dane County); Assembly: \$138/day or \$69/day if no overnight stay. Maximum claim is 153 days.
Wyoming	\$150/day during session	\$109/day (V), including travel days for those outside of Cheyenne.

**Table 2: State Legislator Salaries - All States, 2017**

	Annual Salary	Daily Salary	Session Days (C) 2015	Hourly Wage <sup>1</sup>	Hourly Wage Rank	Daily Salary	Daily Salary Rank	Annual Salary	Annual Salary Rank
Alabama	\$44,765		93	\$60.17	4	\$481.34	4	\$44,765	15
Alaska	\$50,400		98	\$64.29	3	\$514.29	3	\$50,400	10
Arizona	\$24,000		122	\$24.59	25	\$196.72	25	\$24,000	26
Arkansas	\$39,400		112	\$43.97	11	\$351.79	11	\$39,400	16
California	\$104,118		284	\$45.83	9	\$366.61	9	\$104,118	1
Colorado	\$30,000		119	\$31.51	16	\$252.10	16	\$30,000	20
Connecticut	\$28,000		154	\$22.73	29	\$181.82	29	\$28,000	22
Delaware	\$45,291		172	\$32.91	15	\$263.32	15	\$45,291	14
Florida	\$29,697		62	\$59.87	5	\$478.98	5	\$29,697	21
Georgia	\$17,342		80	\$27.10	23	\$216.78	23	\$17,342	34
Hawaii	\$61,380		106	\$72.38	1	\$579.06	1	\$61,380	7
Idaho	\$17,017		79	\$26.93	24	\$215.41	24	\$17,017	35
Illinois	\$67,836		354	\$23.95	26	\$191.63	26	\$67,836	5
Indiana	\$25,436		117	\$27.18	22	\$217.40	22	\$25,436	23
Iowa	\$25,000		110	\$28.41	19	\$227.27	19	\$25,000	24
Kansas		\$88.66 (C)	169	\$11.08	42	\$88.66	42	\$14,984	39
Kentucky		\$188.22 (C)	87	\$23.53	28	\$188.22	28	\$16,375	37
Louisiana	\$22,800 <sup>2</sup>		60	\$47.50	8	\$380.00	8	\$22,800	27
Maine	\$12,215 <sup>3</sup>		209	\$7.31	47	\$58.44	47	\$12,215	41
Maryland	\$47,769		90	\$66.35	2	\$530.77	2	\$47,769	13
Massachusetts	\$62,548		362	\$21.60	31	\$172.78	31	\$62,548	6
Michigan	\$82,485 <sup>2</sup>		355	\$29.04	18	\$232.35	18	\$82,485	3
Minnesota	\$31,141		139	\$28.00	20	\$224.04	20	\$31,141	19
Mississippi	\$10,000		89	\$14.04	40	\$112.36	40	\$10,000	44
Missouri	\$35,915		128	\$35.07	13	\$280.59	13	\$35,915	18
Montana		\$90.64 (L)	81	\$11.33	41	\$90.64	41	\$7,342	45
Nebraska	\$12,000		139	\$10.79	43	\$86.33	43	\$12,000	42
Nevada		\$142.00 (C)	119	\$17.75	35	\$142.00	35	\$16,898	36
New Hampshire	\$100 <sup>4</sup>		169	\$0.07	49	\$0.59	49	\$100	49
New Jersey	\$49,000		355	\$17.25	38	\$138.03	38	\$49,000	11
New Mexico	\$0	\$0	60	\$0.00	50	\$0.00	50	\$0	50
New York	\$79,500		361	\$27.53	21	\$220.22	21	\$79,500	4
North Carolina	\$20,659 <sup>2</sup>		170	\$15.19	39	\$121.52	39	\$20,659	29
North Dakota		\$177.00 (C)	114	\$22.13	30	\$177.00	30	\$20,178	30
Ohio	\$60,584		363	\$20.86	32	\$166.90	32	\$60,584	8
Oklahoma	\$38,400		109	\$44.04	10	\$352.29	10	\$38,400	17
Oregon	\$24,216		156	\$19.40	33	\$155.23	33	\$24,216	25
Pennsylvania	\$86,479		362	\$29.86	17	\$238.89	17	\$86,479	2
Rhode Island	\$15,430		181	\$10.66	45	\$85.25	45	\$15,430	38

South Carolina	\$10,400			121	\$10.74	44	\$85.95	44	\$10,400	43
South Dakota	\$6,000	<sup>4</sup>		76	\$9.87	46	\$78.95	46	\$6,000	47
Tennessee	\$22,667			120	\$23.61	27	\$188.89	27	\$22,667	28
Texas	\$7,200			139	\$6.47	48	\$51.80	48	\$7,200	46
Utah			\$273.00 (C)	45	\$34.13	14	\$273.00	14	\$12,285	40
Vermont		<sup>5</sup>	\$141.47 (C)	134	\$17.68	36	\$141.47	36	\$18,957	32
Virginia	\$17,743	<sup>6</sup>		45	\$49.29	7	\$394.29	7	\$17,743	33
Washington	\$47,776			104	\$57.42	6	\$459.38	6	\$47,776	12
West Virginia	\$20,000			59	\$42.37	12	\$338.98	12	\$20,000	31
Wisconsin	\$50,950			362	\$17.59	37	\$140.75	37	\$50,950	9
Wyoming			\$150.00 (L)	36	\$18.75	34	\$150.00	34	\$5,400	48
					<b>Hourly Wage<sup>1</sup></b>		<b>Daily Salary</b>		<b>Annual Salary</b>	
				Quartile 1	\$17.34		\$138.71		\$15,666.29	
(L) = Legislative day; (C) = Calendar Day				Median	\$24.27		\$194.17		\$24,108.00	
(V) = Vouchered; (U) = Unvouchered				Average	\$28.20		\$225.62		\$31,921.55	
				Quartile 3	\$34.84		\$278.69		\$47,149.50	
				Maximum	\$72.38		\$579.06		\$104,118.00	
<sup>1</sup> Calculations based on eight hours per day.										
<sup>2</sup> Salary plus fixed annual expense allowance										
<sup>3</sup> Averaged: \$14,271 for first year regular session and \$10,158/year for second year regular session.										
<sup>4</sup> New Hampshire pays \$200 for a two-year term; South Dakota pays \$12,000 for a two-year term										
<sup>5</sup> \$707.36 per week during legislative session only.										
<sup>6</sup> Weighted Average of \$18,000/year Senate and \$17,640/year House.										

**Table 3: State Legislative Sessions by State, 2017**

State	General Session Convened	General Session Adjourned	Calendar Days	Comments
Alabama	7-Feb	19-May	93	
Alaska	17-Jan	17-May	98	Special Session May 18 - July 15
Arizona	9-Jan	11-May	122	
Arkansas	9-Jan	1-May	112	
California	5-Dec	15-Sep	284	
Colorado	11-Jan	10-May	119	
Connecticut	4-Jan	7-Jun	154	
Delaware	10-Jan	1-Jul	172	Special Session July 2
Florida	7-Mar	8-May	62	Special Session June 7 - June 14
Georgia	9-Jan	30-Mar	80	
Hawaii	18-Jan	4-May	106	Special Session Aug. 28 - ?
Idaho	9-Jan	29-Mar	79	
Illinois	11-Jan	31-Dec	354	Special Session June 21 - July 6
Indiana	3-Jan	29-Apr	117	
Iowa	9-Jan	28-Apr	110	
Kansas	9-Jan	26-Jun	169	
Kentucky	3-Jan	30-Mar	87	
Louisiana	10-Apr	8-Jun	60	Special Session Feb. 13 - Feb. 22, June 8 - June 16
Maine	7-Dec	3-Jul	209	
Maryland	11-Jan	10-Apr	90	
Massachusetts	4-Jan	31-Dec	362	
Michigan	11-Jan	31-Dec	355	
Minnesota	3-Jan	22-May	139	Special Session May 23 - May 25
Mississippi	3-Jan	2-Apr	89	Special Session June 5
Missouri	4-Jan	12-May	128	Special Session May 22 - May 26, June 12 - July 26
Montana	2-Jan	28-Apr	81	
Nebraska	4-Jan	23-May	139	
Nevada	6-Feb	5-Jun	119	
New Hampshire	4-Jan	22-Jun	169	
New Jersey	10-Jan	31-Dec	355	
New Mexico	17-Jan	18-Mar	60	Special Session May 24 - May 30
New York	4-Jan	31-Dec	361	Special Session June 27 - June 29
North Carolina	11-Jan	30-Jun	170	Special Session Aug. 3, Aug. 18 - Aug. 25
North Dakota	3-Jan	27-Apr	114	
Ohio	2-Jan	31-Dec	363	
Oklahoma	6-Feb	26-May	109	
Oregon	1-Feb	7-Jul	156	
Pennsylvania	3-Jan	31-Dec	362	

Rhode Island	3-Jan	3-Jul	181	
South Carolina	10-Jan	11-May	121	
South Dakota	10-Jan	27-Mar	76	Special Session June 12
Tennessee	10-Jan	10-May	120	
Texas	10-Jan	29-May	139	Special Session July 18 - Aug. 25
Utah	23-Jan	9-Mar	45	
Vermont	4-Jan	18-May	134	
Virginia	11-Jan	25-Feb	45	
Washington	9-Jan	23-Apr	104	Special Session April 24 - July 20
West Virginia	8-Feb	8-Apr	59	Special Session May 4 - June 26
Wisconsin	3-Jan	31-Dec	362	Special Session Aug. 3 - Aug. 25
Wyoming	10-Jan	3-Mar	36	

Source: National Conference of State Legislatures, [2017 Legislative Sessions Calendar](#)

**Table 4: State Legislature Composition by State, 2017**

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

Rhode Island	113	38	75
South Carolina	170	46	124
South Dakota	105	35	70
Tennessee	132	33	99
Texas	181	31	150
Utah	104	29	75
Vermont	180	30	150
Virginia	140	40	100
Washington	147	49	98
West Virginia	134	34	100
Wisconsin	132	33	99
Wyoming	90	30	60
<sup>1</sup> Unicameral			

Source: National Conference of State Legislatures, 2017 State and Legislative Partisan Composition



**Table 5: Legislative Session Per Diem Rates - All States, 2017**

State	Urban Per Diem		Rural Per Diem		Urban Per Diem Rank	Rural Per Diem Rank	Mileage
Alabama <sup>1,2</sup>	\$ -		\$ -		43	43	54/mile.
Alaska	\$ 186.75		\$ 249.00		3	1	54/mile.
Arizona	\$ 35.00 (V)		\$ 60.00 (V)		40	41	44.5/mile.
Arkansas	\$ 150.00 (V)		\$ 150.00 (V)		14	16	54/mile.
California	\$ 176.00		\$ 176.00		5	5	53/mile.
Colorado	\$ 45.00 (V)		\$ 99.00 (V)		38	38	49/mile.
Connecticut	\$ -		\$ -		43	43	54/mile.
Delaware	\$ -		\$ -		43	43	40/mile.
Florida	\$ 152.00 (V)		\$ 152.00 (V)		13	15	44.5/mile.
Georgia	\$ 173.00 (U)		\$ 173.00 (U)		8	9	54/mile.
Hawaii <sup>3</sup>	\$ 10.00		\$ 175.00		41	6	
Idaho	\$ 49.00 (V)		\$ 129.00 (V)		37	29	54/mile.
Illinois	\$ 111.00		\$ 111.00		29	34	39/mile.
Indiana	\$ 161.00 (U)		\$ 161.00 (U)		10	11	54/mile.
Iowa	\$ 120.00 (U)		\$ 160.00 (U)		24	12	39/mile.
Kansas	\$ 140.00 (U)		\$ 140.00		17	19	54/mile.
Kentucky	\$ 154.00 (U)		\$ 154.00		12	14	54/mile.
Louisiana	\$ 150.00 (U)		\$ 150.00 (U)		14	16	54/mile.
Maine <sup>4</sup>	\$ 70.00 (U)		\$ 70.00 (U)		33	40	44/mile.
Maryland <sup>5</sup>	\$ 146.00 (V)		\$ 146.00 (V)		16	18	54/mile.
Massachusetts <sup>6</sup>	\$ 10.00 (V)		\$ 100.00 (V)		41	37	
Michigan	\$ - (V)		\$ - (V)		43	43	54/mile.
Minnesota <sup>7,8</sup>	\$ 66.00		\$ 86.00		34	39	Tied to federal rate.
Mississippi	\$ 140.00 (U)		\$ 140.00 (U)		17	19	54/mile.
Missouri	\$ 112.00 (U)		\$ 112.00 (U)		28	33	37.5/mile.
Montana	\$ 112.85 (U)		\$ 112.85 (U)		27	32	54/mile.
Nebraska	\$ 51.00 (V)		\$ 140.00 (V)		36	19	54/mile.
Nevada	\$ 140.00 (U)		\$ 140.00 (U)		17	19	54/mile.
New Hampshire <sup>9</sup>	\$ -		\$ -		43	43	
New Jersey	\$ -		\$ -		43	43	None
New Mexico	\$ 163.00 (V)		\$ 163.00 (V)		9	10	54/mile.
New York	\$ 174.00 (V)		\$ 174.00 (V)		7	8	54/mile.
North Carolina	\$ 104.00 (U)		\$ 104.00 (U)		31	36	29/mile.
North Dakota	\$ 56.06		\$ 56.06		35	42	54/mile.
Ohio <sup>10</sup>	\$ -		\$ -		43	43	52/mile.
Oklahoma	\$ 157.00 (U)		\$ 157.00 (U)		11	13	54/mile.
Oregon	\$ 140.00 (U)		\$ 140.00 (U)		17	19	54/mile.
Pennsylvania	\$ 175.00		\$ 175.00		6	6	54/mile.



Rhode Island	\$ -		\$ -		43	43	57.5/mile.
South Carolina	\$ 140.00		\$ 140.00		17	20	54/mile.
South Dakota <sup>11</sup>	\$ 140.00 (U)		\$ 140.00 (U)		17	20	
Tennessee	\$ 204.00 (U)		\$ 204.00 (U)		1	2	47/mile.
Texas	\$ 190.00 (U)		\$ 190.00 (U)		2	3	50/mile.
Utah	\$ 42.00 (V)		\$ 142.00 (V)		39	19	53/mile.
Vermont	\$ 115.00		\$ 115.00		26	31	54/mile.
Virginia	\$ 185.00 (U)		\$ 185.00 (U)		4	4	54/mile.
Washington	\$ 120.00		\$ 120.00		24	30	54/mile.
West Virginia	\$ 131.00 (U)		\$ 131.00 (U)		23	28	48.5/mile.
Wisconsin <sup>7</sup>	\$ 88.00		\$ 138.00		32	27	51/mile.
Wyoming	\$ 109.00 (V)		\$ 109.00 (V)		30	35	54/mile.

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

(V) = Vouchered; (U) = Unvouchered

<sup>1</sup>Alabama. The State Personnel Board met on Oct. 27, 2015, and set the median annual household income amount at \$42,830. This current median annual household amount will begin on January 1, 2016 and will continue through December 31, 2016.

<sup>2</sup>Alabama. Legislators no longer receive a set per diem rate while in session. Legislators are reimbursed for in-state travel expenses which include mileage and per diem in accordance with rates and procedures applicable to state employees. All out-of-district reimbursable travel must be for official business and in the interests of the state or in the performance of official duties, as approved by the applicable presiding officer.

<sup>3</sup>Hawaii. Members may claim a mileage reimbursement for reasonable and necessary use of a personal automobile in the conduct of official legislative business and discharge of duties when meeting certain criteria.

<sup>4</sup>Maine. Annual cost of living adjustments apply. In addition, legislators receive a constituent service allowance (\$2,000 a year for senators and \$1,500 a year for representatives).

<sup>5</sup>Maryland. \$750 annual allowance for in-district travel as taxable income. Members may decline the allowance.

<sup>6</sup>Massachusetts. \$10-\$100 a day depending on distance from State House (V). Set by the legislature.

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

<sup>8</sup>Minnesota. Senate: a reasonable allowance. House: range of \$100-\$1,650 a month for mileage reimbursement for travel in the legislative district during interim. During session, House members can request up to one round trip per week if they live more than 50 miles from the capitol.

<sup>9</sup>New Hampshire. Round trip home to the State House at 38 cents/mile for the first 45 miles and 19 cents/mile thereafter, or members will be reimbursed for actual expenses and mileage will be paid at the federal rate.

<sup>10</sup>Ohio. One roundtrip per week from home to the State House for legislators outside Franklin County only.

<sup>11</sup>South Dakota. 42 cents/mile for one roundtrip from capital to home each weekend. One trip is paid at 5 cents/mile.

**Table 6: State Legislator Salaries and Per Diem Rates - All States, 2017**

State	Annual Salary (Table 2)	Daily Salary (Table 2)	Urban Per Diem (Table 5)	Rural Area Per Diem (Table 5)	Session Days (C) 2011 (Table 2)	Daily Salary <sup>1</sup> (Table 2)	Daily Salary Rank	Daily Salary + Urban Per Diem	+ Hourly Urban Per Diem	Hourly Wage + Urban Area Per Diem Rank	Total Daily Salary + Rural Area Per Diem	Hourly Wage + Hourly Rural Area Per Diem	Hourly Wage + Rural Area Per Diem Rank
Alabama	\$44,765	\$0.00	\$ - \$0.00	\$ -	93	\$481.34	4	\$481.34	\$60.17	11	\$481.34	\$60.17	11
Alaska	\$50,400	\$0.00	\$ 186.75	\$ 249.00	98	\$514.29	3	\$701.04	\$87.63	1	\$763.29	\$95.41	1
Arizona	\$24,000	\$0.00	\$ 35.00 (V)	\$ 60.00 (V)	122	\$196.72	25	\$231.72	\$28.97	35	\$256.72	\$32.09	32
Arkansas	\$39,400	\$0.00	\$ 150.00 (V)	\$ 150.00 (V)	112	\$351.79	11	\$501.79	\$62.72	10	\$501.79	\$62.72	10
California	\$104,118	\$0.00	\$ 176.00	\$ 176.00	284	\$366.61	9	\$542.61	\$67.83	7	\$542.61	\$67.83	7
Colorado	\$30,000	\$0.00	\$ 45.00 (V)	\$ 99.00 (V)	119	\$252.10	16	\$297.10	\$37.14	23	\$351.10	\$43.89	21
Connecticut	\$28,000	\$0.00	\$ -	\$ -	154	\$181.82	29	\$181.82	\$22.73	43	\$181.82	\$22.73	44
Delaware	\$45,291	\$0.00	\$ -	\$ -	172	\$263.32	15	\$263.32	\$32.91	28	\$263.32	\$32.91	30
Florida	\$29,697	\$0.00	\$ 152.00 (V)	\$ 152.00 (V)	62	\$478.98	5	\$630.98	\$78.87	3	\$630.98	\$78.87	4
Georgia	\$17,342	\$0.00	\$ 173.00 (U)	\$ 173.00 (U)	80	\$216.78	23	\$389.78	\$48.72	17	\$389.78	\$48.72	18
Hawaii	\$61,380	\$0.00	\$ 10.00	\$ 175.00	106	\$579.06	1	\$589.06	\$73.63	4	\$754.06	\$94.26	2
Idaho	\$17,017	\$0.00	\$ 49.00 (V)	\$ 129.00 (V)	79	\$215.41	24	\$264.41	\$33.05	27	\$344.41	\$43.05	22
Illinois	\$67,836	\$0.00	\$ 111.00	\$ 111.00	354	\$191.63	26	\$302.63	\$37.83	22	\$302.63	\$37.83	25
Indiana	\$25,436	\$0.00	\$ 161.00 (U)	\$ 161.00 (U)	117	\$217.40	22	\$378.40	\$47.30	18	\$378.40	\$47.30	20
Iowa	\$25,000	\$0.00	\$ 120.00 (U)	\$ 160.00 (U)	110	\$227.27	19	\$347.27	\$43.41	19	\$387.27	\$48.41	19
Kansas	\$0	\$88.66 (C)	\$ 140.00 (U)	\$ 140.00 (U)	169	\$88.66	42	\$228.66	\$28.58	37	\$228.66	\$28.58	38
Kentucky	\$0	\$188.22	\$ 154.00 (U)	\$ 154.00 (U)	87	\$188.22	28	\$342.22	\$42.78	20	\$342.22	\$42.78	23
Louisiana	\$22,800	\$0.00	\$ 150.00 (U)	\$ 150.00 (U)	60	\$380.00	8	\$530.00	\$66.25	8	\$530.00	\$66.25	8
Maine	\$12,215	\$0.00	\$ 70.00	\$ 70.00	209	\$58.44	47	\$128.44	\$16.06	48	\$128.44	\$16.06	48
Maryland	\$47,769	\$0.00	\$ 146.00 (V)	\$ 146.00 (V)	90	\$530.77	2	\$676.77	\$84.60	2	\$676.77	\$84.60	3
Massachusetts	\$62,548	\$0.00	\$ 100.00 (V)	\$ 100.00 (V)	362	\$172.78	31	\$182.78	\$22.85	42	\$272.78	\$34.10	29
Michigan	\$82,485	\$0.00	\$ - (V)	\$ - (V)	355	\$232.35	18	\$232.35	\$29.04	34	\$232.35	\$29.04	37
Minnesota	\$31,141	\$0.00	\$ 66.00 \$0.00	\$ 86.00	139	\$224.04	20	\$290.04	\$36.25	25	\$310.04	\$38.75	24
Mississippi	\$10,000	\$0.00	\$ 140.00 (U)	\$ 140.00 (U)	89	\$112.36	40	\$252.36	\$31.54	31	\$252.36	\$31.54	34
Missouri	\$35,915	\$0.00	\$ 112.00 (U)	\$ 112.00 (U)	128	\$280.59	13	\$392.59	\$49.07	16	\$392.59	\$49.07	17
Montana	\$0	\$90.64 (L)	\$ 112.85 (U)	\$ 112.85 (U)	81	\$90.64	41	\$203.49	\$25.44	41	\$203.49	\$25.44	43
Nebraska	\$12,000	\$0.00	\$ 51.00 (V)	\$ 140.00 (V)	139	\$86.33	43	\$137.33	\$17.17	47	\$226.33	\$28.29	39
Nevada	\$0	\$142.00 (C)	\$ 140.00 (U)	\$ 140.00 (U)	119	\$142.00	35	\$282.00	\$35.25	26	\$282.00	\$35.25	27
New Hampshire	\$100	\$0.00	\$ -	\$ -	169	\$0.59	49	\$0.59	\$0.07	50	\$0.59	\$0.07	50
New Jersey	\$49,000	\$0.00	\$ -	\$ -	355	\$138.03	38	\$138.03	\$17.25	46	\$138.03	\$17.25	47
New Mexico	\$0	\$0.00	\$ 163.00 (V)	\$ 163.00 (V)	60	\$0.00	50	\$163.00	\$20.38	45	\$163.00	\$20.38	46
New York	\$79,500	\$0.00	\$ 174.00 (V)	\$ 174.00 (V)	361	\$220.22	21	\$394.22	\$49.28	14	\$394.22	\$49.28	15
North Carolina	\$20,659	\$0.00	\$ 104.00 (U)	\$ 104.00 (U)	170	\$121.52	39	\$225.52	\$28.19	39	\$225.52	\$28.19	41
North Dakota	\$0	\$177.00 (C)	\$ 56.06 \$0.00	\$ 56.06	114	\$177.00	30	\$233.06	\$29.13	33	\$233.06	\$29.13	36
Ohio	\$60,584	\$0.00	\$ -	\$ -	363	\$166.90	32	\$166.90	\$20.86	44	\$166.90	\$20.86	45
Oklahoma	\$38,400	\$0.00	\$ 157.00 (U)	\$ 157.00 (U)	109	\$352.29	10	\$509.29	\$63.66	9	\$509.29	\$63.66	9
Oregon	\$24,216	\$0.00	\$ 140.00 (U)	\$ 140.00 (U)	156	\$155.23	33	\$295.23	\$36.90	24	\$295.23	\$36.90	26
Pennsylvania	\$86,479	\$0.00	\$ 175.00	\$ 175.00	362	\$238.89	17	\$413.89	\$51.74	13	\$413.89	\$51.74	14
Rhode Island	\$15,430	\$0.00	\$ -	\$ -	181	\$85.25	45	\$85.25	\$10.66	49	\$85.25	\$10.66	49
South Carolina	\$10,400	\$0.00	\$ 140.00	\$ 140.00	121	\$85.95	44	\$225.95	\$28.24	38	\$225.95	\$28.24	40
South Dakota	\$6,000	\$0.00	\$ 140.00 (U)	\$ 140.00 (U)	76	\$78.95	46	\$218.95	\$27.37	40	\$218.95	\$27.37	42
Tennessee	\$22,667	\$0.00	\$ 204.00 (U)	\$ 204.00 (U)	120	\$188.89	27	\$392.89	\$49.11	15	\$392.89	\$49.11	16
Texas	\$7,200	\$0.00	\$ 190.00 (U)	\$ 190.00 (U)	139	\$51.80	48	\$241.80	\$30.22	32	\$241.80	\$30.22	35
Utah	\$0	\$273.00 (C)	\$ 42.00 (V)	\$ 142.00 (V)	45	\$273.00	14	\$315.00	\$39.38	21	\$415.00	\$51.88	13
Vermont	\$0	\$141.47 (C)	\$ 115.00	\$ 115.00	134	\$141.47	36	\$256.47	\$32.06	30	\$256.47	\$32.06	33
Virginia	\$17,743	\$0.00	\$ 185.00 (U)	\$ 185.00 (U)	45	\$394.29	7	\$579.29	\$72.41	6	\$579.29	\$72.41	6
Washington	\$47,776	\$0.00	\$ 120.00	\$ 120.00	104	\$459.38	6	\$579.38	\$72.42	5	\$579.38	\$72.42	5
West Virginia	\$20,000	\$0.00	\$ 131.00 (U)	\$ 131.00 (U)	59	\$338.98	12	\$469.98	\$58.75	12	\$469.98	\$58.75	12
Wisconsin	\$50,950	\$0.00	\$ 88.00 \$0.00	\$ 138.00 ###	362	\$140.75	37	\$228.75	\$28.59	36	\$278.75	\$34.84	28
Wyoming	\$0	\$150.00 (L)	\$ 109.00 (V)	\$ 109.00 (V)	36	\$150.00	34	\$259.00	\$32.38	29	\$259.00	\$32.38	31

Quartile 1										\$28.33			\$28.70
Median										\$35.75			\$37.37
Average										\$40.94			\$42.87
Quartile 3										\$51.12			\$51.84
Maximum										\$87.63			\$95.41

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

Source: National Conference of State Legislatures, 2017 Legislator Compensation and Living Expense Allowances During Session, 2017 Legislative Sessions Calendar

**Table 7: Legislator Compensation - Western States, 2017**

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		\$24.59	\$28.97 (V)	\$32.09 (V)	35	11	9	9
California	\$104,118		\$45.83	\$67.83	\$67.83	7	7	2	2
Colorado	\$30,000		\$31.51	\$37.14 (V)	\$43.89 (V)	23	21	4	4
Idaho	\$17,017		\$26.93	\$33.05 (V)	\$43.05 (V)	27	22	7	5
Montana		\$90.64 (L)	\$11.33	\$25.44 (U)	\$25.44 (U)	41	43	10	10
Nevada		\$142.00 (C)	\$17.75	\$35.25 (U)	\$35.25 (U)	26	27	6	7
New Mexico			\$0.00	\$20.38 (V)	\$20.38 (V)	45	46	11	11
Oregon	\$24,216		\$19.40	\$36.90 (U)	\$36.90 (U)	24	26	5	6
Utah		\$273.00 (C)	\$34.13	\$39.38 (U)	\$51.63 (U)	21	14	3	3
Washington	\$47,776		\$57.42	\$72.42	\$72.42	5	5	1	1
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	29	31	8	8

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

(V) = Vouchered; (U) = Unvouchered

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

**Table 8: Legislator Compensation - States with Citizen Legislatures, 2017**

State	Annual Salary	Daily Salary	Hourly Wage <sup>1</sup>	Hourly Wage + Hourly Urban Per Diem	Hourly Wage + Hourly Rural Per Diem	Hourly Wage Citizen Legislature Rank	Hourly Wage + Hourly Urban Per Diem National Rank	Hourly Wage + Hourly Rural Per Diem National Rank	Hourly Wage + Hourly Urban Per Diem Citizen Legislature Rank	Hourly Wage + Hourly Rural Per Diem Citizen Legislature Rank
<b>Traditional Citizen Legislatures</b>										
	(Table 2)	(Table 2)	(Table 2)	(Table 6)	(Table 6)					
Montana		\$90.64 (L)	\$11.33	\$25.44 (U)	\$25.44 (U)	11	41	43	13	13
New Hampshire	\$100		\$0.07	\$0.07	\$0.07	16	50	50	17	17
North Dakota		\$177.00 (C)	\$22.13	\$29.13 (V)	\$29.13 (V)	6	33	36	10	10
South Dakota	\$6,000		\$9.87	\$27.37 (U)	\$27.37 (U)	14	40	42	12	12
Utah		\$273.00 (C)	\$34.13	\$39.38 (U)	\$51.63 (U)	2	21	14	4	2
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	7	29	31	7	7

**Slightly Less Traditional Citizen Legislatures**

Georgia	\$17,342		\$27.10	\$48.72 (U)	\$48.72 (U)	4	17	18	2	3
Idaho	\$17,017		\$26.93	\$33.05 (V)	\$43.05 (V)	5	27	22	6	5
Indiana	\$25,436		\$27.18	\$47.30 (U)	\$47.30 (U)	3	18	20	3	4
Kansas		\$88.66 (C)	\$11.08	\$28.58 (U)	\$28.58 (U)	12	37	38	11	11
Maine	\$12,215		\$7.31	\$16.06	\$16.06	15	48	48	15	15
Mississippi	\$10,000		\$14.04	\$31.54 (U)	\$31.54 (U)	10	31	34	9	9
Nevada		\$142.00 (C)	\$17.75	\$35.25 (U)	\$35.25 (U)	8	26	27	5	6
New Mexico			\$0.00	\$20.38 (V)	\$20.38 (V)	17	45	46	14	14
Rhode Island	\$15,430		\$10.66	\$10.66	\$10.66	13	49	49	16	16
Vermont		\$141.47 (C)	\$17.68	\$32.06	\$32.06	9	30	33	8	8
West Virginia	\$20,000		\$42.37	\$58.75 (U)	\$58.75 (U)	1	12	12	1	1

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

(V) = Vouchered; (U) = Unvouchered

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

Source: National Conference of State Legislatures, [2017 Legislator Compensation and Living Expense Allowances During Session](#), [2017 Legislative Sessions Calendar](#)

**Table 9: Additional Compensation for House/Assembly Leaders by State, 2016**

State	Presiding Officer	Majority Leaders	Minority Leaders
Alabama	\$18,000 a year	None	None
Alaska	\$500 a year	None	None
Arizona	(a)	(a)	(a)
Arkansas	\$5,600 a year	None	None
California	\$15,016 a year	\$7,508 a year	\$15,016 a year
Colorado	(b)	(b)	(b)
Connecticut	\$10,689 a year	\$8,835 a year	\$8,835 a year
Delaware	\$19,893 a year	\$12,376 a year	\$12,376 a year
Florida	\$11,484 a year	None	None
Georgia	\$6,811 a month	\$200 a month	\$200 a month
Hawaii	\$7,500 a year	None	None
Idaho	\$4,000 a year	None	None
Illinois	\$27,477 a year	\$23,230 a year	\$18,067 a year
Indiana	\$7,000 a year	\$5,500 a year	\$5,500 a year
Iowa	\$11,593 a year	\$11,593 a year	\$11,593 a year
Kansas	\$14,039 a year	\$12,665 a year	\$12,665 a year
Kentucky	\$47.35 a day	\$37.40 a day	\$37.40 a day
Louisiana	\$15,200 a year	None	None
Maine	50% of base salary	25% of base salary	12.5% of base salary
Maryland	\$13,766 a year	None	None
Massachusetts	\$35,000 a year	\$22,500 a year	\$22,500 a year
Michigan	\$27,000 a year	Position does not exist	\$22,000 a year
Minnesota	\$12,455 a year	\$12,455 a year	\$12,455 a year
Mississippi	\$50,000 a year	None	None
Missouri	\$208.34 a month	\$125 a month	\$125 a month
Montana	\$5 a day during session	None	None
Nebraska	N/A—Unicameral legislature		
Nevada	\$2 a day	None	None
New Hampshire	\$50 a 2-year term.	None	None
New Jersey	1/3 above annual base salary	None	None
New Mexico	None	None	None
New York	\$41,500 a year	\$34,500 a year	\$34,500 a year
North Carolina	\$24,200 a year	\$3,097 a year	\$3,097 a year
North Dakota	\$10 a day during session	\$15 a day during session, plus \$345 a month during term of office.	\$15 a day during session, plus \$345 a month during term of office.
Ohio	\$33,853 a year	\$20,579 a year majority floor leader.	\$25,581 a year
Oklahoma	\$17,932 a year	\$12,364 a year	\$12,364 a year
Oregon	\$23,568 a year	None	None

Pennsylvania	\$47,880 a year	\$38,306 a year	\$38,306 a year
Rhode Island	\$15,414 a year	None	None
South Carolina	\$11,000 a year	None	None
South Dakota	None	None	None
Tennessee	\$41,768 a year	None	None
Texas	None	None	None
Utah	\$5,000 a year	\$4,000 a year	\$4,000 a year
Vermont	\$11,296 a year. \$730.66 a week during session.	None	None
Virginia	\$18,681 a year	None	None
Washington	\$8,640 a year; increases to \$8,899 a year eff. 9/1/2016.	None	\$4,320 a year; increases to \$4,449 a year eff. 9/1/2016.
West Virginia	\$150 a day during session.	\$50 a day during session.	\$50 a day during session
Wisconsin	\$25 a month	None	None
Wyoming	\$3 a day	None	None

Source: National Conference of State Legislatures, 2016.

Notes:

(a) Arizona. Generally approved for additional interim per diem.

(b) Colorado. All leaders receive \$99 a day salary during interim when in attendance at committee or leadership

**Table 10: Additional Compensation for Senate Leaders by State, 2016**

State	Presiding Officers	Majority Leaders	Minority Leaders
Alabama	Lieutenant gov holds this position.	None	None
Alaska	\$500 a year	None	None
Arizona	(a)	(a)	(a)
Arkansas	Lieutenant gov holds this position.	None	None
California	Lieutenant gov holds this position.	\$7,508 a year majority floor leader	\$15,061 a year
Colorado	(b)	(b)	(b)
Connecticut	Lieutenant gov holds this position.	\$8,835 a year	\$8,835 a year
Delaware	Lieutenant gov holds this position.	\$12,376 a year	\$12,376 a year
Florida	\$11,484 a year	None	None
Georgia	Lieutenant gov holds this position.	\$200 a month	\$200 a month
Hawaii	\$7,500 a year	None	None
Idaho	Lieutenant gov holds this position.	None	None
Illinois	\$27,477 a year	\$20,650 a year	\$27,477 a year
Indiana	Lieutenant gov holds this position.	\$5,500 a year for majority floor	\$6,000 a year minority floor leader
Iowa	\$11,593 a year	\$11,593 a year	\$11,593 a year
Kansas	\$14,039 a year	\$12,666 a year	\$12,666 a year
Kentucky	\$47.35 a day	\$37.40 a day	\$37.40 a day
Louisiana	\$15,200 a year	None	None
Maine	50% of base salary a year	25% of base salary a year	12.5% of base salary a year
Maryland	\$13,766 a year	None	None
Massachusetts	\$35,000 a year	\$22,500 a year	\$22,500 a year
Michigan	Lieutenant gov holds this position.	\$23,400 a year	\$19,800 a year
Minnesota	None	\$12,455 a year	\$12,455 a year
Mississippi	Lieutenant gov holds this position.	None	None
Missouri	Lieutenant gov holds this position.	None	None
Montana	\$5 a day during session	None	None
Nebraska	Lieutenant gov holds this position.	None	None
Nevada	Lieutenant gov holds this position.	None	None
New	\$50 a 2 year term	None	None
New Jersey	1/3 above annual base salary	None	None
New Mexico	Lieutenant gov holds this position.	None	None
New York	Lieutenant gov holds this position.	(c)	\$34,500 a year
North Carolina	Lieutenant gov holds this position.	\$17,048 a year	\$17,048 a year
North Dakota	Lieutenant gov holds this position.	\$15 a day during legislative sessions, plus \$345 a month during term of office.	\$15 a day during legislative sessions, plus \$345 a month during term of office.
Ohio	\$33,853 a year	\$20,579 a year majority floor leader	\$25,581 a year
Oklahoma	Lieutenant gov holds this position.	\$12,364 a year	\$12,364 a year
Oregon	\$23,568 a year	None	None

Oregon	\$23,568 a year	None	None
Pennsylvania	Lieutenant gov holds this position.	\$38,306 a year	\$38,306 a year
Rhode Island	\$15,414 a year	None	None
South Carolina	Lieutenant gov holds this position	None	None
South Dakota	Lieutenant gov holds this position.	None	None
Tennessee	\$41,768 a year	None	None
Texas	Lieutenant gov holds this position.	None	None
Utah	\$5,000 a year	\$4,000 a year	\$4,000 a year
Vermont	Lieutenant gov holds this position.	None	None
Virginia	None	None	None
Washington	Lieutenant gov holds this position	\$8,640 a year increases to \$8,899 a	\$4,320 a year increases to \$4,449 a
West Virginia	\$150 a day during session.	\$50 a day during session	\$50 a day during session
Wisconsin	None	None	None
Wyoming	\$3 a day	None	None

Key:

Lieutenant gov - lieutenant gov who is not a member of the Senate.

Notes:

- (a) Arizona. Generally approved for additional interim per diem.
- (b) Colorado. All leaders receive \$99 a day salary during interim when in attendance at committee or leadership matters.
- (c) New York. This position is combined with the position of president pro tem.

Table 11: CPI Increases Since 2013

	Year	CPI
	2013	232.957
	2014	236.736
	2015	237.017
	2016	240.007
	2017	244.076
<b>Cumulative Increase</b>		<b>4.77%</b>



Table 12: Utah Legislative Compensation History						
Year	Daily Rate	President and Speaker Pay	Leadership Pay	Leadership Pay	Lodging Expense <sup>1, 2</sup>	Meals & Incidental Expenses <sup>1</sup>
			<i>Majority/Minority Leaders</i>	<i>Others<sup>3</sup></i>		
1980	\$25	\$0	\$0		n/a	\$15
1981	\$25	\$0	\$0		n/a	\$15
1982	\$25	\$0	\$0		n/a	\$25
1983	\$65	\$1,000	\$500		n/a	\$25
1984	\$65	\$1,000	\$500		n/a	\$25
1985	\$65	\$1,000	\$500		n/a	\$25
1986	\$65	\$1,000	\$500		n/a	\$25
1987	\$65	\$1,000	\$500		n/a	\$25
1988	\$65	\$1,000	\$500		n/a	\$25
1989	\$65	\$1,000	\$500		n/a	\$25
1990	\$65	\$1,000	\$500		n/a	\$25
1991	\$65	\$1,000	\$500		n/a	\$25
1992	\$65	\$1,000	\$500		n/a	\$25
1993	\$85	\$1,000	\$500		n/a	\$35
1994	\$85	\$1,000	\$500		n/a	\$35
1995	\$85	\$1,000	\$500		n/a	\$35
1996	\$85	\$1,000	\$500		n/a	\$35
1997	\$100	\$1,000	\$500		\$68	\$35
1998	\$100	\$1,000	\$500		\$83	\$38
1999	\$100	\$1,000	\$500		\$76	\$42
2000	\$100	\$1,000	\$500		\$75	\$42
2001	\$120	\$2,500	\$1,500		\$75	\$42
2002	\$120/\$100 <sup>4</sup>	\$2,500	\$1,500		\$75	\$42
2003	\$120	\$2,500	\$1,500		\$75	\$38
2004	\$120	\$2,500	\$1,500		\$80	\$39
2005	\$120	\$2,500	\$1,500		\$79	\$39
2006	\$120	\$2,500	\$1,500		\$79	\$39
2007	\$130	\$3,000	\$2,000		\$78	\$54
2008	\$130	\$3,000	\$2,000		\$90	\$54
2009	\$130	\$3,000	\$2,000		\$116	\$54
2010	\$117	\$3,000	\$2,000		\$106	\$61
2011	\$117	\$3,000	\$2,000		\$95	\$61
2012	\$117	\$3,000	\$2,000		\$95	\$61
2013	\$273	\$3,000	\$2,000		\$95	\$39
2014	\$273	\$5,000	\$4,000	\$3,000	\$100	\$40
2015	\$273	\$5,000	\$4,000	\$3,000	\$100	\$40

2016	\$273	\$5,000	\$4,000	\$3,000	\$100	\$40
2017	\$273	\$5,000	\$4,000	\$3,000	\$100	\$42
2018	\$273	\$5,000	\$4,000	\$3,000	\$100	\$42
<sup>1</sup> Tied to Federal Rates						
<sup>2</sup> Prior to 1997, lodging expenses were paid on a voucher system.						

## APPENDIX B

### UTAH CONSTITUTION

#### **Article VI, Section 9. Compensation of legislators -- Citizens' salary commission.<sup>10</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 and State Board of Education based on recommendations of Legislative Compensation Commission.**

(1)

(a) Except as provided in Subsection (2) or (3), the salaries of members of the Legislature shall automatically be set beginning January 1 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.

(b) If the Legislature does not act as provided in Subsection (2)(a), they have by law

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<sup>10</sup> Retrieved from [http://le.utah.gov/xcode/ArticleVI/Article\\_VI\\_Section\\_9.html](http://le.utah.gov/xcode/ArticleVI/Article_VI_Section_9.html).

accepted the Legislative Compensation Commission's recommendations contained in the last report issued by the commission in the preceding even-numbered year.

- (3) 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.
- (4)
  - (a) The salary for a member of the State Board of Education shall be:
    - (i) the same as the salary for a member of the Legislature; and
    - (ii) except as provided in Subsection (4)(b), set in accordance with this section and Subsection 36-2-2(1).
  - (b) For purposes of setting the salary for a member of the State Board of Education:
    - (i) a calendar day for the annual general session described in Subsection (1)(b)(i)(A) is interpreted as a calendar day of:
      - (A) a meeting of the State Board of Education; and
      - (B) any other meeting authorized by the State Board of Education; and
    - (ii) unless the Legislative Compensation Commission issues a revised report on or after July 1, 2016, the salary for a member of the State Board of Education through calendar year 2016 is \$273 per day for each calendar day that a member attends a meeting described in Subsection (4)(b)(i)(A) or (B).

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

- (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;

- (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.**

- (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.



*For a copy of the report contact:*

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