

Report of the Utah Legislative Compensation Commission



Prepared for the 2022 General Session of the Utah State Legislature

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November 30, 2021

Utah State Legislature:

The Legislative Compensation Commission (“the Commission”) has completed its report for the 2022 General Session of the Utah State Legislature.

Utah law per UCA 36-2-5 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 including state FY 2021 financial data, transparent.utah.gov, and national legislator compensation information from the National Conference of State Legislatures.

Based on our review, the Commission recommends an increase to the daily pay rate, additional mechanisms to reimburse legislators for expenses related to constituent services work, and for leadership pay to be extended to additional committee chairs and vice chairs. Additional details can be found in the attached report.

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

Sincerely,

Lisa Bagley
Kevin Cote
Ronald K. Mortensen
Jennifer Seelig

Raelene Blocker
Ted Lewis
Daniel Schoenfeld

Staff:
James Bowman, Governor’s Office of Planning & Budget

Scott Cheney, Legal Counsel

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>
Lisa Bagley	Non-Profit President	Millcreek	Republican	6/01/2025
Blocker, Raelene	President, Weber County Medical Alliance	Mountain Green	Republican	6/01/2023
Daniel Schoenfeld	Finance Director	Sandy	Republican	6/01/2025
Cote, Kevin C.	Labor Union Business Manager	West Jordan	Unaffiliated	9/19/2025
Lewis, Ted D.	Attorney	Salt Lake City	Democrat	6/01/2023
Mortensen, Ronald	Information Technology Consultant	Herriman	Republican	4/01/2023
Seelig, Jennifer	Director Community Partnerships	Salt Lake City	Democrat	9/03/2023

By law, the Governor’s Office of Planning & 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, 2022.

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.”¹

Salary

Utah’s state legislators receive a daily salary of \$285 per day for all authorized legislative days², 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 \$285 for up to 10 authorized legislative training days.

¹ http://le.utah.gov/xcode/TitleJR5/Chapter3/JR5-3-S101.html?v=JR5-3-S101_1800010118000101

² http://le.utah.gov/xcode/TitleJR5/Chapter1/JR5-1-S101.html?v=JR5-1-S101_2015031120150311

For the 45-day general session, all legislators currently receive a lump sum payment of \$12,825 (\$285 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.

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 current salary model has been in effect since January 1, 2019.

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

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.

JR5-2-101³ 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.

³ Retrieved from http://le.utah.gov/xcode/TitleJR5/Chapter2/JR5-2.html?v=JR5-2_1800010118000101

Administrative Rule R25-7, *Travel-Related Reimbursements for State Employees*⁴, as in effect on October 1, 2019, outlines state policy and procedure, and provides (in-state amounts):

- Lodging – \$75 per night with exceptions for specified cities (Park City/Midway/Moab/Green River are \$110 maximum)
- Meals – \$45 per day (\$11 - breakfast, \$14 - lunch, \$20 - dinner)
- Transportation – private vehicle reimbursement is \$0.56 per mile if a state vehicle is not available for use; parking expenses and public and commercial transportation costs are also permitted.

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

Communication Devices

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

- (1) a mobile phone and plan provided by the Legislature,
- (2) no mobile phone or plan, or
- (3) up to \$31.33 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; therefore, it is helpful to list these benefits as 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:

1. Tier 1, *Utah Governors' and Legislators' Retirement Act*⁵

⁴ Retrieved from

<https://adminrules.utah.gov/public/search/Travel-Related%20Reimbursements%20for%20State%20Travelers/Current%20Rules>

⁵ 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

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 by 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.

2. Tier 2, *New Public Employees’ Tier II Contributory Retirement Act*⁶

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 legislators’ 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 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 costs⁷ 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	\$ 6,939	\$ 308	\$ 7,247

⁶ 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.

⁷ Utah Public Employees Health Program, *2021-2022 Benefits Summary*, retrieved from www.pehp.org.

Double	\$14,308	\$ 572	\$14,880
Family	\$19,102	\$1,042	\$20,144

Also available are Health Savings Account (HSA) plans such as STAR and Utah Basic Plus where only the employer contributes. Additionally, preferred versions of all plans are available 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 a legislator.

Post Retirement Paid-up Health Coverage Benefits⁸

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

⁸ Retrieved from http://le.utah.gov/xcode/Title49/Chapter20/49-20-S404.html?v=C49-20-S404_1800010118000101

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.

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

Methodology for Standardization

In an effort to compare the annual salary, daily salary, and hourly wages of the 49 other state legislatures to Utah's, it is useful to convert each state's salary into an hourly, daily, and an annual wage to attempt to create a method for comparison of the diverse compensation, geographical, and cultural difference of each state and its legislature. 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 workdays can be converted by taking the daily rate and dividing by a standard eight-hour workday. 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 workday.

The Commission recognizes the concerns voiced previously by legislators in regard to the eight hour assumption not capturing that often legislative days can be much longer, however, the Commission has maintained the assumption in the model due to the broad variance of all legislatures and their day to day commitments.

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, the urban and rural rates are generally the same. However, for some comparisons, lodging expenses have been included when calculating the rural rate.

Trends/Overview

Hourly Wages

Utah legislator compensation, when considered as a daily wage, ranks 14th highest in the nation (see Table 2), equating to an hourly wage of \$35.63. The average hourly wage for all state legislatures is \$30.48, while the median is \$24.98.

Hourly Wages Plus Per Diems

When adding urban per diems to hourly wages, Utah ranks 25th in the nation (see Table 6. Please note that urban per diems don't include lodging expenses). Utah's hourly wage plus urban per diem (expense reimbursement) is \$41.25. The average hourly wage for all states including urban per diem rates is \$44.21, while the median is \$40.63.

When referencing rural per diems, Utah ranks 16th at \$53.75. The average hourly wage for all state legislatures plus rural per diem rates is \$47.07, while the median is \$43.30.

Daily and Annual Salary

Using daily salaries to compare Utah (\$285) to all other states shows that Utah ranks 14th in the nation for legislative pay (see Table 2) and is one of nine states that has a daily salary rate.

Comparing annual salaries, Utah's \$12,825 (excluding non-session days) puts Utah's legislator salary at 42nd 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 6th of the 11 states when considering hourly wage plus urban per diem and 4th when considering hourly wage plus rural per diem (see Table 7).

Part Time and Full Time Citizen Legislatures

Table 8 compares rates for Utah's part-time citizen legislature with other part time citizen-legislature states (Montana, New Hampshire, North Dakota, South Dakota, and Wyoming) and states with slightly less part time citizen legislatures (Idaho, Kansas, Maine, Mississippi, New Mexico, Rhode Island, Vermont, and West Virginia). The National Conference of State Legislatures (NCSL) has defined these groups as spending on average the equivalent of half of a full-time job doing legislative work and they tend to have relatively small staff in comparison to full time legislatures.

In comparing part time citizen legislatures' compensation as an hourly wage, Utah ranks 2nd. Of all 14 legislatures grouped as part time citizen legislatures, only one state (West Virginia) has a higher hourly wage for legislators.

Recommendations

The Commission would like to recognize that in preparation of its final recommendation it deliberated over other considerations including a rural adjustment, identifying accurate standards of mileage reimbursement, tying legislator pay to the state minimum wage, including a monthly (or annual) stipend for constituent service work, increasing oversight for legislator reimbursements, and reducing the legislative daily rate.

Recommendations

In accordance with UCA 36-2-5, the Commission met during the autumn of 2021 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 Planning & Budget, and other sources.

The Commission recommends an increase of \$8.55 to the daily rate for legislators corresponding to the 3% cost of living adjustment that state government employees received at the beginning of FY 2021.

Leadership Pay

The Commission recommends no change to leadership pay.

Other Considerations

Legislator Constituent Service Reimbursement

Legislators are eligible to receive the daily compensation rate for only authorized legislative days, which 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, the Commission learned that legislators perform tasks related to constituent services that in their capacity as legislators do not fall under the definition of authorized legislative days. Examples include working with organizations, attending county commission, city council, and other formal and informal meetings 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, meaning that much of their legislative work currently goes uncompensated. In addition to the compensation recommendation made in the report, the Commission suggests that the Legislature consider adopting a policy for *constituent service* reimbursement similar to the following:

To reimburse the cost of a legislative *constituent service* in all areas of the state, the Commission recommends that the Legislature consider travel expense reimbursement while a legislator conducts constituent service work performed outside of legislative days. The Commission suggests that the reimbursement follows the Division of Finance's rule R25-7. *Travel-Related Reimbursements for State Travelers* including a mileage reimbursement of the high millage rate, a reimbursement up to the minimum of the Division of Finance's maximum lodging rate or actual cost for lodging, and a reimbursement up to the Division of Finance's meal allowances limit.

Examples of *constituent service* includes working with organizations, and attending county commission, city council, or other formal or informal meetings to determine the needs and issues of their constituents. The Commission believes this will assist rural legislators who sometimes travel long distances to attend these meetings uncompensated.

The Commission suggests the Legislature consider the following mechanisms in developing the reimbursement policies relating to *constituent service*; an approval process, required documentation, reliable sources for mileage computations, and geographic variances in costs.

Expanding Qualifying Positions for Other Leadership Pay

The Legislative Compensation Commission suggests that legislative leadership from both chambers amend their rules to include Executive Appropriation Committee Vice Chairs and House & Senate Rules Chairs in the category of receiving other leadership compensation at \$3,000 dollars annually.

Summary of Recommendations

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

1. The daily rate for legislators be increased from \$285 per day to \$293.55 per day.
2. The Legislature consider providing a mechanism to reimburse legislators for expenses related to constituent service work.
3. 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, and \$3,000 each for the majority and minority whips, assistant whips, both Executive Appropriations Committee chairs, and the minority caucus leaders.
4. The Legislature consider amending its rules to include Executive Appropriations Committee vice chairs, Senate Rules Committee chair, and House Rules Committee chair as eligible for “Other Leaders” compensation of \$3,000 annually.

Appendix A

Table 1: Legislator Compensation by State, 2021

State	Base Salary	Session Per Diem Rate
Alabama	\$51,734	For overnight stays: \$85/day. For two or more days with overnight stays: \$100/day.
Alaska	\$50,400	For legislators whose permanent residence is not in Juneau: up to \$293/day. For Juneau legislators: no per diem. Additionally, legislators who must move to and from Juneau for regular session are entitled to be reimbursed for relocation expenses.
Arizona	\$24,000	For legislators residing within Maricopa County: \$35/day for the first 120 days of regular and special sessions and \$10/day for all following days. For legislators residing outside of Maricopa County: \$60/day for the first 120 days of regular and special sessions and \$20/day for all following days. Set by statute.
Arkansas	\$42,428	For legislators residing within 50 miles of the capitol: \$55/day. For legislators residing more than 50 miles from the capitol: \$151/day.
California	\$114,877	\$211/day.
Colorado	\$40,242	For legislators residing within 50 miles of the capitol: \$45/day. For legislators living more than 50 miles from the capitol: \$219/day. Set by the legislature. Vouchered.
Connecticut	\$28,000	No per diem is paid.
Delaware	\$47,291	No per diem is paid.
Florida	\$29,697	\$152/day for up to 50 days for senators and up to 60 days for representatives. Vouchered.
Georgia	\$15,608	\$173/day. Set by the Legislative Services Committee. Unvouchered.
Hawaii	\$62,604	For legislators who do not reside on Oahu: \$225/day. For legislators living on Oahu during the mandatory five-day recess only: \$10/day. Legislators who do not reside on Oahu also receive reimbursement for their air travel costs to commute from their home island to Oahu.
Idaho	\$18,691	For legislators residing within 50 miles of the capitol: \$71/day. For legislators residing more than 50 miles from the capitol: \$139/day.
Illinois	\$69,464	\$151/day.
Indiana	\$28,103	\$183/day. Unvouchered. Any additional expenses must be approved by the President pro tem.
Iowa	\$25,000	\$172/day. Unvouchered. During the interim, hotel stays are covered for two-day meetings or with prior approval.
Kansas	\$88.60/d	\$151/day.
Kentucky	\$188.22/d	\$166.10/day.
Louisiana	\$16,800	\$160/day. Tied to federal rate. Unvouchered.
Maine	\$26,340	\$38/day for lodging (or mileage up to \$38/day in lieu of lodging, plus actual tolls). \$32/day for meals. Set by statute.
Maryland	\$50,330	\$106/day for lodging. \$56/day for meals.
Massachusetts	\$70,536	No per diem is paid. Legislators residing within 50 miles of the statehouse receive an office expense stipend of \$17,043 that can be used for travel expenses. Legislators residing more than 50 miles from the state house receive \$22,723.
Michigan	\$71,685	No per diem is paid. Legislators receive an expense allowance of \$10,800/year for session and interim. Set by the compensation commission. Vouchered.
Minnesota	\$46,500	For senators: \$86/day. For representatives: \$66/day. Additional compensation for communication, living expenses and district travel may be possible.
Mississippi	\$23,500	\$151/day. Tied to federal rate. Unvouchered.
Missouri	\$35,915	\$121/day. Tied to federal rate. Unvouchered.
Montana	\$92.46 (L)	\$126.12/day. For additional expenses, legislators also receive a primary \$3,000 stipend and a secondary amount between \$1,000 and \$4,000 depending on the square mileage of a legislator's district.
Nebraska	\$12,000	For legislators residing within 50 miles of the capitol: \$55/day. For legislators residing more than 50 miles from the capitol: \$151/day.
Nevada	\$150.71/d for members elected in 2016; \$159.89/d for members elected in 2018	\$151/day. Travel allowance of \$10,000/session, and additional \$900/session leadership allowance.
New Hampshire	\$100	No per diem is paid.
New Jersey	\$49,000	No per diem is paid.
New Mexico	\$0	\$165/day (January and February); \$194/day (March). Tied to federal rate. Vouchered.
New York	\$110,000	For non-overnight travel: \$61/day. For overnight stays: \$176/day.
North Carolina	\$13,951	\$104/day. Set by statute. Unvouchered. For additional expenses, legislators receive \$559/month.
North Dakota	\$495/month	\$186/day. \$189/day starting July 1, 2021; \$193/day starting July 1, 2022.
Ohio	\$67,492	No per diem is paid.
Oklahoma	\$47,500	\$165/day. Tied to federal rate. Unvouchered.
Oregon	\$32,839	\$151/day.
Pennsylvania	\$90,335	\$178/day.
Rhode Island	\$16,636	No per diem is paid.
South Carolina	\$10,400	\$173/day. Tied to federal rate.
South Dakota	\$12,851	\$151/day. Legislative days only. Unvouchered.

Tennessee	\$24,316	For legislators residing within 50 miles of the capitol: \$61/day. For legislators residing more than 50 miles from the capitol: \$295/day. Tied to federal rate. Unvouchered.
Texas	\$7,200	\$221/day. Set by ethics commission. Unvouchered.
Utah	\$285/d (C)	Up to \$100 plus tax/d for members that live more than 100 miles round trip from the capitol.
Vermont	\$733.04/w during session	\$75/day because the legislature is meeting remotely for the 2021 session.
Virginia	\$17,820	\$211/day.
Washington	\$56,881	\$120/d.
West Virginia	\$20,000	\$131/day. Set by compensation commission. Unvouchered.
Wisconsin	\$55,141	\$115/day for senators who reside outside of Dane County; those in Dane County receive \$57.50. \$153 (with overnight) or \$76.50/day (no overnight) for representatives. Per diem can be claimed up to 90 days per year.
Wyoming	\$150/d	\$109/day. Set by legislature. Vouchered. Legislators also receive an additional \$300/month; 1/2 salary for 1 day of preparation for each day the legislator is engaged in work for the Management Council or any committee; and 1/2 salary for each day the member travels to and from an interim activity for which he/she is entitled to receive a salary.

Source: NCSL <https://www.ncsl.org/research/about-state-legislatures/2021-legislator-compensation.aspx>

Table 2: State Legislator Salaries - All States, 2021

	Annual Salary	Daily Salary	Session Days (C) 2020	Hourly Wage (*)	Hourly Wage Rank	Daily Salary	Daily Salary Rank	Annual Salary	Annual Salary Rank
Alabama	\$51,734		104	\$62.18	6	\$497.44	6	\$51,734	11
Alaska	\$50,400		120	\$52.50	8	\$420.00	8	\$50,400	12
Arizona	\$24,000		170	\$17.65	37	\$141.18	37	\$24,000	29
Arkansas	\$42,428		323	\$16.42	39	\$131.36	39	\$42,428	18
California	\$114,877		242	\$59.34	7	\$474.70	7	\$114,877	1
Colorado	\$40,242		114	\$44.13	10	\$353.00	10	\$40,242	19
Connecticut	\$28,000		154	\$22.73	31	\$181.82	31	\$28,000	25
Delaware	\$47,291		169	\$34.98	16	\$279.83	16	\$47,291	16
Florida	\$29,697		59	\$62.92	5	\$503.34	5	\$29,697	22
Georgia	\$15,608		79	\$24.70	26	\$197.57	26	\$15,608	38
Hawaii	\$62,604		99	\$79.05	2	\$632.36	2	\$62,604	8
Idaho	\$18,691		336	\$6.95	48	\$55.63	48	\$18,691	33
Illinois	\$69,464		352	\$24.67	27	\$197.34	27	\$69,464	6
Indiana	\$28,103		315	\$11.15	43	\$89.21	43	\$28,103	23
Iowa	\$25,000		128	\$24.41	28	\$195.31	28	\$25,000	27
Kansas	\$0	\$88.66 (L)	135	\$11.08	44	\$88.66	44	\$11,969	44
Kentucky	\$0	\$188.22 (C)	84	\$23.53	29	\$188.22	29	\$15,810	37
Louisiana	\$16,800		59	\$35.59	15	\$284.75	15	\$16,800	35
Maine	\$26,340 ¹		118	\$27.90	21	\$223.22	21	\$26,340	26
Maryland	\$50,330		89	\$70.69	3	\$565.51	3	\$50,330	13
Massachusetts	\$70,536		349	\$25.26	25	\$202.11	25	\$70,536	5
Michigan	\$71,685		352	\$25.46	24	\$203.65	24	\$71,685	4
Minnesota	\$46,500		132	\$44.03	11	\$352.27	11	\$46,500	17
Mississippi	\$23,500		86	\$34.16	17	\$273.26	17	\$23,500	30
Missouri	\$35,915		140	\$32.07	18	\$256.54	18	\$35,915	20
Montana		\$100.48 (L)	114	\$12.56	41	\$100.48	41	\$11,455	45
Nebraska	\$12,000		141	\$10.64	45	\$85.11	45	\$12,000	43
Nevada		\$164.69 (C)	120	\$20.59	34	\$164.69	34	\$19,763	32
New Hampshire	\$100		176	\$0.07	50	\$0.57	50	\$100	50
New Jersey	\$49,000		353	\$17.35	38	\$138.81	38	\$49,000	14
New Mexico	\$0 ²	\$180 (V)	61	\$22.44	32	\$179.50	32	\$10,950	46
New York	\$110,000		359	\$38.30	13	\$306.41	13	\$110,000	2
North Carolina	\$13,951		230	\$7.58	47	\$60.66	47	\$13,951	40
North Dakota	\$6,312	\$189.00 (C)	115	\$30.49	20	\$243.89	20	\$28,047	24
Ohio	\$67,492		361	\$23.37	30	\$186.96	30	\$67,492	7
Oklahoma	\$47,500		115	\$51.63	9	\$413.04	9	\$47,500	15
Oregon	\$32,839		156	\$26.31	23	\$210.51	23	\$32,839	21
Pennsylvania	\$90,335		360	\$31.37	19	\$250.93	19	\$90,335	3
Rhode Island	\$16,636		177	\$11.75	42	\$93.99	42	\$16,636	36
South Carolina	\$10,400		168	\$7.74	46	\$61.90	46	\$10,400	48

South Dakota	\$12,851		76	\$21.14	33	\$169.09	33	\$12,851	41
Tennessee	\$24,316		113	\$26.90	22	\$215.19	22	\$24,316	28
Texas	\$7,200		139	\$6.47	49	\$51.80	49	\$7,200	49
Utah	\$0	\$285.00 (L)	45	\$35.63	14	\$285.00	14	\$12,825	42
Vermont	\$0 ³	\$106.13 (L)	135	\$13.27	40	\$106.13	40	\$14,328	39
Virginia	\$17,820 ⁴		26	\$85.67	1	\$685.38	1	\$17,820	34
Washington	\$56,881		104	\$68.37	4	\$546.93	4	\$56,881	9
West Virginia	\$20,000		59	\$42.37	12	\$338.98	12	\$20,000	31
Wisconsin	\$55,141		353	\$19.53	35	\$156.21	35	\$55,141	10
Wyoming		\$150.00 (L)	70	\$18.75	36	\$150.00	36	\$10,500	47

	Hourly Wage*	Daily Salary	Annual Salary	
(L) = Legislative day; (C) = Calendar Day	Quartile 1	\$17.43	\$139.40	\$15,658.62
(V) = Vouchered; (U) = Unvouchered	Median	\$24.98	\$199.84	\$27,170.00
	Average	\$30.48	\$243.81	\$35,397.05
	Quartile 3	\$37.63	\$301.06	\$49,997.50
	Maximum	\$85.67	\$685.38	\$114,877.00

1 Total is for both annual sessions added together

2 Average of daily rates for the months

3 Divided weekly pay of 742.92 by 7 to get daily rate

4 Average of Senators & delegates wages

* Based on an 8 hour day

Table 3: State Legislative Sessions by State, 2021

State	General Session Convened	General Session Adjourned	Calendar Days	Adjourned, Suspended or postponed due to COVID -19	
Alabama	2-Feb	17-May	104		
Alaska	19-Jan	19-May	120		
Arizona	11-Jan	30-Jun	170		
Arkansas	11-Jan	30-Nov	323		
California	4-Jan	10-Sep	242	4-Jan	11-Jan
Colorado	13-Jan	8-Jun	114	15-Jan	16-Feb
Connecticut	6-Jan	9-Jun	154		
Delaware	12-Jan	30-Jun	169		
Florida	2-Mar	30-Apr	59		
Georgia	11-Jan	31-Mar	79		
Hawaii	20-Jan	29-Apr	99		
Idaho	11-Jan	31-Dec	336	19-Mar	6-Apr
Illinois	13-Jan	31-Dec	352		
Indiana	4-Jan	15-Nov	315		
Iowa	11-Jan	19-May	128		
Kansas	11-Jan	26-May	135		
Kentucky	5-Jan	30-Mar	84		
Louisiana	12-Apr	10-Jun	59		
Maine	2-Dec	30-Mar	118		
Maryland	13-Jan	12-Apr	89		
Massachusetts	16-Jan	31-Dec	349		
Michigan	13-Jan	31-Dec	352		
Minnesota	5-Jan	17-May	132		
Mississippi	5-Jan	1-Apr	86		
Missouri	6-Jan	30-May	140	18-Jan	22-Jan
Montana	5-Jan	29-Apr	114		
Nebraska	6-Jan	27-May	141		
Nevada	1-Feb	1-Jun	120		
New Hampshire	6-Jan	1-Jul	176		
New Jersey	12-Jan	31-Dec	353		
New Mexico	19-Jan	20-Mar	61		
New York	6-Jan	31-Dec	359		
North Carolina	13-Jan	31-Aug	230		
North Dakota	5-Jan	30-Apr	115		
Ohio	4-Jan	31-Dec	361		
Oklahoma	1-Feb	27-May	115		
Oregon	21-Jan	26-Jun	156		
Pennsylvania	5-Jan	31-Dec	360		
Rhode Island	5-Jan	1-Jul	177		
South Carolina	12-Jan	29-Jun	168		
South Dakota	12-Jan	29-Mar	76		
Tennessee	12-Jan	5-May	113		
Texas	12-Jan	31-May	139		
Utah	19-Jan	5-Mar	45		
Vermont	6-Jan	21-May	135		
Virginia	13-Jan	8-Feb	26		
Washington	11-Jan	25-Apr	104		
West Virginia	10-Feb	10-Apr	59		
Wisconsin	12-Jan	31-Dec	353		
Wyoming	12-Jan	7-Apr	70	12-Jan	27-Jan

Source: <https://www.ncsl.org/research/about-state-legislatures/2021-state-legislative-session-calendar.aspx> & https://www.ncsl.org/portals/1/Documents/ncsl/2021_session_calendar1.pdf

Table 4: State Legislature Composition by State, 2021

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 ¹	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

¹ Unicameral

Table 5: Legislative Session Per Diem Rates - All States, 2021

State	Urban Per Diem	Rural Per Diem	Urban Per Diem Rank	Rural Per Diem Rank	Mileage (cents per mile)
Alabama	\$ 100.00	\$ 100.00	31	38	56/mile
Alaska	\$ -	\$ 293.00	42	2	56/mile
Arizona	\$ 35.00	\$ 60.00	41	42	56/mile
Arkansas	\$ 55.00	\$ 151.00	37	22	56/mile
California	\$ 211.00	\$ 211.00	3	6	53/mile
Colorado	\$ 45.00 (V)	\$ 219.00 (V)	39	5	56/mile
Connecticut	\$ -	\$ -	42	43	56/mile
Delaware	\$ -	\$ -	42	43	40/mile
Florida	\$ 152.00 (V)	\$ 152.00 (V)	17	21	44.5/mile
Georgia	\$ 173.00 (U)	\$ 173.00 (U)	9	12	56/mile
Hawaii (a)	\$ 225.00	\$ 225.00	1	3	56/mile
Idaho	\$ 71.00	\$ 139.00	34	31	56/mile
Illinois	\$ 151.00	\$ 151.00	18	22	39/mile
Indiana	\$ 183.00 (U)	\$ 183.00 (U)	6	9	57/mile
Iowa	\$ 172.00 (U)	\$ 172.00 (U)	11	14	39/mile
Kansas	\$ 151.00	\$ 151.00	18	22	56/mile
Kentucky	\$ 166.10	\$ 166.10	12	15	56/mile
Louisiana	\$ 160.00 (U)	\$ 160.00 (U)	16	19	56/mile
Maine	\$ 76.00	\$ 76.00	32	40	44/mile
Maryland	\$ 162.00	\$ 162.00	15	18	56/mile
Massachusetts (b)	\$ -	\$ -	42	43	
Michigan	\$ - (V)	\$ - (V)	42	43	56/mile
Minnesota	\$ 66.00	\$ 86.00	35	39	56/mile
Mississippi	\$ 151.00 (U)	\$ 151.00 (U)	18	22	56/mile
Missouri	\$ 121.00 (U)	\$ 121.00 (U)	26	34	37/mile
Montana	\$ 126.12	\$ 126.12	25	33	56/mile
Nebraska	\$ 55.00	\$ 151.00	37	22	56/mile
Nevada (c)	\$ 151.00	\$ 151.00	18	22	56/mile
New Hampshire (d)	\$ -	\$ -	42	43	56/mile
New Jersey	\$ -	\$ -	42	43	None
New Mexico	\$ 165.00	\$ 165.00	13	16	56/mile
New York	\$ 176.00	\$ 176.00	8	11	56/mile
North Carolina	\$ 104.00 (U)	\$ 104.00 (U)	30	37	29/mile
North Dakota	\$ 186.00	\$ 186.00	5	8	56/mile
Ohio (e)	\$ -	\$ -	42	43	52/mile
Oklahoma	\$ 165.00 (U)	\$ 165.00 (U)	13	16	56/mile
Oregon	\$ 151.00	\$ 151.00	18	22	56/mile
Pennsylvania	\$ 178.00	\$ 178.00	7	10	586/mile
Rhode Island	\$ -	\$ -	42	43	57.5/mile
South Carolina	\$ 173.00	\$ 173.00	9	12	56/mile
South Dakota (f)	\$ 151.00 (L)(U)	\$ 151.00 (L)(U)	18	22	42/mile
Tennessee	\$ 61.00	\$ 295.00	36	1	47/mile
Texas	\$ 221.00	\$ 221.00	2	4	50/mile
Utah	\$ 45.00	\$ 145.00	39	30	56/mile
Vermont	\$ 75.00	\$ 75.00	33	41	56/mile
Virginia	\$ 211.00	\$ 211.00	3	6	56/mile
Washington	\$ 120.00	\$ 120.00	27	35	56/mile
West Virginia	\$ 131.00 (U)	\$ 131.00 (U)	24	32	48.5/mile
Wisconsin	\$ 115.00	\$ 153.00	28	20	51/mile
Wyoming	\$ 109.00 (V)	\$ 109.00 (V)	29	36	56/mile

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

(V) = Vouchered; (U) = Unvouchered

(a) 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.

(b) Massachusetts. Legislators are no longer reimbursed for mileage. Instead legislators receive an office expense stipend of \$16,248 for legislators that live 50 miles or less from the state house and \$21,664 for members who live more than 50 miles - this stipend can be used for travel expenses.

(c) Nevada. Travel allowance is \$10,000 for a regular session - can be used for travel to and from the capital or elsewhere within the State on legislative business and \$1,200 for a special session. Additional travel allowance is \$5,000 for a regular session.

(d) New Hampshire. Round trip home to and from the statehouse at either a) 38/mile for the first 45 miles and 19/mile thereafter, or b) reimbursed for round trip mileage at the federal rate; or when on other business, members may be reimbursed for actual expenses and mileage will be paid at the federal rate.

(e) Ohio. One roundtrip per wk from home to the statehouse for legislators outside Franklin County only.

(f) South Dakota. One trip is paid at 5/mile and the remaining are paid at 42/mile.

Source: <https://www.ncsl.org/research/about-state-legislatures/2021-legislator-compensation.aspx>

Table 6: State Legislator Salaries and Per Diem Rates - All States, 2021

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 ¹ (Table 2)	Daily Salary Rank	Daily Salary + Urban Per Diem	Hourly Wage + Hourly Urban Per Diem	Hourly Wage + Urban Area Per Diem Rank	Total Daily Salary + Rural Area Per Diem	Hourly Wage + Hourly Rural Area Per Diem	Hourly Wage + Rural Area Per Diem Rank
Alabama	\$51,734	\$0.00	\$ 100.00	\$ 0.00	104	\$497.44	6	\$597.44	\$74.68	7	\$597.44	\$74.68	8
Alaska	\$50,400	\$0.00	\$ -	\$ 0.00	120	\$420.00	8	\$420.00	\$52.50	15	\$713.00	\$89.13	4
Arizona	\$24,000	\$0.00	\$ 35.00	\$ 0.00	170	\$141.18	37	\$176.18	\$22.02	44	\$201.18	\$25.15	42
Arkansas	\$42,428	\$0.00	\$ 55.00	\$ 0.00	323	\$131.36	39	\$186.36	\$23.29	41	\$282.36	\$35.29	31
California	\$114,877	\$0.00	\$ 211.00	\$ 0.00	242	\$474.70	7	\$685.70	\$85.71	4	\$685.70	\$85.71	5
Colorado	\$40,242	\$0.00	\$ 45.00 (V)	\$ 219.00 (V)	114	\$353.00	10	\$398.00	\$49.75	17	\$572.00	\$71.50	10
Connecticut	\$28,000	\$0.00	\$ -	\$ 0.00	154	\$181.82	31	\$181.82	\$22.73	42	\$181.82	\$22.73	45
Delaware	\$47,291	\$0.00	\$ -	\$ 0.00	169	\$279.83	16	\$279.83	\$34.98	29	\$279.83	\$34.98	32
Florida	\$29,697	\$0.00	\$ 152.00 (V)	\$ 152.00 (V)	59	\$503.34	5	\$655.34	\$81.92	6	\$655.34	\$81.92	7
Georgia	\$15,608	\$0.00	\$ 173.00 (U)	\$ 173.00 (U)	79	\$197.57	26	\$370.57	\$46.32	19	\$370.57	\$46.32	21
Hawaii	\$62,604	\$0.00	\$ 225.00	\$ 0.00	99	\$632.36	2	\$857.36	\$107.17	2	\$857.36	\$107.17	2
Idaho	\$18,691	\$0.00	\$ 71.00	\$ 0.00	336	\$55.63	48	\$126.63	\$15.83	48	\$194.63	\$24.33	43
Illinois	\$69,464	\$0.00	\$ 151.00	\$ 0.00	352	\$197.34	27	\$348.34	\$43.54	23	\$348.34	\$43.54	25
Indiana	\$28,103	\$0.00	\$ 183.00 (U)	\$ 183.00 (U)	315	\$89.21	43	\$272.21	\$34.03	32	\$272.21	\$34.03	34
Iowa	\$25,000	\$0.00	\$ 172.00 (U)	\$ 172.00 (U)	128	\$195.31	28	\$367.31	\$45.91	20	\$367.31	\$45.91	22
Kansas	\$0	\$88.66 (L)	\$ 151.00	\$ 0.00	135	\$88.66	44	\$239.66	\$29.96	35	\$239.66	\$29.96	36
Kentucky	\$0	\$188.22	\$ 166.10	\$ 0.00	84	\$188.22	29	\$354.32	\$44.29	22	\$354.32	\$44.29	24
Louisiana	\$16,800	\$0.00	\$ 160.00 (U)	\$ 160.00 (U)	59	\$284.75	15	\$444.75	\$55.59	11	\$444.75	\$55.59	14
Maine	\$26,340	\$0.00	\$ 76.00	\$ 0.00	118	\$223.22	21	\$299.22	\$37.40	28	\$299.22	\$37.40	30
Maryland	\$50,330	\$0.00	\$ 162.00	\$ 0.00	89	\$565.51	3	\$727.51	\$90.94	3	\$727.51	\$90.94	3
Massachusetts	\$70,536	\$0.00	\$ -	\$ 0.00	349	\$202.11	25	\$202.11	\$25.26	39	\$202.11	\$25.26	41
Michigan	\$71,685	\$0.00	\$ - (V)	\$ - (V)	352	\$203.65	24	\$203.65	\$25.46	38	\$203.65	\$25.46	40
Minnesota	\$46,500	\$0.00	\$ 66.00	\$ 0.00	132	\$352.27	11	\$418.27	\$52.28	16	\$438.27	\$54.78	15
Mississippi	\$23,500	\$0.00	\$ 151.00 (U)	\$ 151.00 (U)	86	\$273.26	17	\$424.26	\$53.03	14	\$424.26	\$53.03	19
Missouri	\$35,915	\$0.00	\$ 121.00 (U)	\$ 121.00 (U)	140	\$256.54	18	\$377.54	\$47.19	18	\$377.54	\$47.19	20
Montana	\$0	\$100.48 (L)	\$ 126.12	\$ 0.00	114	\$100.48	41	\$226.60	\$28.33	37	\$226.60	\$28.33	39
Nebraska	\$12,000	\$0.00	\$ 55.00	\$ 0.00	141	\$85.11	45	\$140.11	\$17.51	46	\$238.11	\$29.51	37
Nevada	\$0	\$164.69 (C)	\$ 151.00	\$ 0.00	120	\$164.69	34	\$315.69	\$39.46	27	\$315.69	\$39.46	28
New Hampshire	\$100	\$0.00	\$ -	\$ 0.00	176	\$0.57	50	\$0.57	\$0.07	50	\$0.57	\$0.07	50
New Jersey	\$49,000	\$0.00	\$ -	\$ 0.00	353	\$138.81	38	\$138.81	\$17.35	47	\$138.81	\$17.35	48
New Mexico	\$0	\$179.50	\$ 165.00	\$ 0.00	61	\$179.50	32	\$344.50	\$43.06	24	\$344.50	\$43.06	26
New York	\$110,000	\$0.00	\$ 176.00	\$ 0.00	359	\$306.41	13	\$482.41	\$60.30	9	\$482.41	\$60.30	12
North Carolina	\$13,951	\$0.00	\$ 104.00 (U)	\$ 104.00 (U)	230	\$60.66	47	\$164.66	\$20.58	45	\$164.66	\$20.58	47
North Dakota	\$6,312	\$189.00 (C)	\$ 186.00	\$ 0.00	115	\$243.89	20	\$429.89	\$53.74	12	\$429.89	\$53.74	17
Ohio	\$67,492	\$0.00	\$ -	\$ 0.00	361	\$186.96	30	\$186.96	\$23.37	40	\$186.96	\$23.37	44
Oklahoma	\$47,500	\$0.00	\$ 165.00 (U)	\$ 165.00 (U)	115	\$413.04	9	\$578.04	\$72.26	8	\$578.04	\$72.26	9
Oregon	\$32,839	\$0.00	\$ 151.00	\$ 0.00	156	\$210.51	23	\$361.51	\$45.19	21	\$361.51	\$45.19	23
Pennsylvania	\$90,335	\$0.00	\$ 178.00	\$ 0.00	360	\$250.93	19	\$428.93	\$53.62	13	\$428.93	\$53.62	18
Rhode Island	\$16,636	\$0.00	\$ -	\$ 0.00	177	\$93.99	42	\$93.99	\$11.75	49	\$93.99	\$11.75	49
South Carolina	\$10,400	\$0.00	\$ 173.00	\$ 0.00	168	\$61.90	46	\$234.90	\$29.36	36	\$234.90	\$29.36	38
South Dakota	\$12,851	\$0.00	\$ 151.00 (L/U)	\$ 151.00 (L/U)	76	\$169.09	33	\$320.09	\$40.01	26	\$320.09	\$40.01	27
Tennessee	\$24,316	\$0.00	\$ 61.00	\$ 0.00	113	\$215.19	22	\$276.19	\$34.52	30	\$510.19	\$63.77	11
Texas	\$7,200	\$0.00	\$ 221.00	\$ 0.00	139	\$51.80	49	\$272.80	\$34.10	31	\$272.80	\$34.10	33
Utah	\$0	\$285.00 (L)	\$ 45.00	\$ 0.00	45	\$285.00	14	\$330.00	\$41.25	25	\$430.00	\$53.75	16
Vermont	\$0	\$106.13 (L)	\$ 75.00	\$ 0.00	135	\$106.13	40	\$181.13	\$22.64	43	\$181.13	\$22.64	46
Virginia	\$17,820	\$0.00	\$ 211.00	\$ 0.00	26	\$685.38	1	\$896.38	\$112.05	1	\$896.38	\$112.05	1
Washington	\$56,881	\$0.00	\$ 120.00	\$ 0.00	104	\$546.93	4	\$666.93	\$83.37	5	\$666.93	\$83.37	6
West Virginia	\$20,000	\$0.00	\$ 131.00 (U)	\$ 131.00 (U)	59	\$338.98	12	\$469.98	\$58.75	10	\$469.98	\$58.75	13
Wisconsin	\$55,141	\$0.00	\$ 115.00	\$ 0.00	353	\$156.21	35	\$271.21	\$33.90	33	\$309.21	\$38.65	29
Wyoming	\$0	\$150.00 (L)	\$ 109.00 (V)	\$ 109.00 (V)	70	\$150.00	36	\$259.00	\$32.38	34	\$259.00	\$32.38	35

Quartile 1	\$26.17	\$29.40
Median	\$40.63	\$43.30
Average	\$44.21	\$47.07
Quartile 3	\$53.47	\$57.96
Maximum	\$112.05	\$112.05

¹ Calculations based on eight hours per day.

Table 7: Legislator Compensation - Western States, 2021

State	Annual Salary (Table 2)	Daily Salary (Table 2)	Hourly Wage ¹ (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		\$17.65	\$22.02 (V)	\$25.15 (V)	44	8	10	10
California	\$114,877		\$59.34	\$85.71	\$85.71	4	5	1	1
Colorado	\$40,242		\$44.13	\$49.75 (V)	\$71.50 (V)	17	10	3	3
Idaho	\$18,691		\$6.95	\$15.83 (V)	\$24.33 (V)	48	43	11	11
Montana		\$100.48 (L)	\$12.56	\$28.33 (U)	\$28.33 (U)	37	39	9	9
Nevada		\$164.69 (C)	\$20.59	\$39.46 (U)	\$39.46 (U)	27	28	7	7
New Mexico			\$22.44	\$43.06 (V)	\$43.06 (V)	24	26	5	6
Oregon	\$32,839		\$26.31	\$45.19 (U)	\$45.19 (U)	21	23	4	5
Utah		\$285.00 (L)	\$35.63	\$41.25 (U)	\$53.75 (U)	25	16	6	4
Washington	\$56,881		\$68.37	\$83.37	\$83.37	5	6	2	2
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	34	35	8	8

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

¹ Calculations based on eight hours per day.

Table 8: Legislator Compensation - States with Citizen Legislatures, 2021

State	Annual Salary	Daily Salary	Hourly Wage ¹	Hourly Wage + Hourly Urban Per Diem	Hourly Wage + Hourly Rural Per Diem	Hourly Wage Part Time Legislature Rank	Hourly Wage + Hourly Urban Per Diem National Rank	Hourly Wage + Hourly Rural Per Diem National Rank	Hourly Wage + Hourly Urban Per Diem Legislature Rank	Hourly Wage + Hourly Rural Per Diem Legislature Rank
Montana	(Table 2)	(Table 2)	(Table 2)	(Table 6)	(Table 6)	10	37	39	10	10
New Hampshire	\$100	\$100.48 (L)	\$12.56	\$28.33 (U)	\$28.33 (U)	14	50	50	14	14
North Dakota		\$189.00 (C)	\$30.49	\$53.74 (V)	\$53.74 (V)	4	12	17	2	3
South Dakota	\$12,851		\$21.14	\$40.01 (U)	\$40.01 (U)	7	26	27	6	6
Utah		\$285.00 (L)	\$35.63	\$41.25 (U)	\$53.75 (U)	2	25	16	5	2
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	8	34	35	8	8
Idaho	\$18,691		\$6.95	\$15.83 (V)	\$24.33 (V)	13	48	43	12	11
Kansas		\$88.66 (L)	\$11.08	\$29.96 (U)	\$29.96 (U)	12	35	36	9	9
Maine	\$26,340		\$27.90	\$37.40	\$37.40	5	28	30	7	7
Mississippi	\$23,500		\$34.16	\$53.03 (U)	\$53.03 (U)	3	14	19	3	4
New Mexico			\$22.44	\$43.06 (V)	\$43.06 (V)	6	24	26	4	5
Rhode Island	\$16,636		\$11.75	\$11.75	\$11.75	11	49	49	13	13
Vermont		\$106.13 (C)	\$13.27	\$22.64	\$22.64	9	43	46	11	12
West Virginia	\$20,000		\$42.37	\$58.75 (U)	\$58.75 (U)	1	10	13	1	1

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

(V) = Vouchered; (U) = Unvouchered

Notes

¹ Calculations based on eight hours per day.

Table 9: Additional Compensation for House/Assembly Leaders by State, 2021

State	Presiding Officer	Majority Leaders	Minority Leaders	Other Leaders
Alabama	\$18,000 a year	None	None	
Alaska	\$500 a year	None	None	
Arizona	(a)	(a)	(a)	
Arkansas	\$6,031 a year	None	None	Committee chairs, vice chairs and standing subcommittee chairs: up to \$3,600/year additional reimbursement.
California	\$17,230 a year	\$8,616 a year	\$17,230 a year	Second ranking minority leader: \$8,616/year.
Colorado	(b)	(b)	(b)	
Connecticut	\$10,689 a year	\$8,835 a year	\$8,835 a year	Deputy speaker, deputy majority leaders, deputy minority leaders, assistant majority leaders and
Delaware	\$19,893 a year	\$12,376 a year	\$12,376 a year	Majority whips and minority whips: \$7,794/year. Joint finance chair and vice chair: \$11,459/year. Capital improvement chair and vice chair: \$4,578/year.
Florida	\$11,484 a year	None	None	
Georgia	\$6,811 a month	\$200 a month	\$200 a month	Speaker pro tem: \$400/month. Governor's floor leader and assistant floor leader: \$100/month.
Hawaii	\$7,500 a year	None	None	
Idaho	\$5,000 a year	2000 a year	\$2,000 a year	
Illinois	\$27,477 a year	\$23,230 a year	\$27,277 a year	Deputy majority leaders and deputy minority leaders: \$19,791/year. Assistant majority leaders, assistant minority leaders and majority conference chair: \$18,067/year. Committee chairs: \$10,327/year.
Indiana	\$7,000 a year	\$5,500 a year	\$5,500 a year	Caucus chairs: \$5,500/year. Ways and means chair: \$5,500/year. All other committee chairs: \$1,000/year.
Iowa	\$12,500 a year	\$12,500 a year	\$12,500 a year	Speaker pro tem: \$2,000/year.
Kansas	\$14,039 a year	\$12,665 a year	\$12,665 a year	Speaker pro tem, assistant majority leaders and assistant minority leaders: \$7,165/year. Appropriations chair: \$11,290/year.
Kentucky	\$47.35 a day	\$37.40 a day	\$37.40 a day	Majority caucus chairs, majority whips, minority caucus chairs and minority whips: \$28.66/day. Committee chairs: \$18.71/day.
Louisiana	\$15,200 a year	None	None	Speaker pro tem: \$13,700/year.
Maine	50% of base salary	25% of base salary	25% of base salary	Assistant majority and assistant minority leaders: 12.5% of base salary/year.
Maryland	\$15,041 a year	None	None	
Massachusetts	\$90,893 a year	\$68,170 a year	\$68,170 a year	Speaker pro tem: \$56,808/year. Assistant majority leaders and assistant minority leaders: \$39,765/year. Ways and means chair: \$73,851/year. Division chairs: \$34,085/year. Division vice chairs and all other chairs: \$17,043/year. All other vice chairs: \$5,908/year.
Michigan	\$24,300 a year	None	\$19,800 a year	Majority floor leaders: \$10,800/year. Minority floor leader: \$9,000/year. Speaker pro tem: \$4,962/year. Appropriations chair: \$6,300/year.
Minnesota	\$18,600 a year	\$18,600 a year	\$18,600 a year	none
Mississippi	\$60,000 a year	none	none	Speaker pro tem: \$15,000/year.
Missouri	\$2,500 a year	\$1,500 a year	\$1,500 a year	None
Montana	\$5 a day during session	None	None	None
Nebraska	N/A—Unicameral legislature			None
Nevada	\$2 a day	None	None	None
New Hampshire	\$50 a 2-year term.	None	None	None
New Jersey	\$16,333 a year	None	None	None
New Mexico	None	None	None	None
New York	\$41,500 a year	\$34,500 a year	\$34,500 a year	Speaker pro tem: \$25,000/year. Minority Leader pro tem: \$20,500/year. Ways and means chair: \$34,000/year. Ways and means ranking member: \$20,500/year. Codes committee chair: \$18,000/year. Codes committee ranking member: \$11,000/year.
North Carolina	\$24,200 a year	\$3,097 a year	\$3,097 a year	Speaker pro tem: \$7,788/year.
North Dakota	\$15 a day during session	\$15 a day during session	\$15 a day during session	Assistant leaders: \$10/day during session. Standing committee chairs: \$10/day.
Ohio	\$37,714 a year	\$22,926 a year majority floor leader.	\$28,499 a year	Speaker pro tem: \$28,499/year. Assistant majority floor leader: \$17,363/year. Majority whip and minority whip: \$11,797/year. Assistant majority whip: \$6,229/year. Assistant minority floor leader: \$20,147/year. Assistant minority whip: \$3,116/year. Finance chair: \$13,500/year. Finance ranking minority member, finance committee standing subcommittee chair and all other standing committee chairs: \$9,000/year. Finance vice chair: \$7,500/year. Finance standing subcommittee ranking minority member, all vice chairs, all ranking minority members and all standing subcommittee chairs: \$6,750/year. Standing subcommittee ranking minority members: \$3,250/year.
Oklahoma	\$17,932 a year	\$12,364 a year	\$12,364 a year	Appropriations chair: \$12,364/year.
Oregon	\$2,736 a month	None	None	None
Pennsylvania	\$50,684 a year	\$40,549 a year	\$40,549 a year	Majority and minority whips: \$30,774/year. Majority and minority caucus chairs: \$19,188/year. Majority and minority caucus secretary: \$12,672/year. Majority and minority caucus administrator: \$12,672/year. Majority and minority appropriation chairs: \$30,774/year. Majority and minority policy chairs: \$12,672/year.
Rhode Island	\$16,635.74 a year	None	None	None
South Carolina	\$11,000 a year	None	None	Speaker pro tem: \$3,600/year. Committee chairs: \$650/year.
South Dakota	None	None	None	None
Tennessee	\$72,948 a year	None	None	None
Texas	None	None	None	None
Utah	\$5,000 a year	\$4,000 a year	\$4,000 a year	Whips, assistant whips and minority caucus leaders: \$3,000/year. Appointed chairs: \$3,000/year.
Vermont	\$822.36 bi-weekly plus \$12,714 a year	None	None	None
Virginia	\$18,681 a year	None	None	None
Washington	\$8,000 a year	None	\$4,000 a year	None
West Virginia	\$150 a day during session.	\$50 a day during session.	\$50 a day during session	Up to six additional persons named by presiding officer: \$150/day (up to 30 days). Finance and judiciary chairs: \$150/day (up to 30 days).
Wisconsin	\$25 a month	None	None	None
Wyoming	\$3 a day and \$918 a month	\$600 a month	\$600 a month	Committee chairs: \$600/month.

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.

Table 10: Additional Compensation for Senate Leaders by State, 2021

State	Presiding Officers	Majority Leaders	Minority Leaders	Other Leaders
Alabama	Lieutenant gov holds this position.	None	None	None
Alaska	\$500 a year	None	None	None
Arizona	(a)	(a)	(a)	Leaders are generally approved for additional interim per diem. None for chairs.
Arkansas	Lieutenant gov holds this position.	None	None	President pro tem: \$5,600/year. Up to \$3,600/year additional reimbursement for committee chairs, vice chairs and standing subcommittee chairs
California	Lieutenant gov holds this position.	None	None	None
Colorado	(b)	(b)	(b)	(b)
Connecticut	Lieutenant gov holds this position.	\$8,835 a year	\$8,835 a year	President pro tem: \$10,689/year. Deputy majority leaders and deputy minority leaders: \$6,446/year. Assistant majority leaders, assistant minority leaders, majority whips and minority whips: \$4,241/year. Committee chairs: \$4,241/year
Delaware	Lieutenant gov holds this position.	\$12,376 a year	\$12,376 a year	President pro tem: \$19,983/year. Majority whips and minority whips: \$7,794/year. Joint finance chair and vice chair: \$11,459/year. Capital improvement chair and vice chair: \$4,578/year
Florida	\$11,484 a year	None	None	none
Georgia	Lieutenant gov holds this position.	\$200 a month	\$200 a month	President pro tem: \$400/month. Floor leaders: \$100/month.
Hawaii	\$7,500 a year	None	None	None
Idaho	\$5,000 a year	\$2,000	\$2,000	None
Illinois	\$27,477 a year	\$20,650 a year	\$27,477 a year	Assistant majority leaders, assistant minority leaders, majority caucus chairs and minority caucus chairs: \$20,649/year. Committee chairs: \$10,327/year
Indiana	Lieutenant gov holds this position.	\$5,500 a year for majority floor leader	\$6,000 a year minority floor leader	President pro tem: \$7,000/year. Majority caucus chair: \$5,500/year. Majority whip: \$4,000/year. Minority whip: \$2,000/year. Committee Chairs: \$1,000/year.
Iowa	\$12,500 a year	\$12,500 a year	\$12,500 a year	President pro tem: \$2,000/year.
Kansas	\$14,039 a year	\$12,665 a year	\$12,665 a year	Vice president, assistant majority leaders and assistant minority leaders: \$7,165/year. Ways and means chair: \$11,290/year
Kentucky	\$47.35 a day	\$37.40 a day	\$37.40 a day	Majority caucus chairs, minority caucus chairs, majority caucus whips and minority caucus whips: \$28.66/day. Committee chairs: \$18.71/day.
Louisiana	\$15,200 a year	None	None	President pro tem: \$7,700/year. Joint budget chair: \$15,200/year
Maine	50% of base salary a year	25% of base salary a year	25% of base salary a year	Assistant majority and assistant minority leaders: 12.5% of base salary/year
Maryland	\$15,041 a year	None	None	None
Massachusetts	\$90,893/year	\$68,170/year	\$68,170/year	President pro tem: \$56,808/year. Assistant majority leaders and assistant minority leaders: \$39,765/year. Ways and means chair: \$73,851/year. Division vice chairs: \$34,085/year. Division vice chairs and all other chairs: \$17,043/year. All other vice chairs: \$5,908/year
Michigan	Lt. governor holds this position.	\$23,400/year	\$19,800/year.	President pro tem: \$4,962/year. Majority floor leader: \$10,800/year. Minority floor leader: \$9,000/year. Appropriations chair: \$6,300/year
Minnesota	\$4,651/year.	\$18,000 a year	\$18,000 a year	Deputy leaders: \$4,650/year. Finance and tax chair: \$4,650/year
Mississippi	\$5,000 a month	None	None	President pro tem: \$1,250/month.
Missouri	Lieutenant gov holds this position.	\$1,500 a year	\$1,500 a year	President pro tem: \$2,500/year.
Montana	\$5 a day during session	None	None	None
Nebraska	Lieutenant gov holds this position.	None	None	None
Nevada	Lieutenant gov holds this position.	None	None	None
New Hampshire	\$50 a 2 year term	None	None	None
New Jersey	\$16,333 a year	None	None	None
New Mexico	Lieutenant gov holds this position.	None	None	None
New York	\$41,5000/year.	None	\$34,500/year.	Deputy Majority Leader: \$34,000/year. Deputy Minority Leader: \$20,500/year. Finance committee chair: \$34,000/year. Finance committee ranking member: \$20,500/year
North Carolina	Lieutenant gov holds this position.	\$3,097 a year	\$3,097 a year	President pro tem: \$24,200/year. Deputy president pro tem: \$7,788/year.
North Dakota	Lieutenant gov holds this position.	\$15 a day during legislative sessions	\$15 a day during legislative sessions	Assistant leaders: \$10/day during session. Standing committee chairs: \$10/day.
Ohio	\$37,714/year	None	\$28,499/year	President pro tem: \$28,499/year. Assistant president pro tem: \$22,296/year. Majority whip: \$17,363/year. Assistant minority leader: \$20,147/year. Minority whip: \$11,797/year. Assistant minority whip: \$3,116/year. Finance chair: \$13,500/year. Finance ranking minority member, finance committee standing subcommittee chair and all other standing committee chairs: \$9,000/year. Finance vice chair: \$7,500/year. Finance standing subcommittee ranking minority member, all vice chairs, all ranking minority members and all standing subcommittee chairs: \$6,750/year. Standing subcommittee ranking minority members: \$3,250/year.
Oklahoma	\$17,932/year	\$12,364/year.	\$12,364/year.	Assistant majority leader: \$12,364/year. Appropriations chair: \$12,364/year.
Oregon	\$2,736/month.	None	None	None
Pennsylvania	Lieutenant gov holds this position.	\$39,745 a year	\$39,745 a year	President pro tem: \$49,716.10/year. Majority whips and minority whips: \$30,185.99/year. Majority caucus chair and minority caucus chair: \$18,821.23/year. Majority caucus secretaries, minority caucus secretaries, majority policy chairs, minority policy chairs, majority caucus administrators and minority caucus administrators: \$12,429.87/year.
Rhode Island	\$16,635.74/year.	None	None	None
South Carolina	\$11,000/year	None	None	None
South Dakota	Lieutenant gov holds this position.	None	None	None
Tennessee	None	None	None	None
Texas	None	None	None	None
Utah	\$5,000 a year	\$4,000 a year	\$4,000 a year	Majority whips, minority whips, assistant majority whips and assistant minority whips: \$3,000/year. Appropriations chair: \$3,000/year.
Vermont	Lieutenant gov holds this position.	None	None	President pro tem: \$822.36/biweekly, plus \$12,714.52/year
Virginia	None	None	None	None
Washington	Lieutenant gov holds this position.	\$3,000/year	\$4,000/year	None
West Virginia	\$150 a day during session.	\$50 a day during session	\$50 a day during session	Up to six additional persons named by presiding officer: \$150/day (up to 30 days). Finance and judiciary chairs: \$150/day (up to 30 days).
Wisconsin	None	None	None	None
Wyoming	\$3/day and \$918/month	\$600/month	\$600/month.	Committee Chairs: \$600/month.

(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.

Source: https://www.ncsl.org/Portals/1/Documents/About_State_Legislatures/Legislator_Compensation_2021_Senate.pdf

Table 11: Utah Legislative Compensation History

Year	Daily Rate	President and Speaker Pay	Leadership Pay	Leadership Pay	Lodging Expense	Meals & Incidental Expenses ¹
			Majority/Minority Leaders	Others		
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	\$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
2019	\$285	\$5,000	\$4,000	\$3,000	\$100	\$45
2020	\$285	\$5,000	\$4,000	\$3,000	\$100	\$45
2021	\$285	\$5,000	\$4,000	\$3,000	\$100	\$45

¹ Tied to Federal Rates

Table 12: Utah Legislator Compensation

Title	Name	Meeting Pay ¹	Leadership	Special Pay ²	Lodging	Meal	Mileage ³	Benefits ⁴	Total Compensation
Representative	Abbott, Nelson	\$ 15,105.00	\$ -	\$ 1,923.67	\$ -	\$ -	\$ -	\$ 7,247.07	\$ 24,275.74
Representative	Acton, Cheryl	\$ 19,095.00	\$ -	\$ 1,203.85	\$ -	\$ -	\$ -	\$ 16,236.08	\$ 36,534.93
Representative	Albrecht, Carl	\$ 18,810.00	\$ -	\$ -	\$ 6,171.68	\$ 1,123.67	\$ 2,710.97	\$ 10,155.61	\$ 38,971.93
Representative	Andersen, Kyle	\$ 3,135.00	\$ -	\$ 306.40	\$ -	\$ -	\$ -	\$ 910.84	\$ 4,352.24
Representative	Arent, Patrice	\$ 4,560.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,260.77	\$ 5,820.77
Representative	Ballard, Melissa	\$ 18,240.00	\$ -	\$ 729.20	\$ -	\$ -	\$ -	\$ 16,470.99	\$ 35,440.19
Representative	Barlow, Stewart	\$ 16,530.00	\$ -	\$ 1,214.24	\$ -	\$ -	\$ -	\$ 15,038.04	\$ 32,782.28
Representative	Bennion, Gay	\$ 14,820.00	\$ -	\$ 704.48	\$ -	\$ -	\$ -	\$ 6,938.17	\$ 22,462.65
Representative	Birkeland, Kera	\$ 21,945.00	\$ -	\$ 2,018.22	\$ -	\$ -	\$ -	\$ 11,740.31	\$ 35,703.53
Representative	Brammer, Brady	\$ 18,240.00	\$ -	\$ 2,230.16	\$ -	\$ -	\$ -	\$ 17,776.05	\$ 38,246.21
Representative	Briscoe, Joel	\$ 22,230.00	\$ -	\$ 432.11	\$ -	\$ -	\$ -	\$ 9,163.46	\$ 31,825.57
Representative	Brooks, Walter	\$ 17,955.00	\$ -	\$ -	\$ 4,725.39	\$ 60.38	\$ 1,860.00	\$ 16,536.78	\$ 41,137.55
Representative	Burton, Jefferson	\$ 15,105.00	\$ -	\$ -	\$ 125.21	\$ 304.43	\$ 2,449.03	\$ 8,550.63	\$ 26,534.30
Representative	Chew, Scott	\$ 17,100.00	\$ -	\$ -	\$ 4,564.13	\$ 304.43	\$ 2,244.00	\$ 9,969.34	\$ 34,181.90
Representative	Christiansen, Stephen	\$ 17,670.00	\$ -	\$ 1,140.47	\$ -	\$ -	\$ -	\$ 16,586.87	\$ 35,397.34
Representative	Christofferson, Kay	\$ 21,090.00	\$ -	\$ 1,022.67	\$ -	\$ -	\$ -	\$ 17,142.43	\$ 39,255.10
Representative	Collard, Clare	\$ 15,105.00	\$ -	\$ 746.14	\$ -	\$ -	\$ -	\$ 8,599.89	\$ 24,451.03
Representative	Dalley-Provost, Jennifer	\$ 18,810.00	\$ 3,000.00	\$ 168.34	\$ -	\$ -	\$ -	\$ 11,666.56	\$ 33,644.90
Representative	Daw, Bradley	\$ 1,710.00	\$ -	\$ 248.69	\$ -	\$ -	\$ -	\$ 1,120.46	\$ 3,079.15
Representative	Duckworth, Susan	\$ 3,420.00	\$ -	\$ 71.71	\$ -	\$ -	\$ -	\$ 287.36	\$ 3,779.07
Representative	Dunnigan, James	\$ 22,230.00	\$ -	\$ 888.65	\$ -	\$ -	\$ -	\$ 8,941.42	\$ 32,060.07
Representative	Eilason, Steven	\$ 22,515.00	\$ -	\$ 1,071.52	\$ -	\$ -	\$ -	\$ 7,668.02	\$ 31,254.54
Representative	Ferry, Joel	\$ 18,810.00	\$ -	\$ -	\$ -	\$ 319.33	\$ 2,493.18	\$ 17,032.97	\$ 38,655.48
Representative	Fitzpatrick, Kim	\$ 3,990.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 328.37	\$ 4,318.37
Representative	Gibson, Francis	\$ 17,955.00	\$ 4,000.00	\$ -	\$ -	\$ 308.66	\$ 2,614.50	\$ 11,666.60	\$ 36,544.76
Representative	Gwynn, Matthew	\$ 14,535.00	\$ -	\$ 1,266.47	\$ -	\$ -	\$ 188.16	\$ 3,681.64	\$ 19,671.27
Representative	Hall Jr, Heber	\$ 19,950.00	\$ -	\$ 944.17	\$ -	\$ -	\$ -	\$ 11,440.94	\$ 32,335.11
Representative	Handy, Stephen	\$ 26,505.00	\$ -	\$ 1,661.73	\$ -	\$ -	\$ -	\$ 10,423.54	\$ 38,590.27
Representative	Harrison, Suzanne	\$ 17,100.00	\$ -	\$ 1,316.72	\$ -	\$ -	\$ -	\$ 4,399.10	\$ 23,355.82
Representative	Hawkes, Timothy	\$ 19,095.00	\$ -	\$ 644.46	\$ -	\$ -	\$ -	\$ 5,304.05	\$ 35,133.51
Representative	Hawkins, Jonathan	\$ 17,670.00	\$ -	\$ 771.48	\$ -	\$ -	\$ -	\$ 5,751.37	\$ 24,192.85
Representative	Hollins, Sandra	\$ 19,950.00	\$ -	\$ 436.46	\$ -	\$ -	\$ -	\$ 10,654.48	\$ 31,040.94
Representative	Hutchings, Eric	\$ 2,850.00	\$ -	\$ 147.70	\$ -	\$ -	\$ -	\$ 577.93	\$ 3,575.63
Representative	Johnson, Dan	\$ 19,950.00	\$ -	\$ -	\$ 5,420.42	\$ 571.55	\$ 761.24	\$ 1,641.88	\$ 28,345.09
Representative	Judkins, Marsha	\$ 18,240.00	\$ -	\$ 1,532.03	\$ -	\$ -	\$ 65.74	\$ 8,459.12	\$ 28,296.89
Representative	King, Brian	\$ 19,665.00	\$ 4,000.00	\$ 655.93	\$ -	\$ -	\$ -	\$ 12,557.33	\$ 36,878.26
Representative	Kohler, Michael	\$ 14,535.00	\$ -	\$ -	\$ -	\$ 43.43	\$ 2,096.64	\$ 1,196.25	\$ 17,871.32
Representative	Kwan, Karen	\$ 18,810.00	\$ 3,000.00	\$ 613.85	\$ -	\$ -	\$ -	\$ 10,830.95	\$ 33,254.80
Representative	Last, Bradley	\$ 17,670.00	\$ 3,000.00	\$ -	\$ 7,298.57	\$ 369.23	\$ 1,316.60	\$ 11,640.01	\$ 41,294.41
Representative	Lesser, Rosemary	\$ 13,965.00	\$ -	\$ 1,286.63	\$ -	\$ -	\$ -	\$ 4,050.99	\$ 19,302.62
Representative	Lisonbee, Karianne	\$ 19,380.00	\$ -	\$ 1,402.17	\$ -	\$ -	\$ -	\$ 10,810.02	\$ 31,592.19
Representative	Lund, Steven	\$ 14,535.00	\$ -	\$ -	\$ 5,283.82	\$ 415.43	\$ 1,411.20	\$ 1,196.24	\$ 22,841.69
Representative	Lyman, Phillip	\$ 18,360.00	\$ -	\$ -	\$ 5,921.26	\$ 547.52	\$ 2,937.38	\$ 11,440.32	\$ 39,206.48
Representative	Maloy, Albert	\$ 16,815.00	\$ -	\$ 1,439.76	\$ -	\$ -	\$ -	\$ 5,669.40	\$ 23,924.16
Representative	Mckell, Michael	\$ 19,095.00	\$ -	\$ 63.84	\$ -	\$ 280.00	\$ 2,941.20	\$ 16,216.15	\$ 38,596.19
Representative	Miles, Kelly	\$ 18,525.00	\$ -	\$ 1,784.91	\$ -	\$ -	\$ -	\$ 15,739.67	\$ 36,049.58
Representative	Moss, Carol	\$ 18,810.00	\$ -	\$ 1,025.18	\$ -	\$ -	\$ -	\$ 8,892.35	\$ 28,727.53
Representative	Moss, Jefferson	\$ 20,805.00	\$ -	\$ 2,071.32	\$ -	\$ -	\$ -	\$ 11,267.62	\$ 34,143.94
Representative	Musselman, Calvin	\$ 16,815.00	\$ -	\$ 2,122.63	\$ -	\$ -	\$ -	\$ 16,473.32	\$ 35,410.95
Representative	Nelson, Merrill	\$ 17,385.00	\$ -	\$ 1,966.07	\$ -	\$ -	\$ -	\$ 23,065.60	\$ 42,416.67
Representative	Owens, Derrin	\$ 20,805.00	\$ -	\$ 38.47	\$ 5,796.05	\$ 300.00	\$ 2,039.10	\$ 11,575.22	\$ 40,563.84
Representative	Owens, Henry	\$ 13,965.00	\$ -	\$ 781.93	\$ -	\$ -	\$ -	\$ 5,055.25	\$ 19,802.18
Representative	Petersen, Michael	\$ 14,820.00	\$ -	\$ -	\$ 5,670.84	\$ 723.65	\$ 856.80	\$ 3,600.87	\$ 25,672.16
Representative	Peterson, Val	\$ 20,520.00	\$ 3,000.00	\$ 1,840.00	\$ -	\$ -	\$ -	\$ 11,310.30	\$ 36,677.30
Representative	Pierucci, Darlene	\$ 20,235.00	\$ -	\$ 1,396.12	\$ -	\$ -	\$ -	\$ 16,653.12	\$ 38,284.24
Representative	Pitcher, Stephanie	\$ 18,525.00	\$ -	\$ 826.37	\$ -	\$ -	\$ -	\$ 12,331.96	\$ 31,683.33
Representative	Potter, Val	\$ 6,840.00	\$ -	\$ -	\$ 250.42	\$ 14.90	\$ 297.54	\$ 4,766.35	\$ 12,169.21
Representative	Poulson, Marie	\$ 4,275.00	\$ -	\$ 32.73	\$ -	\$ -	\$ -	\$ 354.53	\$ 4,662.26
Representative	Pulsipher, Susan	\$ 19,095.00	\$ -	\$ 1,215.26	\$ -	\$ -	\$ -	\$ 8,931.49	\$ 29,241.75
Representative	Quinn, David	\$ 2,565.00	\$ -	\$ -	\$ 751.26	\$ 36.82	\$ 302.10	\$ 1,883.38	\$ 5,538.56
Representative	Ray, Paul	\$ 19,665.00	\$ -	\$ 1,590.06	\$ -	\$ -	\$ -	\$ 12,193.73	\$ 33,448.79
Representative	Roberts, Marc	\$ 2,565.00	\$ -	\$ -	\$ -	\$ -	\$ 397.30	\$ 1,683.89	\$ 4,646.19
Representative	Robertson, Adam	\$ 17,670.00	\$ -	\$ 1,543.57	\$ -	\$ -	\$ -	\$ 16,627.11	\$ 35,840.68
Representative	Romero, Angela	\$ 22,800.00	\$ -	\$ 536.40	\$ -	\$ -	\$ -	\$ 9,168.36	\$ 32,504.76
Representative	Sagers, Douglas	\$ 16,530.00	\$ -	\$ 2,082.18	\$ -	\$ -	\$ -	\$ 9,535.26	\$ 28,147.44
Representative	Schultz, Michael	\$ 18,240.00	\$ 3,000.00	\$ 2,007.85	\$ -	\$ -	\$ -	\$ 15,424.66	\$ 38,672.51
Representative	Seegmiller, Travis	\$ 17,100.00	\$ -	\$ -	\$ 327.64	\$ 72.91	\$ 12.99	\$ 14,539.89	\$ 32,053.43
Representative	Shipp, Rex	\$ 17,955.00	\$ -	\$ -	\$ 6,790.28	\$ 548.07	\$ 3,402.00	\$ 16,597.98	\$ 45,293.33
Representative	Shurtliff, Lawanna	\$ 3,420.00	\$ -	\$ 65.30	\$ -	\$ -	\$ -	\$ 661.62	\$ 4,146.92
Representative	Snider, Casey	\$ 17,100.00	\$ -	\$ -	\$ 2,322.00	\$ 305.07	\$ 1,639.44	\$ 14,898.01	\$ 36,264.52
Representative	Snow, Vanburne	\$ 21,945.00	\$ -	\$ -	\$ 6,171.68	\$ 483.88	\$ 2,565.05	\$ 1,977.18	\$ 33,142.79
Representative	Spendlove, Robert	\$ 17,385.00	\$ -	\$ 1,076.33	\$ -	\$ -	\$ -	\$ 11,971.33	\$ 30,432.66
Representative	Stendquist, Jeffrey	\$ 16,815.00	\$ -	\$ 1,286.45	\$ -	\$ -	\$ -	\$ 12,304.45	\$ 30,405.90
Representative	Stoddard, Andrew	\$ 19,665.00	\$ 3,000.00	\$ 1,107.45	\$ -	\$ -	\$ -	\$ 16,636.07	\$ 40,408.52
Representative	Stratton, Kevin	\$ 18,525.00	\$ -	\$ 2,155.34	\$ -	\$ -	\$ -	\$ 15,255.43	\$ 35,935.77
Representative	Strong, Mark	\$ 18,525.00	\$ -	\$ 1,455.43	\$ -	\$ -	\$ -	\$ 15,925.65	\$ 35,906.08
Representative	Tauscher, Jordan	\$ 14,820.00	\$ -	\$ 1,340.43	\$ -	\$ -	\$ -	\$ 7,118.57	\$ 23,279.00
Representative	Thurston, Norman	\$ 14,530.00	\$ -	\$ 1,133.00	\$ -	\$ -	\$ -	\$ 11,308.92	\$ 32,969.92
Representative	Waldrip, Andrew	\$ 18,240.00	\$ -	\$ -	\$ -	\$ 352.28	\$ 2,509.52	\$ 15,795.51	\$ 36,897.31
Representative	Ward, Raymond	\$ 17,670.00	\$ -	\$ 814.19	\$ -	\$ -	\$ -	\$ 16,078.62	\$ 34,562.71
Representative	Walkins, Christine	\$ 20,235.00	\$ -	\$ -	\$ 4,850.00	\$ 304.43	\$ 1,526.29	\$ 2,058.72	\$ 28,974.44
Representative	Weight, Elizabeth	\$ 19,950.00	\$ -	\$ 683.76	\$ -	\$ -	\$ -	\$ 1,698.14	\$ 22,331.90
Representative	Welton, Douglas	\$ 14,535.00	\$ -	\$ -	\$ 3,429.58	\$ 504.15	\$ 1,234.80	\$ 3,990.40	\$ 23,893.93
Representative	Wheatley, Mark	\$ 21,090.00	\$ -	\$ 863.23	\$ -	\$ -	\$ -	\$ 9,066.67	\$ 31,019.90
Representative	Wilcox, Ryan	\$ 15,105.00	\$ -	\$ 1,782.83	\$ -	\$ -	\$ -	\$ 2,091.43	\$ 18,979.26
Representative	Wilson, Bradley	\$ 20,805.00	\$ 5,000.00	\$ 1,165.78	\$ -	\$ -	\$ -	\$ 12,379.10	\$ 39,349.88
Representative	Winder, Michael	\$ 20,520.00	\$ -	\$ 1,012.99	\$ -	\$ -	\$ -	\$ 7,230.53	\$ 28,763.52
Senator	Adams, J.	\$ 19,380.00	\$ 5,000.00	\$ 1,403.04	\$ -	\$ 280.00	\$ -	\$ 9,712.21	\$ 35,775.25
Senator	Anderregg, Jacob	\$ 24,795.00	\$ -	\$ 1,861.36	\$ -	\$ 280.00	\$ -	\$ 19,142.75	\$ 46,079.11
Senator	Bramble, Curtis	\$ 19,665.00	\$ -	\$ 32.77	\$ -	\$ 224.00	\$ 1,439.23	\$ 8,870.35	\$ 30,231.35
Senator	Buxton, David	\$ 21,660.00	\$ -	\$ 612.39	\$ -	\$ 266.00	\$ 76.16	\$ 10,124.32	\$ 32,738.87
Senator	Christensen, Allen	\$ 3,990.00	\$ -	\$ 364.80	\$ -	\$ -	\$ -	\$ 358.41	\$ 4,713.21
Senator	Cullimore, Kirk	\$ 20,520.00	\$ 3,000.00	\$ 971.39	\$ -	\$ 280.00	\$ -	\$ 17,015.02	\$ 41,786.41
Senator	Davis, William	\$ 24,795.00	\$ 3,000.00	\$ 172.48	\$ -	\$ 210.00	\$ -	\$ 5,841.50	\$ 34,018.98
Senator	Escamilla, Luz	\$ 22,230.00	\$ 3,000.00	\$ 262.56	\$ -	\$ 280.00	\$ -	\$ 11,940.55	\$ 37,713.11
Senator	Fillmore, Lincoln	\$ 22,515.00	\$ -	\$ 1,629.24	\$ -	\$ 280.00	\$ -	\$ 17,311.13	\$ 41,735.37
Senator	Grover, Keith	\$ 19,950.00	\$ -	\$ 577.20	\$ 3,612.84	\$ 224.00	\$ -	\$ 12,110.44	\$ 36,474.48
Senator	Harper, Wayne	\$ 20,805.00	\$ -	\$ 792.00	\$ -	\$ 280.00	\$ -	\$ 9,908.26	\$ 31,785.26
Senator	Hemmert, Daniel	\$ 5,130.00	\$ -	\$ 242.25	\$ -	\$ -	\$ -	\$ 2,428.43	\$ 7,800.68
Senator	Henderson, Deidre	\$ 3,420.00	\$ -	\$ -	\$ -	\$ -	\$ 253.08	\$ 2,171.65	\$ 5,844.73
Senator	Hillyard, Lyle	\$ 6,270.00	\$ -	\$ -	\$ -	\$ -	\$ 654.72	\$ 423.08	\$ 7,347.80
Senator	Hinkins, David	\$ 21,090.00	\$ -	\$ 2.97	\$ 6,704.15	\$ 266.00	\$ 2,898.00	\$ 8,500.20	\$ 39,461.32
Senator	Ipson, Don	\$ 21,375.00	\$ 3,000.00	\$ 3.69	\$ 7,700.00	\$ 224.00	\$ 5,520.24	\$ 10,192.96	\$ 48,015.89
Senator	Iwamoto, Jani	\$ 23,085.00	\$ 3,000.00	\$ 107.52	\$ -	\$ -	\$ -	\$ 12,738.32	\$ 38,930.84
Senator	Johnson, John	\$ 15,960.00	\$ -	\$ 1,913.36	\$ 125.21	\$ 280.00	\$ -	\$ 4,666.29	\$ 22,944.86
Senator	Kennedy, Michael	\$ 15,390.00	\$ -	\$ 1,144.92	\$ -	\$ 28.00	\$ -	\$ 14,635.47	\$ 31,198.39
Senator	Kitchen, Derek	\$ 19,950.00	\$ -	\$ 103.47	\$ -	\$ 280.00	\$ -	\$ 10,791.35	\$ 31,124.82
Senator	Mayne, Karen	\$ 27,645.00	\$ 4,000.00	\$ 1,007.36	\$ -	\$ 280.00	\$ -	\$ 6,227.03	\$ 39,159.39
Senator	McCay, Daniel	\$ 19,095.00	\$ -	\$ 1,107.04	\$ -	\$ 238.00	\$ -	\$ 5,485.48	\$ 25,925.52
Senator	Mckell, Michael	\$ 19,095.00	\$ -	\$ 63.84	\$ -	\$ 280.00	\$ 2,941.20	\$ 16,216.15	\$ 38,596.19

Senator	Millner, F	\$ 21,375.00	\$ 3,000.00	\$ 1,518.50	\$ 751.26	\$ 280.00	\$ -	\$ 11,290.66	\$ 38,215.42
Senator	Okerlund, Ralph	\$ 3,135.00	\$ -	\$ -	\$ 375.63	\$ -	\$ 207.48	\$ 632.79	\$ 4,350.90
Senator	Owens, Derrin	\$ 20,805.00	\$ -	\$ 38.47	\$ 5,796.05	\$ 300.00	\$ 2,039.10	\$ 11,575.22	\$ 40,553.84
Senator	Riebe, Kathleen	\$ 19,665.00	\$ -	\$ 787.68	\$ -	\$ 238.00	\$ -	\$ 1,707.78	\$ 22,398.46
Senator	Sandall, Scott	\$ 22,230.00	\$ -	\$ 95.19	\$ 5,170.00	\$ 252.00	\$ 1,525.10	\$ 15,033.58	\$ 44,305.87
Senator	Stevenson, Jerry	\$ 20,235.00	\$ 3,000.00	\$ 1,430.40	\$ -	\$ 280.00	\$ -	\$ 8,944.16	\$ 33,889.56

Appendix B

UTAH CONSTITUTION

Article VI, Section 9. Compensation of legislators -- Citizens' salary commission.⁹

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)

⁹ Retrieved from http://le.utah.gov/xcode/ArticleVI/Article_VI,_Section_9.html.

- (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 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 Planning 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.