

Report of the Utah Legislative Compensation Commission



Prepared for the 2024 General Session of the Utah State Legislature

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Legislative Compensation Commission

December 21, 2023

To the Utah State Legislature:

The Legislative Compensation Commission (“the Commission”) has completed its report for the 2024 General Session of the Utah State Legislature, for recommendations for 2025.

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.

Based on our review, the Commission recommends an increase to the daily pay rate and the creation of a survey to better understand opinions on compensation from the Legislatures themselves. 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 Senate and House of Representatives.

Sincerely,

Lisa Bagley

Matthew Bell

Kent Andersen

Bryan Smith

Elizabeth Weight

Susan Johnsen

Kevin Cote

Staff: Hannah Elliott, Governor’s Office of Planning and Budget
Adam Duncan, Deputy General 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>
Bagley, Lisa	Non-Profit President	Millcreek	Republican	6/01/2025
Cote, Kevin	Labor Union Business Manager	West Jordan	Unaffiliated	09/19/2025
Andersen, Kent	Davis County Community and Economic Development	Centerville	Unaffiliated	10/11/2027
Smith, Bryan	VP Marketing	Springville	Republican	10/11/2027
Johnsen, Susan	Music Educator	Grantsville	Republican	10/11/2027
Weight, Elizabeth	Retired Educator	West Valley	Democrat	10/31/2027
Bell, Matthew	Deputy Sheriff	Ogden	Republican	11/8/2027

By law, the Governor's Office of Planning 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 by 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, 2025.

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 \$293.55 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 \$293.55 for up to 10 authorized legislative training days.

For the 45-day general session, all legislators receive a lump sum payment of \$13,209.75 (\$293.55 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.

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

The current salary model has been in effect since January 1, 2023.

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, Executive Appropriations Committee Chairs and Vice Chairs, and Senate Rules and House Rules Chairs	\$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.

Administrative Rule R25-7, *Travel-Related Reimbursements for State Employees*⁴, as in effect on August 22, 2023, outlines state policy and procedure, and provides (in-state amounts):

- Lodging – \$100 per night with exceptions for specified cities. A breakdown of lodging can be found in R25-7-8 Table 5
- Meals – \$54 per day (\$13 - breakfast, \$15 - lunch, \$26 - dinner)

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

⁴ Retrieved from <https://adminrules.utah.gov/public/rule/R25-7/Current%20Rules?>

- 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 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 \$58 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

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

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

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.

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 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 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	\$ 7,897	\$ 314	\$ 8,211
Double	\$16,283	\$ 578	\$16,861
Family	\$21,739	\$1,051	\$22,790

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 employed by the state.

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.

⁷ Utah Public Employees Health Program, *2019-2020 Benefits Summary*, retrieved from www.pehp.org.

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

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.

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

Standardization

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, 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 16th highest in the nation (see Table 2), equating to an hourly wage of \$36.69. The average hourly wage for all state legislatures is \$30.82, while the median is \$28.94.

Hourly Wages Plus Per Diems

When adding urban per diems to hourly wages, Utah ranks 26th in the nation (see Table 6; urban per diems doesn't include lodging expenses). Utah's hourly wage plus urban per diem (expense reimbursement) is \$42.32. The average hourly wage for all states including urban per diem rates is \$43.07, while the median is \$42.38.

When referencing rural per diems, Utah ranks 29th at \$43.44. The average hourly wage for all state legislatures plus rural per diem rates is \$47.81, while the median is \$47.58.

Daily and Annual Salary

Using daily salaries to compare Utah (\$293.55) to all other states shows that Utah ranks 16th 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' \$13,210 (when counting the legislative session only) puts Utah's legislator salaries at 42th 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 5th of the 11 states when considering hourly wage plus urban per diem and 7th when considering 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 traditional citizen-legislature states (Montana, New Hampshire, North Dakota, South Dakota, and Wyoming) and states with slightly less traditional citizen legislatures (Georgia, Idaho, Indiana, Kansas, Maine, Mississippi, Nevada, New Mexico, Rhode Island, Vermont, and West Virginia).

In comparing the traditional citizen legislatures' compensation as an hourly wage, Utah ranks 2nd. 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.

In accordance with UCA 36-2-5, the Commission met during the autumn of 2023 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.

Recommendations

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 increased from \$293.55 to \$301 a (2.5% COLA) rounded up to the next dollar.**
- 2. The Legislature consider providing a mechanism for a reoccurring survey on odd years during May or June interim on compensation pay to be shared with 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 and Budget, and other sources.

The Commission recommends a \$7.33 increase to the daily rate for legislators, bringing the rate to \$301. This **2.5% increase** is rounded to the nearest dollar for accounting purposes, corresponds to a trend of COLA amounts given to government state employees.

Overview of Legislator Compensation

After conducting an analysis of legislator compensation, the Commission agreed that it was difficult to understand additional needs related to legislator compensation. Recent compensation adjustments for rural and constitutional work have been added to legislator pay. **The Commission recommends a reoccurring survey be sent out to legislators during the interim to better understand the overview of their opinion on compensation related to the work they do.** Future survey results can lead to better recommendations made by this Commission. This survey can be sent out during the summer interim, before the Commission meets on odd years to better understand the needs compensation for work completed for legislators, or if pay is viewed fairly by legislators.

Appendix A

Table 1: Legislator Compensation by State, 2023

State	Base Salary	Session Per Diem Rate
Alabama	\$53,913	Those within 0-5hrs, 59 minutes from their base do not receive a per diem. Those within 6-12 hours outside of their home receive \$12.75/day. Those 12+ hours away from their home base with no overnight receive \$34/day
Alaska	\$50,400	\$307/day.
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: \$238/day for the first 120 days of regular and special sessions and half that amount, \$119, for all following days. Set by statute.
Arkansas	\$44,356	For legislators residing within 50 miles of the capital: \$59/day. For legislators residing more than 50 miles from the capitol: \$155/day.
California	\$122,694	\$214/day.
Colorado	\$42,713	For legislators residing within 50 miles of the capital: \$45/day. For legislators living more than 50 miles from the capital: \$237/day. Set by the legislature. Vouchered.
Connecticut	\$40,000	No per diem is paid.
Delaware	\$49,202	No per diem is paid.
Florida	\$18,000	Per diem rates are set by Speaker of the House and President of the Senate. Data amounts are not available.
Georgia	\$23,342	\$247/day. Set by the Legislative Services Committee. Unvouchered.
Hawaii	\$72,348	Per diem is only given to non-Oahu residents at \$225 on eligible days.
Idaho	\$19,913	For legislators residing within 50 miles of the capital: \$74/day. For legislators residing more than 50 miles from the capitol: \$221/day.
Illinois	\$85,000	\$157/day.
Indiana	\$29,749	\$196/day.
Iowa	\$25,000	\$175/day for those who reside outside of Polk County, \$131.25/day for Legislators who live within Polk County.
Kansas	\$88.60/d	\$157/day.
Kentucky	\$188.22/d	\$203.28/day for members sworn in after January 1, 2023; \$188.22 for members sworn in before 2023.
Louisiana	\$16,800	\$175/day. Tied to federal rate. Unvouchered.
Maine	\$27,913	\$70/day for lodging, or, in lieu of lodging, round-trip mileage at the lower of \$0.55/mile or the federal standard mileage rate, plus actual tolls and \$50/day for meals
Maryland	\$52,343	\$108/day for lodging. \$63/day for meals.
Massachusetts	\$73,655	No per diem is paid.
Michigan	\$71,685	No per diem is paid. Legislators receive an expense allowance of \$10,800/year for session and interim. Vouchered.
Minnesota	\$51,750	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	\$37,711	\$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 capital: \$55/day. For legislators residing more than 50 miles from the capitol: \$151/day.
Nevada	\$130 (L)	Per diem is allowed
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	\$142,000	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	\$69,876	No per diem is paid.
Oklahoma	\$47,500	\$165/day. Tied to federal rate. Unvouchered.
Oregon	\$35,052	\$151/day.
Pennsylvania	\$102,844	\$178/day.
Rhode Island	\$17,627	No per diem is paid.
South Carolina	\$10,400	\$173/day. Tied to federal rate.
South Dakota	\$14,779	\$151/day. Legislative days only. Unvouchered.
Tennessee	\$28,406	For legislators residing within 50 miles of the capital: \$61/day. For legislators residing more than 50 miles from the capital: \$295/day. Tied to federal rate. Unvouchered.
Texas	\$7,200	\$221/day. Set by ethics commission. Unvouchered.
Utah	\$293.55/d (C)	Up to \$100 plus taxes for members that live more than 100 miles round trip from the capitol.
Vermont	\$811.68/weekly rate	Meals \$69/day. Lodging \$134/night. Vouchered.
Virginia	\$17,820	\$211/day.
Washington	\$57,876	\$120/day.
West Virginia	\$20,000	\$131/day. Set by compensation commission. Unvouchered.
Wisconsin	\$57,408	\$115/day for senators who reside outside of Dane County; those in Dane County receive \$57.50/day. \$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.

Source: NCSL <https://www.ncsl.org/about-state-legislatures/2023-legislator-compensation>

Table 2: State Legislator Salaries - All States, 2023

	Annual Salary	Daily Salary	Session Days (C) 2023	Hourly Wage (*)	Hourly Wage Rank	Daily Salary	Daily Salary Rank	Annual Salary	Annual Salary Rank
Alabama	\$53,913		95	\$70.94	3	\$567.51	3	\$53,913	11
Alaska	\$50,400		149	\$42.28	11	\$338.26	11	\$50,400	14
Arizona	\$24,000		203	\$14.78	39	\$118.23	39	\$24,000	28
Arkansas	\$44,356		115	\$48.21	8	\$385.70	8	\$44,356	18
California	\$122,694		283	\$54.19	5	\$433.55	5	\$122,694	2
Colorado ¹	\$42,713		120	\$44.49	10	\$355.94	10	\$42,713	19
Connecticut	\$40,000		168	\$29.76	24	\$238.10	24	\$40,000	20
Delaware	\$49,202		537	\$11.45	43	\$91.62	43	\$49,202	15
Florida	\$18,000		62	\$36.29	17	\$290.32	17	\$18,000	33
Georgia	\$23,342		79	\$36.93	15	\$295.46	15	\$23,342	30
Hawaii	\$72,348		107	\$84.52	1	\$676.15	1	\$72,348	6
Idaho	\$19,913		87	\$28.61	26	\$228.89	26	\$19,913	32
Illinois	\$85,000		363	\$29.27	25	\$234.16	25	\$85,000	4
Indiana	\$29,749		109	\$34.12	19	\$272.93	19	\$29,749	24
Iowa	\$25,000		115	\$27.17	29	\$217.39	29	\$25,000	27
Kansas	\$0	\$88.66 (L)	109	\$11.08	44	\$88.66	44	\$9,664	46
Kentucky	\$0	\$188.22 (C)	86	\$23.53	34	\$188.22	34	\$16,187	38
Louisiana	\$16,800		59	\$35.59	18	\$284.75	18	\$16,800	36
Maine ²	\$27,913		125	\$27.91	27	\$223.31	27	\$27,913	26
Maryland	\$52,343		89	\$73.52	2	\$588.12	2	\$52,343	12
Massachusetts	\$73,655		363	\$25.36	30	\$202.91	30	\$73,655	5
Michigan	\$71,685		354	\$25.31	31	\$202.50	31	\$71,685	7
Minnesota	\$51,750		139	\$46.54	9	\$372.30	9	\$51,750	13
Mississippi	\$23,500		89	\$33.01	20	\$264.04	20	\$23,500	29
Missouri	\$37,711		146	\$32.29	22	\$258.29	22	\$37,711	21
Montana		\$104.86 (L)	120	\$13.11	41	\$104.86	41	\$12,583	43
Nebraska	\$12,000		117	\$12.82	42	\$102.56	42	\$12,000	44
Nevada		\$130.00 (L)	126	\$16.25	38	\$130.00	38	\$16,380	37
New Hampshire	\$100		364	\$0.03	50	\$0.27	50	\$100	50
New Jersey	\$49,000		363	\$16.87	37	\$134.99	37	\$49,000	16
New Mexico ³	\$0	\$59 (V)	60	\$7.38	46	\$59.00	46	\$3,540	49
New York	\$142,000		364	\$48.76	7	\$390.11	7	\$142,000	1
North Carolina	\$13,951		293	\$5.95	48	\$47.61	48	\$13,951	41
North Dakota	\$6,444	\$193.00 (C)	123	\$30.67	23	\$245.39	23	\$30,183	23

Ohio	\$69,876		363	\$24.06	33	\$192.50	33	\$69,876	8
Oklahoma	\$47,500		115	\$51.63	6	\$413.04	6	\$47,500	17
Oregon	\$35,052		159	\$27.56	28	\$220.45	28	\$35,052	22
Pennsylvania	\$102,844		318	\$40.43	14	\$323.41	14	\$102,844	3
Rhode Island	\$17,627		363	\$6.07	47	\$48.56	47	\$17,627	35
South Carolina	\$10,400		150	\$8.67	45	\$69.33	45	\$10,400	45
South Dakota	\$14,779		76	\$24.31	32	\$194.46	32	\$14,779	40
Tennessee	\$28,406		109	\$32.58	21	\$260.61	21	\$28,406	25
Texas	\$7,200		214	\$4.21	49	\$33.64	49	\$7,200	48
Utah	\$0	\$293.55 (L)	45	\$36.69	16	\$293.55	16	\$13,210	42
Vermont ⁴	\$0	\$115.95 (L)	128	\$14.49	40	\$115.95	40	\$14,842	39
Virginia ⁵	\$17,820		53	\$42.03	12	\$336.23	12	\$17,820	34
Washington	\$57,876		104	\$69.56	4	\$556.50	4	\$57,876	9
West Virginia	\$20,000		61	\$40.98	13	\$327.87	13	\$20,000	31
Wisconsin	\$57,408		362	\$19.82	35	\$158.59	35	\$57,408	10
Wyoming		\$150.00 (L)	52	\$18.75	36	\$150.00	36	\$7,800	47

	Hourly Wage*	Daily Salary	Annual Salary	
(L) = Legislative day; (C) = Calendar Day	Quartile 1	\$16.41	\$131.25	\$16,235.19
(V) = Vouchered; (U) = Unvouchered	Median	\$28.94	\$231.52	\$28,159.72
	Average	\$30.82	\$246.54	\$37,684.28
	Quartile 3	\$40.84	\$326.75	\$51,412.50
	Maximum	\$84.52	\$676.15	\$142,000.00

1 Legislators whose terms started in 2023 receive an annual salary of \$43,977. Legislators whose terms started in 2021 receive an annual salary of \$41,449

2 Total is for both annual sessions added together

3 Average of daily rates for the months

4 Divided weekly pay of 811.68 by 7 to get daily rate

5 Average of Senators & delegates wages

** Based on an 8-hour day*

Source: <https://www.ncsl.org/about-state-legislatures/2023-legislator-compensation>

Table 3: State Legislative Sessions by State, 2023

State	General Session Convened	General Session Adjourned	Calendar Days	Additional Legislative Days, including Special Sessions	
Alabama	7-Mar	6-Jun	95	17-Jul	21-Jul
Alaska	17-Jan	17-May	149	18-May	16-Jun
Arizona	9-Jan	31-Jul	203		
Arkansas	9-Jan	1-May	115	11-Sep	14-Sep
California	5-Dec	14-Sep	283		
Colorado	9-Jan	9-May	120		
Connecticut	4-Jan	7-Jun	168	19-Sep	3-Oct
Delaware	10-Jan	30-Jun	537		
Florida	7-Mar	5-May	62	6-Nov	9-Nov
Georgia	9-Jan	29-Mar	79		
Hawaii	18-Jan	4-May	107	21-Aug	22-Aug
Idaho	9-Jan	6-Apr	87		
Illinois	11-Jan	9-Jan	363		
Indiana	9-Jan	28-Apr	109		
Iowa	9-Jan	4-May	115	11-Jul	11-Jul
Kansas	9-Jan	28-Apr	109		
Kentucky	3-Jan	30-Mar	86		
Louisiana	10-Apr	8-Jun	59		
Maine	7-Dec	30-Mar	125	14-Jul	26-Jul
Maryland	11-Jan	10-Apr	89		
Massachusetts	4-Jan	2-Jan	363		
Michigan	11-Jan	31-Dec	354		
Minnesota	3-Jan	22-May	139		
Mississippi	3-Jan	2-Apr	89		
Missouri	4-Jan	30-May	146		
Montana	2-Jan	2-May	120		
Nebraska	4-Jan	1-May	117		
Nevada	6-Feb	5-Jun	126	7-Jun	14-Jun
New Hampshire	4-Jan	3-Jan	364		
New Jersey	10-Jan	8-Jan	363		
New Mexico	17-Jan	18-Mar	60		
New York	4-Jan	3-Jan	364		
North Carolina	11-Jan	31-Oct	293		
North Dakota	3-Jan	30-Apr	123	23-Oct	29-Oct
Ohio	2-Jan	31-Dec	363		
Oklahoma	6-Feb	26-May	115	3-Oct	9-Oct
Oregon	17-Jan	25-Jun	159		
Pennsylvania	3-Jan	17-Nov	318		
Rhode Island	3-Jan	1-Jan	363		
South Carolina	10-Jan	11-May	150	16-May	14-Jun
South Dakota	10-Jan	27-Mar	76		
Tennessee	10-Jan	21-Apr	109	21-Aug	29-Aug
Texas*	10-Jan	29-May	214	29-May	13-Jul
Utah*	17-Jan	3-Mar	45		
Vermont	4-Jan	12-May	128		
Virginia	11-Jan	25-Feb	53	6-Sep	14-Sep
Washington	9-Jan	23-Apr	104		
West Virginia	11-Jan	11-Mar	61	6-Aug	8-Aug
Wisconsin	3-Jan	31-Dec	362		
Wyoming	10-Jan	3-Mar	52		

Source: <https://www.ncsl.org/about-state-legislatures/2023-state-legislative-session-calendar>

*States with noncontinuous multiple sessions:

Texas had three special sessions in 2023: May 29 - June 27, June 28 - July 13, and October 9 - November 8

Utah had two special sessions in 2023: May 17 and June 14 for a total of 47 Legislative Days

Table 4: State Legislature Composition by State, 2023

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	93	31	62

¹ UnicameralSource: https://documents.ncsl.org/wwwncsl/About-State-Legislatures/Legis_Control_2023_8-24-23.pdf

Table 5: Legislative Session Per Diem Rates - All States, 2023

State	Urban Per Diem		Rural Per Diem		Urban Per Diem Rank	Rural Per Diem Rank	Mileage (cents per mile)
Alabama	\$ 100.00		\$ 100.00		25	36	65.5/mile
Alaska (a)	\$ -		\$ 307.00		37	2	101/mile
Arizona	\$ 35.00		\$ 238.00		36	4	65.5/mile
Arkansas	\$ 59.00		\$ 155.00		31	30	65.5/mile
California	\$ 214.00		\$ 214.00		3	9	65.5/mile
Colorado	\$ 45.00	(V)	\$ 237.00	(V)	35	5	59/mile
Connecticut	\$ -		\$ -		37	40	65./mile
Delaware	\$ -		\$ -		37	40	40/mile
Florida (1)	\$ -		\$ -		37	40	44.5/mile
Georgia	\$ 247.00	(V)	\$ 247.00	(V)	1	3	65.5/mile
Hawaii	\$ -		\$ 225.00		37	6	65.5/mile
Idaho	\$ 74.00		\$ 221.00		29	7	65.5/mile
Illinois	\$ 157.00		\$ 157.00		16	24	65.5/mile
Indiana	\$ 196.00	(V)	\$ 196.00	(V)	6	13	65.5/mile
Iowa	\$ 131.25	(U)	\$ 175.00	(U)	20	18	50/mile
Kansas	\$ 157.00		\$ 157.00		16	24	65.5/mile
Kentucky (2)	\$ 195.75		\$ 197.75		7	12	65.5/mile
Louisiana	\$ 175.00		\$ 175.00		12	18	65.5/mile
Maine	\$ 120.00	(V)	\$ 120.00	(V)	22	33	46/mile
Maryland	\$ 171.00		\$ 171.00		13	21	65.5/mile
Massachusetts (b)	\$ -		\$ -		37	40	
Michigan (3)	\$ -	(V)	\$ -	(V)	37	40	65.5/mile
Minnesota (4)	\$ 76.00		\$ 76.00		27	37	65.5/mile
Mississippi	\$ 157.00	(U)	\$ 157.00	(U)	16	24	66/mile
Missouri	\$ 125.60		\$ 125.60		21	32	65.5/mile
Montana	\$ 171.00		\$ 171.00		13	21	65.5/mile
Nebraska	\$ 55.00		\$ 151.00		33	31	65.5/mile
Nevada (1)	\$ -		\$ -		37	40	65.5/mile
New Hampshire (c)	\$ -		\$ -		37	40	65.5/mile
New Jersey	\$ -		\$ -		37	40	None
New Mexico	\$ 59.00	(V)	\$ 59.00	(V)	31	38	65.5/mile
New York (1)	\$ -		\$ -		37	40	65.5/mile
North Carolina	\$ 104.00		\$ 104.00		24	35	29/mile
North Dakota	\$ 193.00		\$ 193.00		8	14	65.5/mile
Ohio (d)	\$ -		\$ -		37	40	58/mile

Oklahoma	\$ 168.00		\$ 168.00		15	23	65.5/mile
Oregon	\$ 157.00		\$ 157.00		16	24	65.5/mile
Pennsylvania	\$ 181.00		\$ 181.00		10	16	65.5/mile
Rhode Island	\$ -		\$ -		37	40	65.5/mile
South Carolina	\$ 176.00		\$ 176.00		11	17	65.5/mile
South Dakota (e)	\$ -		\$ 157.00	(L)(U)	37	24	51/mile
Tennessee	\$ 79.00		\$ 313.00		26	1	62.5/mile
Texas (f)	\$ 221.00	(U)	\$ 221.00	(U)	2	7	41.57/mile
Utah	\$ 54.00	(V)	\$ 54.00	(V)	34	39	65.5/mile
Vermont	\$ 203.00	(V)	\$ 203.00	(V)	5	11	65.5/mile
Virginia	\$ 209.00		\$ 209.00		4	10	65.5/mile
Washington	\$ 190.00		\$ 190.00		9	15	65.5/mile
West Virginia	\$ 75.00		\$ 175.00		28	18	65.5/mile
Wisconsin (g)(5)	\$ 70.00	(V)	\$ 155.70	(V)	30	29	51/mile
Wyoming	\$ 109.00	(V)	\$ 109.00	(V)	23	34	65.5/mile

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

(1) No data was available

(2) Kentucky. Members sworn in after January 2023 receive \$203.28/day, members sworn in prior to 2023 receive \$188.22/day

(3) Michigan. No per diem is paid, but Legislators receive an expense allowance of \$10,800/year, vouchered.

(4) Minnesota. House members receive \$66/day, Senate \$86/day

(5) Wisconsin. House overnight rate is \$155.70/day, non-overnight rate is \$77.85/day. Senate, up to \$140/day, Dane County Senators are allowed half that amount, \$70/day

(a) Alaska. Automobile trips are reimbursed at 65.5 cents per mile. Boat/motorcycle trips at 63.5 cents per mile. Airplane travel at \$1.74

(b) Massachusetts. Legislators are no longer reimbursed for mileage. Instead, legislators receive an office expense stipend of \$15,000 for legislators that live 50 miles or less from the state house and \$20,000 for members who live more than 50 miles - this stipend can be used for travel expenses.

(c) 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.

(d) Ohio. Mileage reimbursement is only for legislators living outside of Franklin County at 58 cents per mile

(e) South Dakota. One trip is paid at 5/mile and the remaining are paid at 51/mile.

(f) Texas. Representative reimbursement is 65.5 cents per mile and is tied to the federal rate. For senators, car travel is reimbursed at 58 cents per mile and \$1.21 per mile for airplane travel.

(g) Wisconsin. 51 cents per mile for car travel and 28.5 for motorcycle. Those within 25 miles roundtrip cannot claim mileage.

Source: <https://documents.ncsl.org/wwwncsl/About-State-Legislatures/State-Legislative-Compensation-Per-Diem-and-Mileage.pdf>

Table 6: State Legislator Salaries and Per Diem Rates - All States, 2023

State	Annual Salary (Table 2)	Daily Salary (Table 2)	Urban Per Diem (Table 5)		Rural Area Per Diem (Table 5)		Session Days (C) 2023 (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	\$53,913	\$0.00	\$100.00	\$0.00	\$100.00	\$0.00	95	\$567.51	3	\$667.51	\$83.44	4	\$667.51	\$83.44	4
Alaska	\$50,400	\$0.00	\$0.00	\$0.00	\$307.00	\$0.00	149	\$338.26	11	\$338.26	\$42.28	27	\$645.26	\$80.66	6
Arizona	\$24,000	\$0.00	\$35.00	\$0.00	\$238.00	\$0.00	203	\$118.23	39	\$153.23	\$19.15	43	\$356.23	\$44.53	27
Arkansas	\$44,356	\$0.00	\$59.00	\$0.00	\$155.00	\$0.00	115	\$385.70	8	\$444.70	\$55.59	13	\$540.70	\$67.59	12
California	\$122,694	\$0.00	\$214.00	\$0.00	\$214.00	\$0.00	283	\$433.55	5	\$647.55	\$80.94	5	\$647.55	\$80.94	5
Colorado	\$42,713	\$0.00	\$45.00	(V)	\$237.00	(V)	120	\$355.94	10	\$400.94	\$50.12	17	\$592.94	\$74.12	7
Connecticut	\$40,000	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	168	\$238.10	24	\$238.10	\$29.76	36	\$238.10	\$29.76	40
Delaware	\$49,202	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	537	\$91.62	43	\$91.62	\$11.45	48	\$91.62	\$11.45	48
Florida	\$18,000	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	62	\$290.32	17	\$290.32	\$36.29	30	\$290.32	\$36.29	33
Georgia	\$23,342	\$0.00	\$247.00	(V)	\$247.00	(V)	79	\$295.46	15	\$542.46	\$67.81	8	\$542.46	\$67.81	11
Hawaii	\$72,348	\$0.00	\$0.00	\$0.00	\$225.00	\$0.00	107	\$676.15	1	\$676.15	\$84.52	3	\$901.15	\$112.64	1
Idaho	\$19,913	\$0.00	\$74.00	\$0.00	\$221.00	\$0.00	87	\$228.89	26	\$302.89	\$37.86	29	\$449.89	\$56.24	17
Illinois	\$85,000	\$0.00	\$157.00	\$0.00	\$157.00	\$0.00	363	\$234.16	25	\$391.16	\$48.89	18	\$391.16	\$48.89	22
Indiana	\$29,749	\$0.00	\$196.00	(V)	\$196.00	(V)	109	\$272.93	19	\$468.93	\$58.62	10	\$468.93	\$58.62	15
Iowa	\$25,000	\$0.00	\$131.25	(U)	\$175.00	(U)	115	\$217.39	29	\$348.64	\$43.58	23	\$392.39	\$49.05	21
Kansas	\$0	\$88.66 (L)	\$157.00	\$0.00	\$157.00	\$0.00	109	\$88.66	44	\$245.66	\$30.71	34	\$245.66	\$30.71	38
Kentucky	\$0	\$188.22	\$195.75	\$0.00	\$197.75	\$0.00	86	\$188.22	34	\$383.97	\$48.00	20	\$385.97	\$48.25	24
Louisiana	\$16,800	\$0.00	\$175.00	\$0.00	\$175.00	\$0.00	59	\$284.75	18	\$459.75	\$57.47	11	\$459.75	\$57.47	16
Maine	\$27,913	\$0.00	\$120.00	(V)	\$120.00	(V)	125	\$223.31	27	\$343.31	\$42.91	24	\$343.31	\$42.91	30
Maryland	\$52,343	\$0.00	\$171.00	\$0.00	\$171.00	\$0.00	89	\$588.12	2	\$759.12	\$94.89	1	\$759.12	\$94.89	2
Massachusetts	\$73,655	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	363	\$202.91	30	\$202.91	\$25.36	38	\$202.91	\$25.36	41

Michigan	\$71,685	\$0.00	\$0.00 (V)	\$0.00 (V)	354	\$202.50	31	\$202.50	\$25.31	39	\$202.50	\$25.31	42
Minnesota	\$51,750	\$0.00	\$76.00 \$0.00	\$76.00 \$0.00	139	\$372.30	9	\$448.30	\$56.04	12	\$448.30	\$56.04	18
Mississippi	\$23,500	\$0.00	\$157.00 (U)	\$157.00 (U)	89	\$264.04	20	\$421.04	\$52.63	15	\$421.04	\$52.63	20
Missouri	\$37,711	\$0.00	\$125.60 \$0.00	\$125.60 \$0.00	146	\$258.29	22	\$383.89	\$47.99	21	\$383.89	\$47.99	25
Montana	\$0	\$104.86 (L)	\$171.00 \$0.00	\$171.00 \$0.00	120	\$104.86	41	\$275.86	\$34.48	31	\$275.86	\$34.48	34
Nebraska	\$12,000	\$0.00	\$55.00 \$0.00	\$151.00 \$0.00	117	\$102.56	42	\$157.56	\$19.70	42	\$253.56	\$31.70	37
Nevada	\$0	\$130.00 (L)	\$0.00 \$0.00	\$0.00 \$0.00	126	\$130.00	38	\$130.00	\$16.25	46	\$130.00	\$16.25	46
New Hampshire	\$100	\$0.00	\$0.00 \$0.00	\$0.00 \$0.00	364	\$0.27	50	\$0.27	\$0.03	50	\$0.27	\$0.03	50
New Jersey	\$49,000	\$0.00	\$0.00 \$0.00	\$0.00 \$0.00	363	\$134.99	37	\$134.99	\$16.87	45	\$134.99	\$16.87	45
New Mexico	\$0	\$59.00	\$59.00 (V)	\$59.00 (V)	60	\$59.00	46	\$118.00	\$14.75	47	\$118.00	\$14.75	47
New York	\$142,000	\$0.00	\$0.00 \$0.00	\$0.00 \$0.00	364	\$390.11	7	\$390.11	\$48.76	19	\$390.11	\$48.76	23
North Carolina	\$13,951	\$0.00	\$104.00 \$0.00	\$104.00 \$0.00	293	\$47.61	48	\$151.61	\$18.95	44	\$151.61	\$18.95	44
North Dakota	\$6,444	\$193.00 (C)	\$193.00 \$0.00	\$193.00 \$0.00	123	\$245.39	23	\$438.39	\$54.80	14	\$438.39	\$54.80	19
Ohio	\$69,876	\$0.00	\$0.00 \$0.00	\$0.00 \$0.00	363	\$192.50	33	\$192.50	\$24.06	41	\$192.50	\$24.06	43
Oklahoma	\$47,500	\$0.00	\$168.00 \$0.00	\$168.00 \$0.00	115	\$413.04	6	\$581.04	\$72.63	6	\$581.04	\$72.63	8
Oregon	\$35,052	\$0.00	\$157.00 \$0.00	\$157.00 \$0.00	159	\$220.45	28	\$377.45	\$47.18	22	\$377.45	\$47.18	26
Pennsylvania	\$102,844	\$0.00	\$181.00 \$0.00	\$181.00 \$0.00	318	\$323.41	14	\$504.41	\$63.05	9	\$504.41	\$63.05	13
Rhode Island	\$17,627	\$0.00	\$0.00 \$0.00	\$0.00 \$0.00	363	\$48.56	47	\$48.56	\$6.07	49	\$48.56	\$6.07	49
South Carolina	\$10,400	\$0.00	\$176.00 \$0.00	\$176.00 \$0.00	150	\$69.33	45	\$245.33	\$30.67	35	\$245.33	\$30.67	39
South Dakota	\$14,779	\$0.00	\$0.00 \$0.00	\$157.00 (L)(U)	76	\$194.46	32	\$194.46	\$24.31	40	\$351.46	\$43.93	28
Tennessee	\$28,406	\$0.00	\$79.00 \$0.00	\$313.00 \$0.00	109	\$260.61	21	\$339.61	\$42.45	25	\$573.61	\$71.70	9
Texas	\$7,200	\$0.00	\$221.00 (U)	\$221.00 (U)	214	\$33.64	49	\$254.64	\$31.83	33	\$254.64	\$31.83	36
Utah	\$0	\$293.55 (L)	\$45.00 (V)	\$54.00 (V)	45	\$293.55	16	\$338.55	\$42.32	26	\$347.55	\$43.44	29
Vermont	\$0	\$115.95 (L)	\$203.00 (V)	\$203.00 (V)	128	\$115.95	40	\$318.95	\$39.87	28	\$318.95	\$39.87	31
Virginia	\$17,820	\$0.00	\$209.00 \$0.00	\$209.00 \$0.00	53	\$336.23	12	\$545.23	\$68.15	7	\$545.23	\$68.15	10
Washington	\$57,876	\$0.00	\$190.00 \$0.00	\$190.00 \$0.00	104	\$556.50	4	\$746.50	\$93.31	2	\$746.50	\$93.31	3
West Virginia	\$20,000	\$0.00	\$75.00 \$0.00	\$175.00 \$0.00	61	\$327.87	13	\$402.87	\$50.36	16	\$502.87	\$62.86	14
Wisconsin	\$57,408	\$0.00	\$70.00 (V)	\$155.70 (V)	362	\$158.59	35	\$228.59	\$28.57	37	\$314.29	\$39.29	32

Wyoming	\$0	\$150.00 (L)	\$109.00 (V)	\$109.00 (V)	52	\$150.00	36	\$259.00	\$32.38	32	\$259.00	\$32.38	35
Quartile 1									\$26.17			\$30.95	
Median									\$42.38			\$47.58	
Average									\$43.07			\$47.81	
Quartile 3									\$55.39			\$63.00	
Maximum									\$94.89			\$112.64	

¹ Calculations based on eight hours per day.

Source: <https://www.ncsl.org/research/about-state-legislatures/2021-legislator-compensation.aspx> & https://www.ncsl.org/documents/elections/Legis_Control_2-2021.pdf

Table 7: Legislator Compensation - Western States, 2023

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		\$14.78	\$19.15 (V)	\$44.53 (V)	43	4	9	6
California	\$122,694		\$54.19	\$80.94	\$80.94	5	5	2	2
Colorado	\$42,713		\$44.49	\$50.12 (V)	\$74.12 (V)	17	7	3	3
Idaho	\$19,913		\$28.61	\$37.86 (V)	\$56.24 (V)	29	17	6	4
Montana		\$104.86 (L)	\$13.11	\$34.48 (U)	\$34.48 (U)	31	34	7	8
Nevada		\$130.00 (L)	\$16.25	\$16.25 (U)	\$16.25 (U)	46	46	10	10
New Mexico			\$7.38	\$14.75 (V)	\$14.75 (V)	47	47	11	11
Oregon	\$35,052		\$27.56	\$47.18 (U)	\$47.18 (U)	22	26	4	5
Utah		\$293.55 (L)	\$36.69	\$42.32 (U)	\$43.44 (U)	26	29	5	7
Washington	\$57,876		\$69.56	\$93.31	\$93.31	2	3	1	1
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	32	35	8	9

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

¹ Calculations based on eight hours per day.

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

Table 8: Legislator Compensation - States with Citizen Legislatures, 2023

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)
Montana		\$104.86 (L)	\$13.11	\$34.48 (U)	\$34.48 (U)
New Hampshire	\$100		\$0.03	\$0.03	\$0.03
North Dakota		\$193.00 (C)	\$30.67	\$54.80 (V)	\$54.80 (V)
South Dakota	\$14,779		\$24.31	\$24.31 (U)	\$43.93 (U)
Utah		\$293.55 (L)	\$36.69	\$42.32 (U)	\$43.44 (U)
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)
Idaho	\$19,913		\$28.61	\$37.86 (V)	\$56.24 (V)
Kansas		\$88.66 (L)	\$11.08	\$30.71 (U)	\$30.71 (U)
Maine	\$27,913		\$27.91	\$42.91	\$42.91
Mississippi	\$23,500		\$33.01	\$52.63 (U)	\$52.63 (U)
New Mexico			\$7.38	\$14.75 (V)	\$14.75 (V)
Rhode Island	\$17,627		\$6.07	\$6.07	\$6.07
Vermont		\$115.95 (C)	\$14.49	\$39.87	\$39.87
West Virginia	\$20,000		\$40.98	\$50.36 (U)	\$62.86 (U)

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 Part Time Legislature Rank	Hourly Wage + Hourly Rural Per Diem Part Time Legislature Rank
10	31	34	8	9
14	50	50	14	14
4	14	19	1	3
7	40	28	11	5
2	26	29	5	6
8	32	35	9	10
5	29	17	7	2
11	34	38	10	11
6	24	30	4	7
3	15	20	2	4
12	47	47	12	12
13	49	49	13	13
9	28	31	6	8
1	16	14	3	1

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

¹ Calculations based on eight hours per day.

Source: <https://www.ncsl.org/research/about-state-legislatures/full-and-part-time-legislatures.aspx>

Table 9: Additional Compensation for House/Assembly Leaders by State, 2023

State	Presiding Officer	Majority Leaders	Minority Leaders	Other Leaders
Alabama	\$18,000 a year	None	None	
Alaska	None	None	None	
Arizona	None	None	None	
Arkansas	\$50,661 a year	None	None	Can be reimbursed for certain office expenses
California	\$141,097 a year	\$131,897 a year	\$141,097 a year	None
Colorado	(a)	(a)	(a)	None
Connecticut	\$52,000 a year	\$50,000 a year	\$50,000 a year	\$46,500 a year
Delaware	\$20,291 a year	\$12,624 a year	\$12,624 a year	(b)
Florida	No data available	No data available	No data available	
Georgia	\$6,811 a month	\$200 a month	\$200 a month	None
Hawaii	\$7,500 a year	None	None	
Idaho	\$5,000 a year	\$2,000 a year	\$2,000 a year	
Illinois	\$29,530 a year	\$19,418 - \$24,966 a year	\$19,418 - \$24,966 a year	\$11,098 a year
Indiana	\$7,000 a year	\$5,500 a year	\$5,500 a year	\$1,000 a year
Iowa	\$37,500a year	\$37,500 a year	\$37,500 a year	None
Kansas	\$14,039 a year	\$12,665 a year	\$12,665 a year	House Appropriations chair: \$11,290 a year.
Kentucky	\$254.42 a day	\$243.67 a day	\$243.67 a day	Additional \$18.71 a day of chaired meeting if sworn in before 2023; Additional \$20.21 a day of chaired meeting is sworn in after 2023
Louisiana	\$15,200 a year	None	None	
Maine	No data available	No data available	No data available	None
Maryland	\$15,643 a year	None	None	None
Massachusetts	\$109,163.70 a year	\$81,872.30 a year	\$81,872.30 a year	Ways and means chair: \$88,694 a year. Division chairs: \$40,936 a year. Division vice chairs and all other chairs: \$20,468 a year. All other vice chairs: \$7,095 a year
Michigan	\$24,300 a year	None	\$19,800 a year	Appropriations chair: \$6,300/year.
Minnesota	\$19,300 a year	\$19,300 a year	\$19,300 a year	None
Mississippi	\$60,000 a year	None	None	Committee Chairs receive additional travel days
Missouri	\$2,625 a year	\$1,575 a year	\$1,575 a year	None
Montana	\$5 a day during session	None	None	None
Nebraska		N/A—Unicameral legislature		None
Nevada	No data available	No data available	No data available	No data available
New Hampshire	\$50 a year	None	None	None
New Jersey	\$65,333 a year	None	None	None
New Mexico	None	None	None	None
New York	No data available	No data available	No data available	No data available
North Carolina	\$24,200 a year	\$3,097 a year	\$3,097 a year	None
North Dakota	\$15 a day during session	\$15 a day during session	\$15 a day during session	\$10 a day during session
Ohio	\$108,921 a year	Speaker Pro Tempore: \$99,382	\$99,382	House Finance Chairperson: \$13,500 additional compensation. Other House Standing Committees Chairperson: \$9,000 additional compensation
Oklahoma	\$17,932 a year	\$12,364 a year	\$12,364 a year	None
Oregon	\$5,842 a month	None	None	None

Pennsylvania	No data available	No data available	No data available	No data available
Rhode Island	\$17,932 a year	None	None	None
South Carolina	No data available	No data available	No data available	None
South Dakota	None	None	None	None
Tennessee (c)	\$85,218	None	None	None
Texas	None	None	None	None
Utah	\$5,000 a year	\$4,000 a year	\$4,000 a year	Rules Chair and Vice Chair and Executive Appropriations Committee Chair and Vice Chair each receive an additional \$3000
Vermont	\$898.44 (weekly salary)	None	None	None
Virginia	\$36,321 a year	Additional \$500 per month for office expense allowance	Additional \$500 per month for office expense allowance	House Appropriations Committee Chair receives an additional \$500 per month for office expense allowance
Washington	\$66,016 a year	None	\$61,946 a year	None
West Virginia	No data available	No data available	No data available	No data available
Wisconsin	\$25 a month	None	None	None
Wyoming	\$600 a year	\$300 a year	\$300 a year	\$300 additional monthly salary

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

(b) Delaware. Budget Chair/Vice Chair (alternates each year from House and Senate) - \$11,688 a year. Bond Bill Chair/Vice Chair (alternates each year from House and Senate) - \$4,670 a year. Chair/Vice Chair of Joint Legislative Oversight and Sunset Committee (alternates each year from House and Senate) - \$4.670 a year

(c) Tennessee. Rate for speaker is set at three times the rate of a legislator

Source: <https://documents.ncsl.org/wwwncsl/About-State-Legislatures/State-Legislative-Compensation-Additional-Compensation-House-Leadership.pdf>

Table 10: Additional Compensation for Senate Leaders by State, 2023

State	Presiding Officers	Majority Leaders	Minority Leaders	Other Leaders
Alabama	Lieutenant gov holds this position, \$1,500 a month	None	None	None
Alaska	None	None	None	None
Arizona	None	None	None	None
Arkansas	No data available	No data available	No data available	No data available
California	\$141,097 a year	\$131,897 a year	\$141,097 a year	None
Colorado	(a)	(a)	(a)	(a)
Connecticut	\$52,000 a year	\$50,000 a year	\$50,000 a year	(b)
Delaware	\$20,291 a year	\$12,376 a year	\$12,376 a year	(c)
Florida	No data available	No data available	No data available	No data available
Georgia	\$400 a month	\$200 a month	\$200 a month	None
Hawaii	\$8,676 a year	None	None	None
Idaho	\$5,000 a year	\$2,000	\$2,000	None
Illinois	\$29,530 a year	\$22,193 a year	\$22,193 a year	Committee Chairs: \$11,098 a year
Indiana	\$7,000 a year	\$5,500 a year for majority floor leader	\$6,000 a year	(d)
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	Senate Ways & Means Chair, \$11,290 a year
Kentucky	(e)	(e)	(e)	(e)
Louisiana	\$15,200 a year	None	None	President pro tem: \$7,700/year. Finance Chair, Joint Legislative Committee \$28,000 a year
Maine	No data available	No data available	No data available	No data available
Maryland	\$15,643 a year	None	None	None
Massachusetts	\$109,163.07 a year	\$81,872.3 a year	\$81,872.30 a year	(f)
Michigan	No data available	No data available	No data available	No data available
Minnesota	\$6,433.33 a year	\$19,300 a year	\$19,300 a year	Senate Finance Committee Chair and Senate Tax Committee Chair, \$6,433.33 a year
Mississippi	\$5,000 a month	\$1,250 a month	None	None
Missouri	None	\$1,575 a year	\$1,575 a year	President pro tem: \$2,625 a year.
Montana	None	None	None	None
Nebraska	No data available	No data available	No data available	No data available
Nevada	No data available	No data available	No data available	No data available
New Hampshire	\$50 a year	None	None	None
New Jersey	\$16,333 a year	None	None	None
New Mexico	None	None	None	None
New York	No data available	No data available	No data available	No data available
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	\$108,921 a year	\$99,382 a year	\$99,382 a year	(g)
Oklahoma	\$17,932/year	\$12,364/year.	\$12,364/year.	Assistant majority leader: \$12,364/year. Appropriations chair: \$12,364/year.
Oregon	\$5,842/month.	None	None	None
Pennsylvania	None	\$46,463.86 a year	\$46,463.86 a year	(h)
Rhode Island	\$17,626.63 additional a year	None	None	None
South Carolina	\$11,000/year	None	None	\$650 annually
South Dakota	None	None	None	None

Tennessee	\$85,218 a year	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, Appropriations chair/vice chair, Rules chair: \$3,000/year.
Vermont	\$898.44 a week	None	None	None
Virginia	None	None	None	None
Washington	\$119,353 annual salary of Lt. Governor who holds this position	\$8,000/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	\$600 a year	\$300 a year	\$300 a year	\$300 additional monthly salary

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

(b) Connecticut. Deputy Majority and Minority Leaders, \$49,000 a year. Assistant Majority and Minority Whips, both Minority and Majority, \$7,950

(c) Delaware. Chair & Vice Chair of Joint Finance Committee, \$11,688. Members of Joint Finance Committee, \$9,819. Chair & Vice Chair of Joint Capital Improvement Committee, \$4,670. Members of Joint Capital Improvement Committee, \$3,929. Chair & Vice Chair of Joint Legislative Oversight and Sunset Committee, \$4,670. Members of Joint Legislative Oversight and Sunset Committee, \$3,929

(d) Indiana. Appropriations Chair, \$5,500 a year. Tax & Fiscal Policy Chair, \$5,500 a year. All other committee chairs, \$1,000 a year.

(e) Kentucky. Presiding Officer: \$235.57/calendar day if sworn in before 2023, \$254.42 if sworn in after. Majority Leader: \$225.62/calendar day if sworn in before 2023, \$243.67/calendar day if sworn in after. Minority Leader: \$225.62/calendar day if sworn in before 2023, \$243.67/calendar day if sworn in after. Other Leadership: \$216.88/calendar day if sworn in before 2023, \$234.23/calendar day if sworn in after. Committee Chairs: Additional \$18.71/calendar day of chair meeting if sworn in before 2023, additional \$20.21/calendar day of chaired meeting if sworn in after January 1, 2023

(f) Massachusetts. President pro tem: \$68,226 a year. Assistant majority leaders and assistant minority leaders: \$47,758 a year. Ways and means chair: \$88,694 a year. Division chairs, \$40,936 a year. Division vice chairs and all other chairs: \$20,468 a year. All other vice chairs, \$7,095 a year

(g) Ohio, Majority Floor Leader, \$93,382 a year. Assistant Minority Leader, \$90,734 a year. Majority Whip, \$87,852 a year. Senate Finance Chairperson, \$13,500 additional compensation. Other Senate Stand Committees Chairperson, \$9,000 additional compensation

(h) Pennsylvania. President pro tempore: \$57,702.09/year. Majority and minority appropriation chairs: \$35,034.82, Majority and minority caucus chairs: \$21,844.52. Majority and minority caucus secretary

Source: <https://documents.ncsl.org/wwwncsl/About-State-Legislatures/State-Legislative-Compensation-Additional-Compensation-Senate-Leadership.pdf>

Table 11: Utah Legislative Compensation History

Year	Daily Rate	President and Speaker Pay	Leadership Pay <i>Majority/Minority Leaders</i>	Leadership Pay <i>Others</i>	Lodging Expense	Meals & Incidental Expenses ¹
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
2022	\$285	\$5,000	\$4,000	\$3,000	\$100	\$45
2023	\$293.55	\$5,000	\$4,000	\$3,000	\$100	\$54

¹ Tied to Federal Rates

Table 12: Utah Legislator Compensation

Title	Name	Meeting Pay ¹	Leadership	Special Pay ²	Benefits	Lodging	Meal Reimbursement	Mileage Reimbursement	Other Travel	Phone Reimbursement	Grand Total
Representative	Abbott, Nelson	\$19,531.05	\$0.00	\$3,638.94	\$11,460.16	\$1,340.04	\$0.00	\$0.00	\$1,477.23	\$0.00	\$37,447.42
Representative	Acton, Cheryl	\$19,824.60	\$0.00	\$1,476.44	\$118,770.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$140,071.04
Representative	Albrecht, Carl	\$22,130.25	\$0.00	\$0.00	\$10,169.72	\$10,072.19	\$1,088.69	\$2,611.44	\$100.00	\$814.58	\$46,986.87
Representative	Ballard, Melissa	\$23,278.80	\$0.00	\$567.28	\$17,756.99	\$1,245.64	\$0.00	\$0.00	\$912.00	\$814.58	\$44,575.29
Representative	Barlow, Stewart	\$17,501.85	\$0.00	\$1,326.37	\$16,171.95	\$1,245.64	\$0.00	\$0.00	\$1,049.00	\$0.00	\$37,294.81
Representative	Bennion, Gay	\$19,254.60	\$0.00	\$1,006.32	\$10,910.36	\$1,208.03	\$0.00	\$0.00	\$279.20	\$0.00	\$32,658.51
Representative	Birkeland, Kera	\$19,539.60	\$0.00	\$2,439.93	\$9,382.40	\$1,340.04	\$0.00	\$0.00	\$867.24	\$0.00	\$33,569.21
Representative	Bolinder, Bridger	\$14,090.40	\$0.00	\$1,588.93	\$14,849.29	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30,528.62
Representative	Brammer, Brady	\$21,007.35	\$0.00	\$2,228.74	\$18,667.20	\$1,340.04	\$0.00	\$0.00	\$760.00	\$814.58	\$44,817.91
Representative	Briscoe, Joel	\$21,241.05	\$0.00	\$650.35	\$9,532.40	\$867.16	\$0.00	\$380.20	\$750.00	\$0.00	\$33,421.16
Representative	Brooks, Walter	\$19,246.05	\$0.00	\$0.00	\$17,008.70	\$8,305.71	\$85.71	\$4,547.70	\$88.84	\$814.58	\$50,097.29
Representative	Burton, Jefferson	\$18,088.95	\$0.00	\$0.00	\$9,446.71	\$561.40	\$411.00	\$2,931.20	\$37.19	\$0.00	\$31,476.45
Representative	Chew, Scott	\$18,961.05	\$0.00	\$0.00	\$13,313.40	\$5,555.68	\$471.14	\$3,224.00	\$0.00	\$0.00	\$41,525.27
Representative	Christofferson, Kay	\$22,389.60	\$0.00	\$2,348.78	\$17,608.80	\$1,245.64	\$0.00	\$0.00	\$61.16	\$0.00	\$43,653.98
Representative	Clancy, Tyler	\$14,090.40	\$0.00	\$3,135.94	\$5,987.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23,214.25
Representative	Cobb, James	\$14,677.50	\$0.00	\$1,450.00	\$6,653.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22,780.94
Representative	Cutler, Paul	\$14,677.50	\$0.00	\$972.64	\$7,048.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22,698.80
Representative	Dailey-Provost, Jennifer	\$21,551.70	\$3,000.00	\$197.38	\$13,220.60	\$1,340.04	\$0.00	\$0.00	\$1,747.51	\$0.00	\$41,057.23
Representative	Dunnigan, James	\$22,147.35	\$0.00	\$1,056.39	\$9,640.45	\$1,245.64	\$0.00	\$0.00	\$1,701.15	\$0.00	\$35,790.98
Representative	Eliason, Steven	\$23,563.80	\$0.00	\$1,220.32	\$6,864.40	\$1,270.47	\$0.00	\$0.00	\$576.94	\$814.58	\$34,310.51
Representative	Elison, Joseph	\$15,558.15	\$0.00	\$0.00	\$7,216.58	\$5,463.36	\$378.64	\$1,469.40	\$0.00	\$0.00	\$30,086.13
Representative	Garner, Brett	\$10,861.35	\$0.00	\$699.91	\$5,512.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17,074.07
Representative	Gricius, Stephanie	\$16,439.40	\$0.00	\$2,240.02	\$15,498.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$34,177.56
Representative	Gwynn, Matthew	\$18,684.60	\$0.00	\$444.14	\$6,338.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,466.87
Representative	Hall, Katrina	\$14,971.05	\$0.00	\$1,589.81	\$7,181.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23,742.53
Representative	Hawkins, Jonathan	\$18,399.60	\$0.00	\$4,998.05	\$11,250.80	\$670.02	\$0.00	\$0.00	\$0.00	\$814.58	\$36,133.05
Representative	Hayes, Sahara	\$15,558.15	\$0.00	\$906.26	\$8,088.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,553.07
Representative	Hollins, Sandra	\$20,109.60	\$3,000.00	\$604.11	\$11,968.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35,681.81
Representative	Ivory, Kenneth	\$19,246.05	\$0.00	\$1,376.64	\$12,235.00	\$1,245.64	\$0.00	\$0.00	\$1,003.00	\$0.00	\$35,106.33
Representative	Jack, Colin	\$19,573.80	\$0.00	\$0.00	\$13,783.20	\$6,249.42	\$975.67	\$4,612.80	\$0.00	\$0.00	\$45,194.89
Representative	Jimenez, Timothy	\$14,677.50	\$0.00	\$2,164.24	\$7,145.93	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23,987.67
Representative	Johnson, Dan	\$18,986.70	\$0.00	\$0.00	\$1,565.02	\$6,293.50	\$472.08	\$1,264.80	\$90.00	\$0.00	\$28,672.10

Representative	Judkins, Marsha	\$20,118.15	\$0.00	\$1,208.79	\$8,478.27	\$1,340.04	\$0.00	\$86.68	\$67.26	\$814.58	\$32,113.77
Representative	King, Brian	\$18,088.95	\$0.00	\$368.13	\$9,480.84	\$0.00	\$0.00	\$0.00	\$0.00	\$814.58	\$28,752.50
Representative	Kohler, Michael	\$16,387.50	\$0.00	\$0.00	\$1,373.54	\$0.00	\$431.13	\$2,514.72	\$0.00	\$0.00	\$20,706.89
Representative	Kotter, Quinn	\$14,677.50	\$0.00	\$20.21	\$4,151.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,848.75
Representative	Kyle, Jason	\$14,677.50	\$0.00	\$2,409.76	\$14,514.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$31,601.26
Representative	Lee, Trevor	\$14,677.50	\$0.00	\$1,494.64	\$14,535.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30,707.74
Representative	Lesser, Rosemary	\$21,309.45	\$3,000.00	\$2,266.94	\$7,054.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$33,630.67
Representative	Lisonbee, Karianne	\$23,036.55	\$3,000.00	\$2,058.62	\$13,166.70	\$1,245.64	\$0.00	\$0.00	\$715.85	\$0.00	\$43,223.36
Representative	Loubet, Anthony	\$14,677.50	\$0.00	\$1,150.84	\$7,063.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22,891.54
Representative	Lund, Steven	\$16,672.50	\$0.00	\$0.00	\$10,116.30	\$6,648.45	\$444.14	\$2,343.60	\$0.00	\$0.00	\$36,224.99
Representative	Lyman, Phillip	\$17,829.60	\$0.00	\$0.00	\$9,411.61	\$7,801.39	\$1,063.54	\$5,108.80	\$0.00	\$0.00	\$41,214.94
Representative	Maloy, Albert	\$17,812.50	\$0.00	\$1,956.68	\$6,049.82	\$0.00	\$0.00	\$0.00	\$1,183.36	\$0.00	\$27,002.36
Representative	Matthews, Ashlee	\$18,810.00	\$0.00	\$1,200.02	\$9,460.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29,470.40
Representative	Moss, Carol	\$18,106.05	\$0.00	\$1,262.54	\$5,471.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,839.96
Representative	Moss, Jefferson	\$21,828.15	\$3,000.00	\$2,367.07	\$12,853.90	\$1,222.60	\$0.00	\$0.00	\$302.22	\$0.00	\$41,573.94
Representative	Musselman, Calvin	\$18,667.50	\$0.00	\$2,297.33	\$16,771.60	\$1,340.04	\$0.00	\$0.00	\$1,207.99	\$814.58	\$41,099.04
Representative	Owens, Derrin	\$22,155.90	\$0.00	\$1,157.37	\$11,410.50	\$0.00	\$0.00	\$0.00	\$52.39	\$0.00	\$34,776.16
Representative	Petersen, Michael	\$19,237.50	\$0.00	\$0.00	\$6,348.09	\$9,065.43	\$511.90	\$1,264.80	\$641.00	\$0.00	\$37,068.72
Representative	Peterson, Karen	\$18,391.05	\$0.00	\$1,803.04	\$13,570.80	\$1,340.04	\$0.00	\$0.00	\$993.00	\$0.00	\$36,097.93
Representative	Peterson, Thomas	\$17,259.60	\$0.00	\$0.00	\$2,176.12	\$1,313.46	\$449.71	\$0.00	\$0.00	\$0.00	\$21,198.89
Representative	Peterson, Val	\$20,377.50	\$3,000.00	\$2,566.76	\$12,381.90	\$2,696.06	\$0.00	\$0.00	\$932.00	\$0.00	\$41,954.22
Representative	Pierucci, Candice	\$20,981.70	\$0.00	\$1,628.08	\$17,610.70	\$1,245.64	\$0.00	\$0.00	\$95.48	\$0.00	\$41,561.60
Representative	Pulsipher, Susan	\$16,370.40	\$0.00	\$996.80	\$9,390.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,757.50
Representative	Rohner, Judy	\$16,663.95	\$0.00	\$1,062.49	\$4,941.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22,667.79
Representative	Romero, Angela	\$24,045.10	\$3,000.00	\$630.64	\$6,144.90	\$1,085.71	\$0.00	\$0.00	\$694.81	\$0.00	\$35,601.16
Representative	Schultz, Michael	\$20,160.90	\$4,000.00	\$1,971.44	\$17,748.80	\$1,399.59	\$0.00	\$0.00	\$0.00	\$0.00	\$45,280.73
Representative	Shipp, Rex	\$18,943.95	\$0.00	\$0.00	\$14,161.30	\$9,083.51	\$1,194.68	\$3,437.28	\$1,086.12	\$814.58	\$48,721.42
Representative	Snider, Casey	\$21,853.80	\$3,000.00	\$0.00	\$18,538.70	\$6,094.00	\$565.60	\$2,209.68	\$461.57	\$0.00	\$52,723.35
Representative	Spendlove, Robert	\$20,964.60	\$3,000.00	\$1,305.33	\$13,274.29	\$1,340.04	\$0.00	\$0.00	\$100.00	\$344.63	\$40,328.89
Representative	Stenquist, Jeffrey	\$22,440.90	\$0.00	\$1,979.26	\$13,690.86	\$1,340.04	\$0.00	\$507.16	\$327.00	\$0.00	\$40,285.22
Representative	Stoddard, Andrew	\$19,513.95	\$0.00	\$1,278.82	\$17,258.75	\$1,340.04	\$0.00	\$0.00	\$739.99	\$0.00	\$40,131.55
Representative	Stratton, Keven	\$19,790.40	\$0.00	\$2,827.11	\$16,572.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$39,189.99
Representative	Strong, Mark	\$18,399.60	\$0.00	\$1,753.58	\$15,879.01	\$1,245.64	\$0.00	\$0.00	\$67.66	\$0.00	\$37,345.49
Representative	Teuscher, Jordan	\$27,780.75	\$0.00	\$1,963.14	\$13,650.63	\$2,663.37	\$0.00	\$0.00	\$2,931.80	\$438.62	\$49,428.31

Representative	Thurston, Norman	\$19,254.60	\$0.00	\$5,560.52	\$11,346.58	\$886.68	\$0.00	\$89.90	\$1,183.17	\$814.58	\$39,136.03
Representative	Walter, Neil	\$14,677.50	\$0.00	\$0.00	\$14,819.50	\$6,729.26	\$378.64	\$1,735.38	\$0.00	\$0.00	\$38,340.28
Representative	Ward, Raymond	\$18,667.50	\$0.00	\$952.92	\$17,809.43	\$1,013.96	\$0.00	\$0.00	\$1,098.94	\$0.00	\$39,542.75
Representative	Watkins, Christine	\$20,982.30	\$0.00	\$0.00	\$2,010.40	\$6,259.16	\$65.50	\$2,677.16	\$1,325.10	\$0.00	\$33,319.62
Representative	Welton, Douglas	\$16,646.85	\$0.00	\$0.00	\$6,202.04	\$6,896.65	\$609.46	\$1,015.56	\$34.02	\$0.00	\$31,404.58
Representative	Wheatley, Mark	\$20,377.50	\$0.00	\$1,014.54	\$9,722.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$31,114.64
Representative	Whyte, Stephen	\$17,803.95	\$0.00	\$0.00	\$15,769.30	\$6,016.00	\$908.62	\$1,116.00	\$0.00	\$0.00	\$41,613.87
Representative	Wilcox, Ryan	\$20,437.35	\$0.00	\$4,808.26	\$12,813.52	\$1,340.04	\$0.00	\$0.00	\$1,313.19	\$0.00	\$40,712.36
Representative	Wilson, Bradley	\$20,662.50	\$5,000.00	\$1,202.48	\$12,969.11	\$4,267.47	\$0.00	\$0.00	\$4,285.57	\$0.00	\$48,387.13
Senator	Adams, J.	\$20,703.25	\$5,000.00	\$2,032.71	\$10,205.13	\$4,158.38	\$466.57	\$0.00	\$1,362.20	\$0.00	\$43,928.24
Senator	Anderegg, Jacob	\$22,743.00	\$0.00	\$2,145.53	\$18,832.18	\$166.25	\$450.15	\$297.60	\$0.00	\$696.02	\$45,330.73
Senator	Blouin, Nathan	\$16,723.80	\$0.00	\$346.31	\$8,474.13	\$0.00	\$348.78	\$0.00	\$0.00	\$0.00	\$25,893.02
Senator	Bramble, Curtis	\$19,280.25	\$0.00	\$0.00	\$9,535.33	\$0.00	\$473.80	\$1,131.50	\$0.00	\$0.00	\$30,420.88
Senator	Buxton, David	\$19,833.15	\$3,000.00	\$1,426.87	\$10,345.89	\$0.00	\$466.57	\$0.00	\$0.00	\$0.00	\$35,072.48
Senator	Cullimore, Kirk	\$24,470.10	\$3,000.00	\$1,452.39	\$18,964.92	\$1,635.28	\$466.57	\$0.00	\$0.00	\$0.00	\$49,989.26
Senator	Escamilla, Luz	\$28,787.85	\$4,000.00	\$454.95	\$13,477.69	\$0.00	\$435.44	\$0.00	\$0.00	\$0.00	\$47,155.93
Senator	Fillmore, Lincoln	\$25,333.65	\$0.00	\$1,628.68	\$18,480.57	\$0.00	\$402.17	\$0.00	\$0.00	\$0.00	\$45,845.07
Senator	Grover, Keith	\$20,739.45	\$0.00	\$818.00	\$13,013.45	\$5,590.07	\$469.57	\$0.00	\$0.00	\$0.00	\$40,630.54
Senator	Harper, Wayne	\$25,099.95	\$0.00	\$1,122.55	\$10,112.54	\$932.44	\$469.57	\$322.40	\$1,639.07	\$0.00	\$39,698.52
Senator	Hinkins, David	\$22,147.35	\$0.00	\$0.00	\$9,767.24	\$6,797.96	\$534.36	\$4,192.44	\$0.00	\$0.00	\$43,439.35
Senator	Ipson, Don	\$20,964.60	\$3,000.00	\$0.00	\$10,715.76	\$8,611.00	\$508.36	\$5,312.16	\$0.00	\$0.00	\$49,111.88
Senator	Johnson, John	\$19,833.15	\$0.00	\$1,835.55	\$5,756.62	\$0.00	\$469.57	\$44.64	\$0.00	\$0.00	\$27,939.53
Senator	Kennedy, Michael	\$20,713.80	\$0.00	\$2,311.71	\$17,225.67	\$0.00	\$469.57	\$0.00	\$0.00	\$398.88	\$41,119.63
Senator	Kwan, Karen	\$20,403.15	\$0.00	\$660.91	\$11,462.15	\$1,162.12	\$348.78	\$0.00	\$104.27	\$0.00	\$23,446.86
Senator	McCay, Daniel	\$19,807.50	\$0.00	\$1,488.00	\$11,107.30	\$0.00	\$469.57	\$0.00	\$0.00	\$0.00	\$32,872.37
Senator	Mckell, Michael	\$22,155.90	\$0.00	\$0.00	\$17,970.59	\$0.00	\$508.36	\$3,217.80	\$0.00	\$0.00	\$43,852.65
Senator	Millner, F	\$25,040.10	\$3,000.00	\$1,740.69	\$11,337.17	\$0.00	\$469.57	\$0.00	\$1,022.16	\$696.02	\$42,283.55
Senator	Owens, Derrin	\$21,275.25	\$0.00	\$0.00	\$12,513.19	\$779.67	\$508.36	\$2,023.06	\$0.00	\$0.00	\$37,099.53
Senator	Pitcher, Stephanie	\$21,300.90	\$3,000.00	\$823.65	\$13,583.14	\$146.83	\$348.78	\$242.42	\$0.00	\$0.00	\$33,733.74
Senator	Plumb, Jennifer	\$17,319.45	\$3,000.00	\$524.75	\$5,181.98	\$0.00	\$333.00	\$0.00	\$0.00	\$0.00	\$26,359.18
Senator	Riebe, Kathleen	\$18,425.25	\$3,000.00	\$1,007.47	\$6,635.16	\$0.00	\$435.44	\$0.00	\$0.00	\$0.00	\$29,503.32
Senator	Sandall, Scott	\$24,763.65	\$0.00	\$0.00	\$15,577.64	\$6,754.08	\$508.36	\$2,511.62	\$0.00	\$0.00	\$50,115.35
Senator	Stevenson, Jerry	\$22,440.90	\$3,000.00	\$1,526.79	\$9,893.93	\$0.00	\$469.57	\$0.00	\$0.00	\$0.00	\$37,331.19
Senator	Thatcher, Daniel	\$23,598.00	\$0.00	\$333.91	\$12,718.71	\$0.00	\$469.57	\$0.00	\$0.00	\$0.00	\$37,120.19
Senator	Vickers, Evan	\$25,014.45	\$4,000.00	\$0.00	\$10,337.50	\$10,439.51	\$508.36	\$6,861.19	\$0.00	\$0.00	\$57,161.01
Senator	Weiler, Todd	\$22,708.80	\$0.00	\$531.15	\$18,080.10	\$0.00	\$469.57	\$0.00	\$0.00	\$488.28	\$42,277.90

Senator	Wilson, Chris	\$20,143.80	\$0.00	\$0.00	\$11,331.11	\$5,066.00	\$508.36	\$2,343.60	\$0.00	\$648.18	\$40,041.05
Senator	Winterton, Ronald	\$20,437.35	\$0.00	\$0.00	\$10,049.44	\$6,617.33	\$508.36	\$3,648.99	\$129.10	\$0.00	\$41,390.57

Totals	\$2,044,285.70	\$3,866,608.43
Average	\$19,656.59	\$37,178.93
Median	\$19,798.95	\$37,084.13
Max	\$28,787.85	\$140,071.04
Low	\$10,861.35	\$17,074.07

*All data represents FY2023 compensation

¹ Meeting Pay is the daily rate compensation, be it for session days, interim days, or days legislators attend other committees they are assigned to.

² Special Pay includes reimbursement items for mileage (if under 50 miles away), meal deduction, and/or reimbursement.

³ Mileage is reimbursement for miles traveled for legislators who live farther than 50 miles away from the capitol

⁴Benefits include funds paid for Workers Comp Ins, Unemployment Ins, Social Security Tax, Medicare Tax, Retirement Contributions, Professional Development Pay, Long Term Disability, Life Insurance, Leave pool, 401(k) Match,

Dental Insurance, Health Insurance, Health Savings Contributions, and Incentive Awards

The Senate and House also made payments of \$904,910 to PEHP and URS for retirement and health insurance contributions. These payments are not allocated to specific Senators or Representatives in the financial system.

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)

(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.

⁹ Retrieved from http://le.utah.gov/xcode/ArticleVI/Article_VI_Section_9.html.

(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.