

# **Report of the Utah Legislative Compensation Commission**



*Photo Credit: Hannah Elliott*

Prepared for the 2026 General Session of the Utah State Legislature

## Table of Contents

Letter to the Legislature.....	3
Introduction.....	5
Legislator Compensation.....	7
Survey of Legislators.....	12
Analysis of Data.....	17
Recommendations.....	20
Appendix A.....	21
Appendix B.....	46
Appendix C.....	61



Governor's Office of Planning and Budget  
State Capitol Complex, Suite 150  
Salt Lake City, UT 84114  
Telephone: (801) 538-1702

## Legislative Compensation Commission

---

November 13, 2025

### To the Utah State Legislature:

The Legislative Compensation Commission ("the Commission") has completed its report for the 2026 General Session of the Utah State Legislature, for recommendations for 2027.

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 continuation of the survey to legislators on their compensation. 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,

Elizabeth Weight

Matthew Bell

Kent Andersen

Bryan Smith

Susan Johnsen

Shiloah Young Gilmore

Brent Boswell

---

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 C) 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 C 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, and major geographic areas of the state. People employed in the legislative, judicial, and executive branches are not eligible for appointment.

Appointed commissioners are listed below:

Name	Occupation	Residence	Term Expires
Kent Andersen	Davis County Community and Economic Development	Centerville	10/11/2027
Bryan Smith	VP Marketing	Springville	10/11/2027
Susan Johnsen	Music Educator	Grantsville	10/11/2027
Elizabeth Weight	Retired Educator	West Valley City	10/31/2027
Matthew Bell	Deputy Sheriff	Ogden	11/08/2027
Shiloah Young Gilmore	Delta Agent	West Valley City	08/14/2029
Brent Boswell	Juab County Economic Development Director	Nephi	08/14/2029

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 C 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, 2027.

# Legislator Compensation

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

## Salary

Utah’s state legislators receive a daily salary of \$301 per day for all authorized legislative days<sup>2</sup>, which includes the 45-day general session, plus special session days, veto override session days, interim days (designated by the Legislative Management Committee) or any other day that includes a meeting of a committee, subcommittee, commission, task force, or other legislative meeting, provided that the committee, subcommittee, commission, task force, or other entity is created by statute or joint resolution, the legislator’s attendance at the meeting is approved by the Legislative Management Committee, and service and payment for service by the legislator is not in violation of the *Utah Constitution*, including Article V and Article VI, Sections 6 and 7. They also receive a daily salary of \$301 for up to 10 authorized legislative training days.

For the 45-day general session, all legislators receive a lump sum payment of \$13,545 (\$301 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.

---

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

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

The current salary model has been in effect since January 1, 2025.

## 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.

JR5-2-101<sup>3</sup> through JR5-2-103 addresses reimbursement for lodging, meals, and transportation. Legislators may claim reimbursements for actual lodging, meal expenses, and transportation costs incurred by the legislator in association with the legislator’s official duties for an authorized legislative day.

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

Administrative Rule R25-7, *Travel-Related Reimbursements for State Employees*<sup>4</sup>, as in effect on July 22, 2025, 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)

---

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

<sup>4</sup> Retrieved from <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 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 and dental (including 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*<sup>5</sup>**

Legislators entering office before July 1, 2011, remain eligible for service credit under the pension program. Legislators are eligible for these retirement benefits 1) if they have reached age 65 and have served four or more years or 2) have reached age 62 and have served ten or more years (subject to actuarial reduction). The retirement benefit is equal to \$10 per month, increased semiannually 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, 2025, is \$33.20 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*<sup>6</sup>**

<sup>5</sup> UCA 49-19, for a summary of the plan, see [Utah Governors and Legislators Retirement Plan Highlights](#), effective July 1, 2025; pamphlet published by Utah Retirement Systems

<sup>6</sup> UCA 49-22, for a summary of the plan, see [Utah Retirement Systems Tier 2 Defined Contribution Plan Highlights](#), effective July 1, 2025; 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 with the state picking up the majority of the premium cost share and employees picking up the remaining.

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

Annual costs<sup>7</sup> to the state for a legislator enrolled in a traditional medical plan and a traditional dental plan are as follows:

Coverage	Medical	Dental	Total
Single	\$10,035	\$ 407	\$10,442
Double	\$20,666	\$ 756	\$21,422
Family	\$27,550	\$1,375	\$28,925

Also available are Health Savings Account (HSA) plans such as STAR and Consumer 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 Benefits<sup>8</sup>***

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

<sup>7</sup> Utah Public Employees Health Program, *2025-2026 Benefits Summary*, retrieved from [www.pehp.org](http://www.pehp.org).

<sup>8</sup> Retrieved from [http://le.utah.gov/xcode/Title49/Chapter20/49-20-S404.html?v=C49-20-S404\\_1800010118000101](http://le.utah.gov/xcode/Title49/Chapter20/49-20-S404.html?v=C49-20-S404_1800010118000101)

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

## Survey of Legislators

In the 2024 Legislative Compensation Commission Report, the Commission recommended surveying Legislators to better understand their compensation to focus their work on reoccurring compensation issues.

Questions were fully anonymous for respondents. Four questions were asked in total to gauge the opinions of legislators on how they feel about their compensation. Two questions were open ended to get feedback directly from legislators. A total of 37 answers were collected, 32 from Representatives and 5 from Senators. The survey was sent out on August 4, 2025 and closed on August 22, 2025. The commission acknowledges that the response rate is not high, but insightful for those that did respond.

Answers to have each question answered can be viewed below. Individual responses to each question of the survey can be found in Appendix B. The Commission also added references and responded to each free response question, which is also included in Appendix B on that free response question.

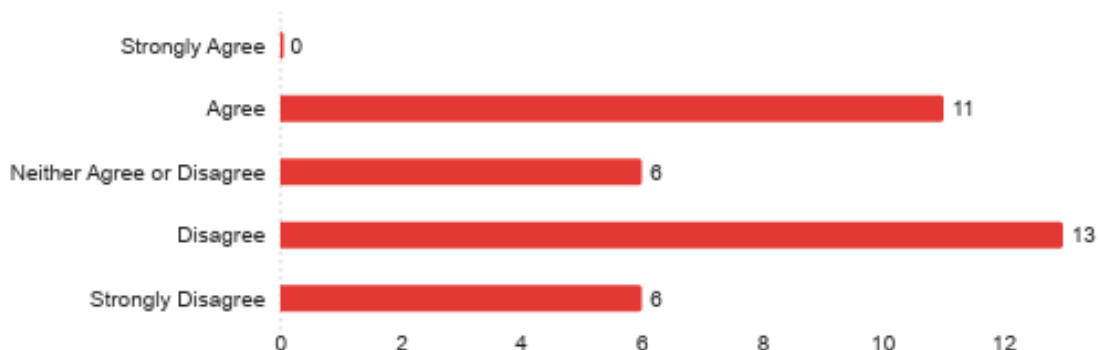
### 1. I am a...

- a. Representative
- b. Senator



### 2. Do you think the total compensation\* you receive is fair for the work you do as a legislator? \*Total compensation includes daily pay rate, health and dental insurance, retirement benefits, per diem and expense reimbursements, and leadership pay if applicable

- a. Strongly Agree
- b. Agree
- c. Neither Agree or Disagree
- d. Disagree
- e. Strongly Disagree



### 3. Based on your answer above, please explain your reasoning behind your choice

Compensation is not commensurate with the work that is done, but serving in the legislature is about public service so it should not be about monetary compensation.

There are lots of meeting with local elected officials along with mileage that is not compensated which comes out of our pockets or campaign funds.

Many, many hours are spent working on constituent issues, meeting with local government officials, attending site visits, educational forums and more, which is not compensated.

I spend several hours each week between meeting with constituent groups, working on bill files, responding to constituent emails and phone calls, attending events, visiting classrooms, etc. for no compensation.

The pay is low based on what one could be earning if they spent their time elsewhere. It is fine for most of us, we don't do it for the pay, but I know there are some in the body that could use a bump to help supplement their time away from their full time jobs or childcare.

I don't quibble with the daily rate, but there are so many non-compensated days that the earnings rate for work is really quite low.

The work involved in representing our districts is much more than attending formal committee and session meetings. There is a lot of time in answering emails. Talking to constituents, attending events and meeting that are not "official" meetings. Having said that, I don't think that we should get a lot more pay because we treat this opportunity more as a service.

I have served 5 years in the House of Representatives and 5 years in the senate. The time required of me as a Senator is many times more that when I was in the House. Trying to juggle all that is asked of me with one legislative assistant who I share with 7 other senators. My answer to the question has to do with the entire package of compensation which includes support with staff. I feel we run a very conservative legislature and in my opinion a little too conservative considering staff support etc.

Its fine.

I don't want taxes going up but it does cost me a lot financially to step away and do this.

I think the current package is great. It covers some costs but isn't so much that it burdens the taxpayer or becomes a primary motivation for public service.

I would do it for peanuts

I put in so much time to different meeting that the hourly amount I get is less than minimum wage.

Mileage and hotel reimbursement over 40 miles takes taxes out of reimbursement.

A mileage budget including constitute visits and traveling to learn about issues would be very helpful.

Retirement benefits that don't tenure after 10 years has become problematic. This has made for a decrease in average length of tenure. Losing institutional knowledge.

Rural legislators with several counties and reporting responsibilities have much more time and expenses

The hourly rate is less than minimum wage.

It's generally fine, but there are some little things that are weird, like not being reimbursed for certain expenses when on approved travel.

While the benefits, health and dental insurance, retirement benefits are good, the daily pay is not adequate. Some legislators have to take leave without pay from their regular jobs, like teachers, for example. They lose a significant pay to serve.

I believe in fiscal conservative policy and I think the current pay structure is a good balance with compensation for time and cost management.

#### 4. What improvements, if any, to your compensation would you like to see adjusted and why?

more constituents day pay

Similar to training days, pay a legislator up to a certain number of days per year for constituent services and local government interaction.

I would like to see some sort of per diem or payment for constituent outreach and services.

An increase in the daily pay rate.

Either adjust the daily rate or allow for additional days to be counted as compensated work days.

A little more pay would cover some of the costs and make it more doable for legislators with families and full-time jobs.

I'd like to see another Legislative Assistant who can help reduce the ratio of 1 LA for 8 Senators. I also believe our medical insurance provider could be more willing to provide support versus current behavior. I'm getting older and don't have medical insurance, I hate the fact that we used to provide medical insurance coverage for legislators long term if they served a certain number of years. I came in one year too late and didn't get that....can we bring it back for a few of us?

None, Its fine.

Not sure

Non financial benefits like staff or education stipends, increase travel expenditures for trainings

Pay for other meeting that my constituents want me to attend such as city council or county commission meetings. other meetings that may have to do with committee assignments. It doesn't need to be huge, but something and maybe even have so many meetings per year that can be condense in this fashion.

Travel and , per diem

We are the lowest paid public servants, except for volunteers.

Have a more logical policy for reimbursing for approved travel.

The daily pay rate needs to be much higher. Some legislators are wealthy or own businesses that can be run by their employees while they are in session, but others are not, and it is a real sacrifice for them to serve.

N/a

Tie compensation to inflation so that it increases as cost of living increases.

I would like to see a breakdown of the pay stub each month.

I think a small increase would be appropriate.

It's fine



# Analysis of Data

All tables hereinafter referenced are found in the Appendixes.

## 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 legislature generally compensates 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 how states compensated their legislative bodies. Responses are available based on each state responding to the NCSL survey, because of this, data is not available for certain states who did not respond. 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 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.

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 18<sup>th</sup> highest in the nation (see Table 2), equating to an hourly wage of \$37.63. The average hourly wage for all state legislatures is \$39.27, while the median is \$25.27.

### ***Hourly Wages Plus Per Diems***

When adding urban per diems to hourly wages, Utah ranks 23<sup>rd</sup> 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 \$43.25. The average hourly wage for all states including urban per diem rates is \$51.52, while the median is \$41.99.

When referencing rural per diems, Utah ranks 26<sup>th</sup> at \$44.38. The average hourly wage for all state legislatures plus rural per diem rates is \$56.27, while the median is \$45.63.

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

Using daily salaries to compare Utah (\$301) to all other states shows that Utah ranks 18<sup>th</sup> in the nation for legislative pay (see Table 2) and is one of eight states that have a daily salary rate.

Comparing annual salaries, Utah legislators' \$13,545 (when counting the legislative session only) puts Utah's legislator salaries at 39<sup>th</sup> 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 5<sup>th</sup> of the 11 states when considering hourly wage plus urban per diem and 7<sup>th</sup> 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 2<sup>nd</sup>. 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 2025 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 \$301 to \$316 a (5% COLA) rounded up to the next dollar.
2. The commission recommends continuing the survey to continue gathering data about legislative compensation. GOPB will continue to facilitate this survey as they are staff support for the commission.
3. Recommend keeping leadership pay as is: \$5,000 for Speaker of the House and President of the Senate; \$4,000 for Majority and Minority party leaders; and \$3,000 for Majority and Minority Whips, Assistant Whips, Minority Caucus Leaders, Executive Appropriations Committee Chairs and Vice Chairs, and Senate and House Rules Chairs.

## *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 \$15 increase to the daily rate for legislators, bringing the rate to \$316.** This **5% increase** is rounded to the nearest dollar for accounting purposes. Due to this report being presented to the 2026 Legislative body, but not going into effect until 2027 – 2028, the commission recommends a higher COLA to cover two-years of state employees yearly COLAs.

## *Overview of Legislator Compensation*

After reviewing legislator compensation, the Commission agreed that while responses for the survey were low, they did give a good indicator of items that need to be further studied, or clarification on how legislators get paid and for what. The Commission recommends this survey be continued to further highlight compensation needs. By continuing to collect legislative feedback, the Commission can better direct their work for future years.

# Appendix A

**Table 1: Legislator Compensation by State, 2024**

State	Base Salary	Session Per Diem Rate
Alabama	\$59,674	The per diem rate depends on how far a member is from their base. Legislators who are 0-5 hours and 59 minutes from their base do not receive a per diem. Legislators who are 6-12 hours outside of their home receive \$12.75 per day. Legislators who are over 12 hours away from their home base with no overnight receive \$34 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators. Members can receive per diem outside of session.
Alaska	\$84,000	\$307 per day. Legislators whose place of permanent residence is not in Juneau can receive per diem for lodging and meal expenses for each day the legislature is in session. Juneau legislators receive no session per diem. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Session per diem is tax exempt. Special session per diem is non-taxable if certain requirements are met. Members can receive per diem outside of session.
Arizona	\$24,000	Legislators whose primary residence is in Maricopa County receive \$35 per day. Legislators whose primary residence is outside Maricopa County receive \$251.66 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators. Members can receive per diem outside of session.
Arkansas	\$44,356	For legislators residing within 50 miles of the Capitol: \$59 per day. For legislators residing 50 miles or more from the Capitol: \$166 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
California	\$128,215	\$214 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is tax exempt for all state legislators. Members can receive per diem outside of session.
Colorado	\$43,977	For legislators residing within 50 miles of the Capitol: \$45 per day. For legislators residing 50 miles or more from the Capitol: \$237 per day. Per diem is vouchered. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators. Members can receive per diem outside of session.
Connecticut	\$40,000	Members do not receive per diem.
Delaware	\$50,678	Members do not receive per diem.
Florida	\$29,697	\$175 per day up to the maximum of 60 days. Members can receive per diem outside of session at a rate of \$80 per day or lodging costs at a single rate and a \$36 meal allowance for travel on official business outside their district.
Georgia	\$24,342	\$247 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is vouchered. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
Hawaii	\$74,160	\$225 per day, but only non-Oahu legislators are eligible.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is tax exempt for all state legislators. Members can receive per diem outside of session.
Idaho	\$19,913	For legislators residing within 50 miles of the Capitol: \$74 per day. For legislators residing more than 50 miles from the Capitol: \$221 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.
Illinois	\$89,250	\$166 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators.
Indiana	\$32,070	\$196 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.

Iowa	\$25,000	\$178 per day for legislators living outside of Polk County. \$133.50 per day for legislators who live within Polk County. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators. Members can receive per diem outside of session.
Kansas	\$88.60/d	\$166 per day, based on the federal rate. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
Kentucky	\$188.22/d	\$182.60 per day to cover all expenses. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is tax exempt for all state legislators. Members can receive per diem outside of session at varying rates.
Louisiana	\$16,800	\$166 per day. Changes with federal rates every Oct 1st. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators. Members can receive per diem outside of session.
Maine	\$27,913	The session per diem rate for state legislators is \$70 per day for lodging, or, in lieu of lodging, round-trip mileage at the lower of \$0.55 per mile or the federal standard mileage rate, plus actual tolls and \$50 per day for meals. Per diem is vouchered. Members can receive per diem outside of session.
Maryland	\$54,437	Lodging is \$115 per day and meals are \$63 per day. Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
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	\$66 per day for House members. \$86 per day for Senate members. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax deductible for some state legislators. Members can receive per diem outside of session.
Mississippi	\$23,500	\$166 per day for Senate members. \$157 per day for House members if present on roll call. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some senators. Per diem is taxable for all representatives. Members can receive per diem outside of session.
Missouri	\$41,070	\$132.80 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.
Montana	\$92.46 (L)	\$171 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.
Nebraska	\$12,000	For legislators residing within 50 miles of the Capitol: \$55 per day. For legislators residing 50 miles or more from the Capitol: \$151 per day. Both rates are tied to federal per diem rates.
Nevada	\$130 (L)	Members receive per diem, amounts not available.
New Hampshire	\$100	Members do not receive per diem.
New Jersey	\$49,000	Members do not receive per diem.
New Mexico	\$0	\$191 per day. Per diem is vouchered. Per diem is taxable for all state legislators. Members can receive per diem outside of session.
New York	\$142,000	Members receive per diem, amounts not available.
North Carolina	\$13,951	\$104 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
North Dakota	\$495/month	\$205 per day. \$213 per day starting July 2024. Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for all state legislators. Members can receive per diem outside of session.
Ohio	\$71,099	Members do not receive per diem.
Oklahoma	\$47,500	\$174 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable and tax deductible for all state legislators.
Oregon	\$35,052	\$157 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.

Pennsylvania	\$106,422	\$185 per day. Per diem is vouchered. Per diem is tax deductible for some state legislators. Members can receive per diem outside of session.
Rhode Island	\$19,037	Members do not receive per diem.
South Carolina	\$10,400	\$231 per day. Per diem is vouchered. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
South Dakota	\$13,436	\$166 per day for legislators who reside more than 50 miles away from the Capitol. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is tax exempt for all state legislators. Members can receive per diem outside of session.
Tennessee	\$28,406	\$326.47 per day. Legislators living within 50 miles of the Capitol receive a reduced amount of \$47 per day. Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
Texas	\$7,200	\$221 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators. Members can receive per diem outside of session.
Utah	\$301/d (C)	Per diem is allowed, with receipt, for lodging and meals during the annual general session or any other authorized legislative day. The maximum reimbursement for lodging is the current General Services Administration rate (\$139 in 2024). Meal reimbursement is up to \$13 for breakfast, \$15 for lunch and \$26 for dinner. Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
Vermont	\$733.04/w during session	Members do not receive per diem during session. Members can receive per diem outside of session at a rate of \$168.66 per day.
Virginia	\$17,820	\$213 per day, which is tied to the US GSA rate for Richmond. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators. Members can receive per diem outside of session.
Washington	\$61,094	\$202 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Legislators may also choose to receive a lesser per diem rate and a lesser number of claimed days. Per diem is taxable for some state legislators. Members can receive per diem outside of session.
West Virginia	\$20,000	Members who commute daily receive \$75 per day. Members who do not commute daily receive \$175 per day.
Wisconsin	\$57,408	For House members: The overnight rate is \$155.70 per day. The non-overnight rate is \$77.85 per day. Legislators representing a portion of the county where the Capitol is located receive only the rate of \$77.85 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators. For Senate members: Up to \$140 per days for days spent in Madison for state business. Dane County Senators are allowed half of that amount, or \$70 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators. Members can receive per diem outside of session.
Wyoming	\$150/d	\$109 per day. Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is vouchered. Per diem is taxable for all state legislators. Members can receive per diem outside of session.

Source: NCSL <https://www.ncsl.org/about-state-legislatures/2024-legislator-compensation>.



Table 2: State Legislator Salaries - All States, 2024

State	Annual Salary	Daily Salary		Session Days (C) 2024	Hourly Wage (*)	Hourly Wage Rank	Daily Salary	Daily Salary Rank	Annual Salary	Annual Salary Rank
Alabama	\$59,674			93	\$80.21	7	\$641.66	7	\$59,674	11
Alaska	\$84,000			120	\$87.50	5	\$700.00	5	\$84,000	5
Arizona	\$24,000			159	\$18.87	33	\$150.94	33	\$24,000	29
Arkansas	\$44,356			31	\$178.85	1	\$1,430.84	1	\$44,356	18
California	\$128,215			334	\$47.98	13	\$383.88	13	\$128,215	2
Colorado1	\$43,977			122	\$45.06	14	\$360.47	14	\$43,977	19
Connecticut	\$40,000			91	\$54.95	12	\$439.56	12	\$40,000	21
Delaware	\$50,678			342	\$18.52	35	\$148.18	35	\$50,678	15
Florida	\$29,697			59	\$62.92	10	\$503.34	10	\$29,697	24
Georgia	\$24,342			80	\$38.03	17	\$304.27	17	\$24,342	28
Hawaii	\$74,160			108	\$85.83	6	\$686.67	6	\$74,160	6
Idaho	\$19,913			93	\$26.76	24	\$214.12	24	\$19,913	32
Illinois	\$89,250			507	\$22.00	31	\$176.04	31	\$89,250	4
Indiana	\$32,070			66	\$60.74	11	\$485.91	11	\$32,070	23
Iowa	\$25,000			103	\$30.34	22	\$242.72	22	\$25,000	27
Kansas	\$0	\$88.66	(L)	113	\$11.08	41	\$88.66	41	\$10,019	43
Kentucky	\$0	\$188.22	(C)	104	\$23.53	29	\$188.22	29	\$19,575	33
Louisiana2	\$16,800			84	\$25.00	27	\$200.00	27	\$16,800	36
Maine3	\$27,913			128	\$27.26	23	\$218.07	23	\$27,913	26
Maryland	\$54,437			89	\$76.46	8	\$611.65	8	\$54,437	13
Massachusetts	\$73,655			363	\$25.36	25	\$202.91	25	\$73,655	7
Michigan	\$71,685			356	\$25.17	26	\$201.36	26	\$71,685	8
Minnesota	\$51,750			98	\$66.01	9	\$528.06	9	\$51,750	14
Mississippi	\$23,500			133	\$22.09	30	\$176.69	30	\$23,500	30
Missouri	\$41,070			148	\$34.69	19	\$277.50	19	\$41,070	20
Montana		\$104.86	(L)	0	\$0.00	47	\$0.00	47	\$0	49
Nebraska	\$12,000			122	\$12.30	40	\$98.36	40	\$12,000	41
Nevada		\$130.00	(L)	0	\$0.00	47	\$0.00	47	\$0	49
New Hampshire	\$100			162	\$0.08	46	\$0.62	46	\$100	48
New Jersey	\$49,000			735	\$8.33	43	\$66.67	43	\$49,000	16
New Mexico4	\$0	\$59	(V)	30	\$7.38	44	\$59.00	44	\$1,770	47

New York	\$142,000			155	\$114.52	4	\$916.13	4	\$142,000	1
North Carolina	\$13,951			293	\$5.95	45	\$47.61	45	\$13,951	38
North Dakota	\$7,104	\$193.00	(C)	0	\$0.00	47	\$0.00	47	\$7,104	45
Ohio	\$71,099			363	\$24.48	28	\$195.87	28	\$71,099	9
Oklahoma	\$47,500			195	\$30.45	21	\$243.59	21	\$47,500	17
Oregon	\$35,052			25	\$175.26	2	\$1,402.08	2	\$35,052	22
Pennsylvania	\$106,422			316	\$42.10	16	\$336.78	16	\$106,422	3
Rhode Island	\$19,037			180	\$13.22	39	\$105.76	39	\$19,037	34
South Carolina	\$10,400			121	\$10.74	42	\$85.95	42	\$10,400	42
South Dakota	\$13,436			121	\$13.88	37	\$111.04	37	\$13,436	40
Tennessee	\$28,406			107	\$33.18	20	\$265.48	20	\$28,406	25
Texas	\$7,200			0	\$0.00	47	\$0.00	47	\$7,200	44
Utah	\$0	\$301.00	(L)	45	\$37.63	18	\$301.00	18	\$13,545	39
Vermont <sup>5</sup>	\$0	\$115.95	(L)	129	\$14.49	36	\$115.95	36	\$14,958	37
Virginia <sup>6</sup>	\$17,820			168	\$13.26	38	\$106.07	38	\$17,820	35
Washington	\$61,094			59	\$129.44	3	\$1,035.49	3	\$61,094	10
West Virginia	\$20,000			59	\$42.37	15	\$338.98	15	\$20,000	31
Wisconsin	\$57,408			350	\$20.50	32	\$164.02	32	\$57,408	12
Wyoming		\$150.00	(L)	25	\$18.75	34	\$150.00	34	\$3,750	46

	Hourly Wage*	Daily Salary	Annual Salary
(L) = Legislative day; (C) = Calendar Day	Quartile 1	\$13.41	\$107.31
(V) = Vouchered; (U) = Unvouchered	Median	\$25.27	\$202.13
	Average	\$39.27	\$314.16
	Quartile 3	\$47.25	\$378.02
	Maximum	\$178.85	\$1,430.84
			\$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 An additional \$6,000 per year as an unvouchered expense is added on top of their annual salary

3 Total is for both annual sessions added together

4 Average of daily rates for the months

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

6 Average of Senators & delegates wages

\* Based on an 8 hour day

Source: <https://www.ncsl.org/about-state-legislatures/2024-legislator-compensation>

**Table 3: State Legislative Sessions by State, 2024**

State	General Session Convened	General Session Adjourned	Calendar Days	Additional Legislative Days, including Special Sessions	
Alabama	6-Feb	9-May	93		
Alaska	16-Jan	15-May	120		
Arizona	8-Jan	15-Jun	159		
Arkansas	10-Apr	9-May	31	17-Jun	19-Jun
California	3-Jan	31-Aug	334	31-Aug	2-Dec
Colorado	10-Jan	8-May	122	26-Aug	29-Aug
Connecticut	7-Feb	8-May	91		
Delaware	9-Jan	30-Jun	342	30-Jun	16-Dec
Florida	9-Jan	8-Mar	59		
Georgia	8-Jan	28-Mar	80		
Hawaii	17-Jan	3-May	108	26-Jun	27-Jun
Idaho	8-Jan	10-Apr	93		
Illinois	10-Jan	31-May	507		
Indiana	8-Jan	14-Mar	66		
Iowa	8-Jan	20-Apr	103		
Kansas	8-Jan	30-Apr	113	18-Jun	18-Jun
Kentucky	2-Jan	15-Apr	104		
Louisiana	11-Mar	3-Jun	84		
Maine	3-Jan	10-May	128		
Maryland	10-Jan	8-Apr	89		
Massachusetts	3-Jan	31-Dec	363		
Michigan	10-Jan	31-Dec	356		
Minnesota	12-Feb	20-May	98		
Mississippi	01/02/2024	14-May	133		
Missouri	3-Jan	30-May	148		
Montana			0		
Nebraska	3-Jan	18-Apr	122	25-Jul	10-Aug
Nevada			0		
New Hampshire	3-Jan	13-Jun	162		
New Jersey	9-Jan	13-Jan	735		
New Mexico	16-Jan	15-Feb	30		
New York	3-Jan	6-Jun	155		
North Carolina	11-Jan	31-Oct	293		
North Dakota			0		
Ohio*	2-Jan	30-Dec	363		
Oklahoma	5-Feb	30-May	195	11-Jun	30-Aug
Oregon	5-Feb	1-Mar	25	12-Dec	12-Dec
Pennsylvania	2-Jan	13-Nov	316		
Rhode Island	2-Jan	30-Jun	180		
South Carolina	9-Jan	9-May	121		
South Dakota	9-Jan	9-May	121		

Tennessee	9-Jan	25-Apr	107		
Texas			0		
Utah	16-Jan	1-Mar	45	19-Jun	19-Jun
Vermont	3-Jan	11-May	129		
Virginia	10-Jan	9-Mar	168	13-May	30-Aug
Washington	8-Jan	7-Mar	59		
West Virginia	10-Jan	9-Mar	59		
Wisconsin	16-Jan	31-Dec	350		
Wyoming	12-Feb	8-Mar	25		

Source: <https://www.ncsl.org/about-state-legislatures/2024-state-legislative-session-calendar>

\*States with noncontinuous multiple sessions:

- Louisiana had numerous special sessions: January 15 - January 19, February 19 - February 29, November 6 - November 22
- Montana, Nevada, North Dakota, and Texas did not have a regular session in 2024
- Ohio was in a skeleton session for 2024. No significant legislation is taken, but allows members to claim per diem
- Utah had two special sessions in 2024. June 19 and August 21. Making their total days 47.
- West Virginia had two special sessions: May 19 - May 21, September 30 - October 30.
- Illinois, New Jersey, New York, and Wisconsin have Legislative bodies that meet throughout the year.

**Table 4: State Legislature Composition  
by State, 2024**

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*	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

\* Unicameral

Source:  
<https://app.powerbi.com/view?r=eyJrIjojOWM4YTI4YjQtZDM2Yy00YWU5LTkyNGYtODYxMmUxZTEwNDc3IiwidCI6IjM4MmZiOGIwLTRkYzYtNDUwNy04MGJkLTM1OTViMjQzMmZhZSIsImMiOiZ9>

**Table 5: Legislative Session Per Diem Rates  
- All States, 2024**

State	Urban Per Diem		Rural Per Diem		Urban Per Diem Rank	Rural Per Diem Rank	Mileage (cents per mile)
Alabama <sup>*^</sup>	\$ 100.00		\$ 100.00		25	36	67/mile
Alaska <sup>*^</sup>	\$ -		\$ 307.00		37	2	67/mile
Arizona <sup>*^</sup>	\$ 35.00		\$ 238.00		36	4	67/mile
Arkansas <sup>*^</sup>	\$ 59.00		\$ 155.00		31	30	67/mile
California <sup>*^</sup>	\$ 214.00		\$ 214.00		3	9	67/mile
Colorado <sup>**^</sup>	\$ 45.00	(V)	\$ 237.00	(V)	35	5	59/mile
Connecticut <sup>***^</sup>	\$ -		\$ -		37	40	65.5/mile
Delaware <sup>^</sup>	\$ -		\$ -		37	40	50/mile
Florida	\$ -		\$ -		37	40	44.5/mile
Georgia <sup>*^</sup>	\$ 247.00	(V)	\$ 247.00	(V)	1	3	67/mile
Hawaii (a) <sup>*^</sup>	\$ -		\$ 225.00		37	6	67/mile
Idaho <sup>^</sup>	\$ 74.00		\$ 221.00		29	7	65.5/mile
Illinois <sup>*^</sup>	\$ 157.00		\$ 157.00		16	24	67/mile
Indiana <sup>*^</sup>	\$ 196.00	(V)	\$ 196.00	(V)	6	13	67/mile
Iowa <sup>*^</sup>	\$ 131.25	(U)	\$ 175.00	(U)	20	18	67/mile
Kansas <sup>*^</sup>	\$ 157.00		\$ 157.00		16	24	67/mile
Kentucky <sup>*^</sup>	\$ 195.75		\$ 197.75		7	12	67/mile
Louisiana <sup>*^</sup>	\$ 175.00		\$ 175.00		12	18	67/mile
Maine	\$ 120.00	(V)	\$ 120.00	(V)	22	33	67/mile
Maryland <sup>*^</sup>	\$ 171.00		\$ 171.00		13	21	67/mile
Massachusetts	\$ -		\$ -		37	40	
Michigan <sup>*^</sup>	\$ -	(V)	\$ -	(V)	37	40	67/mile
Minnesota <sup>***^</sup>	\$ 76.00		\$ 76.00		27	37	67/mile
Mississippi <sup>*^</sup>	\$ 157.00	(U)	\$ 157.00	(U)	16	24	67/mile
Missouri <sup>^</sup>	\$ 125.60		\$ 125.60		21	32	65.5/mile
Montana <sup>*^</sup>	\$ 171.00		\$ 171.00		13	21	67/mile
Nebraska <sup>**</sup>	\$ 55.00		\$ 151.00		33	31	67/mile
Nevada <sup>**</sup>	\$ -		\$ -		37	40	67/mile
New Hampshire <sup>**</sup>	\$ -		\$ -		37	40	67/mile
New Jersey	\$ -		\$ -		37	40	
New Mexico <sup>*^</sup>	\$ 59.00	(V)	\$ 59.00	(V)	31	38	67/mile

New York**	\$ -		\$ -		37	40	65.5/mile
North Carolina^	\$ 104.00		\$ 104.00		24	35	29/mile
North Dakota**^	\$ 193.00		\$ 193.00		8	14	67/mile
Ohio (b)	\$ -		\$ -		37	40	58/mile
Oklahoma**^	\$ 168.00		\$ 168.00		15	23	67/mile
Oregon**^	\$ 157.00		\$ 157.00		16	24	67/mile
Pennsylvania**^	\$ 181.00	(V)	\$ 181.00	(V)	10	16	67/mile
Rhode Island	\$ -		\$ -		37	40	65.5/mile
South Carolina**^	\$ 176.00	(V)	\$ 176.00	(V)	11	17	67/mile
South Dakota**^	\$ -		\$ 157.00	(L)(U)	37	24	67/mile
Tennessee**^	\$ 79.00		\$ 313.00		26	1	67/mile
Texas (c)**^	\$ 221.00	(U)	\$ 221.00	(U)	2	7	67/mile
Utah**^	\$ 54.00	(V)	\$ 54.00	(V)	34	39	67/mile
Vermont**^	\$ 203.00	(V)	\$ 203.00	(V)	5	11	67/mile
Virginia**^	\$ 209.00		\$ 209.00		4	10	67/mile
Washington (d)**^	\$ 190.00		\$ 190.00		9	15	67/mile
West Virginia**	\$ 75.00		\$ 175.00		28	18	65.5/mile
Wisconsin (e)	\$ 70.00	(V)	\$ 155.70	(V)	30	29	51/mile
Wyoming**^	\$ 109.00	(V)	\$ 109.00	(V)	23	34	67/mile

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

\* mileage is tied to the federal rate.

^ Legislators can receive mileage reimbursement outside of session

\*\* data is from 2023

(a) House members do not receive mileage reimbursement. Senate members are reimbursed at 67/mile.

(b) Members of the General Assembly who reside outside of Franklin County receive mileage reimbursement for one round trip by the most direct route between their homes and Statehouse for each week they are in Columbus on official business. Reimbursement is paid quarterly in arrears and is based on the cents-per-mile rate established for state travel reimbursement.

(c) For representatives: 65.5 cents per mile and mileage is tied to the federal rate. For senators, for car travel: \$0.60 per mile for airplane travel: \$1.21 per mile

(d) For the House: 67 cents per mile. Mileage is tied to the federal rate.

For the Senate: Legislators do not receive mileage reimbursement during session but may receive it in the interim at the federal rate

(e) For the Assembly: 51 cents per mile. Legislators can receive mileage reimbursement outside of session. For the Senate: \$0.51 per mile for a car and \$0.285 per mile for a motorcycle.

Source: <https://www.ncsl.org/about-state-legislatures/2024-legislator-compensation>



Table 6: State Legislator Salaries and Per Diem Rates - All States, 2024

State	Annual Salary (Table 2)		Daily Salary (Table 2)		Urban Per Diem (Table 5)		Rural Area Per Diem (Table 5)		Session Days (C) 2024 (Table 2)		Daily Salary1 (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	\$59,674		\$0.00		\$ 100.00	\$0.00	\$ 100.00	\$0.00	93		\$641.66	7	\$741.66	\$92.71	6	\$741.66	\$92.71	8
Alaska	\$84,000		\$0.00		\$ -	\$0.00	\$ 307.00	\$0.00	120		\$700.00	5	\$700.00	\$87.50	7	\$1,007.00	\$125.88	4
Arizona	\$24,000		\$0.00		\$ 35.00	\$0.00	\$ 238.00	\$0.00	159		\$150.94	33	\$185.94	\$23.24	40	\$388.94	\$48.62	23
Arkansas	\$44,356		\$0.00		\$ 59.00	\$0.00	\$ 155.00	\$0.00	31		\$1,430.84	1	\$1,489.84	\$186.23	2	\$1,585.84	\$198.23	1
California	\$128,215		\$0.00		\$ 214.00	\$0.00	\$ 214.00	\$0.00	334		\$383.88	13	\$597.88	\$74.73	11	\$597.88	\$74.73	11
Colorado	\$43,977		\$0.00		\$ 45.00	(V)	\$ 237.00	(V)	122		\$360.47	14	\$405.47	\$50.68	18	\$597.47	\$74.68	12
Connecticut	\$40,000		\$0.00		\$ -	\$0.00	\$ -	\$0.00	91		\$439.56	12	\$439.56	\$54.95	15	\$439.56	\$54.95	18
Delaware	\$50,678		\$0.00		\$ -	\$0.00	\$ -	\$0.00	342		\$148.18	35	\$148.18	\$18.52	44	\$148.18	\$18.52	45
Florida	\$29,697		\$0.00		\$ -	\$0.00	\$ -	\$0.00	59		\$503.34	10	\$503.34	\$62.92	14	\$503.34	\$62.92	17
Georgia	\$24,342		\$0.00		\$ 247.00	(V)	\$ 247.00	(V)	80		\$304.27	17	\$551.27	\$68.91	12	\$551.27	\$68.91	14
Hawaii	\$74,160		\$0.00		\$ -	\$0.00	\$ 225.00	\$0.00	108		\$686.67	6	\$686.67	\$85.83	8	\$911.67	\$113.96	6
Idaho	\$19,913		\$0.00		\$ 74.00	\$0.00	\$ 221.00	\$0.00	93		\$214.12	24	\$288.12	\$36.01	30	\$435.12	\$54.39	19
Illinois	\$89,250		\$0.00		\$ 157.00	\$0.00	\$ 157.00	\$0.00	507		\$176.04	31	\$333.04	\$41.63	27	\$333.04	\$41.63	29
Indiana	\$32,070		\$0.00		\$ 196.00	(V)	\$ 196.00	(V)	66		\$485.91	11	\$681.91	\$85.24	9	\$681.91	\$85.24	9
Iowa	\$25,000		\$0.00		\$ 131.25	(U)	\$ 175.00	(U)	103		\$242.72	22	\$373.97	\$46.75	22	\$417.72	\$52.21	20
Kansas	\$0		\$88.66	(L)	\$ 157.00	\$0.00	\$ 157.00	\$0.00	113		\$88.66	41	\$245.66	\$30.71	33	\$245.66	\$30.71	37
Kentucky	\$0		\$188.22		\$ 195.75	\$0.00	\$ 197.75	\$0.00	104		\$188.22	29	\$383.97	\$48.00	20	\$385.97	\$48.25	24
Louisiana	\$16,800		\$0.00		\$ 175.00	\$0.00	\$ 175.00	\$0.00	84		\$200.00	27	\$375.00	\$46.88	21	\$375.00	\$46.88	25
Maine	\$27,913		\$0.00		\$ 120.00	(V)	\$ 120.00	(V)	128		\$218.07	23	\$338.07	\$42.26	25	\$338.07	\$42.26	27
Maryland	\$54,437		\$0.00		\$ 171.00	\$0.00	\$ 171.00	\$0.00	89		\$611.65	8	\$782.65	\$97.83	5	\$782.65	\$97.83	7
Massachusetts	\$73,655		\$0.00		\$ -	\$0.00	\$ -	\$0.00	363		\$202.91	25	\$202.91	\$25.36	36	\$202.91	\$25.36	39
Michigan	\$71,685		\$0.00		\$ -	(V)	\$ -	(V)	356		\$201.36	26	\$201.36	\$25.17	37	\$201.36	\$25.17	40
Minnesota	\$51,750		\$0.00		\$ 76.00	\$0.00	\$ 76.00	\$0.00	98		\$528.06	9	\$604.06	\$75.51	10	\$604.06	\$75.51	10

Mississippi	\$23,500	\$0.00	\$ 157.00 (U)	\$ 157.00 (U)	133	\$176.69	30	\$333.69	\$41.71	26	\$333.69	\$41.71	28
Missouri	\$41,070	\$0.00	\$ 125.60 \$0.00	\$ 125.60 \$0.00	148	\$277.50	19	\$403.10	\$50.39	19	\$403.10	\$50.39	22
Montana	\$0	\$104.86 (L)	\$ 171.00 \$0.00	\$ 171.00 \$0.00	0	\$0.00	47	\$171.00	\$21.38	41	\$171.00	\$21.38	43
Nebraska	\$12,000	\$0.00	\$ 55.00 \$0.00	\$ 151.00 \$0.00	122	\$98.36	40	\$153.36	\$19.17	42	\$249.36	\$31.17	36
Nevada	\$0	\$130.00 (L)	\$ - \$0.00	\$ - \$0.00	0	\$0.00	47	\$0.00	\$0.00	50	\$0.00	\$0.00	50
New Hampshire	\$100	\$0.00	\$ - \$0.00	\$ - \$0.00	162	\$0.62	46	\$0.62	\$0.08	49	\$0.62	\$0.08	49
New Jersey	\$49,000	\$0.00	\$ - \$0.00	\$ - \$0.00	735	\$66.67	43	\$66.67	\$8.33	48	\$66.67	\$8.33	48
New Mexico	\$0	\$59.00	\$ 59.00 (V)	\$ 59.00 (V)	30	\$59.00	44	\$118.00	\$14.75	45	\$118.00	\$14.75	46
New York	\$142,000	\$0.00	\$ - \$0.00	\$ - \$0.00	155	\$916.13	4	\$916.13	\$114.52	4	\$916.13	\$114.52	5
North Carolina	\$13,951	\$0.00	\$ 104.00 \$0.00	\$ 104.00 \$0.00	293	\$47.61	45	\$151.61	\$18.95	43	\$151.61	\$18.95	44
North Dakota	\$7,104	\$193.00 (C)	\$ 193.00 \$0.00	\$ 193.00 \$0.00	0	\$0.00	47	\$193.00	\$24.13	39	\$193.00	\$24.13	42
Ohio	\$71,099	\$0.00	\$ - \$0.00	\$ - \$0.00	363	\$195.87	28	\$195.87	\$24.48	38	\$195.87	\$24.48	41
Oklahoma	\$47,500	\$0.00	\$ 168.00 \$0.00	\$ 168.00 \$0.00	195	\$243.59	21	\$411.59	\$51.45	17	\$411.59	\$51.45	21
Oregon	\$35,052	\$0.00	\$ 157.00 \$0.00	\$ 157.00 \$0.00	25	\$1,402.08	2	\$1,559.08	\$194.89	1	\$1,559.08	\$194.89	2
Pennsylvania	\$106,422	\$0.00	\$ 181.00 (V)	\$ 181.00 (V)	316	\$336.78	16	\$517.78	\$64.72	13	\$517.78	\$64.72	15
Rhode Island	\$19,037	\$0.00	\$ - \$0.00	\$ - \$0.00	180	\$105.76	39	\$105.76	\$13.22	47	\$105.76	\$13.22	47
South Carolina	\$10,400	\$0.00	\$ 176.00 (V)	\$ 176.00 (V)	121	\$85.95	42	\$261.95	\$32.74	31	\$261.95	\$32.74	34
South Dakota	\$13,436	\$0.00	\$ - \$0.00	\$ 157.00 (L)(U)	121	\$111.04	37	\$111.04	\$13.88	46	\$268.04	\$33.51	33
Tennessee	\$28,406	\$0.00	\$ 79.00 \$0.00	\$ 313.00 \$0.00	107	\$265.48	20	\$344.48	\$43.06	24	\$578.48	\$72.31	13
Texas	\$7,200	\$0.00	\$ 221.00 (U)	\$ 221.00 (U)	0	\$0.00	47	\$221.00	\$27.63	35	\$221.00	\$27.63	38
Utah	\$0	\$301.00 (L)	\$ 45.00 (V)	\$ 54.00 (V)	45	\$301.00	18	\$346.00	\$43.25	23	\$355.00	\$44.38	26
Vermont	\$0	\$115.95 (L)	\$ 203.00 (V)	\$ 203.00 (V)	129	\$115.95	36	\$318.95	\$39.87	28	\$318.95	\$39.87	31
Virginia	\$17,820	\$0.00	\$ 209.00 \$0.00	\$ 209.00 \$0.00	168	\$106.07	38	\$315.07	\$39.38	29	\$315.07	\$39.38	32
Washington	\$61,094	\$0.00	\$ 190.00 \$0.00	\$ 190.00 \$0.00	59	\$1,035.49	3	\$1,225.49	\$153.19	3	\$1,225.49	\$153.19	3
West Virginia	\$20,000	\$0.00	\$ 75.00 \$0.00	\$ 175.00 \$0.00	59	\$338.98	15	\$413.98	\$51.75	16	\$513.98	\$64.25	16
Wisconsin	\$57,408	\$0.00	\$ 70.00 (V)	\$ 155.70 (V)	350	\$164.02	32	\$234.02	\$29.25	34	\$319.72	\$39.97	30
Wyoming	\$0	\$150.00 (L)	\$ 109.00 (V)	\$ 109.00 (V)	25	\$150.00	34	\$259.00	\$32.38	32	\$259.00	\$32.38	35

Quartile 1	\$24.65	\$28.40
Median	\$41.99	\$45.63
Average	\$51.52	\$56.27
Quartile 3	\$64.27	\$71.46
Maximum	\$194.89	\$198.23

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

Source: <https://www.ncsl.org/about-state-legislatures/2024-legislator-compensation>.

**Table 7: Legislator Compensation - Western States, 2024**

State	Annual Salary (Table 2)	Daily Salary (Table 2)	Hourly Wage <sup>1</sup> (Table 2)	Hourly Wage + Hourly Urban Per Diem (Table 6)	Hourly Wage + Hourly Rural Per Diem (Table 6)	Hourly Wage + Hourly Urban Per Diem National Rank	Hourly Wage + Hourly Rural Per Diem National Rank	Hourly Wage + Hourly Urban Per Diem Western Rank	Hourly Wage + Hourly Rural Per Diem Western Rank
Arizona	\$24,000		\$18.87	\$23.24 (V)	\$48.62 (V)	40	8	8	6
California	\$128,215		\$47.98	\$74.73	\$74.73	11	11	3	3
Colorado	\$43,977		\$45.06	\$50.68 (V)	\$74.68 (V)	18	12	4	4
Idaho	\$19,913		\$26.76	\$36.01 (V)	\$54.39 (V)	30	19	6	5
Montana		\$104.86 (L)	\$0.00	\$21.38 (U)	\$21.38 (U)	41	43	9	9
Nevada		\$130.00 (L)	\$0.00	\$0.00 (U)	\$0.00 (U)	50	50	11	11
New Mexico			\$7.38	\$14.75 (V)	\$14.75 (V)	45	46	10	10
Oregon	\$35,052		\$175.26	\$194.89 (U)	\$194.89 (U)	1	2	1	1
Utah		\$301.00 (L)	\$37.63	\$43.25 (U)	\$44.38 (U)	23	26	5	7
Washington	\$61,094		\$129.44	\$153.19	\$153.19	3	3	2	2
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	32	35	7	8

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

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

Source: <https://www.ncsl.org/about-state-legislatures/2024-legislator-compensation>

**Table 8: Legislator Compensation –  
States with Citizen Legislatures, 2024**

State	Annual Salary	Daily Salary	Hourly Wage <sup>1</sup>	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 Part Time Legislature Rank	Hourly Wage + Hourly Rural Per Diem Part Time Legislature Rank
	(Table 2)	(Table 2)	(Table 2)	(Table 6)	(Table 6)					
Montana		\$104.86 (L)	\$0.00	\$21.38 (U)	\$21.38 (U)	13	41	43	10	11
New Hampshire	\$100		\$0.08	\$0.08	\$0.08	12	49	49	14	14
North Dakota		\$193.00 (C)	\$0.00	\$24.13 (V)	\$24.13 (V)	13	39	42	9	10
South Dakota	\$13,436		\$13.88	\$13.88 (U)	\$33.51 (U)	8	46	33	12	7
Utah		\$301.00 (L)	\$37.63	\$43.25 (U)	\$44.38 (U)	2	23	26	2	3
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	6	32	35	7	8
Idaho	\$19,913		\$26.76	\$36.01 (V)	\$54.39 (V)	4	30	19	6	2
Kansas		\$88.66 (L)	\$11.08	\$30.71 (U)	\$30.71 (U)	10	33	37	8	9
Maine	\$27,913		\$27.26	\$42.26	\$42.26	3	25	27	3	4
Mississippi	\$23,500		\$22.09	\$41.71 (U)	\$41.71 (U)	5	26	28	4	5
New Mexico			\$7.38	\$14.75 (V)	\$14.75 (V)	11	45	46	11	12
Rhode Island	\$19,037		\$13.22	\$13.22	\$13.22	9	47	47	13	13
Vermont		\$115.95 (C)	\$14.49	\$39.87	\$39.87	7	28	31	5	6
West Virginia	\$20,000		\$42.37	\$51.75 (U)	\$64.25 (U)	1	16	16	1	1

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

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

Source: <https://www.ncsl.org/about-state-legislatures/2024-legislator-compensation>.

**Table 9: Additional Compensation for House/Assembly Leaders by State, 2022**

NCSL no longer publishes this data. The commission finds this data to still be relevant and is keeping the data in.

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 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

Notes:

(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, 2022**

NCSL no longer publishes this data. The commission finds this data to still be relevant and is keeping the data in.

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 is 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 Majority/Minority Leaders	Leadership Pay Others	Lodging Expense	Meals & Incidental Expenses <sup>1</sup>
1980	\$ 25	\$ -	\$ -		n/a	\$ 15
1981	\$ 25	\$ -	\$ -		n/a	\$ 15
1982	\$ 25	\$ -	\$ -		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	\$ 294	\$ 5,000	\$ 4,000	\$ 3,000	\$ 100	\$ 54
2024	\$ 301	\$ 5,000	\$ 4,000	\$ 3,000	\$ 107	\$ 59

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

Table 12: Utah  
Legislator  
Compensation

Title	Name	Meeting Pay <sup>1</sup>	Leadership	Special Pay <sup>2</sup>	Benefits	Lodging	Meal Reimbursement	Mileage Reimbursement	Other Travel	Telephone Reimbursement	Grand Total
Representative	Abbott, Nelson	\$ 19,445.80	\$ -	\$ 9,315.66	\$ 11,487.22	\$ -	\$ -	\$ -	\$ 1,155.69	\$ -	\$ 41,404.37
Representative	Acton, Cheryl	\$ 20,333.90	\$ -	\$ 1,168.50	\$ 157,725.24	\$ -	\$ -	\$ -	\$ 2,859.06	\$ -	\$ 182,086.70
Representative	Albrecht, Carl	\$ 20,928.45	\$ -	\$ -	\$ 11,449.94	\$ 10,322.75	\$ 814.00	\$ 2,864.78	\$ -	\$ 814.58	\$ 47,194.50
Representative	Auxier, Tiara	\$ 14,448.00	\$ -	\$ 1,714.56	\$ 6,493.97	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 22,656.53
Representative	Ballard, Melissa	\$ 21,523.00	\$ -	\$ 536.72	\$ 18,218.08	\$ -	\$ -	\$ -	\$ 2,090.29	\$ 814.58	\$ 43,182.67
Representative	Barlow, Stewart	\$ 19,159.70	\$ -	\$ 1,077.12	\$ 14,801.44	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 35,038.26
Representative	Bennion, Gay	\$ 21,508.10	\$ -	\$ 1,080.57	\$ 11,390.02	\$ -	\$ -	\$ -	\$ 55.77	\$ -	\$ 34,034.46
Representative	Birkeland, Kera	\$ 3,229.05	\$ -	\$ 390.96	\$ 923.52	\$ -	\$ -	\$ -	\$ 847.29	\$ -	\$ 5,390.82
Representative	Bolinder, Bridger	\$ 18,572.60	\$ -	\$ 1,946.39	\$ 17,497.92	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 38,016.91
Representative	Brammer, Brady	\$ 4,403.25	\$ -	\$ 398.90	\$ 2,135.91	\$ -	\$ -	\$ -	\$ -	\$ 407.29	\$ 7,345.35
Representative	Briscoe, Joel	\$ 5,577.45	\$ -	\$ 111.96	\$ 460.85	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,150.26
Representative	Brooks, Walter	\$ 22,159.70	\$ -	\$ -	\$ 19,139.27	\$ 9,908.71	\$ 80.99	\$ 4,746.00	\$ 1,781.92	\$ 783.25	\$ 58,599.84
Representative	Burton, Jefferson	\$ 17,691.95	\$ -	\$ -	\$ 10,501.07	\$ -	\$ 78.48	\$ 3,262.16	\$ -	\$ -	\$ 31,533.66
Representative	Chevrier, Kristen	\$ 15,050.00	\$ -	\$ 1,434.94	\$ 6,865.97	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 23,350.91
Representative	Chew, Scott	\$ 18,279.05	\$ -	\$ -	\$ 14,164.25	\$ 8,186.18	\$ 161.10	\$ 3,288.00	\$ -	\$ -	\$ 44,078.58
Representative	Christofferson, Kay	\$ 20,047.80	\$ -	\$ 1,969.04	\$ 15,066.21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 37,083.05
Representative	Clancy, Tyler	\$ 20,965.70	\$ -	\$ 9,950.18	\$ 17,235.70	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 48,151.58
Representative	Cobb, James	\$ 587.10	\$ -	\$ 117.31	\$ 3,195.37	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,899.78
Representative	Cutler, Paul	\$ 19,746.80	\$ -	\$ 794.36	\$ 11,135.22	\$ -	\$ -	\$ -	\$ 1,665.59	\$ -	\$ 33,341.97
Representative	Dailey-Provost, Jennifer	\$ 24,194.75	\$ 3,000.00	\$ 176.40	\$ 14,514.60	\$ -	\$ -	\$ -	\$ 1,521.92	\$ -	\$ 43,407.67
Representative	Defay, Ariel	\$ 18,858.70	\$ -	\$ 1,194.12	\$ 19,198.30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 39,251.12
Representative	Dominguez, Rosalba	\$ 16,856.00	\$ -	\$ 487.23	\$ 13,333.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,677.22
Representative	Dunnigan, James	\$ 21,552.80	\$ -	\$ 699.36	\$ 10,619.00	\$ -	\$ -	\$ -	\$ 1,140.16	\$ -	\$ 34,011.32
Representative	Eliason, Steven	\$ 22,712.10	\$ -	\$ 1,065.03	\$ 6,756.85	\$ -	\$ -	\$ -	\$ 1,541.24	\$ 814.58	\$ 32,889.80
Representative	Elison, Joseph	\$ 17,699.40	\$ -		\$ 10,505.32	\$ 7,324.34	\$ 78.48	\$ 3,270.60	\$ -	\$ -	\$ 38,878.14
Representative	Fiefia, Douglas	\$ 16,856.00	\$ -	\$ 1,184.96	\$ 16,902.52	\$ -	\$ -	\$ -	\$ 1,568.16	\$ -	\$ 36,511.64
Representative	Fitisemanu, Jacob	\$ 15,652.00	\$ -	\$ 618.30	\$ 7,182.27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 23,452.57
Representative	Garner, Brett	\$ 2,641.95	\$ -	\$ 84.06	\$ 3,760.22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,486.23
Representative	Gricius, Stephanie	\$ 17,978.05	\$ -	\$ 3,056.63	\$ 17,986.98	\$ -	\$ -	\$ -	\$ 1,383.71	\$ -	\$ 40,405.37
Representative	Gwynn, Matthew	\$ 21,515.55	\$ -	\$ 130.56	\$ 6,511.50	\$ 101.53	\$ -	\$ 197.16	\$ 1,676.71	\$ -	\$ 30,133.01
Representative	Hall, Katrina	\$ 20,356.25	\$ -	\$ 1,640.62	\$ 11,372.20	\$ -	\$ -	\$ 183.52	\$ 1,453.72	\$ -	\$ 35,006.31
Representative	Hawkins, Jonathan	\$ 19,129.90	\$ -	\$ 7,954.48	\$ 11,543.91	\$ -	\$ -	\$ -	\$ 1,030.76	\$ 814.58	\$ 40,473.63
Representative	Hayes, Sahara	\$ 22,476.39	\$ -	\$ 669.07	\$ 11,178.59	\$ -	\$ -	\$ -	\$ 1,624.39	\$ -	\$ 35,948.44
Representative	Hollins, Sandra	\$ 20,921.00	\$ 3,000.00	\$ 225.38	\$ 11,158.51	\$ -	\$ -	\$ -	\$ 1,184.94	\$ -	\$ 36,489.83
Representative	Ivory, Kenneth	\$ 18,580.05	\$ -	\$ 1,068.98	\$ 13,584.21	\$ -	\$ -	\$ -	\$ 1,837.00	\$ -	\$ 35,070.24
Representative	Jack, Colin	\$ 21,838.90	\$ -	\$ -	\$ 15,319.05	\$ 7,689.88	\$ 435.24	\$ 3,893.60	\$ 2,875.26	\$ -	\$ 52,051.93
Representative	Jimenez, Timothy	\$ 4,696.80	\$ -	\$ 425.68	\$ 4,355.55	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,478.03
Representative	Johnson, Dan	\$ 1,761.30	\$ -	\$ -	\$ 142.66	\$ 857.27	\$ 83.25	\$ 421.60	\$ -	\$ -	\$ 3,266.08
Representative	Judkins, Marsha	\$ 4,403.25	\$ -	\$ 397.59	\$ 2,691.64	\$ -	\$ -	\$ -	\$ -	\$ 438.62	\$ 7,931.10
Representative	King, Brian	\$ 1,761.30	\$ -	\$ 95.40	\$ 150.39	\$ -	\$ -	\$ -	\$ -	\$ 438.62	\$ 2,445.71
Representative	Koford, Jill	\$ 15,652.00	\$ -	\$ 1,492.92	\$ 12,496.66	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 29,641.58
Representative	Kohler, Michael	\$ 16,803.85	\$ -	\$ -	\$ 1,361.76	\$ -	\$ 78.48	\$ 2,523.04	\$ -	\$ -	\$ 20,767.13
Representative	Kyle, Jason	\$ 17,684.50	\$ -	\$ 2,526.38	\$ 17,700.47	\$ -	\$ -	\$ -	\$ 1,368.70	\$ -	\$ 39,280.05
Representative	Lee, Trevor	\$ 17,684.50	\$ -	\$ 1,330.48	\$ 17,919.08	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 36,934.06

Representative	Lesser, Rosemary	\$	2,577.45	\$	3,000.00	\$	561.77	\$	1,586.08	\$	-	\$	-	\$	-	\$	1,928.55	\$	-	\$	9,653.85
Representative	Lisonbee, Karianne	\$	20,965.70	\$	3,000.00	\$	1,720.63	\$	12,376.89	\$	-	\$	-	\$	-	\$	902.54	\$	-	\$	38,965.76
Representative	Loubet, Anthony	\$	18,279.05	\$	-	\$	1,009.14	\$	10,747.04	\$	-	\$	-	\$	-	\$	1,316.04	\$	-	\$	31,351.27
Representative	Lund, Steven	\$	1,761.30	\$	-	\$	-	\$	1,242.78	\$	-	\$	78.48	\$	781.20	\$	-	\$	-	\$	3,863.76
Representative	Lyman, Phillip	\$	2,348.40	\$	-	\$	-	\$	190.23	\$	1,740.32	\$	250.86	\$	1,537.60	\$	-	\$	-	\$	6,067.41
Representative	Macpherson, Matthew	\$	17,097.40	\$	-	\$	767.76	\$	17,666.78	\$	-	\$	-	\$	-	\$	2,315.01	\$	-	\$	37,846.95
Representative	Maloy, Albert	\$	17,097.40	\$	-	\$	1,812.96	\$	6,555.14	\$	-	\$	-	\$	-	\$	2,706.41	\$	-	\$	28,171.91
Representative	Matthews, Ashlee	\$	18,572.60	\$	-	\$	814.18	\$	10,812.27	\$	-	\$	-	\$	-	\$	-	\$	-	\$	30,199.05
Representative	Miller, Grant	\$	15,953.00	\$	-	\$	147.96	\$	7,099.24	\$	-	\$	-	\$	-	\$	-	\$	-	\$	23,200.20
Representative	Miller, Tracy	\$	15,050.00	\$	-	\$	992.64	\$	16,462.70	\$	-	\$	-	\$	-	\$	-	\$	-	\$	32,505.34
Representative	Monson, Logan	\$	15,050.00	\$	-	\$	-	\$	6,965.64	\$	7,062.81	\$	-	\$	2,831.00	\$	-	\$	-	\$	31,909.45
Representative	Moss, Carol	\$	19,475.60	\$	-	\$	909.78	\$	6,070.61	\$	-	\$	-	\$	-	\$	-	\$	-	\$	26,455.99
Representative	Moss, Jefferson	\$	20,438.35	\$	3,000.00	\$	778.82	\$	11,720.70	\$	-	\$	-	\$	-	\$	1,158.27	\$	-	\$	37,096.14
Representative	Musselman, Calvin	\$	2,348.40	\$	-	\$	383.17	\$	1,640.02	\$	-	\$	-	\$	-	\$	-	\$	407.29	\$	4,778.88
Representative	Nguyen, Hoang	\$	15,652.00	\$	-	\$	564.00	\$	13,224.44	\$	-	\$	-	\$	-	\$	-	\$	-	\$	29,440.44
Representative	Okerlund, Clinton	\$	15,050.00	\$	-	\$	918.12	\$	15,575.17	\$	-	\$	-	\$	-	\$	-	\$	-	\$	31,543.29
Representative	Owens, Derrin	\$	23,055.25	\$	-	\$	827.65	\$	16,257.24	\$	-	\$	-	\$	-	\$	-	\$	-	\$	40,140.14
Representative	Peck, Nicholeen	\$	17,458.00	\$	-	\$	1,669.44	\$	16,724.84	\$	-	\$	-	\$	-	\$	-	\$	-	\$	35,852.28
Representative	Petersen, Michael	\$	19,174.60	\$	-	\$	-	\$	6,311.50	\$	8,770.78	\$	700.77	\$	1,502.80	\$	1,306.94	\$	-	\$	37,767.39
Representative	Peterson, Karen	\$	22,445.80	\$	-	\$	1,322.15	\$	11,923.27							\$	773.07	\$	-	\$	36,464.29
Representative	Peterson, Thomas	\$	20,025.45	\$	-	\$	-	\$	17,576.82	\$	840.74	\$	78.48	\$	2,549.80	\$	755.00	\$	-	\$	41,826.29
Representative	Peterson, Val	\$	19,739.35	\$	3,000.00	\$	2,720.54	\$	10,844.14	\$	-	\$	-	\$	-	\$	2,022.45	\$	-	\$	38,326.48
Representative	Pierucci, Candice	\$	23,348.80	\$	-	\$	1,499.75	\$	19,643.82	\$	-	\$	-	\$	-	\$	847.29	\$	-	\$	45,339.66
Representative	Pulsipher, Susan	\$	1,761.30	\$	-	\$	227.28	\$	161.07	\$	-	\$	-	\$	-	\$	-	\$	-	\$	2,149.65
Representative	Roberts, Calvin	\$	16,254.00	\$	-	\$	918.12	\$	7,157.47	\$	-	\$	-	\$	-	\$	2,049.41	\$	-	\$	26,379.00
Representative	Rohner, Judy	\$	1,761.30	\$	-	\$	164.76	\$	499.83	\$	-	\$	-	\$	-	\$	-	\$	-	\$	2,425.89
Representative	Romero, Angela	\$	22,741.90	\$	4,000.00	\$	298.84	\$	6,333.19	\$	119.86	\$	122.26	\$	184.76	\$	1,195.23	\$	-	\$	34,996.04
Representative	Sagato, Verona	\$	15,652.00	\$	-	\$	526.56	\$	16,553.61	\$	-	\$	-	\$	-	\$	-	\$	-	\$	32,732.17
Representative	Sawyer, Jacob	\$	15,050.00	\$	-	\$	1,682.91	\$	8,558.33	\$	-	\$	-	\$	-	\$	-	\$	-	\$	25,291.24
Representative	Schultz, Michael	\$	20,928.45	\$	5,000.00	\$	1,963.86	\$	19,553.65	\$	-	\$	-	\$	-	\$	773.07	\$	-	\$	48,219.03
Representative	Shallenberger, David	\$	14,749.00	\$	-	\$	1,809.52	\$	16,185.53	\$	-	\$	-	\$	-	\$	-	\$	-	\$	32,744.05
Representative	Shelley, Troy	\$	15,050.00	\$	-			\$	14,696.40	\$	5,380.59	\$	-	\$	931.20	\$	-	\$	-	\$	36,058.19
Representative	Shepherd, Lisa	\$	15,652.00	\$	-	\$	7,993.25	\$	14,034.25	\$	-	\$	-	\$	-	\$	-	\$	-	\$	37,679.50
Representative	Shipp, Rex	\$	20,032.90	\$	-	\$	-	\$	15,370.16	\$	11,141.68	\$	1,249.84	\$	3,205.44	\$	1,580.29	\$	814.58	\$	53,394.89
Representative	Snider, Casey	\$	18,881.05	\$	3,000.00	\$	-	\$	19,123.90	\$	-	\$	78.48	\$	4,798.44	\$	-	\$	-	\$	45,881.87
Representative	Spendlove, Robert	\$	2,935.50	\$	-	\$	227.28	\$	1,289.24	\$	-	\$	-	\$	-	\$	-	\$	438.62	\$	4,890.64
Representative	Stenquist, Jeffrey	\$	7,045.20	\$	-	\$	288.97	\$	1,553.33	\$	-	\$	-	\$	-	\$	-	\$	-	\$	8,887.50
Representative	Stoddard, Andrew	\$	17,684.50	\$	-	\$	820.76	\$	18,089.84	\$	-	\$	-	\$	-	\$	-	\$	-	\$	36,595.10
Representative	Stratton, Keven	\$	3,229.05	\$	-	\$	467.53	\$	929.75	\$	-	\$	-	\$	-	\$	-	\$	-	\$	4,626.33
Representative	Strong, Mark	\$	18,858.70	\$	-	\$	1,399.44	\$	17,314.32	\$	-	\$	-	\$	125.24	\$	1,027.29	\$	-	\$	38,724.99
Representative	Teuscher, Jordan	\$	24,801.65	\$	-	\$	1,636.48	\$	12,599.68	\$	-	\$	-	\$	-	\$	2,206.77	\$	814.58	\$	42,059.16
Representative	Thompson, Jason	\$	15,652.00	\$	-	\$	-	\$	16,428.71	\$	8,841.05	\$	-	\$	2,182.28	\$	93.67	\$	-	\$	43,197.71
Representative	Thurston, Norman	\$	19,167.15	\$	-	\$	7,953.60	\$	15,520.31	\$	-	\$	-	\$	92.87	\$	1,652.30	\$	814.58	\$	45,200.81
Representative	Walter, Neil	\$	17,097.40	\$	-	\$	-	\$	17,294.75	\$	-	\$	78.48	\$	4,727.20	\$	-	\$	-	\$	39,197.83
Representative	Ward, Raymond	\$	17,699.40	\$	-	\$	587.88	\$	126,568.33	\$	-	\$	-	\$	-	\$	773.07	\$	-	\$	145,628.68
Representative	Watkins, Christine	\$	19,144.80	\$	-	\$	-	\$	1,705.42	\$	7,189.96	\$	78.48	\$	2,394.16	\$	1,551.96	\$	-	\$	32,064.78
Representative	Welton, Douglas	\$	19,445.80	\$	-	\$	156.24	\$	6,425.76	\$	4,985.20	\$	297.22	\$	1,202.04	\$	1,119.37	\$	-	\$	33,631.63
Representative	Wheatley, Mark	\$	4,109.70	\$	-	\$	165.28	\$	346.27	\$	-	\$	-	\$	-	\$	-	\$	-	\$	4,621.25
Representative	Whyte, Stephen	\$	22,147.35	\$	-	\$	-	\$	18,327.36	\$	7,449.60	\$	270.08	\$	1,336.65	\$	1,673.04	\$	-	\$	51,204.08

Representative	Wilcox, Ryan	\$	20,935.90	\$	-	\$	2,831.12	\$	14,143.29	\$	-	\$	-	\$	-	\$	773.07	\$	-	\$	38,683.38
Senator	Adams, J.	\$	20,363.70	\$	5,000.00	\$	1,776.00	\$	11,303.12	\$	-	\$	-	\$	-	\$	8,344.87	\$	-	\$	46,787.69
Senator	Balderree, Heidi	\$	22,749.35	\$	-	\$	2,470.21	\$	12,091.08	\$	-	\$	-	\$	594.30	\$	1,974.18	\$	-	\$	39,879.12
Senator	Blouin, Nathan	\$	22,132.45	\$	-	\$	570.56	\$	10,152.32	\$	508.82	\$	-	\$	232.49	\$	2,705.94	\$	-	\$	36,302.58
Senator	Bramble, Curtis	\$	6,751.65	\$	-	\$	-	\$	546.87	\$	-	\$	-	\$	683.40	\$	7,043.04	\$	-	\$	15,024.96
Senator	Brammer, Brady	\$	18,361.00	\$	-	\$	2,779.68	\$	16,684.73	\$	-	\$	-	\$	-	\$	-	\$	407.29	\$	38,232.70
Senator	Buxton, David	\$	3,229.05	\$	-	\$	412.72	\$	1,208.38	\$	-	\$	-	\$	-	\$	-	\$	-	\$	4,850.15
Senator	Cullimore, Kirk	\$	24,503.20	\$	4,000.00	\$	1,514.31	\$	20,282.47	\$	-	\$	-	\$	-	\$	10,747.92	\$	-	\$	61,047.90
Senator	Escamilla, Luz	\$	26,558.05	\$	4,000.00	\$	486.02	\$	14,733.67	\$	-	\$	-	\$	-	\$	3,793.86	\$	-	\$	49,571.60
Senator	Fillmore, Lincoln	\$	24,209.65	\$	3,000.00	\$	2,469.15	\$	19,636.71	\$	-	\$	-	\$	-	\$	2,294.43	\$	-	\$	51,609.94
Senator	Grover, Keith	\$	21,229.45	\$	-	\$	8,944.18	\$	14,851.36	\$	-	\$	-	\$	-	\$	1,027.45	\$	-	\$	46,052.44
Senator	Harper, Wayne	\$	26,324.10	\$	-	\$	1,089.90	\$	11,342.21	\$	-	\$	-	\$	-	\$	5,784.88	\$	-	\$	44,541.09
Senator	Hinkins, David	\$	20,070.15	\$	-	\$	-	\$	10,730.58	\$	6,555.93	\$	-	\$	3,553.57	\$	-	\$	-	\$	40,910.23
Senator	Ipson, Don	\$	20,077.60	\$	-	\$	-	\$	6,893.12	\$	6,206.00	\$	-	\$	5,348.88	\$	-	\$	-	\$	38,525.60
Senator	Johnson, John	\$	19,182.05	\$	-	\$	2,967.00	\$	17,828.20	\$	-	\$	-	\$	-	\$	-	\$	-	\$	39,977.25
Senator	Kennedy, Michael	\$	2,935.50	\$	-	\$	374.79	\$	1,800.42	\$	-	\$	-	\$	372.52	\$	-	\$	-	\$	5,483.23
Senator	Kwan, Karen	\$	25,722.10	\$	3,000.00	\$	798.11	\$	13,031.07	\$	-	\$	-	\$	-	\$	1,894.12	\$	-	\$	44,445.40
Senator	McCay, Daniel	\$	21,876.15	\$	-	\$	1,819.96	\$	11,551.77	\$	-	\$	-	\$	-	\$	8,830.59	\$	-	\$	44,078.47
Senator	Mckell, Michael	\$	23,336.45	\$	3,000.00	\$	-	\$	9,063.33	\$	-	\$	-	\$	4,952.05	\$	-	\$	-	\$	40,351.83
Senator	Millner, F	\$	25,684.85	\$	-	\$	3,199.08	\$	11,682.18	\$	786.32	\$	-	\$	-	\$	3,455.97	\$	696.02	\$	45,504.42
Senator	Musselman, Calvin	\$	16,254.00	\$	-	\$	2,048.55	\$	16,199.62	\$	-	\$	-	\$	-	\$	-	\$	407.29	\$	34,909.46
Senator	Owens, Derrin	\$	24,525.55	\$	-	\$	-	\$	14,221.52	\$	10,299.01	\$	9.69	\$	3,552.82	\$	8,560.57	\$	-	\$	61,169.16
Senator	Pitcher, Stephanie	\$	21,846.35	\$	-	\$	631.60	\$	14,467.11	\$	150.88	\$	-	\$	131.74	\$	1,268.82	\$	-	\$	38,496.50
Senator	Plumb, Jennifer	\$	26,286.85	\$	3,000.00	\$	538.27	\$	7,547.52	\$	-	\$	-	\$	416.74	\$	3,082.99	\$	-	\$	40,872.37
Senator	Riebe, Kathleen	\$	20,759.65	\$	3,000.00	\$	1,159.92	\$	6,789.15	\$	-	\$	-	\$	-	\$	2,002.10	\$	-	\$	33,710.82
Senator	Sandall, Scott	\$	27,505.75	\$	3,000.00	\$	-	\$	17,177.64	\$	7,943.00	\$	187.11	\$	3,409.96	\$	5,906.43	\$	-	\$	65,129.89
Senator	Stratton, Keven	\$	25,436.00	\$	3,000.00	\$	2,268.04	\$	11,318.24	\$	-	\$	-	\$	250.58	\$	-	\$	-	\$	42,272.86
Senator	Stevenson, Jerry	\$	17,157.00	\$	-	\$	2,268.00	\$	17,140.10	\$	-	\$	-	\$	-	\$	-	\$	-	\$	36,565.10
Senator	Thatcher, Daniel	\$	22,147.35	\$	-	\$	889.44	\$	14,152.00	\$	-	\$	-	\$	-	\$	-	\$	-	\$	37,188.79
Senator	Vickers, Evan	\$	22,147.35	\$	-	\$	-	\$	10,903.18	\$	13,007.94	\$	-	\$	6,448.65	\$	2,276.53	\$	-	\$	54,783.65
Senator	Weiler, Todd	\$	22,433.45	\$	-	\$	483.75	\$	19,245.35	\$	-	\$	-	\$	-	\$	3,781.00	\$	488.28	\$	46,431.83
Senator	Wilson, Chris	\$	21,567.70	\$	3,000.00	\$	-	\$	11,827.38	\$	6,646.00	\$	-	\$	2,542.68	\$	6,689.53	\$	648.18	\$	52,921.47
Senator	Winterton, Ronald	\$	24,804.20	\$	-	\$	293.55	\$	191,604.02	\$	11,035.97	\$	-	\$	5,010.65	\$	7,895.87	\$	-	\$	240,644.26
<b>Totals</b>		\$	2,143,524.29																		\$ 4,627,632.78
<b>Average</b>		\$	17,012.10																		\$ 36,727.24
<b>Median</b>		\$	19,005.48																		\$ 36,580.10
<b>Max</b>		\$	27,505.75																		\$ 240,644.26
<b>Low</b>		\$	587.10																		\$ 2,149.65

Notes

\*All data represents FY2025 compensation

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

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

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

<sup>4</sup>Benefits include funds paid for Workers Comp Ins, Unemployment Ins, Social Security Tax, Medicare Tax, Retirement Contributions, Professional Development Pay, Long Term Disability, Life Insurance, 401(k) Match, Dental Insurance, Health Insurance, and Health Savings Contributions

Source: State FY2025 Financial Data, [transparent.utah.gov](https://transparent.utah.gov)

## Appendix B

I am a...	Do you think the total compensation* you receive is fair for the work you do as a legislator?  *Total compensation includes daily pay rate, health and dental insurance, retirement benefits, per diem and expense reimbursements, and leadership pay if applicable.	Based on your answer above, please explain your reasoning behind your choice.	What improvements, if any, to your compensation would you like to see adjusted and why?	Feedback (Generalized)
Representative	Strongly Disagree	I lose money doing this.		<a href="#">Utah Code 36-2-2</a> states a legislature will ensure that the rules governing expenses are based upon: 1) Payment of necessary expenses for attendance during legislative sessions, 2) a mileage allowance, 3) reimbursement for other expenses involved in the performance of legislative duties.
Representative	Neither Agree or Disagree	Anywhere that expenses can be reduced, I support that including compensation to legislators. I do understand that some need this compensation in an effort to serve.		<a href="#">Utah Code 63A-3106</a> states in subsection (3) The Division of Finance shall make the travel expense rules basis of Mileage allowance, and reimbursement for other travel expenses incurred.
Representative				<a href="#">Utah Code 63A-3107</a> states in subsection (7)

				<p>Compensation and expense of a board member who is legislator are governed by Section 36-2-2 and Legislative Joint Rules, <a href="#">Title 5</a>, Legislative Compensation and Expenses. Under <a href="#">title JR5-1 Chapter 2</a>, Lodging, meal, and transportation expenses it breaks out each section and the pertaining rules applied for each type of expense. Chapter 1 (<a href="#">JR5-1-101</a>) provides general provisions around what is considered "legislative Day" and "Authorized Legislative Training Day"</p>
Representative	Strongly Disagree	<p>I strongly disagree because the current compensation structure does not reflect the actual time commitment required. We are only paid for official session days and meetings, yet I consistently spend at least 20 hours per week during the interim responding to constituents, attending events and committee meetings, and working on legislation—without any compensation. This</p>	<p>I believe there should be interim compensation that reflects the ongoing work legislators perform year-round. While I'm not advocating for a longer session, we need to acknowledge the reality of the demands placed on legislators outside of the 45-day session. A modest stipend or hourly rate for verified legislative work during the interim would help ensure public service remains accessible to a</p>	<p>Chapter 1 (<a href="#">JR5-1-101</a>) provides general provisions around what is considered "legislative day" which does include interim days.</p>

		requires me to take time off from my day job, resulting in real financial loss. It's becoming increasingly difficult for working professionals to serve, which risks limiting legislative service to only those who are independently wealthy or retired.	broader range of Utahns.	
Representative	Neither Agree or Disagree	There is no way anyone would or could do this job for the salary. We do Get fairly compensated for "days at the Capitol" but anyone who knows the job understands it is pretty much a full time job. On the other hand, those that do this job don't do it for the money.	Bring back insurance for those who serve past 10 years. We reduced that expense to save tax payer money which is always a good thing, however it does provide a valuable but yet subtle benefit for those who give so much of their time.	The Commission duties do not explicitly mention benefits. But legislators have the option to receive: health, dental, vision, life insurance, and retirement plans. The decision to end supplemental coverage for those who have served was to save money and a Legislative decision, not a commission decision.
Representative	Neither Agree or Disagree	I think that the current level of compensation does not adequately back fill the compensation that legislators forgo when they serve.		The Commission has recommended ongoing COLA's for legislators.
Representative	Strongly Disagree	Our compensation is a joke. It averages far less than minimum wage. My spouse averaged it out one year at \$1.81/hr. Complete BS.	We should not have to subsidize our offices and service with campaign funds. We should be allowed to hire our own staff, that reports to us, not legislative leadership. We	The duties of the commission is to recommended compensation adjustments for legislators, not hiring of staff.



		<p>should have our own outreach and office budgets and constituent services/casework staff who can actually meet the needs of our districts (and actually give a damn about our success). This current structure does not lead to the best outcomes, and continually concentrates power in so-called “leadership” and staff far away from the members and uninterested in and dissociated from the constituents we were elected to represent.</p> <p>In summary, legislative compensation should be adjusted to more accurately reflect the actual cost of service. (If you tripled it, it would still be dramatically undervalued)</p> <p>I would also note that much could be done to improve this situation by recognizing actual work put in. Most legislative days go completely uncompensated because someone didn’t put them</p>	
--	--	---	--

			<p>on an official calendar.</p> <p>Fire example, the judicial and executives branches do not deal with this, because they are full-time and their compensation is salary based. Legislative staff does not deal with this for the same reason. But legislators themselves are OFTEN literally the only person in the room working for free and forced to fundraise to cover their expenses.</p> <p>Second, EVERY legislator should be free to hire their own staff. Being forced to use a selected assistant or intern bent on working against their own boss is absurd. Too much rides on the which intern or staffer you might be assigned. Every legislator should be provided a budget to hire someone part time to assist/manage constituent outreach and scheduling, etc.</p> <p>Third, every legislator should have legitimate travel expenses covered</p>	
--	--	--	---	--

			<p>as part of the job without having to front the budget with campaign or personal funds.</p> <p>As it stands, the current structure is disrespectful to those who serve, a burden to their families and a disservice to those they represent.</p>	
Senator	Disagree	The job of being a representative is one that requires a lot of uncompensated time. I believe I worked an additional 30 uncompensated days of work.	The unscheduled compensation for training is insufficient.	<a href="#">Under JR5-1-101</a> Legislators are compensated for official authorized training days designated by the Legislative Expenses Oversight Committee
Representative	Agree	Insurance pricing is fantastic. Financial compensation is okay.	It's fine	The Commission has recommended ongoing COLA's for legislators that match state employees.
Representative	Neither Agree or Disagree	Rural legislators spend more time on the road.	I think a small increase would be appropriate.	The Commission has recommended ongoing COLA's for legislators that match state employees.
Representative	Agree	I think it would be helpful to have more days paid working in my district. I believe this is where some of the most important work is done. However I feel like that will get tricky. My district is huge and takes me 8 hours to go to the	I would like to see a breakdown of the pay stub each month.	A lump sum payment for the 45 Legislative days is paid at the beginning of January, before session. Pay stubs are included and will show what is being paid for, for additional breakdowns, Finance is able to provide

		end and back home.		that.
Representative	Strongly Disagree	<p>The number of hours we put in as legislators—both during the session and throughout the rest of the year—is nowhere near reflected in our compensation. It's not just the time spent at the Capitol; it's the emails, phone calls, meetings with constituents, policy research, community events, and committee work that continue year-round.</p> <p>But beyond the personal sacrifice, there's a deeper issue: when the pay is this low, it discourages everyday Utahns from running for office. If someone can't afford to take a significant pay cut or doesn't have a flexible job or outside support, public service simply isn't a viable option. That means we're unintentionally excluding a huge segment of the population—working parents, single-income households, young professionals, and many</p>	Tie compensation to inflation so that it increases as cost of living increases.	The Commission has recommended ongoing COLA's for legislators that match state employees.

		<p>others—from ever considering this path.</p> <p>If we want a legislature that truly reflects the full range of perspectives and lived experiences in our state, we need to have an honest conversation about fair compensation. It's not about making this a full-time career—it's about making it financially possible for more people to serve.</p>		
Representative	Agree	I believe in fiscal conservative policy and I think the current pay structure is a good balance with compensation for time and cost management.	N/a	The Commission has recommended ongoing COLA's for legislators that match state employees.
Representative	Disagree	While the benefits, health and dental insurance, retirement benefits are good, the daily pay is not adequate. Some legislators have to take leave without pay from their regular jobs, like teachers, for example. They lose a significant pay to serve.	The daily pay rate needs to be much higher. Some legislators are wealthy or own businesses that can be run by their employees while they are in session, but others are not, and it is a real sacrifice for them to serve.	The Commission has recommended ongoing COLA's for legislators that match state employees.
Representative	Agree	It's generally fine, but there are some little things that are weird, like not being reimbursed for certain	Have a more logical policy for reimbursing for approved travel.	<a href="#">Reimbursement for travel follows JR5-2 as well as State Finance</a>

		expenses when on approved travel.		
Representative	Strongly Disagree	The hourly rate is less than minimum wage.	We are the lowest paid public servants, except for volunteers.	The Legislative Expenses Oversight Committee establishes procedures to implement the rules on legislative expenses, including establishing systems and procedures for the reimbursement of legislative expenses. ( <a href="#">JR5-1-102</a> ). The Commission has recommended ongoing COLA's for legislators that match state employees.
Representative	Disagree			
Representative	Agree			
Representative	Disagree	Rural legislators with several counties and reporting responsibilities have much more time and expenses	Travel and , per diem	Same day meal reimbursement is based on State Finance Policy <a href="#">section 10-7</a> . Travelers are reimbursed the per diem rate (general term for the federal travel reimbursement rates, GSA). Rates can be located on the <a href="#">US General Service Administration</a> Website. In order to claim same day meal reimbursement, a traveler must travel in total or more 12 hours to be given 75% GSA per diem. For any overnight stay, meals are

				based on first/last day of travel (75% GSA per diem, 100% for any days in between). For nonstate employees, a travel may use their personal credit card for meals and are reimbursed up to the actual cost of the meal (up to per diem).
Senator	Agree	Retirement benefits that don't tenure after 10 years has become problematic. This has made for a decrease in average length of tenure. Losing institutional knowledge.		The decision to end medical insurance long term for years served was a decision made by the Legislators to save money.
Representative	Neither Agree or Disagree			
Representative	Disagree	<p>Mileage and hotel reimbursement over 40 miles takes taxes out of reimbursement.</p> <p>A mileage budget including constitute visits and traveling to learn about issues would be very helpful.</p>		<p>Mileage reimbursement for the use of a personal vehicle is calculated based on thr average of 2 per diem rates. (1) the rate labeled "if use of a privately owned automobile is authorized or if no government-furnished automobile is available" and (2) the rate labeled "if a government-furnished automobile is avaoilable". These rates are listed on the <a href="#">US General Services Administration Website</a> (GSA). Legislatures will abide by the state Finance</p>

				Policy around personal mileage ( <a href="#">Section 10-9</a> ).
Representative	Disagree	I put in so much time to different meeting that the hourly amount I get is less than minimum wage.	Pay for other meeting that my constituents want me to attend such as city council or county commission meetings. other meetings that may have to do with committee assignments. It doesn't need to me huge, but something and maybe even have so many meetings per year that can be condensate in this fashion.	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. These days are designated by the Legislative Management Committee
Representative	Agree	I would do it for peanuts	Non financial benefits like staff or education stipends, increase travel expenditures for trainings	The duties of the commission is to recommended compensation adjustments for legislators. Travel expenditures for trainings are set by officially designated days by the Legislative Management Committee and follow state Finance travel policies.
Representative	Agree	I think the current package is great. It covers some costs but isn't so much that it burdens the taxpayer or becomes a primary motivation for public service.		The Commission has recommended ongoing COLA's for legislators that match state employees. Utah is a citizen legislative body intended to allow everyone the chance to serve.



Representative	Neither Agree or Disagree	I don't want taxes going up but it does cost me a lot financially to step away and do this.	Not sure	The Commission has recommended ongoing COLA's for legislators that match state employees. Utah is a citizen legislative body intended to allow everyone the chance to serve.
Representative	Disagree			
Representative	Agree	Its fine.	None, Its fine.	
Representative	Agree			
Senator	Disagree	I have served 5 years in the House of Representatives and 5 years in the senate. The time required of me as a Senator is many times more that when I was in the House. Trying to juggle all that is asked of me with one legislative assistant who I share with 7 other senators. My answer to the question has to do with the entire package of compensation which includes support with staff. I feel we run a very conservative legislature and in my opinion a little too conservative considering staff support etc.	I'd like to see another Legislative Assistant who can help reduce the ratio of 1 LA for 8 Senators. I also believe our medical insurance provider could be more willing to provide support versus current behavior. I'm getting older and don't have medical insurance, I hate the fact that we used to provide medical insurance coverage for legislators long term if they served a certain number of years. I came in one year too late and didn't get that....can we bring it back for a few of us?	The duties of the commission is to recommended compensation adjustments for legislators, not hiring of staff. The medical insurance provider is a division of Utah Retirement Systems, and a component unit of the State of Utah, governed by Utah Code Title 49. The decision to end medical insurance long term for years served was a decision made by the Legislators to save money. This would have to be applied to everyone, not a select few .
Representative	Disagree	The work involved in representing our districts is	A little more pay would cover some of the costs	The Commission has recommended ongoing

		much more than attending formal committee and session meetings. There is a lot of time in answering emails. Talking to constituents, attending events and meeting that are not "official" meetings. Having said that, I don't think that we should get a lot more pay because we treat this opportunity more as a service.	and make it more doable for legislators with families and full-time jobs.	COLA's for legislators that match state employees.
Senator	Disagree	I don't quibble with the daily rate, but there are so many non-compensated days that the earnings rate for work is really quite low.	Either adjust the daily rate or allow for additional days to be counted as compensated work days.	The Commission has recommended ongoing COLA's for legislators that match state employees.
Representative	Disagree	The pay is low based on what one could be earning if they spent their time elsewhere. It is fine for most of us, we don't do it for the pay, but I know there are some in the body that could use a bump to help supplement their time away from their full time jobs or childcare.	An increase in the daily pay rate.	The Commission has recommended ongoing COLA's for legislators that match state employees.
Representative	Strongly Disagree	I spend several hours each week between meeting with constituent groups, working on bill files, responding to constituent emails and phone calls, attending events, visiting	I would like to see some sort of per diem or payment for constituent outreach and services.	Currently, authorized meetings do not include meetings with local constituents, attending local government meetings, or preparatory work on policy issues and

		classrooms, etc. for no compensation.		legislation outside of an official meeting day. These days are designated by the Legislative Management Committee
Representative	Disagree	Many, many hours are spent working on constituent issues, meeting with local government officials, attending site visits, educational forums and more, which is not compensated.	Similar to training days, pay a legislator up to a certain number of days per year for constituent services and local government interaction.	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. These days are designated by the Legislative Management Committee
Senator	Agree	There are lots of meeting with local elected officials along with mileage that is not compensated which comes out of our pockets or campaign funds.	more constituents day pay	Mileage reimbursement for the use of a personal vehicle is calculated based on the average of 2 per diem rates. (1) the rate labeled "if use of a privately owned automobile is authorized or if no government-furnished automobile is available" and (2) the rate labeled "if a government-furnished automobile is available". These rates are listed on the <a href="#">US General Services Administration Website</a> (GSA). Legislatures will abide by the state Finance Policy around personal

				<p>mileage (<a href="#">Section 10-9</a>). 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. These days are designated by the Legislative Management Committee</p>
Representative	Disagree	<p>Compensation is not commensurate with the work that is done, but serving in the legislature is about public service so it should not be about monetary compensation.</p>		<p>The Commission has recommended ongoing COLA's for legislators that match state employees. Utah is a citizen legislative body intended to allow everyone the chance to serve.</p>

# Appendix C

## 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.

*\*Retrieved from [http://le.utah.gov/xcode/ArticleVI/Article\\_VI,\\_Section\\_9.html](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.