

AGENDA

Legislative Compensation Commission

Thursday, November 5, 2015, 9:00 AM
Beehive Room, Senate Building
State Capitol Complex
Salt Lake City, Utah

1. Call to order –
2. Board business
 - a. Minutes from October 8, 2015 – *for consideration*
3. Discussion on the work to be done for the 2016 Legislative Session
 - a. Data for consideration
 - b. Discussion
4. Other/Adjourn

Next meetings:

- December 3, 2015, 9:00 AM, Beehive Room, Senate Building
- December 10, 2015, 9:00 AM, Beehive Room, Senate Building

Meeting Packet Contents

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3	Minutes (draft) from October 8, 2015 meeting	GOMB
7	Tables of data for 2016 report	GOMB

Items included but separate from the meeting packet Source

Draft Minutes of the Legislative Compensation Commission

Thursday, October 8, 2015, 9:00 AM

Olmstead Room, Senate Building

State Capitol Complex

Salt Lake City, Utah

Members present:

David Pyne (Chair), Matthew Bell* (Vice Chair), David Rail, Ronald Mortensen, Robert Hunter

*via telephone

Members absent:

Derek Larsen, James Gowans

Staff present:

Cliff Strachan, Governor's Office of Management and Budget

Susan Eisenman, Office of the Attorney General

Ben Christensen, Office of Legislative Research and General Counsel

Note: Additional information including related materials and an audio recording of the meeting can be found at Utah's Public Notice Website (www.utah.gov/pmn) or by contacting the Governor's Office of Management and Budget.

1. Welcome and Introductions

Cliff Strachan welcomed commissioners and called the meeting to order. He noted that Matthew Bell was participating by telephone, Derek Larsen is away and hopes to call in, and that James Gowans is excused.

He advised that since the previous chair is no longer on the Commission, he will chair it until a new chair is selected in the meeting.

2. Commission Business

a. *Open and Public Meetings Act* (annual training)

In keeping with the state requirement to provide annual training Mr. Strachan reviewed the requirements of the *Act*. He also noted that the Commission has an electronic meeting policy which is applicable today.

Commissioners various issues pertaining to the request. He noted that no meetings are paid or expenses reimbursed unless approved by either the House or Senate Legislative Oversight Committee. The commission and Rep. Dunnigan discussed a list of approved meetings.

While the request specified a total of six days, there was discussion concerning whether to leave it unlimited or to cap it. Rep. Dunnigan preferred a cap but suggested six might be too few.

Mr. Strachan and Susan Eisenman commented on HJR 6's inclusion of legislators-elect noting that the state constitution sets a term beginning January 1 after an election, making legislators-elect ineligible for legislative compensation prior to January 1.

The commission also discussed legislator attendance at conferences such as those hosted by the National Council of State Legislators (NCSL) and Council of State Governments (CSG). Other groups were mentioned but a consensus was developing around limiting pay to conferences or meetings of those two bodies.

b. Data for consideration

Staff referenced the tables provided in the agenda packet. These tables provide comparative data from the National Council of State Legislatures providing an overview of compensation for legislators. Staff will provide additional data respecting leadership pay and other benefits at the next meeting.

c. Discussion

It was suggested that staff compile in a summary the gist of the discussion today and to report back to the commission on various policy decisions that might be made by the commission when compiling its report.

Commissioners opted not to make a decision on the request by Rep. Dunnigan, preferring instead to contact their respective legislators for additional perspectives.

The commission also briefly talked about some kind of cost of living adjustment for the \$273 per day pay but made no decisions appertaining.

5. Other/Adjourn

Mr. Strachan reminded that the next three scheduled meetings will be held in the Beehive Room in the Senate Building.

Motion: David Rail moved to adjourn. CARRIED

Table 11: Additional Compensation for Committee Chairs by State, 2014

State	Committee Chairs	Committee Chairs
Alabama	\$150/mo. each for House Ways and Means and Senate Finance and Taxation Chairs	None
Alaska	None	None
Arizona	None	\$900/flat amount for all standing committee chairs
Arkansas	None	None
California	None	None
Colorado	None	None
Connecticut	\$4,241 for all committee chairs	\$9,000 to \$34,000 for each committee chair; members may receive only one special allowance.
Delaware	\$11,459/year for Joint Finance Committee chair; \$4,578/year each for Capital Improvement chair and vice chair; \$4,578/year for Sunset Committee chair	None
Florida	None	\$10/day for all substantive standing committees
Georgia	None	\$6,500/year for all committee chairs except Finance chair, who receives \$10,000/year; \$5,000 for all vice chairs except Finance vice chair, who receives \$5,500
Hawaii	None	\$12,364 for Appropriations and Budget Committee Chairs
Idaho	None	None
Illinois	\$10,327 for all committee chairs and minority spokespersons	None
Indiana	\$5,500/year each for Appropriations Committee and Tax and Fiscal Policy Committee chairs; \$2,000/year each for Appropriations Committee ranking majority and minority members and Tax and Fiscal Policy Committee ranking majority member; \$1,000/year each for all other committee chairs	None
Iowa	None	\$600/interim expense allowance for committee chairs of the House and Senate
Kansas	\$11,289.98/year for Senate Ways and Means and House Appropriations Committee	None
Kentucky	\$18.71/day for standing committees only	None
Louisiana	\$28,000/year for chairman and vice chairman - Joint Budget Committee	None
Maine	None	None
Maryland	None	\$3,900 for Executive Appropriations Chair (Co-chair)
Massachusetts	\$7,500-\$15,000/year for committee chairs	None
Michigan	\$6,300 for Appropriation Committee chairs	None
Minnesota	\$35,292 for the Senate Tax Committee and Committee on Finance	\$150/day (maximum 30 days) for Finance and Judiciary Chairmen
Mississippi	None	None
Missouri	None	\$600/mo for interim committee chairmen when not in session
Montana		
Nebraska		
Nevada		
New Hampshire		
New Jersey		
New Mexico		
New York		
North Carolina		
North Dakota		
Ohio		
Oklahoma		
Oregon		
Pennsylvania		
Rhode Island		
South Carolina		
South Dakota		
Tennessee		
Texas		
Utah ¹		
Vermont		
Virginia		
Washington		
West Virginia		
Wisconsin		
Wyoming		

Source: National Conference of State Legislators, 2014 State Legislator Compensation - Additional Compensation for Committee Chairs

¹ Utah data corrected to 2015 values.

Table 12: Additional Compensation for House/Assembly Leaders by State, 2014

State	Presiding Officer	Majority Leaders	Minority Leaders	Other House/Assembly
Alabama	\$2/day plus \$1,500/month expense allowance	None	None	None
Alaska	\$500/year	None	None	None
Arizona	Generally approved for additional interim per diem			None
Arkansas	None	None	None	None
California	\$109,584/year each for the speaker of the Assembly and pro tem of the Senate	\$102,437/year	\$109,584/year	\$102,437/year for the second ranking minority leaders
Colorado	\$99/day salary during interim when in attendance at committee or leadership matters			
Connecticut ¹	\$10,689/year	\$8,835/year	\$8,835/year	\$6,446/year each for the deputies and assistants; \$4,241/year each for the majority and minority whips
Delaware	\$19,893/year	\$12,376/year	\$12,376/year	\$7,794/year each for the majority and minority whips
Florida	\$11,484/year	None	None	None
Georgia	\$6,811/month	\$200/month	\$200/month	\$200/month governor's floor leader; \$100/month assistant floor leader; \$400/month speaker pro tem
Hawaii	\$7,500/year salary differential	None	None	None
Idaho	None	None	None	None
Illinois	\$27,477/year	\$23,230/year	\$27,477/year	\$19,791/year each for the deputy majority and minority leaders; \$18,066/year each for the assistant majority and minority leaders and majority and minority conference chairs
Indiana	\$7,000/year	\$5,500/year	\$6,000/year	\$5,000/year speaker pro tem and majority caucus chair; \$4,500/year minority caucus chair; \$3,500/year assistant minority floor leader and majority whip; \$1,000/year assistant majority floor leader; \$1,500/year minority whip
Iowa	\$11,593/year	\$11,593/year	\$11,593/year	\$1,243/year for the speaker pro tem
Kansas	\$14,039.22/year	\$12,665.64/year	\$12,665.64/year	\$7,165.34/year assistant majority/minority leaders, and speaker pro tem
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	\$28.66/day each for the majority/minority caucus chairs and whips
Louisiana	\$32,000/year	None	None	\$24,500/year speaker pro tem
Maine	150% of base salary/year	125% of base salary/year	112.5% of base salary/year	None
Maryland	\$13,000/year	None	None	None
Massachusetts	\$35,000/year	\$22,500/year	\$22,500/year	\$15,000/year each for the assistant majority and minority leaders (and second and third assistants) and speaker pro tem
Michigan	\$27,000/year	Position does not exist	\$22,000/year	\$5,513/year for the speaker pro tem; \$10,000/year for the minority floor leader; \$12,000/year for the majority floor leader

State	Presiding Officer	Majority Leaders	Minority Leaders	Other House/Assembly
Minnesota		40% of base salary/year		None
Mississippi	\$60,000/year total salary for the Speaker of the House	None	None	\$15,000/year speaker pro tem
Missouri	\$208.34/month	\$125/month	\$125/month	None
Montana	\$5/day during session	None	None	None
Nebraska	None	None	None	None
Nevada		\$900/year		Speaker pro tem: \$900/year
New Hampshire	\$50/two-year term	None	None	None
New Jersey	1/3 above annual salary	None	None	None
New Mexico	None	None	None	None
New York	\$41,500/year	\$34,500/year	\$34,500/year	\$9,000-\$25,000/year for 31 leaders
North Carolina	\$38,151/year and \$16,956/year expense allowance	\$17,048/year and \$7,992/year expense allowance	\$17,048/year and \$7,992/year expense allowance	\$21,739/year plus \$10,032 expense allowance for speaker pro tem
North Dakota	\$15/day during legislative sessions	\$15/day during legislative sessions; \$325 per month	\$15/day during legislative session; \$325 per month	\$10/day for assistant leaders during legislative sessions
Ohio	\$94,437.36/year for the speaker	\$86,165/year speaker pro tem; \$81,163/year majority floor leader; \$76,169/year assistant majority floor leader; \$71,173/year majority whip; \$66,175/year assistant majority whip	\$86,164.76/year for the minority leader	Compensation for committee leadership
Oklahoma	\$17,932/year	\$12,364/year	\$12,364/year	\$12,364/year speaker pro tem
Oregon	\$22,596/year in additional salary for the speaker	None	None	None
Pennsylvania	\$46,022/year	\$36,819/year	\$36,819/year	\$27,942/year each for the majority and minority whips; \$17,422/year each for the majority and minority caucus chairs; \$11,506/year each for the majority and minority caucus secretaries, policy chairs, and administrators
Rhode Island	Speaker of the House receives double the annual rate for representatives	None	None	None
South Carolina	\$11,000/year	None	None	\$3,600/year speaker pro tem
South Dakota	None	None	None	None
Tennessee	\$60,609/year	None	None	None
Texas	None	None	None	None
Utah ²	\$5,000/year	\$4,000/year	\$4,000/year	\$3,000/year each for the whips, assistant whips, and caucus managers
Vermont	\$730.66/week during session plus an additional \$11,296/year salary	None	None	None
Virginia	\$8,000/year additional	\$4,000/year additional	\$4,000/year additional	None
Washington	\$8,000/year	None	\$4,000/year	None
West Virginia ³	\$150/day for the speaker when attending to legislative business	\$50/day during session	\$50/day during session	\$150/day for the chairman of Finance and Judiciary for interims.
Wisconsin	\$25/month	None	None	None
Wyoming	\$3/day during session; \$918/month when not in session	\$600/month when not in session	\$600/month when not in session	None

Source: National Conference of State Legislators, [2014 State Legislator Compensation - Additional Compensation for House/Assembly Leaders](#)

¹ CT Other column: deputies include deputy speaker, deputy majority and minority leaders, assistant majority and minority leaders

² Utah data corrected to 2015 values.

³ WV Other House/Assembly: maximum 30 days when legislature not in session; also allows up to six more people named by the presiding officer.

Table 13: Additional Compensation for Senate Leaders by State, 2014

State	Presiding Officers	Majority Leaders	Minority Leaders	Other Senate Leaders
Alabama	\$2/day plus \$1,500/month expense allowance	None	None	None
Alaska	\$500/year	None	None	None
Arizona	Generally approved for additional interim per diem.			None
Arkansas	None	None	None	None
California	\$109,584/year for the Senate President pro Tem.	\$102,437/year for the Majority Floor Leader	\$109,584/year for the Minority Leader.	\$102,437/year for the Second Ranking Minority Leader
Colorado	\$99/day salary per diem during interim when attending to matters pertaining to the General Assembly.			None
Connecticut	\$10,689	\$8,835	\$8,835	Deputies, \$6,446/year; Assistants and Whips, \$4,241/year
Delaware	\$19,983/year	\$12,376/year	\$12,376/year	Whips \$7,794
Florida	\$11,484/year	None	None	None
Georgia	none	\$200/month	\$200/month	President pro tem, \$400/month; admin. flr. ldr., \$200/month; asst. admin. flr. ldr., \$100/month
Hawaii	\$7,500/year salary differential	None	None	None
Idaho	None	None	None	None
Illinois	\$27,477	\$20,649	\$27,477	Deputies, assistants, and caucus chairs, \$20,649/year
Indiana ¹	\$7,000/year for the	\$5,500/year for the president pro tem majority floor leader	\$6,000/year for the minority floor leader	See notes
Iowa	\$11,593/year			President pro tem, \$1,243/year
Kansas	\$14,039/year	\$12,665/year	\$12,665/year	Assistant leaders, Senate VP, \$7,165/year
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	Caucus chairs and whips, \$28.66/day
Louisiana	\$32,000/year	None	None	President Pro Tem, \$24,500/year
Maine	150% of base salary	125% of base salary	112.5% of base salary	None
Maryland	\$13,000/year	None	None	None
Massachusetts	\$35,000/year	\$22,500/year	\$22,500/year	\$15,000/year each, Assistant leaders, and President pro tem
Michigan	\$4,962/year	\$23,400/year	\$19,800/year	Majority floor leader, \$10,800; Minority floor leader, \$9,000
Minnesota	None	40% of base salary	40% of base salary	Assistant Majority Leader, Tax Committee and Finance Committee chairs, \$4,152/year
Mississippi	Lt. Governor, \$60,000 total salary	None	None	President pro tem, \$15,000/year
Missouri	None	None	None	None
Montana	\$5/day during session	None	None	None
Nebraska	None	None	None	None
Nevada	\$900/year	\$900/year	\$900/year	President pro tem, \$900/year
New Hampshire	\$50/two-year term	None	None	None
New Jersey	1/3 above annual salary	None	None	None
New Mexico	None	None	None	None
New York	\$41,500/year	\$34,500/year	\$34,500/year	24 other leaders with compensation ranging from \$13,000 to \$34,000
North Carolina	\$38,151 and \$16,956 expense allowance	\$17,048 and \$7,992 expense allowance	\$17,048 and \$7,992 expense allowance	Deputy pro tem, \$21,739 and \$10,032 expense allowance
North Dakota	None	\$15/day during legislative sessions, \$307 per month	\$15/day during legislative sessions, \$307 per month	Asst. leaders., \$10/day during legislative sessions.
Ohio	President \$94,437/year	\$81,163/year	Minority Leader \$86,164/year	President pro tem \$86,164/year; Majority Whip \$76,168/year
Oklahoma	\$17,932	\$12,364	\$12,364	None
Oregon	Additional \$21,936/year	None	None	None
Pennsylvania	\$47,136/year	\$37,710/year	\$37,710/year	Whips, \$27,942; Caucus chairs, \$17,422; Caucus secretaries \$11,506; Policy chairs, \$11,506; Caucus administrator, \$11,506
Rhode Island	Double the annual rate for Senators	None	None	None
South Carolina	Lt. Gov. holds this position	None	None	President pro tem, \$11,000
South Dakota	None	None	None	None
Tennessee	\$60,609/year	None	None	None
Texas	None	None	None	None
Utah ²	\$5,000/year	\$4,000/year	\$4,000/year	\$3,000/year each for the whips, assistant whips, and caucus managers
Vermont	Lt. Governor \$61,776	None	None	None
Virginia	None	\$200/day for official meetings days attended	\$200/day for official meetings days attended	President pro tem; \$200/day for official meetings days attended
Washington	Lt. Gov. holds this position	\$8,000 additional	\$4,000 additional	None

State	Presiding Officers	Majority Leaders	Minority Leaders	Other Senate Leaders
West Virginia	\$150/day during session	\$50/day during session	\$50/day during session	Chairman of Finance and Judiciary, and six others, \$150.00/day up to 30 days for interims
Wisconsin	None	None	None	None
Wyoming	\$3/day during session; \$918/mo when not in session	\$600/mo when not in session	\$600/mo when not in session	None

Source: National Conference of State Legislators, 2014 State Legislator Compensation - Additional Compensation for Senate Leaders

¹ IN \$3,000/year assistant president pro tem; \$3,500/year assistant majority floor leader; \$1,500/year each floor leaders Emeritus; \$5,500/year majority caucus chair; \$1,000/year assistant majority caucus chair and assistant minority whip; \$4,000/year majority whip; \$2,000/year assistant majority whip, co-minority whip, and assistant minority caucus chair; \$5,000/year assistant minority floor leader and minority caucus chair

² Utah data corrected to 2015 values.

2014 State Legislator Compensation—Mileage, Phone, and Credit Card Allowances

State	Mileage Allowance	Phone Allowance	Credit Card Allowance
Alabama	10¢/mile for a single roundtrip per session; 48.5¢/mile for interim committee attendance	Yes—official business only	No
Alaska	56¢/mile for travel approved	Yes—legislative business only	No
Arizona	44.5¢/mile on actual miles	Phone cards allowed for certain districts; none used at this time	No
Arkansas	56¢/mile	No	No
California	53¢/mile	No	No
Colorado	50¢/mile; state reimbursement rate is 90% of the federal rate	Yes— official business only	No
Connecticut	56¢/mile	Yes—official business only; charges for personal calls are reimbursed by the legislator	No
Delaware	40¢/mile set by Del. Code Ann. Title 29 §7102	Yes—official business only	No
Florida	44.5¢/mile for business travel	No	Yes—official business only
Georgia	50¢/mile; Ga. Code Ann. §50-19-7 sets rate of reimbursement at the same mileage rate established by the U.S. General Services Administration	No	No
Hawaii	Members can file a claim for mileage reimbursement based on the federal mileage reimbursement rate.	Senate members may claim cell phone service expenses related to official legislative business, paid from the member's annual allowance for legislative expenses	State credit card for airfare only for non-Oahu House members who travel to the Capitol on Oahu; no state credit card for senators
Idaho	1 roundtrip/week at the state rate	No	No
Illinois	39¢/mile	No	No
Indiana	56¢/mile	No	No
Iowa	39¢/mile	No	No
Kansas	56¢/mile; set by the Department of Administration	Yes	May request Visa card; state pays annual fee only
Kentucky	55.5¢/mile	No	No
Louisiana	56¢/mile; tied to the federal rate	Yes —district office line with one extension	No
Maine	44¢/mile	No	No

State	Mileage Allowance	Phone Allowance	Credit Card Allowance
Maryland	55.5¢/mile. \$500 annual allowance for in-district travel as taxable income; members may decline the allowance	No	No
Massachusetts	Between \$10–\$100 reimbursed per trip, determined by distance from the state House	No	No
Michigan	56¢/mile	Yes—official business only	No
Minnesota	House: during session, members can request up to 1 round trip/week if they live more than 50 miles from the Capitol; \$100–\$1,650/month for mileage reimbursement for travel in the legislative district during interim Senate: a reasonable allowance	Yes House members: \$75/month communications allowance Senators: \$200/month communications reimbursement	No
Mississippi	Determined by Federal Register and legislature	No	No
Missouri	37¢/mile	Yes—phone card issued but expenditures deducted from monthly expense allowance	No
Montana	56¢/mile, based on IRS rate; reimbursement for actual mileage traveled in connection with legislative business	Yes—leadership positions only	No
Nebraska	55¢/mile; tied to federal rate	Yes—official business only	No
Nevada	Federal rate, currently 56¢/mile	Yes—\$2,800/year allowance	No
New Hampshire	Round trip home to the state House at 38¢/mile for the first 45 miles and 19¢/mile thereafter, or members will be reimbursed for actual expenses and mileage will be paid at the maximum IRS mileage rate	No	No
New Jersey	None	No	Gas card if using state-leased or state-owned vehicle
New Mexico	55¢/mile; tied to the federal rate	No	No
New York	Varies (V); tied to the	Yes—official business only	No

State	Mileage Allowance	Phone Allowance	Credit Card Allowance
	federal GSA rate, currently 55.5¢/mile		
North Carolina	29¢/mile; 1 round trip/week during session; 1 round trip for attendance at interim committee meetings	Yes—\$2,275/year for postage, stationery and telephone	No
North Dakota	56¢/mile; 1 round trip/week during session	No	No
Ohio	52¢/mile; 1 round trip/week from home to the state House for legislators outside Franklin County only	Yes—state-related phone calls only	No
Oklahoma	56¢/mile; tied to the federal rate	Yes—\$1,500/year for electronic communications such as cell phone bills as well as office expenses	No
Oregon	56¢/mile	Yes—state-provided office and district office phone for legislative business only	No
Pennsylvania	56¢/mile; tied to the federal rate	No	No
Rhode Island	56.5¢/mile to and from session	No	No
South Carolina	Current IRS rate	Yes Senate: \$3,400/year for postage, stationery and telephone House: \$1,800/year for telephone and \$1,100/year for postage	No
South Dakota	37¢/mile for 1 round trip from Pierre to home each weekend; one trip is also paid at 5¢/mile. During the interim, 37¢/mile for scheduled committee meetings.	Yes—telephone allowance of \$600/6 months for legislators and \$900/6 months for leadership	No
Tennessee	47¢/mile	Yes—phone card	No
Texas	50¢/mile; set by the General Appropriations bill. \$1.24/mile for single-, twin- and turbo engines.	No	Eligible for MasterCard for official use
Utah	56¢/mile, round trip from home to the Capitol	Yes—state-paid mobile phone or reimbursement for personal phone at same rate as state-paid plan	No
Vermont	Federal mileage rate, now about 56¢/mile; state	Yes	No

State	Mileage Allowance	Phone Allowance	Credit Card Allowance
	employee reimbursement rate		
Virginia	56¢/mile	Yes	No
Washington	56¢/mile	Yes—business calls only	No
West Virginia	48.5¢/mile based on the Dept. of Adm. travel regulations	Yes	No
Wisconsin	51¢/mile; 1 round trip/week to the Capitol	Members office expenses, including phone expense, are limited to the amount of each member's office budget, as established by the committees on the Senate and Assembly organization	No
Wyoming	55¢/mile	Yes—phone card for official business only with a limit of \$2,000/2 years	No

Source: National Conference of State Legislatures 2014

2014 State Legislator Compensation—Life Insurance Benefits

State	Life Insurance Benefit
Alabama	Not available.
Alaska	A small policy is available; additional is optional at legislators' expense.
Arizona	The state pays for \$15,000; additional is paid by legislators.
Arkansas	The state pays for \$30,000 as part of the health plan; additional is optional at legislators' expense.
California	\$250,000 term policy for the Assembly; members pay 18% of the premium plus the taxable value on coverage above \$50,000. Senators are eligible for up to \$250,000 term coverage; members pay 18% of the age-based premium plus the taxable value on coverage above \$50,000.
Colorado	The state pays for \$50,000; additional is optional at legislators' expense.
Connecticut	Coverage is optional at legislators' expense.
Delaware	Coverage is optional at legislators' expense.
Florida	The state pays the full amount.
Georgia	The state pays a portion, and legislators pay a portion.
Hawaii	The state pays a portion, and legislators pay a portion. Legislators have the same insurance benefit as legislative employees.
Idaho	The state pays a portion, and legislators pay a portion.
Illinois	The state pays a portion, and legislators pay a portion.
Indiana	State legislators are offered the same life insurance plans as regular state employees.
Iowa	The state pays for \$20,000; additional is at legislators' expense.
Kansas	150% of annual salary if part of KPERs; additional insurance is optional at legislators' expense.
Kentucky	The state pays for \$20,000; additional is available at legislators' expense.
Louisiana	The state pays half and legislators pay half.
Maine	Legislators are eligible for a group life insurance program with coverage in amount equal to legislators' salary; plan is 100% legislator-paid.
Maryland	Term insurance is optional at legislators' expense.
Massachusetts	The state pays for \$5,000; additional, up to eight times the salary, is at legislators' expense.
Michigan	Offered at different levels as part of cafeteria plan.
Minnesota	The state pays for \$35,000.
Mississippi	The state pays half and legislators pay half.
Missouri	The state pays the full amount; additional amounts are optional at legislators' expense.
Montana	The state pays for a \$14,000 term policy; additional is at legislators' expense.
Nebraska	Optional at legislators' expense.
Nevada	Optional at legislators' expense.
New Hampshire	Not available.
New Jersey	Members enrolled in the pension plan have up to three times the annual salary. Members enrolled in the defined contribution plan have one and a half times the annual salary. Members not covered by either plan have no death benefit.
New Mexico	Not available.
New York	Optional at members' expense.
North Carolina	Optional at legislators' expense.

State	Life Insurance Benefit
North Dakota	The state pays for a \$1,300 term life policy.
Ohio	The state pays for an amount equal to salary. Members may purchase a supplemental policy, which is also offered to state employees.
Oklahoma	Same as state employees benefit plan.
Oregon	Consistent with all other state employees, this is available as a legislator-paid option.
Pennsylvania	A group life policy is for up to the amount of salary.
Rhode Island	Optional at legislators' expense.
South Carolina	The state pays a portion, and legislators pay a portion.
South Dakota	Not available.
Tennessee	The state pays \$15,000, and legislators pay \$7,000.
Texas	Optional at legislators' expense.
Utah	The state pays the full amount.
Vermont	Not available.
Virginia	The state pays for a portion, and legislators pay for a portion.
Washington	The state pays for a portion, and legislators pay for a portion.
West Virginia	Optional at legislators' expense.
Wisconsin	Legislators may have up to five times their salary as life insurance under group term coverage. Spouses and dependents may be covered at lower levels. Premiums for legislators vary with salary and age.
Wyoming	Not available.

Source: National Conference of State Legislatures 2014

2014 State Legislator Compensation—Health, Dental and Vision Benefits

State	Health	Dental	Vision
AL	Same as state employees; optional at legislators' expense	Same as state employees; optional at legislators' expense	Not available
AK	The state pays a portion, and legislators pay a portion	The state pays a portion; legislators pay a portion	Optional at legislators' expense, unless included in health insurance
AZ	The state pays a portion; legislators pay a portion; same as state employee plan	Optional at legislators' expense; same as state employees' plan	Optional at legislators expense; same as state employees' plan
AR	The state pays \$410 monthly; legislators pay the balance depending on the plan chosen	Optional at legislators' expense	Vision screening with co-pay, once/2 years with health plan; additional coverage optional at legislators' expense
CA	The state pays a portion (20% less than the contribution paid for state managerial employees); legislators pay a portion	Legislators pay 18% of the basic dental premium; enhanced coverage is available at an additional cost to the member	Legislators pay 18% of the basic vision premium; enhanced coverage is available at an additional cost to the member
CO	The state pays portion, and legislators pay portion; amount differs according to plan selected	The state pays portion, legislators pay portion; amount differs according to plan selected	Not available
CT	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion	Some health insurance plans include discounts on eyewear
DE	The state pays portion, and legislator pay a portion	Optional at legislators' expense	Optional at legislators' expense
FL	Legislators pay \$50/month for individual coverage and \$180/month for family coverage	The state pays the full amount	Optional at legislators' expense
GA	Same as the state employee plan: the state pays a portion, and legislators pay a portion	Legislators pay; this is an optional benefit offered once/year during open enrollment	Legislators pay; this is an optional benefit offered once/year during open enrollment
HI	The state pays a portion, and legislators pay a portion; same healthcare options as legislative employees	The state pays a portion, and legislators pay a portion; same dental care options as legislative employees	The state pays a portion, and legislators pay a portion; same eye care options as legislative employees
ID	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion

State	Health	Dental	Vision
IL	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion
IN	Same health coverage as state employees	Same dental coverage as state employees	Same vision coverage as state employees
IA	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion	Not available
KS	The state pays a portion, and legislators pay a portion	The state pays for legislators; legislators pay dependent coverage	Optional at legislators' expense
KY	Same as the state employee plan	Optional at legislators' expense	Optional at legislators' expense
LA	The state pays 50%, and legislators pay 50%	The state pays 50%, and legislators pay 50%; senators pay 100%	Legislators pay 100%
ME	HMO plan is the same as provided to state employees. The state pays 95% or 100% of legislator coverage (depending on legislator's completion of the health assessment) and 50% of dependent coverage	Optional; same as for state employees; the state pays 100% of legislators' coverage	Optional at legislators' expense
MD	Same as the state employee plan. The state pays 80–85% depending on the plan selected; legislator pays 20% for PPO, 17% for POS or 15% for HMO	Optional; same as state employee plan; the state pays 50%	Covered under the medical plan
MA	The state pays a portion (currently 80%), and legislators pay a portion	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion
MI	Health, vision, life, cancer and prescription offered via cafeteria plan	Included in cafeteria plan	Included in cafeteria plan
MN	The state pays 100% for single coverage and 90% of family coverage	The state pays 81% for single coverage and 60% for family coverage	The same optional coverage as state employees; STD; LTD; optional life for member, spouse, and child; AD&D and long-term care

State	Health	Dental	Vision
MS	The state pays the full amount of legislator-only premiums	Optional at legislators' expense	Optional at legislators' expense
MO	The state pays a portion, and legislators pay a portion	Optional at legislators' expense	Optional at legislators' expense
MT	The state pays the full amount; dependents are not covered	The state pays the full amount; dependents are legislators' responsibility	Optional at legislators' expense
NE	Optional at legislators' expense	Optional at legislators' expense	Optional at legislators' expense
NV	Optional at legislators' expense	Optional at legislators' expense	Optional at legislators' expense
NH	Optional at legislators' expense	Optional at legislators' expense	Not available
NJ	Same as state employees; members appointed or elected after 5/21/10 are not eligible for coverage	Same as state employees; members appointed or elected after 5/21/10 are not eligible for coverage	Same as state employees; members appointed or elected after 5/21/10 are not eligible for coverage
NM	Not available	Not available	Not available
NY	The state pays a portion, and legislators pay a portion	The state pays the full cost	The state pays the full cost
NC	The state pays the full amount for the PPO 70/30 plan. For the 80/20 plan, legislators pay a variety of rates depending on participation in wellness activities. Optional family coverage for both plans is at legislators' expense.	Optional at legislators' expense	Optional at legislators' expense
ND	The state pays for legislators choosing the state health plan	Optional at legislators' expense	Optional at legislators' expense
OH	The state pays 85%, and legislators pay 15%	The state pays the full amount	The state pays the full amount
OK	Health insurance allowance ranging from \$608.57/month for legislators only to \$1,596.95/month for entire family	Same as the state employees benefit plan	Same as the state employees benefit plan

State	Health	Dental	Vision
OR	Consistent with state employees—the state pays a portion, and legislators pay a portion	Consistent with state employees—the state pays a portion, and legislators pay a portion	Consistent with state employees—the state pays a portion, and legislators pay a portion
PA	Legislators pay 1% of salary toward benefits	Legislators pay 1% of salary toward benefits	Legislators pay 1% of salary toward benefits
RI	Legislators receive the same health insurance as state employees	Legislators receive the same dental insurance as state employees	Legislators receive same vision insurance as state employees
SC	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion	Not available
SD	Not available	Not available	Not available
TN	The state pays 80%, and legislators pay 20%	Optional at legislators' expense	Not available
TX	The state pays the full amount; same as state employees	Optional at legislators' expense	Included in health coverage
UT	The state pays a portion, and legislators pay a portion; similar to state employees	The state pays a portion, and legislators pay a portion; similar to state employees	Optional group discounts; similar to state employees
VT	Optional at legislators' expense	Not available	Not available
VA	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion	The state pays a portion, and legislators pay a portion
WA	Same as state employees	Same as state employees	Included in medical
WV	Optional at legislators' expense	Optional at legislators' expense	Optional at legislators' expense
WI	The state pays a portion, and legislators pay a portion; single or family coverage with premiums from \$84–\$576/month; 26 health insurance carriers offer plans across the state	Some HMOs offer coverage	Not available
WY	Not available	Not available	Not available

Source: National Conference of State Legislatures 2014

2014 Legislator Compensation—Disability Insurance Offered to State Legislators

State	Disability Insurance
Alabama	Not available
Alaska	Optional; if selected is included in health insurance
Arizona	The state pays a portion; legislators pay a portion
Arkansas	Supplemental (AFLAC, etc.) optional at legislators' expense
California	Assembly members do not have disability insurance coverage; senators are covered by a long-term disability insurance policy
Colorado	Not available
Connecticut	Optional at legislators' expense
Delaware	Not available
Florida	The state pays the full amount
Georgia	The state pays a portion; legislators pay a portion
Hawaii	The state pays a portion; legislators pay a portion
Idaho	The state pays a portion; legislators pay a portion
Illinois	The state pays the full amount
Indiana	State legislators are not offered disability insurance
Iowa	The state pays the full amount
Kansas	The state pays the full amount
Kentucky	Optional at legislators' expense
Louisiana	Optional at legislators' expense
Maine	Not available
Maryland	Not available
Massachusetts	Optional at legislators' expense
Michigan	Not available
Minnesota	Optional at legislators' expense
Mississippi	Optional at legislators' expense
Missouri	The state pays the full amount
Montana	Not available
Nebraska	Optional at legislators' expense
Nevada	Optional at legislators' expense
New Hampshire	Not available
New Jersey	Temporary disability insurance is not available to members. Some members have permanent disability options available through their pension plan; those not eligible for pension are offered long-term disability insurance unless they are already retired from a public pension plan.
New Mexico	Not available
New York	The state pays the full amount
North Carolina	Optional at legislators' expense

North Dakota	Optional at legislators' expense
Ohio	Not available
Oklahoma	Same as state employees benefit plan
Oregon	Consistent with all other state employees, available as a legislator-paid option
Pennsylvania	Legislators are not eligible for disability insurance
Rhode Island	Optional at legislators' expense
South Carolina	The state pays a portion, legislators pay a portion
South Dakota	The state pays the full amount for accidental death/dismemberment insurance only
Tennessee	Not available
Texas	Optional at legislators' expense
Utah	The state pays the full amount
Vermont	Not available
Virginia	The state pays the full amount; only permanent disability retirement through retirement system
Washington	The state pays a portion, legislators pay a portion
West Virginia	Not available
Wisconsin	Optional at legislators' expense
Wyoming	Not available

Source: National Conference of State Legislatures 2014