

# Report of the Utah Legislative Compensation Commission



Prepared for the 2020 General Session of the Utah State  
Legislature

# Table of Contents

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



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## Legislative Compensation Commission

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November 19, 2019

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

The Legislative Compensation Commission ("the Commission") has completed its report for the 2020 General Session of the Utah State Legislature.

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

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

We acknowledge that the legislature has implemented the Commission's recommendations made two years ago, namely increasing the daily compensation rate from \$273 to \$285.

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

Sincerely,

# The Utah Legislative Compensation Commission

Matthew G. Bell

Ronald K. Mortensen

Diane Christensen

Kevin Cote

Jennifer Seelig

Ted Lewis

Raelene Blocker

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## Introduction

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

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

### Legislative Compensation Commission

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

Appointed commissioners are listed below:

<i>Name</i>	<i>Occupation</i>	<i>Residence</i>	<i>Political Party</i>	<i>Term Expires</i>
Bell, Matthew G.	Former County Commissioner	Ogden	Republican	4/1/2021
Blocker, Raelene	President, Weber County Medical Alliance	Mountain Green	Republican	6/1/2023
Christensen, Diane B.	Exchange Coordinator	Provo	Republican	6/1/2021
Cote, Kevin C.	Labor Union Business Manager	West Jordan	Unaffiliated	9/12/2021
Lewis, Ted D.	Attorney	Salt Lake City	Democrat	6/1/2023
Mortensen, Ronald	Information Technology Consultant	Herriman	Republican	4/1/2023
Seelig, Jennifer	Senior Policy Advisor, Salt Lake Mayor's Office	Salt Lake City	Democrat	9/3/2023

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

## Duties of the Legislative Compensation Commission

UCA 36-2-5 outlines the duties of the Commission which are to “study and formulate recommendations concerning the salary levels of Utah state legislators...[basing] the study and recommendations upon maintaining a citizen Legislature in Utah, but compensating members fairly for their service in order that all individuals have an opportunity to serve.” The law further requires the Commission to submit its recommendations to each member of the Legislature “concerning changes, if any, which should be made in the salary plan and its administration for state legislators,” by January 2nd of each even-numbered year.

## Salaries of Members Based on Recommendations

The required statutory language of UCA 36-2-3 is included in Appendix B of this report. Subsection 1 declares that legislator salaries are to be automatically set January 1 of the odd-numbered year following the recommendations included in the report issued by January 2 of the preceding even-numbered year. It also provides that salaries shall be set either on a daily or annual basis. Subsection 2 allows the Legislature to reject or decrease the salary recommendation but not to increase it. If it does neither, it “[has] by law accepted the Legislative Compensation Commission recommendations.” Thus, unless rejected or decreased by the legislature, legislator salaries as recommended in this year’s report will be effective January 1, 2021.

## **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 \$285 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 \$285 for up to 10 authorized legislative training days.

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

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

For the 45-day general session, all legislators receive a lump sum payment of \$12,825 (\$285 x 45 days). This payment is made in January before the start of the legislative session. Other approved attendance at legislative meetings is paid on an as-earned basis.

Currently, authorized meetings do not include meetings with local constituents, attending local government meetings, or preparatory work on policy issues and legislation outside of an official meeting day.

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

### Leadership Pay

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

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

### Per Diems and Expense Reimbursements

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

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

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

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

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

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

- Lodging – \$70 per night with exceptions for specified cities (Park City/Midway is \$110 maximum)
- Meals – \$45 per day (\$11 - breakfast, \$14 - lunch, \$20 - dinner)
- Transportation – private vehicle reimbursement is \$0.58 per mile if a state vehicle is not available for use; parking expenses, and public and commercial transportation costs are also permitted.

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

### ***Communication Devices***

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

- (1) a mobile phone and plan provided by the Legislature,
- (2) no mobile phone or plan, or
- (3) up to \$58 per month expense reimbursement for a personal cell phone and plan.

### **Benefits**

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

### ***Retirement Benefits***

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

- 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

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<sup>5</sup> UCA 49-19, for a summary of the plan, see *Utah Governors and Legislators Retirement Plan Highlights, effective July 1, 2015*; pamphlet published by Utah Retirement Systems



a legislator. The amount as of July 1, 2015 is \$29.20 per month. An additional \$3.50 per month for each year of service is payable to legislators who were members of this plan before March 1, 2000.

- Tier 2, *New Public Employees' Tier II Contributory Retirement Act*<sup>6</sup>

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

Utah Retirement Systems administers both programs.

### ***Health and Dental Benefits***

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

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

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

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

Annual costs<sup>7</sup> to the state (the 90 percent employer share of premium) for a legislator enrolled in a traditional medical plan and a traditional dental plan are as follows:

<b>Coverage</b>	<b>Medical</b>	<b>Dental</b>	<b>Total</b>
Single	\$ 6,490	\$ 308	\$ 6,798
Double	\$13,381	\$ 572	\$13,953
Family	\$17,863	\$1,042	\$18,905

Also available are Health Savings Account (HSA) plans such as STAR and Utah Basic Plus where only the employer contributes. Additionally, preferred versions of all plans are available where the employee portion varies and generally costs more.

<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, 2015*; pamphlet published by Utah Retirement Systems.

<sup>7</sup> Utah Public Employees Health Program, *2019-2020 Benefits Summary*, retrieved from [www.pehp.org](http://www.pehp.org).

In addition, the state pays the full premium for basic life insurance coverage of \$25,000 for each active legislator who enrolls in the program. As with state employees, the coverage terminates when the legislator is no longer employed by the state.

### ***Post Retirement Paid-up Health Coverage Benefits<sup>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.

The state will pay the percentage of the cost of providing Medicare supplemental coverage for life for those legislators (and governors) and their surviving spouses, who retire after January 1, 1998 and are at least 65 years of age. This benefit applies only to those members who began service before July 1, 2013.

The portion of the premium that the state pays for health insurance or Medicare supplemental coverage is determined by the number of years a legislator has served:

- 100 percent for 10 years of service credit
- 80 percent for 8 years of service credit
- 60 percent for 6 years of service credit
- 40 percent for 4 years of service credit

## **Analysis of Data**

All tables hereinafter referenced are found in Appendix A.

### **Surveys**

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

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

NCSL also offers information on leadership pay, retirement, health insurance and other benefits.

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<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 Commission reviewed and considered this information.

## Standardization

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

For the purposes of this study, urban areas are generally those areas within 50 miles of the Capitol and rural areas are those areas more than 50 miles from the Capitol. Some states pay different allowances or per diems depending on where a legislator lives. In Utah, the urban and rural rates are generally the same. However, for some comparisons, we added the lodging expense in calculating the rural rate.

## Trends/Overview

### ***Hourly Wages***

Utah legislator compensation, when considered as a daily wage, ranks 16<sup>th</sup> highest in the nation (see Table 2), equating to an hourly wage of \$35.63. The average hourly wage for all state legislatures is \$30.63, while the median is \$27.65.

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

When adding in urban per diems to hourly wages, Utah ranks 25<sup>th</sup> in the nation (see Table 6; urban per diems don't include lodging expenses). Utah's hourly wage plus urban per diem (expense reimbursement) is \$41.25. The average hourly wage for all states including urban per diem rates is \$45.13, while the median is \$39.32

When referencing rural per diems, Utah ranks 16<sup>th</sup> at \$53.75. The average hourly wage for all state legislatures plus rural per diem rates is \$47.05, while the median is \$44.00.

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

Using daily salaries to compare Utah (\$285) to all other states shows that Utah ranks 16<sup>th</sup> in the nation for legislative pay (see Table 2) and is one of eight states that has a daily salary rate.

Comparing annual salaries, Utah legislators' \$12,825 (when counting the legislative session only) puts Utah's legislator salaries at 40<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 4<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.

## **Recommendations**

In accordance with UCA 36-2-5, the Commission met during the autumn of 2019 to "study and formulate recommendations concerning the salary levels of Utah state legislators." Minutes from these meetings are available from Commission staff or by searching the Utah Public Notice Website (<http://www.utah.gov/pmn>) for meetings of the Legislative Compensation Commission.

## ***Legislative Salaries***

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

**The Commission recommends a \$7 increase to the daily rate for legislators, bringing the rate to \$292.** This 2.5% increase (rounded to the nearest dollar) corresponds to the 2.5% cost of living adjustment that state government employees received at the beginning of FY 2020.

## ***Overview of Legislator Compensation***

After the conducting an analysis of legislator compensation, the Commission agreed that it was difficult to find and understand the total compensation package for legislators. Consequently, the Commission recommends the Legislature consider publishing an overview of the total compensation package for legislators in an easily attainable and understandable format.

## ***Rural Legislator Compensation***

Legislators are eligible to receive the daily compensation rate for only authorized legislative days, which include general session days, special session days, veto override session days, interim session days, authorized legislative training days, or any other day that includes a meeting of a committee, subcommittee, commission, task force, or other legislative meeting, provided that: the committee, subcommittee, commission, task force, or other entity is created by statute or joint resolution; the legislator's attendance at the meeting is approved by the Legislative Management Committee; and service and payment for service by the legislator is not in violation of the Utah Constitution, including Article V and Article VI, Sections 6 and 7.

However, the Commission learned that legislators perform tasks related to constituent services that in their capacity as legislators do not fall under the definition of authorized legislative days. Examples include working with organizations, attending county commission, city council, and other formal and informal meetings to determine the needs and issues of their constituents. This is a particular burden on rural legislators who sometimes travel long distances to attend these meetings, meaning that much of their legislative work currently goes uncompensated.

Therefore, the Commission recommends the Legislature consider providing a mechanism to reimburse rural legislators for expenses related to constituent services.

## ***Leadership Pay***

The Commission **recommends no changes to leadership pay.**

## **Summary of Recommendations**

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

- **The daily rate for legislators increase from \$285 per day to \$292 per day.**
- **The Legislature consider publishing an overview of the total compensation package for legislators in an easily attainable and understandable format.**
- **The Legislature consider providing a mechanism to reimburse rural legislators for expenses related to constituent services.**
- **Annual leadership pay remain at \$5,000 each for the President of the Senate and Speaker of the House, \$4,000 each for the Majority and Minority Leaders, and \$3,000 each for the Majority and Minority Whips, Assistant Whips, both Executive Appropriations Chairs, and the Minority Caucus Leaders.**

# Appendix A

**Table 1: Legislator Compensation by State, 2019**

State	Base Salary	Session Per Diem Rate
Alabama	\$48,123	Up to \$100/d depending on length of trip.
Alaska	\$50,400	\$322/d.
Arizona	\$24,000	\$35/day for the first 120 days of the regular session and for special sessions and \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the first 120 days of the regular session and for special sessions and an additional \$10/day thereafter. Set by statute.
Arkansas	\$41,394	Current per diem rate for legislators who live more than 50 miles from the capitol in Little Rock is \$149. Members who live within 50 miles of the Capitol are eligible to receive a reduced per diem (meals and incidentals, no lodging) of \$55. Per diem rates are based on amounts published by the federal General Services Administration
California	\$110,459	\$201/d for each day in session
Colorado	\$40,242	Up to \$171 for members who live more than 50 miles from the capitol; \$45/d for members who live 50 or fewer miles from the capitol. Set by the legislature
Connecticut	\$28,000	No per diem is paid.
Delaware	\$46,291	No per diem is paid.
Florida	\$29,697	\$163/d based on the number of days in Tallahassee (V).
Georgia	\$17,342	\$173/d (U). Set by the Legislative Services Committee.
Hawaii	\$62,604	\$225/d throughout session for members who do not reside on the island of Oahu; \$10/d for members living on Oahu during the mandatory five-day recess only
Idaho	\$17,879	\$139/d for members whose primary residence is over 50 miles from the statehouse; \$55/d for members whose primary residence is less than 50 miles from the statehouse. (U)
Illinois	\$65,836	\$111/session day.
Indiana	\$26,490	\$181/d (U)
Iowa	\$25,000	\$169/d; \$126.75/d for Polk County legislators (U).
Kansas	\$88.60/d	\$149/d. Tied to federal rate.
Kentucky	\$188.22/d	\$163.90/d
Louisiana	\$19,800	\$161/d (U). Tied to federal rate.
Maine	\$10,131	\$38/d lodging (or mileage and tolls up to \$38/d in lieu of housing). \$32/d meals. Set by statute.
Maryland	\$50,330	\$47/d meals. \$109/d lodging.
Massachusetts	\$66,257	No per diem is paid.
Michigan	\$82,485	\$10,800/y expense allowance for session and interim (V). Set by the compensation commission.
Minnesota	\$45,000	\$86/d for senators; \$66/d for representatives.
Mississippi	\$23,500	\$149/day (U). Tied to federal rate
Missouri	\$35,915	\$119/d.
Montana	\$92.46 (L)	\$120.11/d.
Nebraska	\$12,000	\$149/d for members residing 50 miles or more from the capitol; \$55/d for members residing within 50 miles.
Nevada	\$150.71/d for members elected in 2016; \$170.71/d for members elected in 2018	\$149/d.
New Hampshire	\$100	No per diem is paid.
New Jersey	\$49,000	No per diem is paid.
New Mexico	\$0	\$161/d (Jan 15 - Feb. 28), \$184/d (Mar. 1 - Mar. 16).
New York	\$110,000	\$174/d (including overnight) or \$61/d (no overnight).
North Carolina	\$13,951	\$104/d (U). Set by statute.
North Dakota	\$495/month	\$177/d.
Ohio	\$63,007	No per diem is paid.
Oklahoma	\$35,021	\$156/d (U). Tied to federal rate.
Oregon	\$31,200	\$149/d.
Pennsylvania	\$88,610	\$177/d. Tied to federal rate.
Rhode Island	\$15,959	No per diem is paid.
South Carolina	\$10,400	\$170/d. Tied to federal rate.
South Dakota	\$11,379	\$149/d (L) (U).
Tennessee	\$24,316	\$240/d for members residing greater than 50 miles from capitol; \$61/d for members residing 50 miles or less.
Texas	\$7,200	\$221/d (U). Set by ethics commission.
Utah	\$285/d (C)	Up to \$100 plus tax/d for members that live more than 100 miles round trip from the capitol.



Vermont	\$733.04/w during session	\$126/d lodging (including overnight) or \$66/d (no overnight).
Virginia	\$17,820	\$213/d
Washington	\$48,731	\$120/d.
West Virginia	\$20,000	\$131/d (U). Set by compensation commission.
Wisconsin	\$52,999	Senate - \$115/d Assembly - up to \$162/d (including overnight) or up to \$81/d (no overnight). Dane County members are authorized up to to \$81/d. The maximum number of days per year that per diem can be claimed is 153 days.
Wyoming	\$150/d	\$109/d (V). Set by legislature.

Table 2: State Legislator Salaries - All States, 2019

	Annual Salary	Daily Salary	Session Days (C) 2015	Hourly Wage (1)	Hourly Wage Rank	Daily Salary	Daily Salary Rank	Annual Salary	Annual Salary Rank
Alabama	\$48,123		105	\$57.29	7	\$458.31	7	\$48,123	14
Alaska	\$50,400		89	\$70.79	3	\$566.29	3	\$50,400	10
Arizona	\$24,000		106	\$28.30	24	\$226.42	24	\$24,000	27
Arkansas	\$41,394		59	\$87.70	1	\$701.59	1	\$41,394	17
California	\$110,459		242	\$57.06	8	\$456.44	8	\$110,459	1
Colorado	\$40,242		119	\$42.27	11	\$338.17	11	\$40,242	18
Connecticut	\$28,000		147	\$23.81	29	\$190.48	29	\$28,000	23
Delaware	\$46,291		173	\$33.45	18	\$267.58	18	\$46,291	15
Florida	\$29,697		59	\$62.92	5	\$503.34	5	\$29,697	22
Georgia	\$17,342		77	\$28.15	25	\$225.22	25	\$17,342	36
Hawaii	\$62,604		106	\$73.83	2	\$590.60	2	\$62,604	8
Idaho	\$17,879		84	\$26.61	27	\$212.85	27	\$17,879	33
Illinois	\$65,836		356	\$23.12	31	\$184.93	31	\$65,836	6
Indiana	\$26,490		116	\$28.55	23	\$228.36	23	\$26,490	24
Iowa	\$25,000		109	\$28.67	22	\$229.36	22	\$25,000	25
Kansas		\$88.66 (C)	121	\$11.08	42	\$88.66	42	\$10,728	43
Kentucky		\$188.22 (C)	80	\$23.53	30	\$188.22	30	\$15,058	38
Louisiana	\$19,800 <sup>3</sup>		59	\$41.95	12	\$335.59	12	\$19,800	31
Maine	\$10,131		168	\$7.54	47	\$60.30	47	\$10,131	46
Maryland	\$50,330		89	\$70.69	4	\$565.51	4	\$50,330	11
Massachusetts	\$66,257		363	\$22.82	32	\$182.53	32	\$66,257	5
Michigan	\$82,485 <sup>2</sup>		356	\$28.96	21	\$231.70	21	\$82,485	4
Minnesota	\$45,000		132	\$42.61	9	\$340.91	9	\$45,000	16
Mississippi	\$23,500		89	\$33.01	19	\$264.04	19	\$23,500	28
Missouri	\$35,915		128	\$35.07	17	\$280.59	17	\$35,915	19
Montana		\$92.46 (L)	114	\$11.56	41	\$92.46	41	\$10,540	44
Nebraska	\$12,000		148	\$10.14	45	\$81.08	45	\$12,000	41
Nevada		\$150.17 (C)	119	\$18.77	35	\$150.17	35	\$17,870	34
New Hampshire	\$100 <sup>4</sup>		179	\$0.07	49	\$0.56	49	\$100	49
New Jersey	\$49,000		356	\$17.21	40	\$137.64	40	\$49,000	12
New Mexico	\$0	\$0	60	\$0.00	50	\$0.00	50	\$0	50
New York	\$110,000		356	\$38.62	13	\$308.99	13	\$110,000	2
North Carolina	\$13,951		187	\$9.33	46	\$74.60	46	\$13,951	39
North Dakota		\$177.00 (C)	113	\$22.13	33	\$177.00	33	\$20,001	29
Ohio	\$63,007		363	\$21.70	34	\$173.57	34	\$63,007	7
Oklahoma	\$35,021		116	\$37.74	14	\$301.91	14	\$35,021	20
Oregon	\$31,200		159	\$24.53	28	\$196.23	28	\$31,200	21
Pennsylvania	\$88,610		364	\$30.43	20	\$243.43	20	\$88,610	3
Rhode Island	\$15,959		195	\$10.23	44	\$81.84	44	\$15,959	37
South Carolina	\$10,400		121	\$10.74	43	\$85.95	43	\$10,400	45
South Dakota	\$11,379		80	\$17.78	39	\$142.24	39	\$11,379	42
Tennessee	\$24,316		112	\$27.14	26	\$217.11	26	\$24,316	26

Texas	\$7,200		139	\$6.47	48	\$51.80	48	\$7,200	48
Utah		\$285.00 (C)	45	\$35.63	16	\$285.00	16	\$12,825	40
Vermont	<sup>5</sup>	\$146.60 (C)	126	\$18.33	38	\$146.60	38	\$18,472	32
Virginia	\$17,820	<sup>3</sup>	60	\$37.13	15	\$297.00	15	\$17,820	35
Washington	\$48,731		104	\$58.57	6	\$468.57	6	\$48,731	13
West Virginia	\$20,000		59	\$42.37	10	\$338.98	10	\$20,000	30
Wisconsin	\$52,999		358	\$18.51	37	\$148.04	37	\$52,999	9
Wyoming		\$150.00 (L)	52	\$18.75	36	\$150.00	36	\$7,800	47

	Hourly Wage <sup>1</sup>	Daily Salary	Annual Salary	
(L) = Legislative day; (C) = Calendar Day	Quartile 1	\$18.37	\$146.96	\$15,282.95
(V) = Vouchered; (U) = Unvouchered	Median	\$27.65	\$221.16	\$24,658.00
	Average	\$30.67	\$245.38	\$33,843.23
	Quartile 3	\$38.40	\$307.22	\$48,579.00
	Maximum	\$87.70	\$701.59	\$110,459.00

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

<sup>2</sup> Salary plus fixed annual expense allowance

<sup>3</sup> Averaged: House and Senate Salaries

<sup>4</sup> New Hampshire pays \$200 for a two-year term

<sup>5</sup> \$733.04 per week during legislative session only.

**Table 3: State Legislative Sessions by State, 2018**

State	General Session Convened	General Session Adjourned	Calendar Days
Alabama	5-Mar	18-Jun	105
Alaska	15-Jan	14-Apr	89
Arizona	14-Jan	30-Apr	106
Arkansas	14-Jan	14-Mar	59
California	1-Jan	31-Aug	242
Colorado	4-Jan	3-May	119
Connecticut	9-Jan	5-Jun	147
Delaware	8-Jan	30-Jun	173
Florida	5-Mar	3-May	59
Georgia	14-Jan	1-Apr	77
Hawaii	16-Jan	2-May	106
Idaho	7-Jan	1-Apr	84
Illinois	9-Jan	31-Dec	356
Indiana	3-Jan	29-Apr	116
Iowa	14-Jan	3-May	109
Kansas	14-Jan	15-May	121
Kentucky	8-Jan	29-Mar	80
Louisiana	8-Apr	6-Jun	59
Maine	2-Jan	19-Jun	168
Maryland	9-Jan	8-Apr	89
Massachusetts	2-Jan	31-Dec	363
Michigan	9-Jan	31-Dec	356
Minnesota	8-Jan	20-May	132
Mississippi	8-Jan	7-Apr	89
Missouri	9-Jan	17-May	128
Montana	7-Jan	1-May	114
Nebraska	9-Jan	6-Jun	148
Nevada	4-Feb	3-Jun	119
New Hampshire	2-Jan	30-Jun	179
New Jersey	9-Jan	31-Dec	356
New Mexico	15-Jan	16-Mar	60
New York	9-Jan	31-Dec	356
North Carolina	9-Jan	15-Jul	187
North Dakota	3-Jan	26-Apr	113
Ohio	2-Jan	31-Dec	363
Oklahoma	4-Feb	31-May	116
Oregon	22-Jan	30-Jun	159
Pennsylvania	1-Jan	31-Dec	364
Rhode Island	1-Jan	15-Jul	195
South Carolina	8-Jan	9-May	121
South Dakota	8-Jan	29-Mar	80

Tennessee	8-Jan	30-Apr	112
Texas	8-Jan	27-May	139
Utah	28-Jan	14-Mar	45
Vermont	9-Jan	15-May	126
Virginia	9-Jan	10-Mar	60
Washington	14-Jan	28-Apr	104
West Virginia	9-Jan	9-Mar	59
Wisconsin	7-Jan	31-Dec	358
Wyoming	8-Jan	1-Mar	52

Source: <http://www.ncsl.org/research/about-state-legislatures/2018-state-legislative-session-calendar.aspx>

**Table 4: State Legislature Composition by State, 2018**

<b>State</b>	<b>Total Seats</b>	<b>Total Senate</b>	<b>Total House</b>
Alabama	140	35	105
Alaska	60	20	40
Arizona	90	30	60
Arkansas	135	35	100
California	120	40	80
Colorado	100	35	65
Connecticut	187	36	151
Delaware	62	21	41
Florida	160	40	120
Georgia	236	56	180
Hawaii	76	25	51
Idaho	105	35	70
Illinois	177	59	118
Indiana	150	50	100
Iowa	150	50	100
Kansas	165	40	125
Kentucky	138	38	100
Louisiana	144	39	105
Maine	186	35	151
Maryland	188	47	141
Massachusetts	200	40	160
Michigan	148	38	110
Minnesota	201	67	134
Mississippi	174	52	122
Missouri	197	34	163
Montana	150	50	100
Nebraska <sup>1</sup>	49	49	0
Nevada	63	21	42
New Hampshire	424	24	400
New Jersey	120	40	80
New Mexico	112	42	70
New York	213	63	150
North Carolina	170	50	120
North Dakota	141	47	94
Ohio	132	33	99
Oklahoma	149	48	101
Oregon	90	30	60
Pennsylvania	253	50	203
Rhode Island	113	38	75
South Carolina	170	46	124
South Dakota	105	35	70

Tennessee	132	33	99
Texas	181	31	150
Utah	104	29	75
Vermont	180	30	150
Virginia	140	40	100
Washington	147	49	98
West Virginia	134	34	100
Wisconsin	132	33	99
Wyoming	90	30	60

<sup>1</sup> *Unicameral*

Source: National Conference of State Legislatures, 2018 State and Legislative Partisan Composition

**Table 5: Legislative Session Per Diem Rates - All States, 2019**

State	Urban Per Diem		Rural Per Diem		Urban Per Diem Rank	Rural Per Diem Rank	Mileage
Alabama	\$ 100.00		\$ 100.00		33	39	58/mile
Alaska	\$ 322.00		\$ 322.00		1	1	58/mile
Arizona	\$ 35.00		\$ 60.00		42	42	58/mile
Arkansas	\$ 55.00		\$ 149.00		37	22	58/mile
California	\$ 201.00		\$ 201.00		5	6	53/mile
Colorado	\$ 45.00		\$ 171.00		40	12	52/mile
Connecticut	\$ -		\$ -		44	44	58/mile
Delaware	\$ -		\$ -		44	44	40/mile
Florida	\$ 163.00	(V)	\$ 163.00	(V)	14	16	44.5/mile
Georgia	\$ 173.00	(U)	\$ 173.00	(U)	10	11	58/mile
Hawaii (a)	\$ 225.00		\$ 225.00		2	3	
Idaho	\$ 55.00	(U)	\$ 139.00	(U)	37	30	58/mile
Illinois	\$ 111.00		\$ 111.00		30	36	39/mile
Indiana	\$ 181.00	(U)	\$ 181.00	(U)	6	7	58/mile
Iowa	\$ 169.00	(U)	\$ 169.00	(U)	12	14	39/mile
Kansas	\$ 149.00		\$ 149.00		19	22	58/mile
Kentucky	\$ 163.90		\$ 163.90		13	15	58/mile
Louisiana	\$ 161.00	(U)	\$ 161.00	(U)	15	18	58/mile
Maine	\$ 70.00		\$ 70.00		34	41	44/mile
Maryland	\$ 156.00		\$ 156.00		17	20	58/mile
Massachusetts (b)	\$ -		\$ -		44	44	
Michigan	\$ 30.42	(V)	\$ 30.42	(V)	43	43	58/mile
Minnesota	\$ 66.00		\$ 86.00		35	40	58/mile
Mississippi	\$ 149.00	(U)	\$ 149.00	(U)	19	22	58/mile
Missouri	\$ 119.00		\$ 119.00		28	35	37.5/mile
Montana	\$ 120.11		\$ 120.11		26	33	58/mile
Nebraska	\$ 55.00		\$ 149.00		37	22	58/mile
Nevada (c)	\$ 149.00		\$ 149.00		19	22	
New Hampshire (d)	\$ -		\$ -		44	44	
New Jersey	\$ -		\$ -		44	44	None
New Mexico	\$ 161.00		\$ 161.00		15	18	58/mile
New York	\$ 174.00		\$ 174.00		9	10	58/mile
North Carolina	\$ 104.00	(U)	\$ 104.00	(U)	32	38	29/mile
North Dakota	\$ 177.00		\$ 177.00		7	8	54/mile
Ohio (e)	\$ -		\$ -		44	44	52/mile
Oklahoma	\$ 156.00	(U)	\$ 156.00	(U)	17	20	58/mile
Oregon	\$ 149.00		\$ 149.00		19	22	58/mile
Pennsylvania	\$ 177.00		\$ 177.00		7	8	58/mile
Rhode Island	\$ -		\$ -		44	44	54.5/mile
South Carolina	\$ 170.00		\$ 170.00		11	13	58/mile
South Dakota (f)	\$ 149.00	(L)(U)	\$ 149.00	(L)(U)	19	22	



Tennessee	\$ 61.00		\$ 240.00		36	2	47/mile
Texas	\$ 221.00		\$ 221.00		3	4	58/mile
Utah	\$ 45.00		\$ 145.00		40	29	54/mile
Vermont	\$ 126.00		\$ 126.00		25	32	58/mile
Virginia	\$ 213.00		\$ 213.00		4	5	58/mile
Washington	\$ 120.00		\$ 120.00		27	34	58/mile
West Virginia	\$ 131.00	(U)	\$ 131.00	(U)	24	31	48.5/mile
Wisconsin	\$ 115.00		\$ 162.00		29	17	51/mile
Wyoming	\$ 109.00	(V)	\$ 109.00	(V)	31	37	58/mile

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

(V) = Vouchered; (U) = Unvouchered

(a) Hawaii. Members may claim a mileage reimbursement for reasonable and necessary use of a personal automobile in the conduct of official legislative business and discharge of duties when meeting certain criteria. (b)

Massachusetts. Legislators are no lon

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

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

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

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

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

Source: <http://www.ncsl.org/research/about-state-legislatures/2019-legislator-compensation.aspx>

Table 6: State Legislator Salaries and Per Diem Rates - All States, 2019

State	Annual Salary (Table 2)	Daily Salary (Table 2)	Urban Per Diem (Table 5)	Rural Area Per Diem (Table 5)	Session Days (C) 2011 (Table 2)	Daily Salary <sup>1</sup> (Table 2)	Daily Salary Rank	Daily Salary + Urban Per Diem	Hourly 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	\$48,123	\$0.00	\$ 100.00 \$0.00	\$ 100.00 \$0.00	105	\$458.31	7	\$558.31	\$69.79	8	\$558.31	\$69.79	8
Alaska	\$50,400	\$0.00	\$ 322.00 \$0.00	\$ 322.00 \$0.00	89	\$566.29	3	\$888.29	\$111.04	1	\$888.29	\$111.04	1
Arizona	\$24,000	\$0.00	\$ 35.00 \$0.00	\$ 60.00 \$0.00	106	\$226.42	24	\$261.42	\$32.68	36	\$286.42	\$35.80	32
Arkansas	\$41,394	\$0.00	\$ 55.00 \$0.00	\$ 149.00 \$0.00	59	\$701.59	1	\$756.59	\$94.57	3	\$850.59	\$106.32	2
California	\$110,459	\$0.00	\$ 201.00 \$0.00	\$ 201.00 \$0.00	242	\$456.44	8	\$657.44	\$82.18	6	\$657.44	\$82.18	6
Colorado	\$40,242	\$0.00	\$ 45.00 \$0.00	\$ 171.00 \$0.00	119	\$338.17	11	\$383.17	\$47.90	21	\$509.17	\$63.65	10
Connecticut	\$28,000	\$0.00	\$ - \$0.00	\$ - \$0.00	147	\$190.48	29	\$190.48	\$23.81	41	\$190.48	\$23.81	42
Delaware	\$46,291	\$0.00	\$ - \$0.00	\$ - \$0.00	173	\$267.58	18	\$267.58	\$33.45	33	\$267.58	\$33.45	35
Florida	\$29,697	\$0.00	\$ 163.00 (V)	\$ 163.00 (V)	59	\$503.34	5	\$666.34	\$83.29	5	\$666.34	\$83.29	5
Georgia	\$17,342	\$0.00	\$ 173.00 (U)	\$ 173.00 (U)	77	\$225.22	25	\$398.22	\$49.78	20	\$398.22	\$49.78	23
Hawaii	\$62,604	\$0.00	\$ 225.00 \$0.00	\$ 225.00 \$0.00	106	\$590.60	2	\$815.60	\$101.95	2	\$815.60	\$101.95	3
Idaho	\$17,879	\$0.00	\$ 55.00 (U)	\$ 139.00 (U)	84	\$212.85	27	\$267.85	\$33.48	32	\$351.85	\$43.98	26
Illinois	\$65,836	\$0.00	\$ 111.00 \$0.00	\$ 111.00 \$0.00	356	\$184.93	31	\$295.93	\$36.99	27	\$295.93	\$36.99	30
Indiana	\$26,490	\$0.00	\$ 181.00 (U)	\$ 181.00 (U)	116	\$228.36	23	\$409.36	\$51.17	16	\$409.36	\$51.17	20
Iowa	\$25,000	\$0.00	\$ 169.00 (U)	\$ 169.00 (U)	109	\$229.36	22	\$398.36	\$49.79	19	\$398.36	\$49.79	22
Kansas	\$0	\$88.66 (C)	\$ 149.00 \$0.00	\$ 149.00 \$0.00	121	\$88.66	42	\$237.66	\$29.71	39	\$237.66	\$29.71	39
Kentucky	\$0	\$188.22	\$ 163.90 \$0.00	\$ 163.90 \$0.00	80	\$188.22	30	\$352.12	\$44.02	23	\$352.12	\$44.02	25
Louisiana	\$19,800	\$0.00	\$ 161.00 (U)	\$ 161.00 (U)	59	\$335.59	12	\$496.59	\$62.07	10	\$496.59	\$62.07	11
Maine	\$10,131	\$0.00	\$ 70.00 \$0.00	\$ 70.00 \$0.00	168	\$60.30	47	\$130.30	\$16.29	48	\$130.30	\$16.29	48
Maryland	\$50,330	\$0.00	\$ 156.00 \$0.00	\$ 156.00 \$0.00	89	\$565.51	4	\$721.51	\$90.19	4	\$721.51	\$90.19	4
Massachusetts	\$66,257	\$0.00	\$ - \$0.00	\$ - \$0.00	363	\$182.53	32	\$182.53	\$22.82	42	\$182.53	\$22.82	43
Michigan	\$82,485	\$0.00	\$ 30.42 (V)	\$ 30.42 (V)	356	\$231.70	21	\$262.12	\$32.76	35	\$262.12	\$32.76	36
Minnesota	\$45,000	\$0.00	\$ 66.00 \$0.00	\$ 86.00 \$0.00	132	\$340.91	9	\$406.91	\$50.86	17	\$426.91	\$53.36	17
Mississippi	\$23,500	\$0.00	\$ 149.00 (U)	\$ 149.00 (U)	89	\$264.04	19	\$413.04	\$51.63	15	\$413.04	\$51.63	19
Missouri	\$35,915	\$0.00	\$ 119.00 \$0.00	\$ 119.00 \$0.00	128	\$280.59	17	\$399.59	\$49.95	18	\$399.59	\$49.95	21
Montana	\$0	\$92.46 (L)	\$ 120.11 \$0.00	\$ 120.11 \$0.00	114	\$92.46	41	\$212.57	\$26.57	40	\$212.57	\$26.57	41
Nebraska	\$12,000	\$0.00	\$ 55.00 \$0.00	\$ 149.00 \$0.00	148	\$81.08	45	\$136.08	\$17.01	47	\$230.08	\$28.76	40
Nevada	\$0	\$150.17 (C)	\$ 149.00 \$0.00	\$ 149.00 \$0.00	119	\$150.17	35	\$299.17	\$37.40	26	\$299.17	\$37.40	29
New Hampshire	\$100	\$0.00	\$ - \$0.00	\$ - \$0.00	179	\$0.56	49	\$0.56	\$0.07	50	\$0.56	\$0.07	50
New Jersey	\$49,000	\$0.00	\$ - \$0.00	\$ - \$0.00	356	\$137.64	40	\$137.64	\$17.21	46	\$137.64	\$17.21	47
New Mexico	\$0	\$0.00	\$ 161.00 \$0.00	\$ 161.00 \$0.00	60	\$0.00	50	\$161.00	\$20.13	45	\$161.00	\$20.13	46
New York	\$110,000	\$0.00	\$ 174.00 \$0.00	\$ 174.00 \$0.00	356	\$308.99	13	\$482.99	\$60.37	11	\$482.99	\$60.37	12
North Carolina	\$13,951	\$0.00	\$ 104.00 (U)	\$ 104.00 (U)	187	\$74.60	46	\$178.60	\$22.33	43	\$178.60	\$22.33	44
North Dakota	\$0	\$177.00 (C)	\$ 177.00 \$0.00	\$ 177.00 \$0.00	113	\$177.00	33	\$354.00	\$44.25	22	\$354.00	\$44.25	24
Ohio	\$63,007	\$0.00	\$ - \$0.00	\$ - \$0.00	363	\$173.57	34	\$173.57	\$21.70	44	\$173.57	\$21.70	45
Oklahoma	\$35,021	\$0.00	\$ 156.00 (U)	\$ 156.00 (U)	116	\$301.91	14	\$457.91	\$57.24	13	\$457.91	\$57.24	14
Oregon	\$31,200	\$0.00	\$ 149.00 \$0.00	\$ 149.00 \$0.00	159	\$196.23	28	\$345.23	\$43.15	24	\$345.23	\$43.15	27
Pennsylvania	\$88,610	\$0.00	\$ 177.00 \$0.00	\$ 177.00 \$0.00	364	\$243.43	20	\$420.43	\$52.55	14	\$420.43	\$52.55	18
Rhode Island	\$15,959	\$0.00	\$ - \$0.00	\$ - \$0.00	195	\$81.84	44	\$81.84	\$10.23	49	\$81.84	\$10.23	49
South Carolina	\$10,400	\$0.00	\$ 170.00 \$0.00	\$ 170.00 \$0.00	121	\$85.95	43	\$255.95	\$31.99	38	\$255.95	\$31.99	38
South Dakota	\$11,379	\$0.00	\$ 149.00 (L)(U)	\$ 149.00 (L)(U)	80	\$142.24	39	\$291.24	\$36.40	28	\$291.24	\$36.40	31
Tennessee	\$24,316	\$0.00	\$ 61.00 \$0.00	\$ 240.00 \$0.00	112	\$217.11	26	\$278.11	\$34.76	29	\$457.11	\$57.14	15
Texas	\$7,200	\$0.00	\$ 221.00 \$0.00	\$ 221.00 \$0.00	139	\$51.80	48	\$272.80	\$34.10	30	\$272.80	\$34.10	33
Utah	\$0	\$285.00 (C)	\$ 45.00 \$0.00	\$ 145.00 \$0.00	45	\$285.00	16	\$330.00	\$41.25	25	\$430.00	\$53.75	16
Vermont	\$0	\$146.60 (C)	\$ 126.00 \$0.00	\$ 126.00 \$0.00	126	\$146.60	38	\$272.60	\$34.08	31	\$272.60	\$34.08	34
Virginia	\$17,820	\$0.00	\$ 213.00 \$0.00	\$ 213.00 \$0.00	60	\$297.00	15	\$510.00	\$63.75	9	\$510.00	\$63.75	9
Washington	\$48,731	\$0.00	\$ 120.00 \$0.00	\$ 120.00 \$0.00	104	\$468.57	6	\$588.57	\$73.57	7	\$588.57	\$73.57	7
West Virginia	\$20,000	\$0.00	\$ 131.00 (U)	\$ 131.00 (U)	59	\$338.98	10	\$469.98	\$58.75	12	\$469.98	\$58.75	13
Wisconsin	\$52,999	\$0.00	\$ 115.00 \$0.00	\$ 162.00 \$0.00	358	\$148.04	37	\$263.04	\$32.88	34	\$310.04	\$38.76	28
Wyoming	\$0	\$150.00 (L)	\$ 109.00 (V)	\$ 109.00 (V)	52	\$150.00	36	\$259.00	\$32.38	37	\$259.00	\$32.38	37

Quartile 1	\$32.09	\$32.09
Median	\$39.32	\$44.00
Average	\$45.13	\$47.05
Quartile 3	\$56.07	\$58.37
Maximum	\$111.04	\$111.04

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

Source: National Conference of State Legislatures, 2019 Legislator Compensation and Living Expense Allowances During Session, 2017 Legislative Sessions Calendar

Table 7: Legislator Compensation - Western States, 2019

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		\$28.30	\$32.68 (V)	\$35.80 (V)	36	8	8	8
California	\$110,459		\$57.06	\$82.18	\$82.18	6	6	1	1
Colorado	\$40,242		\$42.27	\$47.90 (V)	\$63.65 (V)	21	10	3	3
Idaho	\$17,879		\$26.61	\$33.48 (V)	\$43.98 (V)	32	26	7	5
Montana		\$92.46 (L)	\$11.56	\$26.57 (U)	\$26.57 (U)	40	41	10	10
Nevada		\$150.17 (C)	\$18.77	\$37.40 (U)	\$37.40 (U)	26	29	6	7
New Mexico			\$0.00	\$20.13 (V)	\$20.13 (V)	45	46	11	11
Oregon	\$31,200		\$24.53	\$43.15 (U)	\$43.15 (U)	24	27	4	6
Utah		\$285.00 (C)	\$35.63	\$41.25 (U)	\$53.75 (U)	25	16	5	4
Washington	\$48,731		\$58.57	\$73.57	\$73.57	7	7	2	2
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	37	37	9	9

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

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

Table 8: Legislator Compensation - States with Citizen Legislatures, 2019

State	Annual Salary	Daily Salary	Hourly Wage <sup>1</sup>	Hourly Wage + Urban Per Diem	Hourly Wage + Rural Per Diem	Hourly Wage + Hourly Citizen Legislature Rank	Hourly Wage + Hourly Urban Per Diem National Rank	Hourly Wage + Hourly Rural Per Diem National Rank	Hourly Wage + Hourly Urban Per Diem Citizen Legislature Rank	Hourly Wage + Hourly Rural Per Diem Citizen Legislature Rank
<b>Traditional Citizen Legislatures</b>										
	(Table 2)	(Table 2)	(Table 2)	(Table 6)	(Table 6)					
Montana		\$92.46 (L)	\$11.56	\$26.57 (U)	\$26.57 (U)	12	40	41	13	13
New Hampshire	\$100		\$0.07	\$0.07	\$0.07	16	50	50	17	17
North Dakota		\$177.00 (C)	\$22.13	\$44.25 (V)	\$44.25 (V)	7	22	24	5	6
South Dakota	\$11,379		\$17.78	\$36.40 (U)	\$36.40 (U)	11	28	31	8	9
Utah		\$285.00 (C)	\$35.63	\$41.25 (U)	\$53.75 (U)	2	25	16	6	2
Wyoming		\$150.00 (L)	\$18.75	\$32.38 (V)	\$32.38 (V)	9	37	37	11	11

**Slightly Less Traditional Citizen Legislatures**

Georgia	\$17,342		\$28.15	\$49.78 (U)	\$49.78 (U)	5	20	23	4	5
Idaho	\$17,879		\$26.61	\$33.48 (V)	\$43.98 (V)	6	32	26	10	7
Indiana	\$26,490		\$28.55	\$51.17 (U)	\$51.17 (U)	4	16	20	3	4
Kansas		\$88.66 (C)	\$11.08	\$29.71 (U)	\$29.71 (U)	13	39	39	12	12
Maine	\$10,131		\$7.54	\$16.29	\$16.29	15	48	48	15	15
Mississippi	\$23,500		\$33.01	\$51.63 (U)	\$51.63 (U)	3	15	19	2	3
Nevada		\$150.17 (C)	\$18.77	\$37.40 (U)	\$37.40 (U)	8	26	29	7	8
New Mexico		\$0.00	\$20.13	\$20.13 (V)	\$20.13 (V)	17	45	46	14	14
Rhode Island	\$15,959		\$10.23	\$10.23	\$10.23	14	49	49	16	16
Vermont		\$146.60 (C)	\$18.33	\$34.08	\$34.08	10	31	34	9	10
West Virginia	\$20,000		\$42.37	\$58.75 (U)	\$58.75 (U)	1	12	13	1	1

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

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

**Table 9: Additional Compensation for House/Assembly Leaders by State, 2019**

State	Presiding Officer	Majority Leaders	Minority Leaders
Alabama	\$18,000 a year	None	None
Alaska	\$500 a year	None	None
Arizona	(a)	(a)	(a)
Arkansas	\$5,883 a year	None	None
California	\$16,567 a year	\$8,284 a year	\$16,567 a year
Colorado	(b)	(b)	(b)
Connecticut	\$10,689 a year	\$8,835 a year	\$8,835 a year
Delaware	\$19,893 a year	\$12,376 a year	\$12,376 a year
Florida	\$11,484 a year	None	None
Georgia	\$6,811 a month	\$200 a month	\$200 a month
Hawaii	\$7,500 a year	None	None
Idaho	\$5,000 a year	2000 a year	\$2,000 a year
Illinois	\$27,477 a year	\$23,230 a year	\$27,277 a year
Indiana	No Response	No Response	No Response
Iowa	\$12,500 a year	\$12,500 a year	\$12,500 a year
Kansas	\$14,039 a year	\$12,665 a year	\$12,665 a year
Kentucky	\$47.35 a day	\$37.40 a day	\$37.40 a day
Louisiana	\$15,200 a year	None	None
Maine	50% of base salary	25% of base salary	12.5% of base salary
Maryland	\$15,041 a year	None	None
Massachusetts	\$86,656 a year	\$64,992 a year	\$64,992 a year
Michigan	\$24,300 a year	None	\$19,800 a year
Minnesota	\$18,00 a year	\$18,00 a year	\$18,00 a year
Mississippi	No Response	No Response	No Response
Missouri	\$2,500 a year	\$1,500 a year	\$1,500 a year
Montana	\$5 a day during session	None	None
Nebraska	N/A—Unicameral legislature		
Nevada	\$2 a day	None	None
New Hampshire	\$50 a 2-year term.	None	None
New Jersey	\$16,333 a year	None	None
New Mexico	None	None	None
New York	No Response	No Response	No Response
North Carolina	\$24,200 a year	\$3,097 a year	\$3,097 a year
North Dakota	\$15 a day during session	\$15 a day during session	\$15 a day during session
Ohio	\$35,207 a year	\$21,403 a year majority floor	\$26,605 a year
Oklahoma	\$16,354 a year	\$11,276 a year	\$11,276 a year
Oregon	\$2,600 a month	None	None
Pennsylvania	No Response	No Response	No Response
Rhode Island	\$15,959 a year	None	None
South Carolina	\$11,000 a year	None	None
South Dakota	None	None	None
Tennessee	\$48,632 a year	None	None

Texas	No Response	No Response	No Response
Utah	\$5,000 a year	\$4,000 a year	\$4,000 a year
Vermont	\$482.50 bi-weekly	None	None
Virginia	\$18,681 a year	None	None
Washington	\$8,000 a year	None	\$4,000 a year
West Virginia	\$150 a day during session.	\$50 a day during session.	\$50 a day during session
Wisconsin	\$25 a month	None	None
Wyoming	\$3 a day	None	None

Source: National Conference of State Legislatures, 2019.

Notes:

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

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

**Table 10: Additional Compensation for Senate Leaders by State, 2019**

State	Presiding Officers	Majority Leaders	Minority Leaders
Alabama	Lieutenant gov holds this position.	None	None
Alaska	\$500 a year	None	None
Arizona	(a)	(a)	(a)
Arkansas	Lieutenant gov holds this position.	None	None
California	Lieutenant gov holds this position.	None	None
Colorado	(b)	(b)	(b)
Connecticut	Lieutenant gov holds this position.	\$8,835 a year	\$8,835 a year
Delaware	Lieutenant gov holds this position.	\$12,376 a year	\$12,376 a year
Florida	\$11,484 a year	None	None
Georgia	Lieutenant gov holds this position.	\$200 a month	\$200 a month
Hawaii	\$7,500 a year	None	None
Idaho	\$5,000 a year	\$2,000	\$2,000
Illinois	\$27,477 a year	\$20,650 a year	\$27,477 a year
Indiana	Lieutenant gov holds this position.	\$5,500 a year for majority floor leader	\$6,000 a year minority floor leader
Iowa	\$12,500 a year	12,500 a year	\$12,500 a year
Kansas	\$14,039 a year	\$12,665 a year	\$12,665 a year
Kentucky	\$47.35 a day	\$37.40 a day	\$37.40 a day
Louisiana	\$15,200 a year	None	None
Maine	50% of base salary a year	25% of base salary a year	12.5% of base salary a year
Maryland	\$15,041 a year	None	None
Massachusetts	\$86,656 a year	\$64,992 a year	\$64,992 a year
Michigan	No Response	No Response	No Response
Minnesota	\$3,600 a year	\$18,000 a year	\$18,000 a year
Mississippi	\$5,000 a month	None	None
Missouri	Lieutenant gov holds this position.	\$1,500 a year	\$1,500 a year
Montana	\$5 a day during session	None	None
Nebraska	Lieutenant gov holds this position.	None	None
Nevada	Lieutenant gov holds this position.	None	None
New Hampshire	\$50 a 2 year term	None	None
New Jersey	\$16,333 a year	None	None
New Mexico	Lieutenant gov holds this position.	None	None
New York	No Response	No Response	No Response
North Carolina	Lieutenant gov holds this position.	\$3,097 a year	\$3,097 a year
North Dakota	Lieutenant gov holds this position.	\$15 a day during legislative sessions	\$15 a day during legislative sessions
Ohio	\$35,207 a year	None	\$26,605 a year
Oklahoma	No Response	No Response	No Response
Oregon	\$2,600 a month	None	None
Pennsylvania	Lieutenant gov holds this position.	\$39,745 a year	\$39,745 a year
Rhode Island	\$15,959 a year	None	None
South Carolina	Lieutenant gov holds this position	None	None
South Dakota	Lieutenant gov holds this position.	None	None
Tennessee	None	None	None
Texas	No Response	No Response	No Response
Utah	\$5,000 a year	\$4,000 a year	\$4,000 a year
Vermont	Lieutenant gov holds this position.	None	None
Virginia	None	None	None
Washington	Lieutenant gov holds this position	\$9,259 a year	\$4,629 a year
West Virginia	\$150 a day during session.	\$50 a day during session	\$50 a day during session
Wisconsin	None	None	None
Wyoming	\$3 a day	None	None

Source:

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

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

**Table 11: Utah Legislative Compensation History**

<u>Year</u>	<u>Daily Rate</u>	<u>President and Speaker Pay</u>	<u>Leadership Pay</u>	<u>Leadership Pay</u>	<u>Lodging Expense</u>	<u>Meals &amp; Incidental Expenses</u> <sup>1</sup>
			<i>Majority/Minority Leaders</i>	<i>Others</i>		
1980	\$25	\$0	\$0		n/a	\$15
1981	\$25	\$0	\$0		n/a	\$15
1982	\$25	\$0	\$0		n/a	\$25
1983	\$65	\$1,000	\$500		n/a	\$25
1984	\$65	\$1,000	\$500		n/a	\$25
1985	\$65	\$1,000	\$500		n/a	\$25
1986	\$65	\$1,000	\$500		n/a	\$25
1987	\$65	\$1,000	\$500		n/a	\$25
1988	\$65	\$1,000	\$500		n/a	\$25
1989	\$65	\$1,000	\$500		n/a	\$25
1990	\$65	\$1,000	\$500		n/a	\$25
1991	\$65	\$1,000	\$500		n/a	\$25
1992	\$65	\$1,000	\$500		n/a	\$25
1993	\$85	\$1,000	\$500		n/a	\$35
1994	\$85	\$1,000	\$500		n/a	\$35
1995	\$85	\$1,000	\$500		n/a	\$35
1996	\$85	\$1,000	\$500		n/a	\$35
1997	\$100	\$1,000	\$500		\$68	\$35
1998	\$100	\$1,000	\$500		\$83	\$38
1999	\$100	\$1,000	\$500		\$76	\$42
2000	\$100	\$1,000	\$500		\$75	\$42
2001	\$120	\$2,500	\$1,500		\$75	\$42
2002	\$120/\$100	\$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

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



Table 12: Utah Legislator Compensation

Title	Employee Name	Meeting Pay <sup>1</sup>	Leasership	Special Pay <sup>2</sup>	Lodging	Meal	Mileage <sup>3</sup>	Benefits <sup>4</sup>	Total Compensation
Representative	Acton, Cheryl	17,253	0	1,214	0	0	0	15,528	33,994
Representative	Albrecht, Carl	17,265	0	0	1,459	934	2,969	10,045	32,672
Representative	Andersen, Kyle	15,615	0	2,303	0	0	0	4,913	22,831
Representative	Arent, Patrice	19,461	0	1,006	0	0	0	10,573	31,040
Representative	Ballard, Melissa	14,250	0	590	0	0	0	13,775	28,615
Representative	Barlow, Stewart	15,603	0	886	0	0	0	14,618	31,107
Representative	Brammer, Brady	14,250	0	1,678	0	0	0	13,576	29,504
Representative	Briscoe, Joel	25,005	0	530	0	0	343	8,565	34,443
Representative	Brooks, Walter	15,876	0	0	6,103	319	1,944	15,938	40,181
Representative	Chew, Scott	15,603	0	0	5,620	305	3,228	4,713	29,470
Representative	Christofferson, Kay	18,096	0	2,111	0	0	0	15,667	35,874
Representative	Dailey-Provost, Jennifer	13,395	0	290	0	0	0	9,061	22,745
Representative	Daw, Bradley	17,502	0	2,437	0	0	0	11,759	31,699
Representative	Duckworth, Susan	17,241	0	884	0	0	0	4,754	22,879
Representative	Dunnigan, James	22,299	0	964	0	0	0	8,377	31,641
Representative	Eliason, Steven	19,151	0	1,553	0	0	0	10,724	31,428
Representative	Fitzpatrick, Kim	18,096	0	1,162	0	0	0	1,608	20,866
Representative	Ferry, Joel	13,965	0	0	1,159	252	1,669	12,898	29,943
Representative	Gibson, Francis	17,301	4,000	48	0	41	3,461	10,801	35,652
Representative	Hall Jr, Heber	19,212	0	1,074	0	0	0	10,498	30,784
Representative	Handy, Stephen	16,149	0	1,466	0	0	0	9,640	27,255
Representative	Harrison, Suzanne	14,250	0	1,201	0	0	0	4,143	19,594
Representative	Hawkes, Timothy	15,864	0	638	0	0	0	13,565	30,066
Representative	Hawkins, Jonathan	13,965	0	1,848	0	0	0	4,433	20,246
Representative	Hollins, Sandra	18,879	0	427	0	0	129	5,391	24,826
Representative	Hutchings, Eric	17,799	0	1,391	0	0	0	11,148	30,338
Representative	Johnson, Dan	14,250	0	0	4,336	253	1,008	1,190	21,037
Representative	Judkins, Marsha	16,161	0	1,333	0	0	0	13,103	30,597
Representative	King, Brian	20,019	4,000	633	0	0	0	12,024	36,676
Representative	Kwan, Karen	17,835	3,000	760	0	0	0	5,373	26,968
Representative	Last, Bradley	16,707	3,000	0	6,178	319	626	10,656	37,487
Representative	Lisonbee, Karianne	16,149	0	1,475	0	0	0	4,704	22,329
Representative	Lyman, Phillip	14,250	0	0	5,235	521	3,515	10,183	33,704
Representative	Maloy, Albert	15,876	0	1,825	0	0	0	5,615	23,316
Representative	Mckell, Michael	16,980	0	0	0	305	2,703	15,349	35,337
Representative	Miles, Kelly	18,606	0	1,651	0	0	0	15,941	36,198
Representative	Moss, Carol	21,717	3,000	1,178	0	0	0	8,811	34,706
Representative	Moss, Jefferson	18,357	0	1,835	0	0	0	5,361	25,553
Representative	Musselman, Calvin	14,250	0	1,693	0	0	0	14,361	30,304
Representative	Nelson, Merrill	15,876	0	1,884	0	0	0	1,637	19,397
Representative	Owens, Derrin	15,591	0	0	5,096	306	1,914	10,320	33,227
Representative	Peterson, Val	17,562	3,000	2,378	0	0	0	10,404	33,344
Representative	Pitcher, Stephanie	14,250	0	400	0	0	0	10,864	25,514
Representative	Potter, Val	21,087	0	0	5,381	605	2,341	6,521	35,935
Representative	Poulson, Marie	21,693	0	1,184	0	0	0	8,268	31,145
Representative	Pulsipher, Susan	17,799	0	1,108	0	0	0	8,228	27,135
Representative	Quinn, David	17,301	0	64	780	470	3,534	15,713	37,861
Representative	Ray, Paul	21,348	0	1,660	0	0	303	10,876	34,187
Representative	Roberts, Marc	16,458	0	0	0	291	3,382	15,201	35,332
Representative	Robertson, Adam	15,876	0	1,264	0	0	0	14,028	31,168
Representative	Romero, Angela	19,758	3,000	532	0	0	0	8,582	31,872
Representative	Sagers, Douglas	16,149	0	1,932	0	0	0	8,878	26,959
Representative	Schultz, Michael	19,794	3,000	2,324	0	0	380	15,078	40,576
Representative	Seegmiller, Travis	15,888	0	46	5,563	307	1,624	14,221	37,649
Representative	Shipp, Rex	14,250	0	0	4,610	368	2,722	14,250	36,199
Representative	Shurtliff, Lawanna	14,250	0	1,498	0	0	0	1,866	17,613
Representative	Snider, Casey	15,627	0	0	4,637	311	1,487	13,977	36,039
Representative	Snow, Vanburen	19,188	0	0	5,985	305	2,141	1,602	29,220
Representative	Spendlove, Robert	17,835	0	1,096	0	0	0	11,845	30,776
Representative	Stenquist, Jeffrey	14,250	0	1,204	0	0	0	11,015	26,469
Representative	Stoddard, Andrew	13,680	0	847	0	0	0	3,952	18,478
Representative	Stratton, Keven	17,241	0	2,468	0	0	0	14,100	33,809
Representative	Strong, Mark	14,250	0	1,248	0	0	0	12,963	28,461
Representative	Waldrip, Andrew	14,250	0	2,256	0	0	56	13,570	30,133
Representative	Ward, Raymond	18,333	0	749	0	0	238	15,230	34,549
Representative	Watkins, Christine	16,125	0	0	4,318	14	2,317	1,876	24,650
Representative	Weight, Elizabeth	18,381	0	1,164	0	0	0	1,632	21,177
Representative	Wheatley, Mark	22,239	0	930	0	0	0	8,576	31,745
Representative	Wilde, Richard	16,149	0	-14	0	305	2,464	13,573	32,477
Representative	Wilson, Bradley	16,968	5,000	1,071	0	0	0	10,935	33,974
Representative	Winder, Michael	18,060	0	965	0	0	0	2,536	21,561
Representative	Perry, Lee	16,992	0	0	377	319	2,407	1,419	21,515
Representative	Thurston, Norman	19,746	0	373	0	0	0	12,913	33,032
SENATOR	Adams, J.	19,437	5,000	1,499	0	0	0	8,777	34,713
SENATOR	Anderegg, Jacob	22,560	0	2,496	0	0	0	17,799	42,855
SENATOR	Bramble, Curtis	17,028	0	0	0	0	1,771	10,424	29,223
SENATOR	Buxton, David	18,369	0	1,035	0	0	0	1,620	21,023
SENATOR	Christensen, Allen	18,060	0	2,202	0	0	222	8,341	28,826
SENATOR	Cullimore, Kirk	15,105	0	556	0	0	323	5,144	21,128

SENATOR	Davis, William	23,367	0	434	0	0	546	5,227	29,574
SENATOR	Escamilla, Luz	20,328	3,000	311	0	0	0	10,974	34,613
SENATOR	Fillmore, Lincoln	20,934	0	1,278	0	0	0	16,561	38,773
SENATOR	Grover, Keith	16,161	0	1,312	2,160	0	0	11,490	31,123
SENATOR	Harper, Wayne	18,345	0	859	0	0	0	8,253	27,456
SENATOR	Hemmert, Daniel	15,579	3,000	1,933	0	0	0	15,341	35,853
SENATOR	Henderson, Deidre	16,422	0	0	0	0	1,197	16,109	33,728
SENATOR	Hillyard, Lyle	23,142	0	0	931	41	3,390	8,378	35,882
SENATOR	Hinkins, David	17,253	0	0	6,133	0	3,138	7,566	34,091
SENATOR	Ipson, Don	19,995	0	181	5,140	0	5,372	9,862	40,551
SENATOR	Iwamoto, Jani	20,601	3,000	791	0	0	0	12,662	37,053
SENATOR	Kitchen, Derek	13,965	3,000	109	0	0	0	12,048	29,122
SENATOR	Mayne, Karen	25,623	4,000	1,347	0	0	0	5,826	36,796
SENATOR	McCay, Daniel	16,731	0	1,295	0	0	0	4,854	22,880
SENATOR	Millner, F	17,823	3,000	1,444	930	0	0	9,459	32,656
SENATOR	Okerlund, Ralph	15,591	0	52	1,846	0	2,946	8,286	28,721
SENATOR	Riebe, Kathleen	13,122	0	693	0	0	0	1,167	14,983
SENATOR	Sandall, Scott	16,173	0	0	114	39	1,387	14,661	32,374
SENATOR	Stevenson, Jerry	17,229	3,000	1,270	0	0	0	8,153	29,652
SENATOR	Thatcher, Daniel	22,536	0	1,230	0	0	0	8,622	32,388
SENATOR	Vickers, Evan	17,823	4,000	0	2,126	0	5,616	8,460	38,025
SENATOR	Weiler, Todd	20,862	0	494	0	0	0	16,844	38,200
SENATOR	Winterton, Ronald	1,425	0	0	0	0	1,866	731	4,022

<b>Totals</b>	1,770,335								3,073,367
<b>Average<sup>5</sup></b>	17,514								30,390
<b>Median<sup>5</sup></b>	17,241								31,123
<b>Max<sup>5</sup></b>	25,623								42,855
<b>Low<sup>5</sup></b>	13,122								14,983

\*All data represents FY2019 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, Telephone Reimbursements, Retirement Contributions, Professional Development Pay, Long Term Disability, Life Insurance, Leave pool, 401(k) Match, Dental Insurance, Health Insurance, Health Savings Contributions, and Incentive Awards

<sup>5</sup>Value does not include data for Senator Winterton

Source: transparent.utah.gov

# Appendix B

## UTAH CONSTITUTION

### **Article VI, Section 9. Compensation of legislators -- Citizens' salary commission.<sup>9</sup>**

The Legislature shall not increase the salaries of its members on its own initiative, but shall provide by law for the appointment by the Governor of a citizens' salary commission to make recommendations concerning the salaries of members of the Legislature. Upon submission of the commission's recommendations, the Legislature shall by law accept, reject or lower the salary but may not, in any event, increase the recommendation. The Legislature shall provide by law for the expenses of its members. Until salaries and expenses enacted as authorized by this section become effective, members of the Legislature shall receive compensation of \$25 per diem while actually in session, expenses of \$15 per diem while actually in session, and mileage as provided by law.

## UTAH CODE

### **36-2-3 Salaries of members set by Legislature and State Board of Education based on recommendations of Legislative Compensation Commission.**

(1)

(a) Except as provided in Subsection (2) or (3), the salaries of members of the Legislature shall automatically be set beginning January 1 of each odd-numbered year at the amount recommended by the Legislative Compensation Commission in the last report issued by the commission in the preceding even-numbered year.

(b) This salary recommendation shall be based on either:

(i) a daily basis:

(A) for each calendar day for annual general sessions; and

(B) for each day a legislator attends veto-override and special sessions and other authorized legislative meetings; or

(ii) an annualized salary.

(c) In preparing its report, the commission may recommend salary amounts that:

(i) take into account the amounts received by legislators for legislative expenses; and

(ii) provide alternative salary amounts based upon the occurrence of various contingencies.

(2)

(a) During an even-numbered annual general session or special session in the year immediately preceding the effective date of any salary change, the Legislature may reject or decrease the salary recommendation, but may not increase the salary recommendation.

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<sup>9</sup> Retrieved from [http://le.utah.gov/xcode/ArticleVI/Article\\_VI\\_Section\\_9.html](http://le.utah.gov/xcode/ArticleVI/Article_VI_Section_9.html).

(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 Management and Budget:

(i) shall provide staff to the commission; and

(ii) is responsible for administration, budgeting, procurement, and related management functions for the commission.

36-2-5 Duties of Legislative Compensation Commission.

(1) The Legislative Compensation Commission shall:

(a) study and formulate recommendations concerning the salary levels for Utah state legislators;

(b) base the study and recommendations upon maintaining a citizen Legislature in Utah, but compensating members fairly for their service in order that all individuals would have an opportunity to serve;

(c) in developing recommendations, consider the salaries of other similar state legislators and other such factors; and

(d) submit to each member of the Legislature, by January 2nd of each even-numbered year, recommendations:

(i) concerning changes, if any, which should be made in the salary plan and its administration for state legislators; and

(ii) include a recitation of the provisions of Section 36-2-3.

(2) The Legislative Compensation Commission may issue reports subsequent to January 2 of an even-numbered year containing revised salary recommendations, including salary recommendations contingent upon certain action being taken by the Legislature.

(3) As provided in Subsection 36-2-3(1)(c), in formulating its recommendations, the commission may take into account the amounts received by legislators for legislative expenses, but may not review the propriety of, or recommend amounts for, legislative expenses.