

Report of The

Utah

Legislative Compensation

Commission



Prepared for the 2010 General Session of the Utah State Legislature

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December 2009

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Governor's Office of Planning and Budget
State Capitol Complex, Suite 150
Salt Lake City, UT 84114
Telephone: (801) 538-1027

Legislative Compensation Commission

December 15, 2009

To the Utah State Legislature:

Transmitted herewith is the 2010 report of the Legislative Compensation Commission. In compliance with Section 36-2-5 of the Utah Code, this report contains the Commission's salary recommendations for the Utah State Legislature, beginning with the 2011 General Session. The statutory philosophy provides that Utah maintain a citizen legislature and that members be compensated fairly for their service so all citizens may have an opportunity to serve. The wide range of occupations of Utah Legislators, shown in Table 14 of Appendix A, indicates the State is meeting this goal.

The Commission's recommendations contained in this report are based in part on a salary survey of all 50 states' legislatures. A particular emphasis was given to making comparisons with legislatures categorized as "citizen legislatures" by the National Conference of State Legislatures. Other comparisons of interest included: legislatures in the western states, legislatures with similar population, legislatures with similar population growth, and legislatures with similar economic growth. The final analysis, however, is specific to Utah.

Based on the review and analysis of the data contained in this report, the Commission makes the following recommendations:

Recommendation #1:

The Commission recommends that legislators consider compensation as an annual salary rather than a daily rate.

Recommendation #2:

The Commission recommends that the salary rate for all legislators be raised from \$117 to \$130, or \$13 per day (a 11.11% increase), for each calendar day of the annual general session, and for each day a legislator attends veto-override, special sessions, or other authorized legislative meetings. This increase would return the salary rate for all legislators back to the 2009 daily rate, the same rate which was in place before it was decreased in 2010.

Recommendation #3:

The Commission recommends that the additional compensation for legislative leaders remain at \$3,000 per year for the Senate President and the House Speaker and at \$2,000 per year for the Majority and Minority Leaders.

We deeply appreciate the opportunity to serve the State, the Governor, and the Legislature, and we express our thanks to the executive staff for their expertise and support.

Sincerely,



THE UTAH LEGISLATIVE COMPENSATION COMMISSION

**Scott Dansie
Susan Lawrence**

**Paul Williams, Chair
David Pyne, Vice-Chair**

**Peggy Wallace
Jan Wells**

INTRODUCTION

The Utah Constitution states that the Legislature may not increase the salaries of its members on its own initiative, but must create a citizen commission to make such salary recommendations to the Legislature. The Legislative Compensation Commission was created to fulfill this mission. It is composed of seven members appointed by the Governor to serve four-year terms.

Members of the Commission represent a broad cross section of workforce interests, major geographic areas of the state, and different political parties. Employees of the legislative, judicial, and executive branches are not eligible for appointment. The Governor's Office of Planning and Budget provides staff for the Commission.

The statutory responsibility of the Commission is to "study and formulate recommendations concerning the salary levels for Utah state legislators" using "comparisons with salaries of other similar state legislators" in order to maintain "a citizen legislature in Utah." Specifically, the Commission recommends an annual or daily salary rate for all legislators and additional salary rates for legislative leadership positions. The Commission's responsibility does not include a review of the appropriate expense level of legislators, which is determined through legislative joint rule and based on federal rates. Further legal authority and responsibilities may be found in Appendix B of this report.

The Commission submits salary recommendations to each member of the Legislature by January 2 of each even-numbered year. The Legislature by law has the option to accept, reject, or lower the salary recommendation. If accepted or changed by the Legislature in the even-numbered year, the recommendations take effect the following odd-numbered year.

Members of the Legislative Compensation Commission for the 2010 General Session are listed below, with their qualifications as members of the Commission

Name	Occupation	Residence	Political Party
Scott Dansie	Public Affairs	Park City	Non-Affiliated
Susan Lawrence	Former Legislator	Salt Lake City	Republican
David Pyne	Attorney	West Jordan	Republican
Peggy Wallace	Banking/Finance and Former Legislator	West Jordan	Republican
Jan Wells	Local Government	Riverton	Democrat
Paul D. Williams	Banking/Finance	South Jordan	Republican

BACKGROUND

The Utah State Legislature

The Utah State Legislature consists of 75 members of the House of Representatives and 29 members of the Senate. Members of the House of Representatives serve two-year terms, while members of the Senate serve four-year terms. The legislative session begins on the fourth Monday in January and lasts 45 consecutive calendar days. Special sessions may be called either by the Governor to work on particular issues or by the Legislature to override gubernatorial vetoes. Interim legislative committees meet outside of the general session and typically hold meetings about once a month.

The National Conference of State Legislatures (NCSL) categorizes Utah as a traditional citizen legislature. In a citizen legislature, legislators typically hold full-time non-legislative jobs and spend less than half of a full-time job doing legislative work. A list of Utah Legislators' occupations can be found in Table 14 of Appendix A.

Citizen legislatures typically have short legislative sessions, small staffs and receive low compensation compared to a full-time legislature. The table below from NCSL shows how a citizen legislature compares to other more full-time legislatures. A comparison of Utah with other citizen legislatures can be found in Table 4 of Appendix A.

Category of Legislature	Time on the Job	Compensation	Staff per Member
Full-time (Professional)	80%	\$68,599	8.9
Hybrid	70%	\$35,326	3.1
Part-time (Citizen)	54%	\$15,984	1.2

Source: National Conference of State Legislatures, Full and Part-Time Legislatures

Daily Salary

Utah Legislators receive a daily salary of \$117 per day. For the 45 day general session all legislators receive a lump sum payment of \$5,265 (\$117 x 45 days). This payment is made in January before the start of the legislative session. During the interim, a legislator must attend an authorized meeting in order to receive the daily rate. The average legislator attends about twenty six authorized meetings outside of the general session. Authorized meetings do not include meetings with local constituents, campaigning, or preparatory work on policy issues outside of an official meeting day.

Leadership Pay

Individuals in leadership positions receive additional pay for the extra time commitment and added responsibility of leadership. The Senate President and the Speaker of the House receive an additional \$3,000 annually, while the Majority and Minority Leaders, Whips, and Assistant Whips in each House receive an additional \$2,000 annually. The Chairs of the Executive Appropriations Committee also receive an additional \$2,000 annually for their service.

Legislative Expenses and Per Diem

Legislators receive reimbursement for mileage, food, and lodging expenses incurred during the legislative session and for authorized meetings outside of the session. Reimbursement rates are tied to federal rates and are set by legislative joint rule. Legislative leadership oversees the administration of the reimbursement. The current rates are: \$61 per day for meals and incidental expenses and \$106 per night for lodging expenses.

During the 45-day session, all legislators receive an unvouchered lump sum payment of \$2,745 (\$61 x 45 days) for per diem expenses and \$4,770 (\$106 x 45 days) for lodging expenses. These payments are made in January before the start of the legislative session and can be for general use. Outside of the legislative session, the per diem is only paid for attendance at meetings and the actual cost of lodging is only reimbursed by voucher up to \$106 per night.

Additional Benefits

Optional health, dental, and life insurance benefits are available for legislators who choose to enroll. Legislators may choose to participate in individual, dual, or family coverage and the State will pay 95 percent of the premium for health and 95 percent of the premium for dental. The State pays the full premium for basic life insurance coverage of \$25,000 for each legislator who enrolls in the program.

Utah Legislators are eligible for retirement benefits under the *Governor's and Legislative Service Pension Act* if they have reached age 65 and have served four or more years or have reached aged 62 and have served 10 or more years. The retirement benefit is equal to \$10** per month for each year of service as a legislator. An additional \$3.50 per month, for each year of service, is payable to elected and appointed legislators and governors who were members of this Plan before March 1, 2000.

Medicare supplemental insurance is an additional retirement benefit for legislators who retire after January 1, 1998 and who have reached age 65. To be eligible, retired legislators must have served four years. The portion of the premium that the state pays is determined by the number of years a legislator has served. For each year of legislative service (beyond the minimum requirement of four years), the state pays 10 percent of the benefit, with full premium paid for 10 or more years of service. Legislators who retire prior to age 65 may apply for this benefit if they maintain PEHP health insurance coverage at their own expense until they are eligible to apply. This benefit also applies to a legislator's spouse.

**Increased semiannually up to 2% based on the Consumer Price Index. The amount as of July 1, 2009 is \$26.80.

COMMISSION ACTIVITIES

Commission Meetings

The Legislative Compensation Commission held four meetings to discuss legislator compensation and make recommendations. The first meeting was held September 23, 2009, the second meeting was held October 6, 2009, the third meeting was held October 13, 2009, and the fourth meeting was held October 26, 2009. Minutes from these meetings are available from Commission staff.

During the meetings, the Commission discussed comparative salary data from all 50 state legislatures as well as Utah-specific compensation issues. Most comparative data for the 50 states came from the NCSL.

Commission Focus

The primary focus of the Commission centered on an appropriate salary level for the Utah State Legislature. The Commission specifically examined how Utah's daily salary compared to:

1. other citizen legislatures,
2. Western State legislatures,
3. state legislatures paying a daily salary,
4. states with similar populations and population increases, and
5. historic increases of the salaries of other state legislatures.

Data for these comparisons came from the NCSL's annual salary and expenditure survey of the 50 state legislatures and is included in Tables 1 thru 9 of Appendix A. Since the NCSL survey includes expenditure information, the Commission briefly examined the role expenditures played in other states' compensation of legislators.

The Commission also examined the compensation history of the Utah Legislature. Specifically, the Commission studied the:

1. distribution of current legislator salaries,
2. how the daily rate and leadership pay have increased over time, and
3. how those increases compare to historical increases in the consumer price index.

The commission further compared legislator salary increases to the salary increases of:

1. Utah state employees,
2. the Governor and the Lt. Governor,
3. the Attorney General, the Auditor, the Treasurer,
4. the Chief Justice of the Utah Supreme Court, and District Judges.

This data, specific to the State of Utah, was provided by the Governor's Office of Planning and Budget and is included in Tables 10 thru 13 of Appendix A.

ANALYSIS OF DATA

NCSL survey

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

- (1) An annual salary,
- (2) A daily rate paid for calendar days during the session, and
- (3) A daily rate paid for actual legislative days worked.

Compensation for the fifty state legislatures ranges from a high of \$116,208 a year for California state legislators to zero compensation for New Mexico state legislators. In between these two extremes are a wide variety of daily and annual salaries.

The NCSL survey also contains information regarding per diem expense reimbursement for the 50 state legislatures. This information was included in the tables analyzed by the Commission, but was not used in the final recommendations regarding legislator compensation.

Standardization

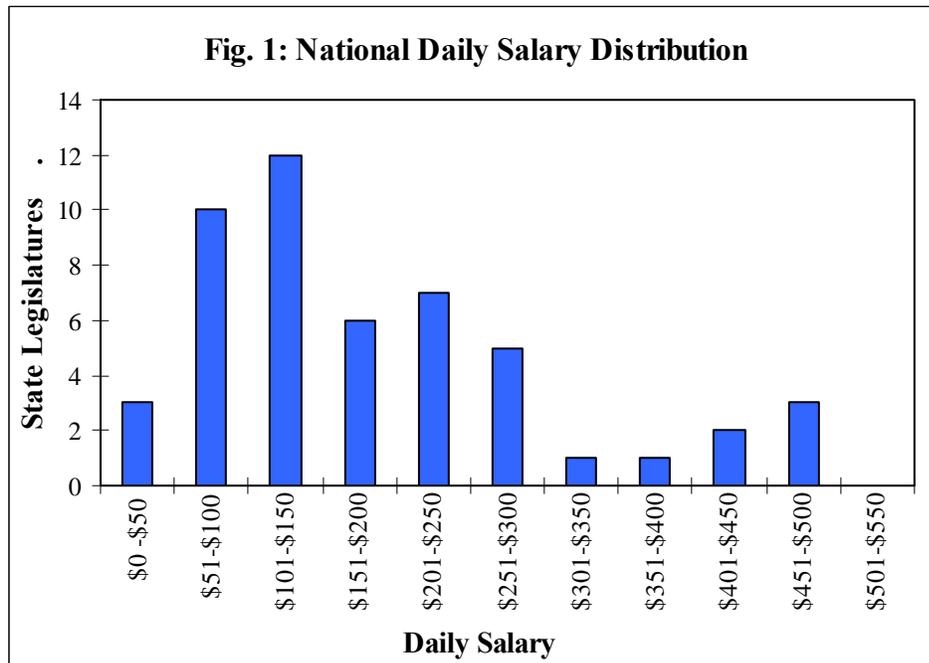
In order to compare the annual and daily salaries of the 49 other state legislatures to Utah it is necessary to convert each state's salary into a standardized daily salary. Annual salaries can be converted into daily amounts by dividing by the number of session days. Daily salaries paid for legislative days worked can be approximately converted to calendar days by multiplying by 5/7.

The table below is an excerpt from Table 1 in Appendix A and shows the top three states, Utah, and the bottom three states ranked by standardized daily salary. Maryland, for example, pays an annual salary of \$43,500 per legislator, but the General Session lasts only 89 calendar days so dividing \$43,500 by 89 results in a daily salary of \$488.76. California, in contrast, pays almost three times more in annual salary than Maryland, but California's daily rate is 17 percent less than Maryland's because Californians are in session 285 days a year.

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	Session Days (C) 2009	Daily Salary	Rank
Maryland	\$43,500		\$128.00 (V)	\$128.00 (V)	89	\$488.76	1
Florida	\$30,336		\$130.00 (V)	\$130.00 (V)	66	\$459.64	2
Hawaii	\$48,708		\$10.00	\$120.00	107	\$455.21	3
Utah		\$130.00 (C)	\$144.00 (U)	\$144.00 (U)	45	\$130.00	33
Alabama		\$10.00 (C)	\$198.00 (U)	\$198.00 (U)	104	\$10.00	48
New Hampshire	\$100				175	\$0.57	49
New Mexico			\$144.00 (V)	\$144.00 (V)	60	\$0.00	50

National Trends Overview

Using daily salary to compare Utah to the fifty states shows that Utah ranks 33rd in the nation for legislative pay (Table 1). Maryland ranks number one at \$488.76 a day and New Mexico, which doesn't pay any legislative salary, ranks last. The average daily salary for all state legislatures was \$184.15, while the median was \$153.58. Figure 1 below charts the distribution of the fifty state legislatures' standardized daily salary.



Western States Comparison

The comparison of Utah Legislator's daily salary to that of the ten other western states (Table 2) shows that each western state pays its legislature very differently. California, which is the nation's most populous state, is ranked fourth nationally in terms of daily salary. New Mexico is ranked last because their legislators are not given a daily salary. Utah and Nevada are close to the middle of the national distribution. With such a large disparity in salary data, a comparison of Utah with other western states should be used cautiously. Overall Utah ranks seven out of the 11 western states in salary.

Other Comparisons

Utah Legislator's daily rate ranked fourth out of the ten states paying a daily salary (Table 3) and seventh out of 17 states with a citizen legislature as defined by NCSL (Table 4). It should be noted that seven of the ten states paying a daily salary were classified as a traditional citizen legislature or a slightly less traditional citizen legislature, so Table 3 is partially a duplicate of Table 4. In terms of population, Utah ranked eighth out of the 15 states with similar populations (Table 5) and fifteenth out of 24 states with similar population growth (Table 6). Utah ranked sixteenth out of 18 states with similar median incomes (Table 7).

These rankings indicate that Utah compensates its legislators well when compared to other part-time citizen legislatures. However, when Utah is compared to states with similar population growth and median income, Utah's legislative compensation lags behind. This difference appears to be more a function of Utah's policy of having a part-time citizen legislature than a failure to adequately pay Utah legislators.

National Increases to State Legislator Salaries

During the past two years since the Commission met, 20 of the 50 states increased legislator salaries and three of the 50 states decreased legislator salaries (see Table 8). Indiana showed the greatest percent increase at 94.97 percent by raising its annual salary from \$11,600 to \$22,616. Vermont led the daily salaried states with an increase of 45.72 percent (\$85.83 to \$125.07). Utah was not ranked in the 23 states because there was no percent increase.

Over the past ten years 33 of the 50 states increased legislator compensation by an average of 33.1 percent (Table 9). Utah raised legislator salaries by a total of 30 percent during that same ten year period. Sixteen of the 50 states did not raise legislator salaries at all during that ten-year period and one of the 50 states decreased legislator salaries during that ten-year period.

Utah Legislator Salaries Compared to the CPI

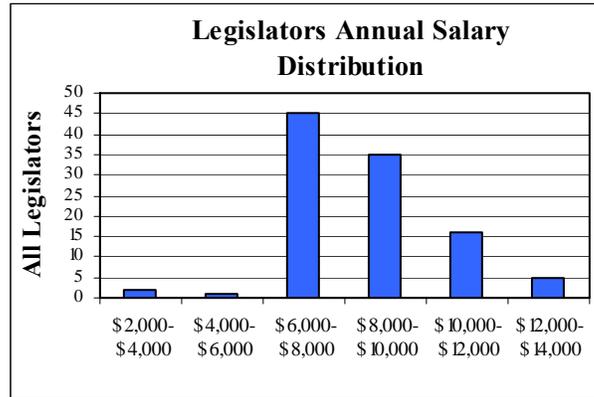
Utah legislator daily salaries have increased over time consistent with increases in the Consumer Price Index (CPI). Over the past ten years, legislator daily salaries in Utah have increased from \$100 to \$130 – an increase of 30 percent (Table 10). During the same period of time, inflation has caused the price of goods and services to rise approximately 29.5 percent (Table 11). The past 25 years tell a similar story. From 1985 to 2009 the CPI increased 100.6 percent, while at the same time legislative daily salaries increased 100 percent (from \$65 to \$130).

Legislator Salaries Compared to Executive and Judicial Branch Salaries

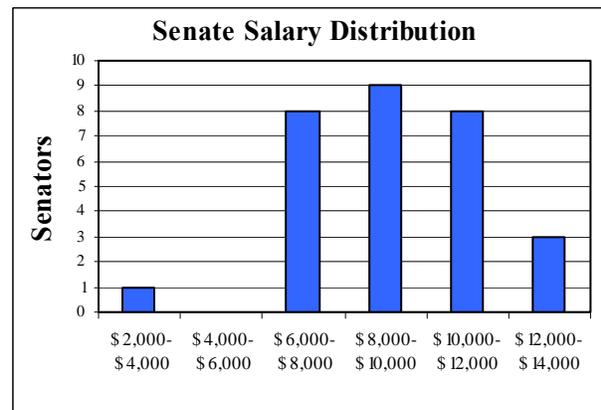
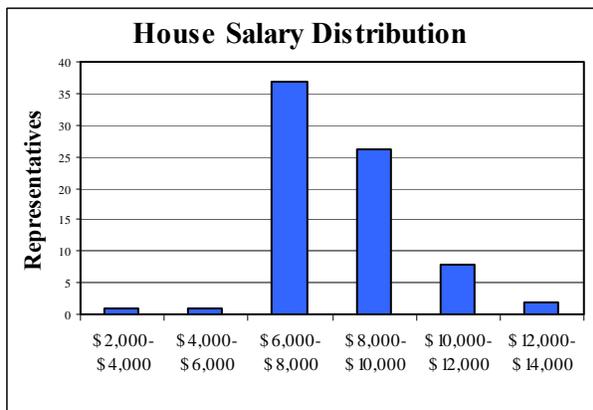
On average, over the past 15 years, legislator salaries, executive branch salaries, and judicial branch salaries have increased. From 1994 to 2010 executive and judicial branch employees and officials have received increases in salaries ranging from 42.3 percent for the Governor to 61.4 percent for the Chief Justice (Table 13). From 1994 to 2010 the average percent increase for state employees is 54.9 percent. In comparison, the legislative daily salary percent has increased 37.7 percent from 1994 to 2010.

Utah Legislator Annual Salary

In the last full calendar year (2008), legislators received an average annual salary of \$8,741 (Table 12). Legislators were paid \$130 per day in 2008. The table below shows the distribution of legislator salaries for calendar year 2008.



Breaking the distribution of legislator salaries out into the two legislative houses shows an interesting detail. The median Senator receives compensation for 69 work days and the median Representative receives compensation for 69 work days. The distributions differ because of the size of each respective House and the number of leadership positions per capita (the Senate has 29 members and 11 leadership positions, while the House has 75 members and the same 11 leadership positions). These distributions show one benefit of having a daily salary rather than an annual salary – legislators who attend more meetings are paid higher salaries.



RECOMMENDATIONS

Based on our review and analysis of the data contained in this report, the Commission makes the following recommendations:

Recommendation #1:

The Commission recommends that legislators consider compensation as an annual salary rather than a daily rate.

Recommendation #2:

The Commission recommends that the salary rate for all legislators be raised from \$117 to \$130, or \$13 per day (a 11.11% increase), for each calendar day of the annual general session, and for each day a legislator attends veto-override, special sessions, or other authorized legislative meetings. This increase would return the salary rate for all legislators back to the 2009 daily rate, the same rate which was in place before it was decreased in 2010.

Recommendation #3:

The Commission recommends that the additional compensation for legislative leaders remain at \$3,000 per year for the Senate President and the House Speaker and at \$2,000 per year for the Majority and Minority Leaders.

APPENDIX A

Tables

Table 1 – 2009 State Legislator Compensation and Living Expenses

Table 2 – Comparisons with Western States

Table 3 – Comparisons with States that Pay Daily Salaries

Table 4 – Comparisons with States with Citizen Legislatures

Table 5 – Comparisons with States with Similar Population

Table 6 – Comparisons with States with Similar Population Growth

Table 7 – Comparisons with States with Similar Median Income

Table 8 – National Changes to State Legislator Salaries

Table 9 – Historical National Changes to State Legislator Salaries

Table 10 – Utah Legislative Compensation History

Table 11 – Historical Comparison to Consumer Price Index

Table 12 – Utah State Legislator Actual Salary and Benefits

Table 13 – Compensation for Other Officials and State Employees

Table 14 – 2009 State Legislators' Occupations

Table 1: 2009 State Legislator Compensation and Living Expense Allowances

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	Session Days (C) 2009	Daily Salary	Rank
Alabama		\$10.00 (C)	\$198.00 (U)	\$198.00 (U)	104	\$10.00	48
Alaska	\$24,012		\$189.00	\$234.00	89	\$269.80	9
Arizona	\$24,000		\$35.00 (V)	\$60.00 (V)	170	\$141.18	26
Arkansas	\$15,362		\$136.00 (V)	\$136.00 (V)	109	\$140.94	27
California	\$116,208		\$173.00	\$173.00	285	\$407.75	4
Colorado	\$30,000		\$45.00 (V)	\$99.00 (V)	119	\$252.10	12
Connecticut	\$28,000				147	\$190.48	20
Delaware	\$42,750		\$43.00	\$43.00	168	\$254.46	10
Florida	\$30,336		\$130.00 (V)	\$130.00 (V)	66	\$459.64	2
Georgia	\$17,342		\$173.00 (U)	\$173.00 (U)	82	\$211.49	18
Hawaii	\$48,708		\$10.00	\$120.00	107	\$455.21	3
Idaho	\$16,116		\$49.00 (V)	\$122.00 (V)	116	\$138.93	28
Illinois	\$67,836		\$132.00	\$132.00	365	\$185.85	22
Indiana	\$22,616		\$138.00 (U)	\$138.00 (U)	112	\$201.93	19
Iowa	\$25,000		\$88.50 (U)	\$118.00 (U)	104	\$240.38	13
Kansas		\$88.66 (C)	\$109.00 (U)	\$109.00 (U)	143	\$88.66	39
Kentucky		\$186.73 (C)	\$119.90 (U)	\$119.90 (U)	79	\$186.73	21
Louisiana	\$16,800		\$143.00 (U)	\$143.00 (U)	59	\$284.75	8
Maine	\$13,526		\$70.00	\$70.00	192	\$70.45	43
Maryland	\$43,500		\$128.00 (V)	\$128.00 (V)	89	\$488.76	1
Massachusetts	\$61,440		\$10.00	\$100.00 (V)	365	\$168.33	24
Michigan	\$79,650		\$33.00 (V)	\$33.00 (V)	365	\$218.22	15
Minnesota	\$31,141		\$87.00 (U)	\$87.00 (U)	132	\$235.92	14
Mississippi	\$10,000		\$109.00 (U)	\$109.00 (U)	146	\$68.49	44
Missouri	\$35,915		\$87.20 (U)	\$87.20 (U)	142	\$252.92	11
Montana		\$82.64 (L)	\$103.69 (U)	\$103.69 (U)	113	\$59.03	46
Nebraska	\$12,000		\$39.00 (V)	\$109.00 (V)	142	\$84.51	40
Nevada		\$137.90 (C)	\$64.00 (U)	\$147.00 (U)	114	\$137.90	29
New Hampshire	\$100				175	\$0.57	49
New Jersey	\$49,000				365	\$134.25	32
New Mexico			\$144.00 (V)	\$144.00 (V)	60	\$0.00	50
New York	\$79,500		\$165.00 (V)	\$165.00 (V)	365	\$217.81	16
North Carolina	\$13,951		\$104.00 (U)	\$104.00 (U)	154	\$90.59	38
North Dakota		\$135.00 (C)	\$45.00 (V)	\$45.00 (V)	116	\$135.00	31
Ohio	\$60,584				365	\$165.98	25
Oklahoma	\$38,400		\$132.00 (U)	\$132.00 (U)	114	\$336.84	7
Oregon	\$21,612		\$109.00 (U)	\$109.00 (U)	168	\$128.64	34
Pennsylvania	\$78,315		\$158.00 (V)	\$158.00 (V)	365	\$214.56	17
Rhode Island	\$13,089				175	\$74.79	42
South Carolina	\$10,400		\$119.00 (U)	\$119.00 (U)	154	\$67.53	45
South Dakota	\$6,000		\$110.00 (U)	\$110.00 (U)	76	\$78.95	41
Tennessee	\$19,009		\$171.00 (U)	\$171.00 (U)	156	\$121.85	36
Texas	\$7,200		\$139.00 (U)	\$139.00 (U)	139	\$51.80	47
Utah		\$130.00 (C)	\$144.00 (U)	\$144.00 (U)	45	\$130.00	33
Vermont		\$125.07 (C)	\$54.00	\$147.00	122	\$125.07	35
Virginia	\$17,820		\$152.00 (U)	\$152.00 (U)	45	\$396.00	6
Washington	\$42,106		\$90.00	\$90.00	104	\$404.87	5
West Virginia	\$20,000		\$131.00 (U)	\$131.00 (U)	109	\$183.49	23
Wisconsin	\$49,943		\$44.00	\$88.00	365	\$136.83	30
Wyoming		\$150.00 (L)	\$85.00 (V)	\$85.00 (V)	52	\$107.14	37

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

Quartile 1	\$94.73
Median	\$153.58
Average	\$184.15
Quartile 3	\$239.27
Maximum	\$488.76

Source: National Conference of State Legislatures, Legislator Compensation 2009
National Conference of State Legislatures, 2009 Legislative Session Calendar

Table 2: 2009 Comparisons with Western States

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	Session Days (C) 2009	Daily Salary	Nat'l Rank	West Rank
Arizona	\$24,000		\$35.00 (V)	\$60.00 (V)	170	\$141.18	26	4
California	\$116,208		\$173.00	\$173.00	285	\$407.75	4	1
Colorado	\$30,000		\$45.00 (V)	\$99.00 (V)	119	\$252.10	12	3
Idaho	\$16,116		\$49.00 (V)	\$122.00 (V)	116	\$138.93	28	5
Montana		\$82.64 (L)	\$103.69 (U)	\$103.69 (U)	113	\$59.01	46	10
Nevada		\$137.90 (C)	\$64.00 (U)	\$147.00 (U)	114	\$137.90	29	6
New Mexico			\$144.00 (V)	\$144.00 (V)	60	\$0.00	50	11
Oregon	\$21,612		\$109.00 (U)	\$109.00 (U)	168	\$128.64	34	8
Utah		\$130.00 (C)	\$144.00 (U)	\$144.00 (U)	45	\$130.00	33	7
Washington	\$42,106		\$90.00	\$90.00	104	\$404.87	5	2
Wyoming		\$150.00 (L)	\$85.00 (V)	\$85.00 (V)	52	\$107.14	37	9

Table 3: 2009 Comparisons with States that Pay Daily Salaries

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	Session Days (C) 2009	Daily Salary	Nat'l Rank	Daily Rank
Alabama		\$10.00 (C)	\$198.00 (U)	\$198.00 (U)	104	\$10.00	48	9
Kansas		\$88.66 (C)	\$109.00 (U)	\$109.00 (U)	143	\$88.66	39	7
Kentucky		\$186.73 (C)	\$119.90 (U)	\$119.90 (U)	79	\$186.73	21	1
Montana		\$82.64 (L)	\$103.69 (U)	\$103.69 (U)	113	\$59.03	46	8
Nevada		\$137.90 (C)	\$64.00 (U)	\$147.00 (U)	114	\$137.90	29	2
New Mexico		\$0.00	\$144.00 (V)	\$144.00 (V)	60	\$0.00	50	10
North Dakota		\$135.00 (C)	\$45.00 (V)	\$45.00 (V)	116	\$135.00	31	3
Utah		\$130.00 (C)	\$144.00 (U)	\$144.00 (U)	45	\$130.00	33	4
Vermont		\$125.07 (C)	\$54.00	\$147.00	122	\$125.07	35	5
Wyoming		\$150.00 (L)	\$85.00 (V)	\$85.00 (V)	52	\$107.14	37	6

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

Source: National Conference of State Legislatures, Legislator Compensation 2009

Table 4: 2009 Comparisons with States with Citizen Legislatures

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	Session Days (C) 2009	Staff FTE	Daily Salary	Nat'l Rank	Citizen Rank
Traditional Citizen Legislatures									
Montana		\$82.64 (L)	\$103.69 (U)	\$103.69 (U)	113	237	\$59.03	46	15
New Hampshire	\$100				175	179	\$0.57	49	16
North Dakota		\$135.00 (C)	\$45.00 (V)	\$45.00 (V)	116	105	\$135.00	31	6
South Dakota	\$6,000		\$110.00 (U)	\$110.00 (U)	76	106	\$78.95	41	11
Utah		\$130.00 (C)	\$144.00 (U)	\$144.00 (U)	45	220	\$130.00	33	7
Wyoming		\$150.00 (L)	\$85.00 (V)	\$85.00 (V)	52	125	\$107.14	37	9

Slightly Less Traditional Citizen Legislatures

Georgia	\$17,342		\$173.00 (U)	\$173.00 (U)	82	773	\$211.49	18	1
Idaho	\$16,116		\$49.00 (V)	\$122.00 (V)	116	145	\$138.93	28	4
Indiana	\$22,616		\$138.00 (U)	\$138.00 (U)	112	375	\$201.93	19	2
Kansas		\$88.66 (C)	\$109.00 (U)	\$109.00 (U)	143	388	\$88.66	39	10
Maine	\$13,526		\$70.00	\$70.00	192	211	\$70.45	43	13
Mississippi	\$10,000		\$109.00 (U)	\$109.00 (U)	146	206	\$68.49	44	14
Nevada		\$137.90 (C)	\$64.00 (U)	\$147.00 (U)	114	601	\$137.90	29	5
New Mexico			\$144.00 (V)	\$144.00 (V)	60	679	\$0.00	50	17
Rhode Island	\$13,089				175	441	\$74.79	42	12
Vermont		\$125.07 (C)	\$54.00	\$147.00	122	86	\$125.07	35	8
West Virginia	\$20,000		\$131.00 (U)	\$131.00 (U)	109	414	\$183.49	23	3

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

Source: National Conference of State Legislatures, Legislator Compensation 2009
 National Conference of State Legislatures, Size of State Legislative Staff 2009

Table 5: 2009 Comparisons with States with Populations similar to Utah

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	Population	Daily Salary	Nat'l Rank	Pop Rank
Oregon	\$21,612		\$109.00 (U)	\$109.00 (U)	3,790,060	\$128.64	34	9
Oklahoma	\$38,400		\$132.00 (U)	\$132.00 (U)	3,642,361	\$336.84	7	1
Connecticut	\$28,000				3,501,252	\$190.48	20	3
Iowa	\$25,000		\$88.50 (U)	\$118.00 (U)	3,002,555	\$240.38	13	2
Mississippi	\$10,000		\$109.00 (U)	\$109.00 (U)	2,938,618	\$68.49	44	13
Arkansas	\$15,362		\$136.00 (V)	\$136.00 (V)	2,855,390	\$140.94	27	5
Kansas		\$88.66 (C)	\$109.00 (U)	\$109.00 (U)	2,802,134	\$88.66	39	10
Utah		\$130.00 (C)	\$144.00 (U)	\$144.00 (U)	2,736,424	\$130.00	33	8
Nevada		\$137.90 (C)	\$64.00 (U)	\$147.00 (U)	2,600,167	\$137.90	29	7
New Mexico			\$144.00 (V)	\$144.00 (V)	1,984,356	\$0.00	50	15
West Virginia	\$20,000		\$131.00 (U)	\$131.00 (U)	1,814,468	\$183.49	23	4
Nebraska	\$12,000		\$39.00 (V)	\$109.00 (V)	1,783,432	\$84.51	40	11
Idaho	\$16,116		\$49.00 (V)	\$122.00 (V)	1,523,816	\$138.93	28	6
Maine	\$13,526		\$70.00	\$70.00	1,316,456	\$70.45	43	12
New Hampshire	\$100				1,315,809	\$0.57	49	14

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

Source: National Conference of State Legislatures, Legislator Compensation 2009
US Census Estimates of the Resident Population by Selected Age Groups for the United States: July 1, 2008

Table 6: 2009 Comparisons with States with similar Population Growth to Utah

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	2006-07 Growth Rate	Daily Salary	Nat'l Rank	Rank
Nevada		\$137.90 (C)	\$64.00 (U)	\$147.00 (U)	2.9%	\$137.90	29	14
Arizona	\$24,000		\$35.00 (V)	\$60.00 (V)	2.8%	\$141.18	26	11
Utah		\$130.00 (C)	\$144.00 (U)	\$144.00 (U)	2.6%	\$130.00	33	15
Idaho	\$16,116		\$49.00 (V)	\$122.00 (V)	2.4%	\$138.93	28	13
Georgia	\$17,342		\$173.00 (U)	\$173.00 (U)	2.2%	\$211.49	18	9
North Carolina	\$13,951		\$104.00 (U)	\$104.00 (U)	2.2%	\$90.59	38	19
Texas	\$7,200		\$139.00 (U)	\$139.00 (U)	2.1%	\$51.80	47	23
Colorado	\$30,000		\$45.00 (V)	\$99.00 (V)	2.0%	\$252.10	12	8
Wyoming		\$150.00 (L)	\$85.00 (V)	\$85.00 (V)	2.0%	\$107.14	37	18
South Carolina	\$10,400		\$119.00 (U)	\$119.00 (U)	1.8%	\$67.53	45	21
Oregon	\$21,612		\$109.00 (U)	\$109.00 (U)	1.5%	\$128.64	34	16
Washington	\$42,106		\$90.00	\$90.00	1.5%	\$404.87	5	2
New Mexico			\$144.00 (V)	\$144.00 (V)	1.4%	\$0.00	50	24
Delaware	\$42,750		\$43.00	\$43.00	1.4%	\$254.46	10	7
Tennessee	\$19,009		\$171.00 (U)	\$171.00 (U)	1.3%	\$121.85	36	17
Louisiana	\$16,800		\$143.00 (U)	\$143.00 (U)	1.2%	\$284.75	8	5
Montana		\$82.64 (L)	\$103.69 (U)	\$103.69 (U)	1.2%	\$59.03	46	22
Oklahoma	\$38,400		\$132.00 (U)	\$132.00 (U)	1.1%	\$336.84	7	4
Florida	\$30,336		\$130.00 (V)	\$130.00 (V)	1.1%	\$459.64	2	1
South Dakota	\$6,000		\$110.00 (U)	\$110.00 (U)	1.0%	\$78.95	41	20
Virginia	\$17,820		\$152.00 (U)	\$152.00 (U)	0.9%	\$396.00	6	3
Arkansas	\$15,362		\$136.00 (V)	\$136.00 (V)	0.9%	\$140.94	27	12
Alaska	\$24,012		\$189.00	\$234.00	0.9%	\$269.80	9	6
Kentucky		\$186.73 (C)	\$119.90 (U)	\$119.90 (U)	0.9%	\$186.73	21	10

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

Source: National Conference of State Legislatures, 2009 Legislator Compensation
2009 Economic Report to the Governor, State of Utah, Table 53

Table 7: 2009 Comparisons with States with similar Median Incomes

State	Annual Salary	Daily Salary	Urban Per Diem	Rural Per Diem	2007 Median Income	Daily Salary	Nat'l Rank	Rank
New Hampshire	\$100				\$67,576	\$0.57	49	18
Maryland	\$43,500		\$128.00 (V)	\$128.00 (V)	\$65,630	\$488.76	1	1
Connecticut	\$28,000				\$64,141	\$190.48	20	10
Hawaii	\$48,708		\$10.00	\$120.00	\$64,022	\$455.21	3	2
Alaska	\$24,012		\$189.00	\$234.00	\$62,993	\$269.80	9	6
Colorado	\$30,000		\$45.00 (V)	\$99.00 (V)	\$61,141	\$252.10	12	8
New Jersey	\$49,000				\$60,508	\$134.25	32	15
Virginia	\$17,820		\$152.00 (U)	\$152.00 (U)	\$59,161	\$396.00	6	5
Massachusetts	\$61,440		\$10.00 (V)	\$100.00 (V)	\$58,463	\$168.33	24	12
Washington	\$42,106		\$90.00	\$90.00	\$58,080	\$404.87	5	4
Minnesota	\$31,141		\$87.00 (U)	\$87.00 (U)	\$58,058	\$235.92	14	9
California	\$116,208		\$173.00	\$173.00	\$55,734	\$407.75	4	3
Delaware	\$42,750		\$43.00	\$43.00	\$54,589	\$254.46	10	7
Rhode Island	\$13,089				\$54,210	\$74.79	42	17
Nevada		137.90 (C)	\$64.00 (U)	\$147.00 (U)	\$54,058	\$137.90	29	13
Utah		130.00 (C)	\$144.00 (U)	\$144.00 (U)	\$53,529	\$130.00	33	16
Illinois	\$67,836		\$132.00	\$132.00	\$52,506	\$185.85	22	11
Wisconsin	\$49,943		\$44.00	\$88.00	\$51,277	\$136.83	30	14

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

(V) = Vouchered; (U) = Unvouchered

Source: National Conference of State Legislatures, 2009 Legislator Compensation
 2009 Economic Report to the Governor, State of Utah, Table 56

Table 8: National Changes to State Legislator Salaries

	State	Salary in 2007	Salary in 2009	% Increase	Rank
Annual Salaried States	Indiana	\$11,600	\$22,616	94.97%	1
	Hawaii	\$35,900	\$48,708	35.68%	3
	West Virginia	\$15,000	\$20,000	33.33%	4
	Illinois	\$57,619	\$67,836	17.73%	5
	Oregon	\$18,408	\$21,612	17.41%	6
	Washington	\$36,311	\$42,106	15.96%	7
	Missouri	\$31,351	\$35,915	14.56%	8
	Maine	\$12,713	\$13,526	6.40%	10
	Pennsylvania	\$73,613	\$78,315	6.39%	11
	Massachusetts	\$58,237	\$61,440	5.50%	12
	Wisconsin	\$47,413	\$49,943	5.34%	13
	Tennessee	\$18,123	\$19,009	4.89%	14
	Arkansas	\$14,765	\$15,362	4.04%	16
	Ohio	\$58,934	\$60,584	2.80%	18
	California	\$113,098	\$116,208	2.75%	19
	Delaware	\$42,000	\$42,750	1.79%	20
	Virginia	\$18,000	\$17,820	-1.00%	22
Florida	\$30,996	\$30,336	-2.13%	23	
Daily Salaried States	North Dakota	\$125.00	\$135.00	8.00%	9
	Kansas	\$84.80	\$88.66	4.55%	15
	Vermont	\$85.83	\$125.07	45.72%	2
	Kentucky	\$180.54	\$186.73	3.43%	17
	Montana	\$82.67	\$82.64	-0.04%	21

Source: National Conference of State Legislatures, 2009 Legislator Compensation
2007 Report of The Utah Legislative Compensation Commission

Table 9: Historical National Changes to State Legislator Salaries

State	2009 Salary	2007 Salary	2005 Salary	2003 Salary	2001 Salary	1999 Salary	%Δ 07-09	%Δ 05-07	%Δ 03-05	%Δ 01-03	%Δ 99-01	%Δ 99-09	Rank
Indiana	\$22,616	\$11,600	\$11,600	\$11,600	\$11,600	\$11,600	95.0%	0.0%	0.0%	0.0%	0.0%	95.0%	1
Vermont	\$125.07	\$85.83	\$84.14	\$76.57	\$76.57	\$76.57	45.7%	2.0%	9.9%	0.0%	0.0%	63.3%	2
Georgia	\$17,342	\$17,342	\$16,200	\$16,200	\$16,200	\$11,348	0.0%	7.0%	0.0%	0.0%	42.8%	52.8%	3
Hawaii	\$48,708	\$35,900	\$32,000	\$32,000	\$32,000	\$32,000	35.7%	12.2%	0.0%	0.0%	0.0%	52.2%	4
Oregon	\$21,612	\$18,408	\$15,396	\$15,396	\$15,396	\$14,496	17.4%	19.6%	0.0%	0.0%	6.2%	49.1%	5
Washington	\$42,106	\$36,311	\$34,227	\$33,556	\$32,064	\$28,300	16.0%	6.1%	2.0%	4.7%	13.3%	48.8%	6
Michigan	\$79,650	\$79,650	\$79,650	\$77,400	\$77,400	\$55,054	0.0%	0.0%	2.9%	0.0%	40.6%	44.7%	7
Delaware	\$42,750	\$42,000	\$36,500	\$34,800	\$33,400	\$29,574	1.8%	15.1%	4.9%	4.2%	12.9%	44.6%	8
Ohio	\$60,584	\$58,934	\$54,942	\$53,707	\$51,674	\$42,427	2.8%	7.3%	2.3%	3.9%	21.8%	42.8%	9
Maryland	\$43,500	\$43,500	\$43,500	\$31,509	\$31,509	\$30,591	0.0%	0.0%	38.1%	0.0%	3.0%	42.2%	10
New Jersey	\$49,000	\$49,000	\$49,000	\$49,000	\$35,000	\$35,000	0.0%	0.0%	0.0%	40.0%	0.0%	40.0%	11
Montana	\$82.64	\$82.67	\$76.80	\$76.80	\$71.83	\$59.67	0.0%	7.6%	0.0%	6.9%	20.4%	38.5%	12
Illinois	\$67,836	\$57,619	\$55,788	\$55,788	\$55,788	\$50,803	17.7%	3.3%	0.0%	0.0%	9.8%	33.5%	13
West Virginia	\$20,000	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	14
Massachusetts	\$61,440	\$58,237	\$53,380	\$53,380	\$50,123	\$46,410	5.5%	9.1%	0.0%	6.5%	8.0%	32.4%	15
Pennsylvania	\$78,315	\$73,613	\$66,204	\$64,638	\$61,890	\$59,246	6.4%	11.2%	2.4%	4.4%	4.5%	32.2%	16
Utah	\$130.00	\$130.00	\$120.00	\$120.00	\$120.00	\$100.00	0.0%	8.3%	0.0%	0.0%	20.0%	30.0%	17
Maine	\$13,526	\$12,713	\$11,384	\$11,384	\$10,815	\$10,500	6.4%	11.7%	0.0%	5.3%	3.0%	28.8%	18
Connecticut	\$28,000	\$28,000	\$28,000	\$28,000	\$28,000	\$21,788	0.0%	0.0%	0.0%	0.0%	28.5%	28.5%	19
Kentucky	\$186.73	\$180.54	\$166.34	\$166.34	\$158.18	\$151.00	3.4%	8.5%	0.0%	5.2%	4.8%	23.7%	20
Missouri	\$35,915	\$31,351	\$31,351	\$31,561	\$31,561	\$29,080	14.6%	0.0%	-0.7%	0.0%	8.5%	23.5%	21
Kansas	\$88.66	\$84.80	\$78.75	\$78.75	\$76.44	\$72.06	4.6%	7.7%	0.0%	3.0%	6.1%	23.0%	22
Arkansas	\$15,362	\$14,765	\$13,751	\$13,751	\$12,769	\$12,500	4.0%	7.4%	0.0%	7.7%	2.2%	22.9%	23
North Dakota	\$135.00	\$125.00	\$125.00	\$125.00	\$111.00	\$111.00	8.0%	0.0%	0.0%	12.6%	0.0%	21.6%	24
Rhode Island	\$13,089	\$13,089	\$12,286	\$11,236	\$11,236	\$10,768	0.0%	6.5%	9.3%	0.0%	4.3%	21.6%	25
Iowa	\$25,000	\$25,000	\$21,381	\$20,758	\$20,758	\$20,758	0.0%	16.9%	3.0%	0.0%	0.0%	20.4%	26
Wyoming	\$150.00	\$150.00	\$125.00	\$125.00	\$125.00	\$125.00	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	27
Wisconsin	\$49,943	\$47,413	\$45,569	\$45,569	\$44,333	\$41,809	5.3%	4.0%	0.0%	2.8%	6.0%	19.5%	28
California	\$116,208	\$113,098	\$99,000	\$99,000	\$99,000	\$99,000	2.7%	14.2%	0.0%	0.0%	0.0%	17.4%	29
Tennessee	\$19,009	\$18,123	\$16,500	\$16,500	\$16,500	\$16,500	4.9%	9.8%	0.0%	0.0%	0.0%	15.2%	30
Florida	\$30,336	\$30,996	\$29,916	\$27,900	\$27,900	\$26,388	-2.1%	3.6%	7.2%	0.0%	5.7%	15.0%	31
Idaho	\$16,116	\$16,116	\$15,646	\$15,646	\$15,646	\$14,760	0.0%	3.0%	0.0%	0.0%	6.0%	9.2%	32
Nevada	\$137.90	\$137.90	\$130.00	\$130.00	\$130.00	\$130.00	0.0%	6.1%	0.0%	0.0%	0.0%	6.1%	33
Alabama	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Alaska	\$24,012	\$24,012	\$24,012	\$24,012	\$24,012	\$24,012	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Arizona	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Colorado	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Louisiana	\$16,800	\$16,800	\$16,800	\$16,800	\$16,800	\$16,800	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Minnesota	\$31,141	\$31,141	\$31,141	\$31,141	\$31,141	\$31,141	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Mississippi	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Nebraska	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
New Hampshire	\$100	\$100	\$100	\$100	\$100	\$100	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
New Mexico							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
New York	\$79,500	\$79,500	\$79,500	\$79,500	\$79,500	\$79,500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
North Carolina	\$13,951	\$13,951	\$13,951	\$13,951	\$13,951	\$13,951	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Oklahoma	\$38,400	\$38,400	\$38,400	\$38,400	\$38,400	\$38,400	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
South Carolina	\$10,400	\$10,400	\$10,400	\$10,400	\$10,400	\$10,400	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
South Dakota	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Texas	\$7,200	\$7,200	\$7,200	\$7,200	\$7,200	\$7,200	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34
Virginia	\$17,820	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000	-1.0%	0.0%	0.0%	0.0%	0.0%	-1.0%	50

Source: National Conference of State Legislatures, 2009 Legislator Compensation
2007 Report of The Utah Legislative Compensation Commission

Table 10: Utah Legislative Compensation History

<u>Year</u>	<u>Daily Rate</u>	<u>President and Speaker Pay</u>	<u>Leadership Pay</u>	<u>Lodging Expense*</u>	<u>Meals & Incidental Expenses*</u>
1979	\$25	\$0	\$0	**	\$15
1980	\$25	\$0	\$0	**	\$15
1981	\$25	\$0	\$0	**	\$15
1982	\$25	\$0	\$0	**	\$25
1983	\$65	\$1,000	\$500	**	\$25
1984	\$65	\$1,000	\$500	**	\$25
1985	\$65	\$1,000	\$500	**	\$25
1986	\$65	\$1,000	\$500	**	\$25
1987	\$65	\$1,000	\$500	**	\$25
1988	\$65	\$1,000	\$500	**	\$25
1989	\$65	\$1,000	\$500	**	\$25
1990	\$65	\$1,000	\$500	**	\$25
1991	\$65	\$1,000	\$500	**	\$25
1992	\$65	\$1,000	\$500	**	\$25
1993	\$85	\$1,000	\$500	**	\$35
1994	\$85	\$1,000	\$500	**	\$35
1995	\$85	\$1,000	\$500	**	\$35
1996	\$85	\$1,000	\$500	**	\$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

* Tied to Federal Rates

** Previous to 1997 lodging expenses were paid on a voucher system.

*** The Legislature lowered their compensation from July through December of 2002.

Source: U.S. General Services Administration Utah Per Diem Rates

Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2009

Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2010

Table 11: Historical Comparison of Consumer Price Index

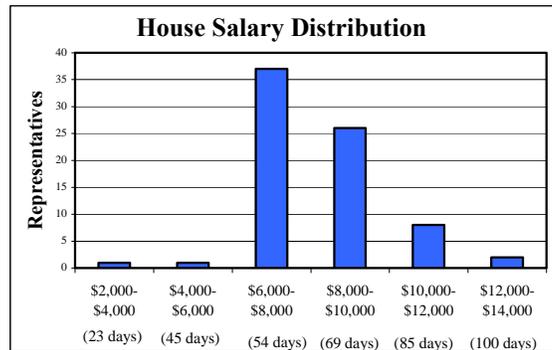
<u>Year</u>	<u>CPI</u>	<u>% Change</u>	<u>Leg. Salary</u>	<u>% Change</u>	
1983	100.0	N/A	\$65	N/A	
1984	103.9	3.90%	\$65	0.00%	3.90
1985	107.6	3.56%	\$65	0.00%	3.70
1986	109.9	2.14%	\$65	0.00%	2.30
1987	113.6	3.37%	\$65	0.00%	3.70
1988	118.3	4.14%	\$65	0.00%	4.70
1989	124.0	4.82%	\$65	0.00%	5.70
1990	130.7	5.40%	\$65	0.00%	6.70
1991	136.2	4.21%	\$65	0.00%	5.50
1992	140.3	3.01%	\$65	0.00%	4.10
1993	144.5	2.99%	\$85	30.77%	4.20
1994	148.2	2.56%	\$85	0.00%	3.70
1995	152.4	2.83%	\$85	0.00%	4.20
1996	156.9	2.95%	\$85	0.00%	4.50
1997	160.5	2.29%	\$100	17.65%	3.60
1998	163.1	1.62%	\$100	0.00%	2.60
1999	166.6	2.15%	\$100	0.00%	3.50
2000	172.2	3.36%	\$100	0.00%	5.60
2001	177.1	2.85%	\$120	20.00%	4.90
2002	179.9	1.58%	\$120	0.00%	2.80
2003	184.0	2.28%	\$120	0.00%	4.10
2004	188.9	2.66%	\$120	0.00%	4.90
2005	195.3	3.39%	\$120	0.00%	6.40
2006	201.6	3.23%	\$120	0.00%	6.30
2007	207.3	2.83%	\$130	8.33%	5.70
2008	215.3	3.86%	\$130	0.00%	8.00
2009*	215.8	0.23%	\$130	0.00%	0.50
Cumulative Change		115.80%		100.00%	

* Estimate as of August 2009.

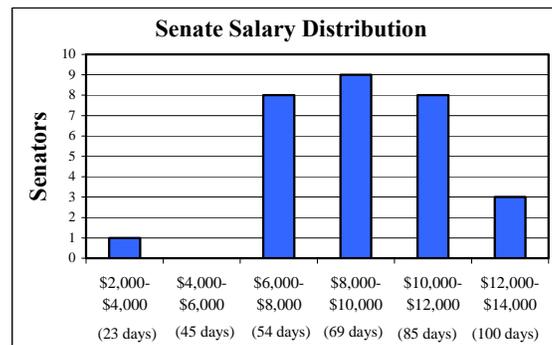
Source: U.S. Department Bureau of Labor Bureau of Labor Statistics, Consumer Price Index (1913-Present)

Table 12: Utah State Legislator Actual Salary and Benefits

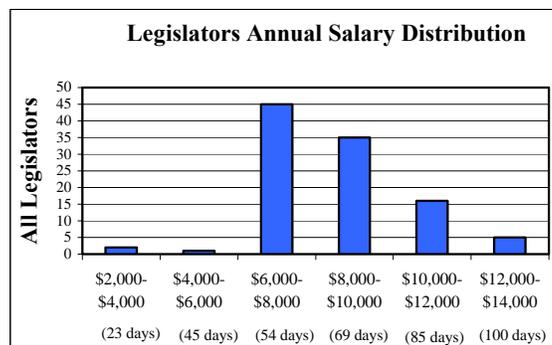
House Salary and Benefits		
	Salary	Benefits
Min	\$2,990 *	\$494
Median	\$8,190	\$7,313
Average	\$8,526	\$6,707
Max	\$13,570	\$8,498



Senate Salary and Benefits		
	Salary	Benefits
Min	\$2,340 *	\$303
Median	\$9,100	\$6,589
Average	\$9,296	\$6,524
Max	\$13,960	\$8,399



All Legislator Salary and Benefits		
	Salary	Benefits
Min	\$2,340	\$303
Median	\$8,385	\$7,274
Average	\$8,741	\$6,656
Max	\$13,960	\$8,498



* Some Legislators have elected to receive less salary than authorized.

Table 13: Compensation for Other Officials and State Employees

<u>FY</u>	<u>Governor</u>	<u>Lt. Gov</u>	<u>Att. Gen</u>	<u>Auditor</u>	<u>Treasurer</u>	<u>Chief Justice</u>	<u>District Judge</u>	<u>State * Employee</u>	<u>Legislature</u>
1994	\$77,250	\$60,000	\$65,000	\$62,000	\$60,000	\$91,300	\$81,200	\$30,000	\$85
1995	79,600	61,800	67,000	63,900	61,800	94,000	83,650	31,125	\$85
1996	82,200	63,700	69,000	65,800	63,700	96,800	86,200	31,981	\$85
1997	85,200	66,200	71,700	68,400	66,200	100,500	89,550	33,228	\$100
1998	87,600	68,100	73,700	70,300	68,100	101,500	90,450	34,115	\$100
1999	90,700	70,500	76,300	72,800	70,500	104,950	93,600	35,309	\$100
2000	93,000	72,300	78,200	74,600	72,300	107,500	95,900	36,192	\$100
2001	96,700	75,200	81,300	77,600	75,200	111,650	99,700	37,821	\$120
2002	100,600	78,200	84,600	80,700	78,200	116,050	103,700	39,334	\$100
2003	100,600	78,200	84,600	80,700	78,200	116,050	103,700	39,334	\$120
2004	100,600	78,200	84,600	80,700	78,200	116,050	103,700	39,334	\$120
2005	101,600	79,000	85,400	81,500	79,000	117,300	104,750	39,727	\$120
2006	104,100	81,000	98,900	83,500	81,000	124,400	111,050	40,720	\$120
2007	104,100	98,900	98,900	83,500	81,000	127,850	114,400	42,145	\$130
2008	107,200	101,800	101,800	86,000	101,800	140,650	125,850	44,253	\$130
2009	109,900	104,400	104,400	104,400	104,400	147,350	132,150	46,465	\$130
2010	109,900	104,400	104,400	104,400	104,400	147,350	132,150	46,465	\$117

* Based on annual COLA increases given by the legislature, assuming a \$30,000 average salary in 1994.

Cumulative Percent Change from FY 1994 to FY 2010.

<u>Governor</u>	<u>Lt. Gov</u>	<u>Atty Gen</u>	<u>Auditor</u>	<u>Treasurer</u>	<u>Chief Justice</u>	<u>District Judge</u>	<u>State Employee</u>	<u>Legislature</u>
42.27%	74.00%	60.62%	68.39%	74.00%	61.39%	62.75%	54.88%	37.65%

Cumulative Percent Change from FY 2007 to FY 2009.

<u>Governor</u>	<u>Lt. Gov</u>	<u>Atty Gen</u>	<u>Auditor</u>	<u>Treasurer</u>	<u>Chief Justice</u>	<u>District Judge</u>	<u>State Employee</u>	<u>Legislature</u>
5.57%	5.56%	5.56%	25.03%	28.89%	15.25%	15.52%	10.25%	0.00%

Source: Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2009
 Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2010

Table 14: 2009 Utah State Legislators' Occupations

<u>Occupation</u>	<u>House</u>	<u>Percent</u>	<u>Senate</u>	<u>Percent</u>	<u>Total</u>	<u>Percent</u>
Business Owner	7	9.33%	2	6.90%	9	8.65%
Attorney	4	5.33	7	24.14	11	10.58
Retired	3	4.00	2	6.90	5	4.81
Finance/Banking	5	6.67	2	6.90	7	6.73
Real Estate	5	6.67	1	3.45	6	5.77
Agriculture	4	5.33	1	3.45	5	4.81
Business/Management	5	6.67	4	13.79	9	8.65
Accountant	2	2.67	2	6.90	4	3.85
Higher Education	6	8.00	0	0.00	6	5.77
Public Education	2	2.67	1	3.45	3	2.88
Medical	2	2.67	2	6.90	4	3.85
Insurance	4	5.33	0	0.00	4	3.85
Government/Non-profit	3	4.00	0	0.00	3	2.88
Consultant	2	2.67	0	0.00	2	1.92
Construction	6	8.00	0	0.00	6	5.77
Homemaker	5	6.67	2	6.90	7	6.73
Communications	1	1.33	0	0.00	1	0.96
Engineer	2	2.67	1	3.45	3	2.88
Law Enforcement	2	2.67	1	3.45	3	2.88
Professional/Other	4	5.33	1	3.45	5	4.81
Business Non-Mgt.	1	1.33	0	0.00	1	0.96
	<u>75</u>		<u>29</u>		<u>104</u>	

Source: Utah State Senate Roster (2009)

Members of the House of Representatives Roster (2009)

APPENDIX B

Utah Legislative Compensation Commission Legal Authority

UTAH CONSTITUTION

Article VI, Section 9. Compensation of Legislators -- Citizens' Salary Commission.

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

SECTION 36-2-3. Salaries of members set by Legislature based on recommendations of Legislative Compensation Commission.

- (1) (a) Except as provided in Subsection (2), the salaries of members of the Legislature shall automatically be set beginning January 1st of each odd-numbered year at the amount recommended by the Legislative Compensation Commission in the preceding even-numbered year. 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.
- (2) (a) The Legislature during the even-numbered annual general session in the year just preceding the effective date of any salary change may reject or lower the salary recommendation, but may not increase the salary recommendation.
 - (b) If the Legislature does not act as provided in Subsection (2)(a) they have by law accepted the Legislative Compensation Commission's recommendations.

SECTION 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) Members shall receive no compensation or benefits for their services, but may receive per diem and expenses incurred in the performance of the member's official duties at the rates established by the Division of Finance under Sections 63A-3-106 and 63A-3-107.
(b) Members may decline to receive per diem and expenses for their service.
- (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 director of the Governor's Office of Planning and Budget:
 - (i) shall provide staff to the commission; and
 - (ii) is responsible for administration, budgeting, procurement, and related management functions for the commission.

SECTION 36-2-5. Duties of Legislative Compensation Commission

The Legislative Compensation Commission has the following duties:

- (1) It shall study and formulate recommendations concerning the salary levels for Utah state legislators. The study should be based 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. Comparisons with salaries of other similar state legislators and other such factors should be considered in developing the recommendations. This study does not include a review of the appropriate expense level of legislators.
- (2) The commission shall submit to each member of the Legislature, by January 2nd of each even-numbered year, recommendations concerning changes, if any, which should be made in the salary plan and its administration for state legislators. This recommendation shall include a recitation of the provisions of Section 36-2-3.

APPENDIX C

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