

Supplemental Report of The

Utah

Legislative Compensation

Commission



Prepared for the 2011 General Session of the Utah State Legislature

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December 2010

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Legislative Compensation Commission

December 30, 2010

To the Utah State Legislature:

Transmitted herewith is the *Supplemental Report of the Utah Legislative Compensation Commission Prepared for the 2011 General Session of the Utah State Legislature*.

For the 2010 General Session, the Utah Legislative Compensation Commission recommended that legislative daily pay be raised to \$130 from \$117 for each calendar day of the annual general session, and for each day a legislator attends veto-override sessions, special sessions, or authorized legislative meetings.

House Bill 287, *Legislator Salary Amendments* (Litvack) rejected the increases recommended. Unless the Utah Legislative Compensation Commission issues a revised report after March 11, 2010, through calendar year 2011 legislator's salaries remain set at \$117 for each calendar day of the annual general session, and for each day a legislator attends veto-override sessions, special sessions, and authorized legislative meetings.

In the Commission's consideration for supplemental recommendations the following were used: the current daily rate of \$117 opposed to the Utah Legislative Compensation Commission's recommendation of \$130, unvouchered per diem meals and incidental expenses of \$61, lodging expenses of \$95, and 50 cents a mile for travel. Based on review and analysis the Commission made the following supplemental recommendation:

Recommendation #4:

The Commission recommends that if legislators eliminate the daily per diem allowances for food and lodging and change to an expense reimbursement system for actual lodging, mileage, and travel expenses, then contingent upon these changes the Commission recommends that legislators move to an annual salary of \$15,360 (based on 60 days, 8 hours a day, \$32 an hour).

Additionally, House Bill 287, states that, "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, the contingent salary: takes effect on the day after the day that the contingent action is taken by the Legislature; and supersedes any other salary in effect as of January 1."

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

Paul Williams, Chair
David Pyne, Vice-Chair
Derek Larsen
Jan Wells
Peggy Wallace
Scott Dansie
Susan Lawrence

INTRODUCTION

Article VI, Section 9 of the Utah Constitution states that,

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 Citizen’s 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.

The Utah 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.

Members of the Utah Legislative Compensation Commission for the 2011 General Session are listed below, with their qualifications as members of the Commission.

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

Per Utah Code Annotated 36-2-5, 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.

As provided in Section 36-2-3(1)(c) of the Utah Code, 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. 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.

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) groups the 50 state legislatures into three major categories: Red, White, and Blue and has provided some shading within those categories.

Red Legislatures

Legislatures in the red category require the most time of legislators; 80 percent or more of a full-time job. Legislators in these states are paid enough to make a living without requiring outside income. These legislatures are more similar to Congress than the other state legislatures. The nation's most populated states fall in this category. States in the red category generally spend more time on the job; their session is longer and their districts are larger than those in the red light category. As a result, they tend to have more staff and are compensated at a higher rate.

White Legislatures

Legislatures in the white category are hybrids. Legislatures in these states typically spend more than two-thirds of a full-time job being legislators. Although their income from legislative work is greater than that in the blue category, it's usually not enough to allow them to make a living without having other sources of income. Legislatures in the white category have intermediate sized staff. States in the middle of the population range tend to have white legislatures.

Blue Legislatures

Legislatures in the blue states have on average lawmakers spending the equivalent of half of a full-time job doing legislative work. The compensation they receive for this work is quite low and requires them to have other sources of income in order to make a living. Legislatures in the blue states have a relatively small staff. They are the most traditional or citizen legislatures and are most often found in the smallest populated and/or rural states. The legislatures in the blue light category are slightly less traditional.

The NCSL categorizes Utah as a blue, or 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. In addition, citizen legislatures typically have short legislative sessions, a small staff, and receive low compensation compared to a full-time legislature.

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 ($\117×45 days). This payment is made in January before the start of the legislative session. In addition, Utah legislators receive daily pay for veto-override sessions, special sessions, and authorized legislative meetings. During the interim, a legislator must attend an authorized meeting in order to receive the daily rate. 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 Per Diem Allowances and Expenses

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 rates for the 2011 General Session are as follows: \$61 per diem meals and incidental expenses, \$95 per night for lodging expenses and 50 cents a mile for travel.

During the 45-day session, all legislators receive an unvouchered lump sum payment of \$2,745 ($\61×45 days) for per diem expenses and \$4,275 ($\95×45 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 \$95 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.

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 Public Employees Health Program health insurance coverage at their own expense until they are eligible to apply. This benefit also applies to a legislator's spouse.

Legislators in office before July 1, 2011 are eligible for retirement benefits as established by the *Governor's and Legislator's Retirement Act*. Legislators are eligible for these retirement benefits if they have reached age 65 and have served four or more years or have reached age 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 members of this plan before March 1, 2000.

During the 2010 General Session SB 63, *New Public Employee's Tier II Contributory Retirement Act* (Liljenquist) changed retirement benefits by creating two tiers for retirement systems and plans. Legislators entering office on or after July 1, 2011 will receive Tier II retirement benefits that include only the defined contribution option, which is a 10 percent contribution to the legislator's defined contribution plan.

***Increased semiannually up to 2% based on the Consumer Price Index. The amount as of July 1, 2010 is \$27.20.*

COMMISSION ACTIVITIES

Commission Meetings

The Utah Legislative Compensation Commission held meetings on December 3, 2010 and December 17, 2010 to further discuss legislator compensation and make supplemental recommendations. Minutes from this meeting are available from Commission staff.

Commission Focus

The primary focus of the Commission centered on an appropriate salary level for the Utah State Legislature. The Commission specifically examined Utah legislator's current salary, legislative per diem allowances and expenses, and additional benefits. Factors taken into consideration include areas outlined in the statute, data provided by the *Report of The Utah Legislative Compensation Commission Prepared for the 2010 General Session of the Utah State Legislature*, other state legislatures' salaries, other state legislatures' per diem allowances and expenses, other elected and appointed positions' salaries, and general and operations managers' salaries.

ANALYSIS OF DATA

National Conference of State Legislatures (NCSL) Survey

The annual salary and expenditure survey from 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.

The NCSL survey also contains information regarding per diem expense reimbursement for the 50 state legislatures. This information was taken into consideration by the Commission regarding the supplemental recommendations.

Standardization

In order to compare the annual salary, daily salary, and hourly wages of the 49 other state legislatures to Utah 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. Daily salaries paid for legislative days worked can be approximately converted to calendar days by multiplying by 5/7. 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 dividing by a standard eight hour work day and adding the hourly salary rate.

National Trends Overview

Hourly Wages

Using hourly wages to compare Utah to the fifty states shows that Utah ranks 39th in the nation for legislative pay (Table 3). Washington ranks number one at \$89.21 an hour and New Mexico, which doesn't pay any legislative salary, ranks last. The average hourly wage for all state legislatures is \$28.00, while the median is \$23.29.

The Commission's supplemental recommendation includes Utah changing from an hourly salary of \$14.63 to \$32.00. If the supplemental recommendation is adopted it moves Utah's rank from 39th to 16th in the nation for legislative pay. The supplemental recommendation would change the average hourly wage for all state legislatures to \$28.35 and a median of \$24.17.

Hourly Wages (Including Urban Per Diem Rates)

Utah ranks 27th in the nation (Table 6) when using hourly wages plus urban per diem rates. Washington ranks number one at \$100.46 and New Hampshire ranks last at \$0.07. The average hourly wage for all state legislatures including urban per diem rates is \$40.61, while the median is \$36.18.

The Commission's supplemental recommendation includes Utah changing from an hourly salary of \$14.63 to \$32.00 and if legislators eliminate the daily per diem allowances for food and lodging and change to an expense reimbursement system for actual lodging, mileage, and travel expenses. If the supplemental recommendation is adopted Utah's rank moves from 27th to 31st in regards to hourly wage plus urban per diem in the nation for legislative pay and 29th to 33rd in regards to hourly wage plus rural per diem in the nation for legislative pay. The supplemental recommendation would change the average hourly wage including urban per diem rates for all state legislatures to \$40.54 and a median of \$36.18.

Daily Salary

Using daily salaries to compare Utah to the fifty states shows that Utah ranks 39th in the nation for legislative pay (Table 3). The Commission's supplemental recommendation includes Utah changing from a daily salary of \$117 to \$256. The supplemental recommendation moves Utah's rank from 39th to 16th in the nation for legislative pay.

Annual Salary

Utah currently ranks 46th in the nation (Table 3) with an annual salary of \$5,256. The Commission's supplemental recommendation is to move Utah to an annual salary of \$15,360. The supplemental recommendation changes Utah's rank from 46th to 36th in the nation for legislative pay.

Western States Comparison

The comparison of Utah legislator's hourly wage plus urban per diem rates to that of the ten other western states (Table 7) shows that each western state pays its legislature very differently. Utah is close to the middle of the national distribution and ranked four out of the 11 western states. The supplemental recommendation moves Utah's rank from fourth to seventh out of the 11 western states.

Traditional Citizen Legislatures

The comparison of Utah legislator's hourly wage plus urban per diem rates to that of traditional citizen and slightly less traditional citizen legislatures shows that the large disparities and comparisons should be used cautiously. Overall Utah ranks fifth out of the 17 traditional citizen and slightly less traditional citizen legislatures. The supplemental recommendation moves Utah's rank from fifth to sixth out of the 17 traditional citizen and slightly less traditional citizen legislatures.

Legislator Salaries Compared to Other Officials

In order to compare hourly wages, the executive and judicial branch salaries were divided by 2,088 hours to convert to hourly wages (Table 10). The Lieutenant Governor, Attorney General, Auditor, and Treasurer have an hourly wage of \$50, while the Chief Justice has an hourly wage of \$71 and the District Judge \$63. In addition, Appointed Official's hourly wages range from \$32.40 to \$76.73.

Bureau of Labor Statistics and Utah Department of Workforce Services

The U.S. Bureau of Labor Statistics defines occupations using standard occupational classifications. The standard occupational classifications can then be used for analysis of occupational annual salaries and hourly wages. Specifically, the Commission did analysis on legislators and general and operations managers using the standard occupational classifications. The following are the standard occupational classifications used by the Commission:

Legislator Standard Occupational Classification (11-1031) Definition: Develop, introduce or enact laws and statutes at the local, tribal, State or Federal level. Includes only workers in elected positions. Illustrative examples include City Council Member, Senator, and Tribal Council Member.

General and Operations Manager Standard Occupational Classification (11-1021) Definition: Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Excludes First-Line Supervisors. Illustrative examples include General Superintendent, Radio Station Manager, and Television Station Manager.

Further analysis on legislators and general and operations managers was done by using the Utah Department of Workforce Services Utah Occupational Wages tool. The average hourly wage for Utah general and operations managers is \$39.39, while the median is \$33.05 (Table 14).

SUPPLEMENTAL RECOMMENDATIONS

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House Bill 287, *Legislator Salary Amendments* (Litvack) rejected the increases recommended. Unless the Utah Legislative Compensation Commission issues a revised report after March 11, 2010, through calendar year 2011 legislator's salaries remain set at \$117 for each calendar day of the annual general session, and for each day a legislator attends veto-override, special sessions, and authorized legislative meetings.

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APPENDIX A

Tables

Table 1 – Full and Part-Time Legislatures: Red, White, and Blue Legislatures

Table 2 – 2010 State Legislator Compensation

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Table 7 – 2010 Comparisons with Western States

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Table 9 – Size of State Legislative Staff: 1979, 1988, 1996, 2003, 2009

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Table 13 – General and Operations Manager's Annual Salary

Table 14 – General and Operations Manager's Hourly Wage

Table 1: Full and Part-Time Legislatures: Red, White, and Blue Legislatures

Red	Red Light	White	Blue Light	Blue	
California	Illinois	Alabama	Minnesota	Georgia	Montana
Michigan	Florida	Alaska	Missouri	Idaho	New Hampshire
New York	Ohio	Arizona	Nebraska	Indiana	North Dakota
Pennsylvania	Massachusetts	Arkansas	North Carolina	Kansas	South Dakota
	New Jersey	Colorado	Oklahoma	Maine	Utah
	Wisconsin	Connecticut	Oregon	Mississippi	Wyoming
		Delaware	South Carolina	Nevada	
		Hawaii	Tennessee	New Mexico	
		Iowa	Texas	Rhode Island	
		Kentucky	Virginia	Vermont	
		Louisiana	Washington	West Virginia	
		Maryland			

Source: National Conference of State Legislatures, 2010 Legislator Compensation

Table 2: 2010 State Legislator Compensation

State	Salary	Per Diem (Allowance for Daily Expenses)
Alabama	\$10/day (C)	\$3,958/month plus \$50/day for three days during each week that the legislature actually meets during any session (U).
Alaska	\$50,400/year	\$189 or \$234/day (depending on the time of year) tied to federal rate. Legislators who reside in the Capitol area receive 75% of the federal rate.
Arizona	\$24,000/year	\$35/day for the 1st 120 days of regular session and for special session and \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the 1st 120 days of regular session and for special session an additional \$10/day thereafter (V). Set by statute.
Arkansas	\$15,362/year	\$136/day (V) plus mileage tied to federal rate.
California	\$95,291/year	\$173/day for each day they are in session.
Colorado	\$30,000/year	\$45/day for members living in the Denver metro area. \$99/day for members living outside Denver (V). Set by the legislature.
Connecticut	\$28,000/year	No per diem is paid.

Delaware	\$41,680/year	\$7,334 expense allowance annually.
Florida	\$29,697/year	\$133/day for House and \$133 for Senate (V) tied to federal rate. Earned based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia	\$17,342/year	\$173/day (U) set by the Legislative Services Committee.
Hawaii	\$48,708/year	\$150/day for members living outside Oahu during session; \$120/day for members living outside Oahu during the interim while conducting legislative business; \$10/day for members living on Oahu during the interim while conducting official legislative business.
Idaho	\$16,116/year	\$122/day for members establishing second residence in Boise; \$49/day if no second residence is established and up to \$25/day travel (V) set by Compensation Commission.
Illinois	\$67,836/year	\$139/per session day.
Indiana	\$22,616.46/year	\$138/day (U) tied to federal rate.
Iowa	\$25,000/year	\$137/day (U). \$102.75/day for Polk County legislators (U) set by the legislature to coincide with federal rate. State mileage rates apply.

Kansas	\$88.66 (C)	\$119.90/day (U) tied to federal rate (110% Federal per diem rate).
Kentucky	\$186.73/day (C)	\$159/day (U) tied to federal rate (26 U.S.C. Section 162 (h)(1)(B)(ii)).
Louisiana	\$16,800/year + additional \$6,000/year (U) expense allowance.	\$159/day (U) tied to federal rate (26 U.S.C. Section 162 (h)(1)(B)(ii)).
Maine	\$13,526/year for first regular session; \$9,661/year for second regular session.	\$38/day housing, or mileage and tolls in lieu of housing (at rate of \$0.44/mile up to \$38/day) plus \$32/day for meals. Per diem limits are set by statute.
Maryland	\$43,500/year	Lodging \$96/day; meals \$32/day (V) tied to federal rate and compensation commission. \$225/day for out of state travel. Includes meals and lodging.
Massachusetts	\$58,237.15/year	From \$10/day-\$100/day, depending on distance from State House (V) set by the legislature.
Michigan	\$79,650/year	\$12,000 yearly expense allowance for session and interim (V) set by compensation commission.
Minnesota	\$31,140.90/year	Senators receive \$96/day and Representatives receive \$77/legislative day (U) set by the legislature/Rules Committee.

Mississippi	\$10,000/year	\$116/day (U) tied to federal rate.
Missouri	\$35,915/year	\$103.02/day (U) tied to federal rate. Verification of per diem is by roll call.
Montana	\$82.64/day (L)	\$103.69/day (U).
Nebraska	\$12,000/year	\$109/day outside 50-mile radius from Capitol; \$39/day if member resides within 50 miles of Capitol (V) tied to federal rate.
Nevada	\$146.90/day maximum of 60 days of session for holdover Senators, \$146.29/day for all other legislators.	Federal rate for Capitol area (U). Legislators who live more than 50 miles from the capitol, if require lodging, will be paid Hud single-room rate for Carson City area for each month of session.
New Hampshire	\$200/two-year term	No per diem is paid.
New Jersey	\$49,000/year	No per diem is paid.
New Mexico	None	\$159/day (V) tied to federal rate and the constitution.

New York	\$79,500/year	Varies (V) tied to federal rate.
North Carolina	\$13,951/year	\$104/day (U) set by statute. \$559/month expense allowance.
North Dakota	\$141/day (\$148/day effective 7/1/10) during legislative sessions (C)	Lodging reimbursement up to \$1,040/month (V).
Ohio	\$60,584/year	No per diem is paid.
Oklahoma	\$38,400/year	\$150/day (U) tied to federal rate.
Oregon	\$21,612/yr	\$116/day (U) tied to federal rate.
Pennsylvania	\$78,314.66/year	\$154 GSA Method \$163 IRS High/Low Method
Rhode Island	\$13,089.44/year	No per diem is paid.

South Carolina	\$10,400/year	\$131/day for meals and housing for each statewide session day and committee meeting tied to federal rate.
South Dakota	\$12,000/two-yr. term	\$110/legislative day (U) set by the legislature.
Tennessee	\$19,009/year	\$185/legislative day (U) tied to federal rate.
Texas	\$7,200/year	\$168/day (U) set by Ethics Commission.
Utah	\$117/day (C)	\$106/day (U) lodging allotment for each calendar day, tied to federal rate, \$61/day for meals plus mileage.
Vermont	\$636.62/week during session \$118 per day for special sessions or interim committee meetings	Federal per diem rate for Montpelier is \$101/day for lodging and \$61 per day for meals for non-commuters; commuters receive \$61/day for meals plus mileage.
Virginia	\$18,000/year Senate, \$17,640/year House	House - \$135/day (U) tied to federal rate. Senate \$169 (U) tied to federal rate. Senate \$169 (U) tied to federal rate.
Washington	\$42,106/year	\$90/day

West Virginia	\$20,000/year	\$131/day during session (U) set by compensation commission.
Wisconsin	\$49,943/year	\$88/day maximum (U) set by compensation commission (90% of federal rate). Per diem authorized under 13.123 (1), Wisconsin Statutes, and Leg. Joint Rule 85.20.916(8) State Statutes and Joint Committee on Employment Relations (JCOER) establishes the max. amount according to the recommendations of the Director of the Office of State Employment Relations. The leadership of each house then determines, within that maximum, what amount to authorize for the session.
Wyoming	\$150/day (L)	\$109/day (V) set by the legislature, includes travel days for those outside Cheyenne.

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

Source: National Conference of State Legislatures, 2010 Legislator Compensation

Table 3: 2010 State Legislature Salaries

State	Annual Salary	Daily Salary	Session Days (C) 2010	ULCC		ULCC		ULCC		ULCC		ULCC		ULCC	
				Hourly Wage *	Recommended Hourly Wage	Hourly Wage Rank	Recommended Hourly Wage Rank	Daily Salary	Recommended Daily Salary	Daily Salary Rank	Recommended Daily Salary Rank	Annual Salary	Recommended Annual Salary	Annual Salary Rank	Recommended Annual Salary Rank
Alabama		\$10.00 (C)	100	\$1.25	\$1.25	48	48	\$10.00	\$10.00	48	48	\$1,000	\$1,000	48	48
Alaska	\$50,400		90	\$70.00	\$70.00	3	3	\$560.00	\$560.00	3	3	\$50,400	\$50,400	8	8
Arizona	\$24,000		108	\$27.78	\$27.78	19	20	\$222.22	\$222.22	19	20	\$24,000	\$24,000	22	22
Arkansas	\$15,362		24	\$80.01	\$80.01	2	2	\$640.08	\$640.08	2	2	\$15,362	\$15,362	35	35
California	\$95,291		231	\$51.56	\$51.56	7	7	\$412.52	\$412.52	7	7	\$95,291	\$95,291	1	1
Colorado	\$30,000		119	\$31.51	\$31.51	16	17	\$252.10	\$252.10	16	17	\$30,000	\$30,000	18	18
Connecticut	\$28,000		91	\$38.46	\$38.46	12	12	\$307.69	\$307.69	12	12	\$28,000	\$28,000	20	20
Delaware	\$41,680		169	\$30.83	\$30.83	17	18	\$246.63	\$246.63	17	18	\$41,680	\$41,680	14	14
Florida	\$29,697		59	\$62.92	\$62.92	4	4	\$503.34	\$503.34	4	4	\$29,697	\$29,697	19	19
Georgia	\$17,342		108	\$20.07	\$20.07	28	29	\$160.57	\$160.57	28	29	\$17,342	\$17,342	30	30
Hawaii	\$48,708		99	\$61.50	\$61.50	5	5	\$492.00	\$492.00	5	5	\$48,708	\$48,708	11	11
Idaho	\$16,116		77	\$26.16	\$26.16	23	24	\$209.30	\$209.30	23	24	\$16,116	\$16,116	34	34
Illinois	\$67,836		365	\$23.23	\$23.23	26	27	\$185.85	\$185.85	26	27	\$67,836	\$67,836	5	5
Indiana	\$22,616		66	\$42.83	\$42.83	8	8	\$342.67	\$342.67	8	8	\$22,616	\$22,616	23	23
Iowa	\$25,000		78	\$40.06	\$40.06	10	10	\$320.51	\$320.51	10	10	\$25,000	\$25,000	21	21
Kansas		\$88.66 (C)	137	\$11.08	\$11.08	42	42	\$88.66	\$88.66	42	42	\$7,861	\$7,861	42	43
Kentucky		\$186.73 (C)	100	\$23.34	\$23.34	25	26	\$186.73	\$186.73	25	26	\$18,673	\$18,673	27	27
Louisiana	\$16,800		84	\$25.00	\$25.00	24	25	\$200.00	\$200.00	24	25	\$16,800	\$16,800	32	32
Maine	\$13,526 **		96	\$17.61	\$17.61	33	34	\$140.90	\$140.90	33	34	\$13,526	\$13,526	37	38
Maryland	\$43,500		89	\$61.10	\$61.10	6	6	\$488.76	\$488.76	6	6	\$43,500	\$43,500	12	12
Massachusetts	\$58,237		365	\$19.94	\$19.94	29	30	\$159.55	\$159.55	29	30	\$58,237	\$58,237	7	7
Michigan	\$79,650		365	\$27.28	\$27.28	20	21	\$218.22	\$218.22	20	21	\$79,650	\$79,650	2	2
Minnesota	\$31,141		101	\$38.54	\$38.54	11	11	\$308.33	\$308.33	11	11	\$31,141	\$31,141	17	17
Mississippi	\$10,000		118	\$10.59	\$10.59	43	43	\$84.75	\$84.75	43	43	\$10,000	\$10,000	41	42
Missouri	\$35,915		139	\$32.30	\$32.30	15	15	\$258.38	\$258.38	15	15	\$35,915	\$35,915	16	16
Montana		\$59.03 (L)	90	\$7.38	\$7.38	47	47	\$59.03	\$59.03	47	47	\$5,313	\$5,313	45	46
Nebraska	\$12,000		98	\$15.31	\$15.31	38	39	\$122.45	\$122.45	38	39	\$12,000	\$12,000	39	40
Nevada		\$146.29 (C)***	119	\$18.29	\$18.29	31	32	\$146.29	\$146.29	31	32	\$17,409	\$17,409	29	29
New Hampshire	\$100		176	\$0.07	\$0.07	49	49	\$0.57	\$0.57	49	49	\$100	\$100	49	49
New Jersey	\$49,000		365	\$16.78	\$16.78	35	36	\$134.25	\$134.25	35	36	\$49,000	\$49,000	10	10
New Mexico			30	\$0.00	\$0.00	50	50	\$0.00	\$0.00	50	50	\$0	\$0	50	50
New York	\$79,500		365	\$27.23	\$27.23	21	22	\$217.81	\$217.81	21	22	\$79,500	\$79,500	3	3
North Carolina	\$13,951		60	\$29.06	\$29.06	18	19	\$232.52	\$232.52	18	19	\$13,951	\$13,951	36	37
North Dakota		\$148.00 (C)****	116	\$18.50	\$18.50	30	31	\$148.00	\$148.00	30	31	\$17,168	\$17,168	31	31
Ohio	\$60,584		365	\$20.75	\$20.75	27	28	\$165.98	\$165.98	27	28	\$60,584	\$60,584	6	6
Oklahoma	\$38,400		116	\$41.38	\$41.38	9	9	\$331.03	\$331.03	9	9	\$38,400	\$38,400	15	15
Oregon	\$21,612		149	\$18.13	\$18.13	32	33	\$145.05	\$145.05	32	33	\$21,612	\$21,612	24	24
Pennsylvania	\$78,315		365	\$26.82	\$26.82	22	23	\$214.56	\$214.56	22	23	\$78,315	\$78,315	4	4
Rhode Island	\$13,089		157	\$10.42	\$10.42	44	44	\$83.37	\$83.37	44	44	\$13,089	\$13,089	38	39
South Carolina	\$10,400		142	\$9.15	\$9.15	46	46	\$73.24	\$73.24	46	46	\$10,400	\$10,400	40	41
South Dakota	\$6,000		77	\$9.74	\$9.74	45	45	\$77.92	\$77.92	45	45	\$6,000	\$6,000	44	45
Tennessee	\$19,009		149	\$15.95	\$15.95	36	37	\$127.58	\$127.58	36	37	\$19,009	\$19,009	26	26
Texas	\$7,200		63	\$14.29	\$14.29	40	40	\$114.29	\$114.29	40	40	\$7,200	\$7,200	43	44
Utah		\$117.00 (C)	45	\$14.63	\$32.00	39	16	\$117.00	\$256.00	39	16	\$5,265	\$15,360	46	36
Vermont		\$127.32 (C)*****	127	\$15.92	\$15.92	37	38	\$127.32	\$127.32	37	38	\$16,170	\$16,170	33	33
Virginia	\$17,743		59	\$37.59	\$37.59	14	14	\$300.73	\$300.73	14	14	\$17,743	\$17,743	28	28
Washington	\$42,106		59	\$89.21	\$89.21	1	1	\$713.66	\$713.66	1	1	\$42,106	\$42,106	13	13
West Virginia	\$20,000		66	\$37.88	\$37.88	13	13	\$303.03	\$303.03	13	13	\$20,000	\$20,000	25	25
Wisconsin	\$49,943		365	\$17.10	\$17.10	34	35	\$136.83	\$136.83	34	35	\$49,943	\$49,943	9	9
Wyoming		\$107.14 (L)	25	\$13.39	\$13.39	41	41	\$107.14	\$107.14	41	41	\$2,679	\$2,679	47	47

ULCC = Utah Legislative Compensation Commission	Quartile 1	\$15.46	\$15.92	\$123.67	\$127.39	\$13,198.25	\$13,632.25
(L) = Legislative day; (C) = Calendar Day	Median	\$23.29	\$24.17	\$186.29	\$193.37	\$19,504.50	\$19,504.50
(V) = Vouchered; (U) = Unvouchered	Average	\$28.00	\$28.35	\$223.99	\$226.77	\$28,626.11	\$28,828.01
	Quartile 3	\$37.81	\$37.81	\$302.45	\$302.45	\$41,999.50	\$41,999.50
	Maximum	\$89.21	\$89.21	\$713.66	\$713.66	\$95,291.00	\$95,291.00

*Calculations based on eight hours per day.
 **\$13,526/year for first regular session; \$9,661/year for second regular session.
 ***\$146.90/day maximum of 60 days of session for holdover Senators, \$146.29/day for all other legislators.
 ****Effective July 1, 2010 during legislative sessions.
 *****\$636.62/week during session \$118 per day for special sessions or interim committee meetings.
 *****\$18,000/year Senate, \$17,640/year House.

Source: National Conference of State Legislatures, 2010 Legislator Compensation
 National Conference of State Legislatures, 2010 Legislative Session Calendar
 National Conference of State Legislatures, 2011 Legislative Session Calendar

Table 4: 2010 States' Regular Legislative Session

State	Regular Session Convened	Regular Session Adjourned	Notes	Calendar Days
Alabama	12-Jan	22-Apr		100
Alaska	19-Jan	19-Apr		90
Arizona	11-Jan	29-Apr		108
Arkansas	8-Feb	4-Mar	Even year fiscal session.	24
California	12-Jan	31-Aug		231
Colorado	13-Jan	12-May		119
Connecticut	3-Feb	5-May		91
Delaware	12-Jan	30-Jun		169
Florida	2-Mar	30-Apr		59
Georgia	11-Jan	29-Apr		108
Hawaii	20-Jan	29-Apr		99
Idaho	11-Jan	29-Mar		77
Illinois	13-Jan	*		365
Indiana	5-Jan	12-Mar		66
Iowa	11-Jan	30-Mar		78
Kansas	11-Jan	28-May	Session extended from March 30, 2010.	137
Kentucky	5-Jan	15-Apr		100
Louisiana	29-Mar	21-Jun		84
Maine	6-Jan	12-Apr		96
Maryland	13-Jan	12-Apr		89
Massachusetts	6-Jan	*		365
Michigan	13-Jan	*		365
Minnesota	4-Feb	16-May		101
Mississippi	5-Jan	3-May	Session extended from April 3, 2010.	118
Missouri	6-Jan	25-May		139
Montana	30-Jan	30-Apr	No regular session in 2010.**	90
Nebraska	6-Jan	14-Apr		98
Nevada	7-Feb	6-Jun	No regular session in 2010.**	119
New Hampshire	6-Jan	1-Jul		176
New Jersey	12-Jan	*		365
New Mexico	19-Jan	18-Feb		30
New York	6-Jan	*		365
North Carolina	12-May	11-Jul		60
North Dakota	4-Jan	30-Apr	No regular session in 2010.**	116
Ohio	4-Jan	*		365
Oklahoma	1-Feb	28-May		116
Oregon	1-Feb	30-Jun	No regular session in 2010.**	149
Pennsylvania	5-Jan	*		365
Rhode Island	5-Jan	11-Jun		157
South Carolina	12-Jan	3-Jun		142
South Dakota	12-Jan	30-Mar		77
Tennessee	12-Jan	10-Jun		149
Texas	11-Jan	15-Mar	No regular session in 2010.**	63
Utah	25-Jan	11-Mar		45
Vermont	5-Jan	12-May		127
Virginia	13-Jan	13-Mar		59
Washington	11-Jan	11-Mar		59
West Virginia	13-Jan	20-Mar		66
Wisconsin	19-Jan	*		365
Wyoming	8-Feb	5-Mar		25

*Legislature meets throughout the year.

**No regular session in 2010 therefore regular session in 2011 used for calculations.

Source: National Conference of State Legislatures, 2010 Legislative Session Calendar
National Conference of State Legislatures, 2011 Legislative Session Calendar

Table 5: 2010 Session Per Diem Rates

State	Urban Per Diem	Rural Per Diem	Urban Per Diem Rank	Rural Per Diem Rank
Alabama	\$178.38 (U)	\$178.38 (U)	2	3
Alaska	\$158.63	\$211.50	11	1
Arizona	\$35.00 (V)	\$60.00 (V)	42	42
Arkansas	\$136.00 (V)	\$136.00 (V)	17	19
California	\$173.00	\$173.00	3	4
Colorado	\$45.00 (V)	\$99.00 (V)	38	37
Connecticut	\$0.00	\$0.00	46	46
Delaware	\$43.00	\$43.00	39	43
Florida	\$133.00 (V)	\$133.00 (V)	18	20
Georgia	\$173.00 (U)	\$173.00 (U)	3	4
Hawaii	\$10.00	\$120.00	44	25
Idaho	\$49.00 (V)	\$122.00 (V)	37	24
Illinois	\$139.00	\$139.00	15	16
Indiana	\$138.00 (U)	\$138.00 (U)	16	17
Iowa	\$102.75 (U)	\$137.00 (U)	31	18
Kansas	\$116.00 (U)	\$116.00 (U)	23	27
Kentucky	\$119.90	\$119.90	22	26
Louisiana	\$159.00 (U)	\$159.00 (U)	9	10
Maine	\$70.00	\$70.00	35	41
Maryland	\$128.00 (V)	\$128.00 (V)	21	23
Massachusetts	\$10.00 (V)	\$100.00 (V)	44	36
Michigan	\$32.88 (V)	\$32.88 (V)	43	45
Minnesota	\$83.33 (U)	\$83.33 (U)	34	40
Mississippi	\$116.00 (U)	\$116.00 (U)	23	27
Missouri	\$103.20 (U)	\$103.20 (U)	30	35
Montana	\$103.69 (U)	\$103.69 (U)	29	34
Nebraska	\$39.00 (V)	\$109.00 (V)	41	31
Nevada	\$61.00 (U)	\$147.00 (U)	36	14
New Hampshire	\$0.00	\$0.00	46	46
New Jersey	\$0.00	\$0.00	46	46
New Mexico	\$159.00 (V)	\$159.00 (V)	9	10
New York	\$171.00 (V)	\$171.00 (V)	5	6
North Carolina	\$104.00 (U)	\$104.00 (U)	28	33
North Dakota	\$40.90	\$40.90	40	44
Ohio	\$0.00	\$0.00	46	46
Oklahoma	\$150.00 (U)	\$150.00 (U)	13	13
Oregon	\$116.00 (U)	\$116.00 (U)	23	27
Pennsylvania	\$158.00	\$158.00	12	12
Rhode Island	\$0.00	\$0.00	46	46
South Carolina	\$131.00	\$131.00	19	21
South Dakota	\$110.00 (U)	\$110.00 (U)	26	30
Tennessee	\$185.00 (U)	\$185.00 (U)	1	2
Texas	\$168.00 (U)	\$168.00 (U)	6	7
Utah	\$167.00 (U)	\$167.00 (U)	7	8
Vermont	\$162.00 (U)	\$162.00 (U)	8	9
Virginia	\$144.72 (U)	\$144.72 (U)	14	15
Washington	\$90.00	\$90.00	32	38
West Virginia	\$131.00 (U)	\$131.00 (U)	19	21
Wisconsin	\$88.00 (U)	\$88.00 (U)	33	39
Wyoming	\$109.00 (V)	\$109.00 (V)	27	31

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

(V) = Vouchered; (U) = Unvouchered

Source: National Conference of State Legislatures, Legislator Compensation 2
U.S. General Services Administration Per Diem Rates

Table 6: 2010 State Legislature Salaries and Per Diem Rates

State	Daily Salary	Daily Salary Rank	Total Daily Salary + Urban Per Diem	ULCC Recommended		ULCC Recommended		Total Daily Salary + Rural Per Diem	ULCC Recommended		Hourly Wage + Rural Per Diem Rank	ULCC Recommended Hourly Wage + Per Diem Rank**
				Hourly Wage + Urban Per Diem*	Hourly Wage + Urban Per Diem**	Hourly Wage + Urban Per Diem Rank	Hourly Wage + Urban Per Diem Rank**					
Alabama	\$10.00	48	\$188.38	\$23.55	\$23.55	41	41	\$208.00	\$26.00	\$26.00	39	39
Alaska	\$560.00	3	\$718.63	\$89.83	\$89.83	3	3	\$771.50	\$96.44	\$96.44	3	3
Arizona	\$222.22	19	\$257.22	\$32.15	\$32.15	31	30	\$282.22	\$35.28	\$35.28	31	30
Arkansas	\$640.08	2	\$776.08	\$97.01	\$97.01	2	2	\$776.08	\$97.01	\$97.01	2	2
California	\$412.52	7	\$585.52	\$73.19	\$73.19	6	6	\$585.52	\$73.19	\$73.19	7	7
Colorado	\$252.10	16	\$297.10	\$37.14	\$37.14	24	24	\$351.10	\$43.89	\$43.89	18	18
Connecticut	\$307.69	12	\$307.69	\$38.46	\$38.46	22	22	\$307.69	\$38.46	\$38.46	24	24
Delaware	\$246.63	17	\$289.63	\$36.20	\$36.20	25	25	\$289.63	\$36.20	\$36.20	27	27
Florida	\$503.34	4	\$636.34	\$79.54	\$79.54	4	4	\$636.34	\$79.54	\$79.54	4	4
Georgia	\$160.57	28	\$333.57	\$41.70	\$41.70	19	19	\$333.57	\$41.70	\$41.70	20	20
Hawaii	\$492.00	5	\$502.00	\$62.75	\$62.75	7	7	\$612.00	\$76.50	\$76.50	6	6
Idaho	\$209.30	23	\$258.30	\$32.29	\$32.29	30	29	\$331.30	\$41.41	\$41.41	21	21
Illinois	\$185.85	26	\$324.85	\$40.61	\$40.61	20	20	\$324.85	\$40.61	\$40.61	22	22
Indiana	\$342.67	8	\$480.67	\$60.08	\$60.08	9	9	\$480.67	\$60.08	\$60.08	9	9
Iowa	\$320.51	10	\$423.26	\$52.91	\$52.91	12	12	\$457.51	\$57.19	\$57.19	10	10
Kansas	\$88.66	42	\$204.66	\$25.58	\$25.58	37	37	\$204.66	\$25.58	\$25.58	40	40
Kentucky	\$186.73	25	\$306.63	\$38.33	\$38.33	23	23	\$306.63	\$38.33	\$38.33	25	25
Louisiana	\$200.00	24	\$359.00	\$44.88	\$44.88	17	17	\$359.00	\$44.88	\$44.88	17	17
Maine	\$140.90	33	\$210.90	\$26.36	\$26.36	35	35	\$210.90	\$26.36	\$26.36	38	38
Maryland	\$488.76	6	\$616.76	\$77.10	\$77.10	5	5	\$616.76	\$77.10	\$77.10	5	5
Massachusetts	\$159.55	29	\$169.55	\$21.19	\$21.19	43	43	\$259.55	\$32.44	\$32.44	33	32
Michigan	\$218.22	20	\$251.10	\$31.39	\$31.39	32	32	\$251.10	\$31.39	\$31.39	34	34
Minnesota	\$308.33	11	\$391.66	\$48.96	\$48.96	13	13	\$391.66	\$48.96	\$48.96	13	13
Mississippi	\$84.75	43	\$200.75	\$25.09	\$25.09	39	39	\$200.75	\$25.09	\$25.09	42	42
Missouri	\$258.38	15	\$361.58	\$45.20	\$45.20	16	16	\$361.58	\$45.20	\$45.20	16	16
Montana	\$59.03	47	\$162.72	\$20.34	\$20.34	45	45	\$162.72	\$20.34	\$20.34	46	46
Nebraska	\$122.45	38	\$161.45	\$20.18	\$20.18	46	46	\$231.45	\$28.93	\$28.93	35	35
Nevada	\$146.29	31	\$210.29	\$26.29	\$26.29	36	36	\$293.29	\$36.66	\$36.66	26	26
New Hampshire	\$0.57	49	\$0.57	\$0.07	\$0.07	50	50	\$0.57	\$0.07	\$0.07	50	50
New Jersey	\$134.25	35	\$134.25	\$16.78	\$16.78	48	48	\$134.25	\$16.78	\$16.78	48	48
New Mexico	\$0.00	50	\$159.00	\$19.88	\$19.88	47	47	\$159.00	\$19.88	\$19.88	47	47
New York	\$217.81	21	\$388.81	\$48.60	\$48.60	14	14	\$388.81	\$48.60	\$48.60	14	14
North Carolina	\$232.52	18	\$336.52	\$42.06	\$42.06	18	18	\$336.52	\$42.06	\$42.06	19	19
North Dakota	\$148.00	30	\$188.90	\$23.61	\$23.61	40	40	\$188.90	\$23.61	\$23.61	43	43
Ohio	\$165.98	27	\$165.98	\$20.75	\$20.75	44	44	\$165.98	\$20.75	\$20.75	45	45
Oklahoma	\$331.03	9	\$481.03	\$60.13	\$60.13	8	8	\$481.03	\$60.13	\$60.13	8	8
Oregon	\$145.05	32	\$261.05	\$32.63	\$32.63	29	28	\$261.05	\$32.63	\$32.63	32	31
Pennsylvania	\$214.56	22	\$372.56	\$46.57	\$46.57	15	15	\$372.56	\$46.57	\$46.57	15	15
Rhode Island	\$83.37	44	\$83.37	\$10.42	\$10.42	49	49	\$83.37	\$10.42	\$10.42	49	49
South Carolina	\$73.24	46	\$204.24	\$25.53	\$25.53	38	38	\$204.24	\$25.53	\$25.53	41	41
South Dakota	\$77.92	45	\$187.92	\$23.49	\$23.49	42	42	\$187.92	\$23.49	\$23.49	44	44
Tennessee	\$127.58	36	\$312.58	\$39.07	\$39.07	21	21	\$312.58	\$39.07	\$39.07	23	23
Texas	\$114.29	40	\$282.29	\$35.29	\$35.29	28	27	\$282.29	\$35.29	\$35.29	30	29
Utah	\$117.00	39	\$284.00	\$35.50	\$32.00	27	31	\$284.00	\$35.50	\$32.00	29	33
Vermont	\$127.32	37	\$289.32	\$36.17	\$36.17	26	26	\$289.32	\$36.17	\$36.17	28	28
Virginia	\$300.73	14	\$445.45	\$55.68	\$55.68	10	10	\$445.45	\$55.68	\$55.68	11	11
Washington	\$713.66	1	\$803.66	\$100.46	\$100.46	1	1	\$803.66	\$100.46	\$100.46	1	1
West Virginia	\$303.03	13	\$434.03	\$54.25	\$54.25	11	11	\$434.03	\$54.25	\$54.25	12	12
Wisconsin	\$136.83	34	\$224.83	\$28.10	\$28.10	33	33	\$224.83	\$28.10	\$28.10	36	36
Wyoming	\$107.14	41	\$216.14	\$27.02	\$27.02	34	34	\$216.14	\$27.02	\$27.02	37	37
Quartile 1				\$25.54	\$25.54				\$26.53	\$26.53		
Median				\$36.18	\$36.18				\$37.50	\$37.50		
Average				\$40.61	\$40.54				\$42.14	\$42.07		
Quartile 3				\$48.87	\$48.87				\$48.87	\$48.87		
Maximum				\$100.46	\$100.46				\$100.46	\$100.46		

ULCC = Utah Legislative Compensation Commission

*Calculations based on eight hours per day.

**Takes into account ULCC supplemental recommendation: if legislators eliminate the daily per diem allowances for food and lodging and change to an expense reimbursement system for actual lodging, mileage, and travel expenses.

Source: National Conference of State Legislatures, 2010 Legislator Compensation
 National Conference of State Legislatures, 2010 Legislative Session Calendar
 National Conference of State Legislatures, 2011 Legislative Session Calendar

Table 7: 2010 Comparisons of Western States

State	Annual Salary	Daily Salary	Hourly Wage*	Hourly Wage + Hourly Urban Per Diem*	Hourly Wage + Hourly Rural Per Diem*	Hourly Wage + Hourly Urban Per Diem National Rank	ULCC Recommended Hourly Urban Per Diem Rank**	Hourly Wage + Hourly Urban Per Diem Western Rank	ULCC Recommended Hourly Urban Per Diem Western Rank**
Arizona	\$24,000		\$27.78	\$32.15 (V)	\$35.28 (V)	31	30	7	6
California	\$95,291		\$51.56	\$73.19	\$73.19	6	6	2	2
Colorado	\$30,000		\$31.51	\$37.14 (V)	\$43.89 (V)	24	24	3	3
Idaho	\$16,116		\$26.16	\$32.29 (V)	\$41.41 (V)	30	29	6	5
Montana		\$59.03 (L)	\$7.38	\$20.34 (U)	\$20.34 (U)	45	45	10	10
Nevada**		\$146.29 (C)	\$18.29	\$26.29 (U)	\$36.66 (U)	36	36	9	9
New Mexico			\$0.00	\$19.88 (V)	\$19.88 (V)	47	47	11	11
Oregon**	\$21,612		\$18.13	\$32.63 (U)	\$32.63 (U)	29	28	5	4
Utah		\$117.00 (C)	\$14.63	\$35.50 (U)	\$35.50 (U)	27	31	4	7
Washington	\$42,106		\$89.21	\$100.46	\$100.46	1	1	1	1
Wyoming		\$107.14 (L)	\$13.39	\$27.02 (V)	\$27.02 (V)	34	34	8	8

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

*Calculations based on eight hours per day.

**No regular session in 2010. The 2011 regular session is used for calculations.

Source: National Conference of State Legislatures, 2010 Legislator Compensation
National Conference of State Legislatures, 2010 Legislative Session Calendar
National Conference of State Legislatures, 2011 Legislative Session Calendar

Table 8: 2010 Comparisons of States with Citizen Legislatures

State	Annual Salary	Daily Salary	Hourly Wage*	Hourly Wage + Hourly Urban Per Diem*	Hourly Wage + Hourly Rural Per Diem*	Hourly Wage + Hourly Urban Per Diem National Rank	ULCC Recommended Hourly Wage + Hourly Urban Per Diem Rank**	Hourly Wage + Hourly Urban Per Diem Citizen Legislature Rank	ULCC Recommended Hourly Wage + Hourly Urban Per Diem Citizen Legislature Rank**
Traditional Citizen Legislatures									
Montana**		\$59.03 (L)	\$7.38	\$20.34 (U)	\$20.34 (U)	45	45	14	14
New Hampshire	\$100		\$0.07	\$0.07	\$0.07	50	50	17	17
North Dakota**		\$148.00 (C)	\$18.50	\$23.61 (V)	\$23.61 (V)	40	40	12	12
South Dakota	\$6,000		\$9.74	\$23.49 (U)	\$23.49 (U)	42	42	13	13
Utah		\$117.00 (C)	\$14.63	\$35.50 (U)	\$35.50 (U)	27	31	5	6
Wyoming		\$107.14 (L)	\$13.39	\$27.02 (V)	\$27.02 (V)	34	34	7	7

Slightly Less Traditional Citizen Legislatures

Georgia	\$17,342		\$20.07	\$41.70 (U)	\$41.70 (U)	19	19	3	3
Idaho	\$16,116		\$26.16	\$32.29 (V)	\$41.41 (V)	30	29	6	5
Indiana	\$22,616		\$42.83	\$60.08 (U)	\$60.08 (U)	9	9	1	1
Kansas		\$88.66 (C)	\$11.08	\$25.58 (U)	\$25.58 (U)	37	37	10	10
Maine	\$13,526		\$17.61	\$26.36	\$26.36	35	35	8	8
Mississippi	\$10,000		\$10.59	\$25.09 (U)	\$25.09 (U)	39	39	11	11
Nevada**		\$146.29 (C)	\$18.29	\$26.29 (U)	\$36.66 (U)	36	36	9	9
New Mexico			\$0.00	\$19.88 (V)	\$19.88 (V)	47	47	15	15
Rhode Island	\$13,089		\$10.42	\$10.42	\$10.42	49	49	16	16
Vermont		\$127.32 (C)	\$15.92	\$36.17	\$36.17	26	26	4	4
West Virginia	\$20,000		\$37.88	\$54.25 (U)	\$54.25 (U)	11	11	2	2

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

*Calculations based on eight hours per day.

**No regular session in 2010. The 2011 regular session is used for calculations.

Source: National Conference of State Legislatures, 2010 Legislator Compensation
National Conference of State Legislatures, 2010 Legislative Session Calendar
National Conference of State Legislatures, 2011 Legislative Session Calendar

Table 9: Size of State Legislative Staff: 1979, 1988 1996, 2003, 2009

Total Staff During Session (permanent + session staff)					
State	1979	1988	1996*	2003	2009
Alabama	370	416	414	496	550
Alaska	276	450	405	449	460
Arizona	590	420	567	682	701
Arkansas	370	376	456	493	546
California	1,760	2,978	2,610	2,359	2,106
Colorado	283	249	260	385	345
Connecticut	425	602	623	539	617
Delaware	107	159	164	131	125
Florida	1,335	1,774	2,173	1,803	1,570
Georgia	600	679	742	823	773
Hawaii	485	772	742	652	707
Idaho	175	158	155	183	145
Illinois	1,119	1,245	1,057	906	1,023
Indiana	308	303	326	307	375
Iowa	388	415	366	370	370
Kansas	366	387	363	340	388
Kentucky	335	462	583	628	679
Louisiana	482	531	524	739	868
Maine	154	187	180	190	211
Maryland	628	771	737	965	732
Massachusetts*	595	782	850	935	903
Michigan	1,047	1,289	1,404	1,153	973
Minnesota	641	804	841	684	723
Mississippi	221	187	180	195	206
Missouri	402	587	524	349	509
Montana	258	266	299	247	237
Nebraska	220	217	250	239	243
Nevada	205	266	490	498	601
New Hampshire	140	142	159	165	179
New Jersey	582	914	1,514	1,265	988
New Mexico	262	369	540	648	679
New York	3,100	4,157	3,899	3,428	2,751
North Carolina	390	485	464	629	646
North Dakota	126	192	172	124	105
Ohio	390	524	552	506	465
Oklahoma	326	394	415	433	407
Oregon	663	557	484	465	478
Pennsylvania	1,430	2,012	2,702	2,947	2,919
Rhode Island	228	232	228	454	441
South Carolina	396	338	493	421	455
South Dakota	135	99	94	75	106
Tennessee	320	260	283	284	335
Texas	1,486	1,809	2,420	2,268	2,388
Utah	182	189	225	181	220
Vermont	65	71	58	82	86
Virginia	581	623	823	682	751
Washington	920	1,049	902	826	846
West Virginia	394	381	356	410	414
Wisconsin	633	688	691	756	640
Wyoming	98	113	125	114	125
50 State Totals	26,992	33,330	35,884	34,903	34,110

*No data for Massachusetts in 1996 (estimate 850 based on trend).

Source: National Conference of State Legislatures, Size of State Legislative Staff: 1979, 1988, 1996, 2003, 2009

Table 10: Compensation for Other Officials

<u>FY</u>	<u>Governor</u>	<u>Lt. Gov</u>	<u>Attorney General</u>	<u>Auditor</u>	<u>Treasurer</u>	<u>Chief Justice</u>	<u>District Judge</u>	<u>Legislature</u>	<u>Appointed Official's Salaries Range</u>
2006	104,100	81,000	98,900	83,500	81,000	124,400	111,050	\$120	\$66,800 - \$115,700
2007	104,100	98,900	98,900	83,500	81,000	127,850	114,400	\$130	\$66,800 - \$115,700
2008	107,200	101,800	101,800	86,000	101,800	140,650	125,850	\$130	\$59,400 - \$140,700
2009	109,900	104,400	104,400	104,400	104,400	147,350	132,150	\$130	\$62,400 - \$147,700
2010	109,900	104,400	104,400	104,400	104,400	147,350	132,150	\$117	\$62,400 - \$147,700
2011	109,900	104,400	104,400	104,400	104,400	147,350	132,150	\$117	\$67,642 - \$160,222
2011 (hourly wages)*	\$53	\$50	\$50	\$50	\$50	\$71	\$63	\$117	\$32.40 - \$76.73

Cumulative Percent Change from FY 2006 to FY 2011.

<u>Governor</u>	<u>Lt. Gov</u>	<u>Attorney General</u>	<u>Auditor</u>	<u>Treasurer</u>	<u>Chief Justice</u>	<u>District Judge</u>	<u>Legislature</u>
5.57%	28.89%	5.56%	25.03%	28.89%	18.45%	19.00%	-2.50%

*Based on 2,088 hours a year.

Source: Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2006

Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2007

Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2008

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

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

Governor's Office of Planning and Budget, Budget Summary Fiscal Year 2011

Table 11: Legislator's Annual Salary

Occupational Wages-Published June 2010 (data from May 2009)

Area Name	Rate Type	Inexperienced Wage	Average Wage	Median Wage	Middle Range	Training
Eastern	Annual wage or salary	\$15,270	\$24,920	\$15,670	\$14,670 to \$18,010	Work experience, + bachelor's or higher
Provo-Orem MSA	Annual wage or salary	\$15,260	\$17,720	\$15,710	\$14,680 to \$17,980	Work experience, + bachelor's or higher
Salt Lake City MSA	Annual wage or salary	\$20,910	\$33,720	\$33,470	\$30,360 to \$36,410	Work experience, + bachelor's or higher
Southwest	Annual wage or salary	\$15,020	\$17,890	\$15,380	\$14,520 to \$17,160	Work experience, + bachelor's or higher
Utah	Annual wage or salary	\$15,060	\$28,710	\$16,350	\$14,860 to \$32,300	Work experience, + bachelor's or higher

Source: U.S. Bureau of Labor Statistics
Utah Department of Workforce Services

Table 12: 2011 Legislator's Hourly Wage

Area Name	Rate Type	8 Hours (Salary)	10 Hours (Salary)	8 Hours (Salary + Per Diem Expenses)	10 Hours (Salary + Per Diem Expenses)	8 Hours (Salary + Per Diem Expenses)*	10 Hours (Salary + Per Diem Expenses)*
Eastern	Hourly wage	\$14.63	\$11.70	\$34.13	\$27.30	\$22.25	\$17.80
Provo-Orem MSA	Hourly wage	\$14.63	\$11.70	\$34.13	\$27.30	\$22.25	\$17.80
Salt Lake City MSA	Hourly wage	\$14.63	\$11.70	\$34.13	\$27.30	\$22.25	\$17.80
Southwest	Hourly wage	\$14.63	\$11.70	\$34.13	\$27.30	\$22.25	\$17.80
Utah	Hourly wage	\$14.63	\$11.70	\$34.13	\$27.30	\$22.25	\$17.80

*Excludes lodging.

Table 13: General and Operations Manager's Annual Salary

Occupational Wages-Published June 2010 (data from May 2009)

Area Name	Rate Type	Inexperienced Wage	Average	Median	Middle Range	Training
Box Elder and Rich	Annual wage or salary	\$34,320	\$62,180	\$51,080	\$38,740 to \$79,200	Work experience, + bachelor's or higher
Central	Annual wage or salary	\$26,460	\$49,380	\$44,000	\$32,940 to \$59,400	Work experience, + bachelor's or higher
Eastern	Annual wage or salary	\$41,780	\$75,720	\$65,360	\$47,520 to \$92,200	Work experience, + bachelor's or higher
Logan MSA	Annual wage or salary	\$36,480	\$75,670	\$59,200	\$43,430 to \$96,190	Work experience, + bachelor's or higher
Ogden-Clearfield MSA	Annual wage or salary	\$40,040	\$76,130	\$67,620	\$47,700 to \$93,120	Work experience, + bachelor's or higher
Provo-Orem MSA	Annual wage or salary	\$41,400	\$80,400	\$67,130	\$46,410 to \$94,670	Work experience, + bachelor's or higher
Salt Lake City MSA	Annual wage or salary	\$43,390	\$87,840	\$72,870	\$51,120 to \$107,490	Work experience, + bachelor's or higher
Southwest	Annual wage or salary	\$34,130	\$60,950	\$50,140	\$37,750 to \$75,700	Work experience, + bachelor's or higher
St. George MSA	Annual wage or salary	\$35,550	\$67,980	\$59,860	\$41,950 to \$80,680	Work experience, + bachelor's or higher
Utah	Annual wage or salary	\$40,900	\$81,930	\$68,750	\$47,850 to \$99,750	Work experience, + bachelor's or higher

Source: U.S. Bureau of Labor Statistics
Utah Department of Workforce Services

Table 14: General and Operations Manager's Hourly Wage

Occupational Wages-Published June 2010 (data from May 2009)

Area Name	Rate Type	Inexperienced Wage	Average	Median	Middle Range	Training
Box Elder and Rich	Hourly wage	\$16.50	\$29.89	\$24.56	\$18.62 to \$38.08	Work experience, + bachelor's or higher
Central	Hourly wage	\$12.72	\$23.74	\$21.16	\$15.83 to \$28.56	Work experience, + bachelor's or higher
Eastern	Hourly wage	\$20.09	\$36.40	\$31.42	\$22.84 to \$44.33	Work experience, + bachelor's or higher
Logan MSA	Hourly wage	\$17.54	\$36.38	\$28.46	\$20.88 to \$46.24	Work experience, + bachelor's or higher
Ogden-Clearfield MSA	Hourly wage	\$19.25	\$36.60	\$32.51	\$22.93 to \$44.77	Work experience, + bachelor's or higher
Provo-Orem MSA	Hourly wage	\$19.91	\$38.66	\$32.27	\$22.31 to \$45.51	Work experience, + bachelor's or higher
Salt Lake City MSA	Hourly wage	\$20.86	\$42.23	\$35.03	\$24.58 to \$51.68	Work experience, + bachelor's or higher
Southwest	Hourly wage	\$16.41	\$29.30	\$24.11	\$18.15 to \$36.40	Work experience, + bachelor's or higher
St. George MSA	Hourly wage	\$17.09	\$32.68	\$28.78	\$20.17 to \$38.79	Work experience, + bachelor's or higher
Utah	Hourly wage	\$19.67	\$39.39	\$33.05	\$23.01 to \$47.96	Work experience, + bachelor's or higher

Source: U.S. Bureau of Labor Statistics
Utah Department of Workforce Services

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

Data Sources

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