



PROGRAM EVALUATION DIVISION
NORTH CAROLINA GENERAL ASSEMBLY

General Assembly Member Compensation and Expenses

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February 8, 2016
Joint Legislative Program Evaluation
Oversight Committee





Presentation Overview

- Purpose
- Current and inflation-adjusted member compensation and expense rates
- Comparison of average NC compensation and expenses to similar state legislatures
- States where independent commissions fix legislator compensation
- Detailed reference and comparative information tables

Pay Items	Current Rate	2015 in 1995 Dollars BLS CPI Factor @ 1.56
Annual Salary:		
Member	\$ 13,951	\$ 21,764
Majority & Minority Leaders	\$ 17,048	\$ 26,595
Speaker Pro Tempore & Senate Deputy Pro Tempore	\$ 21,739	\$ 33,913
Speaker and President Pro Tempore	\$ 38,151	\$ 59,516
Monthly Expense Allowance:		
Member	\$ 559	\$ 872.04
Majority & Minority Leaders	\$ 666	\$ 1,039
Speaker Pro Tempore & Senate Deputy Pro Tempore	\$ 836	\$ 1,304
Speaker and President Pro Tempore	\$ 1,413	\$ 2,204
Daily Subsistence Allowance	\$ 104	\$ 162
Private Vehicle Per Mile	\$ 0.29	\$ 0.45



Current and Inflation-Adjusted Member Compensation and Expense Rates

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Source: Prepared by Program Evaluation Division from data provided by the Division of Administration of Legislative Services Office



Definitions Used in NCSL

Categorization of Legislatures

Category of Legislature	Time on the Job (1)	Compensation (2)	Total Staff (3)
Green	82%	\$81,079	1,340
Gray	70%	\$43,429	479
Gold	54%	\$19,197	169

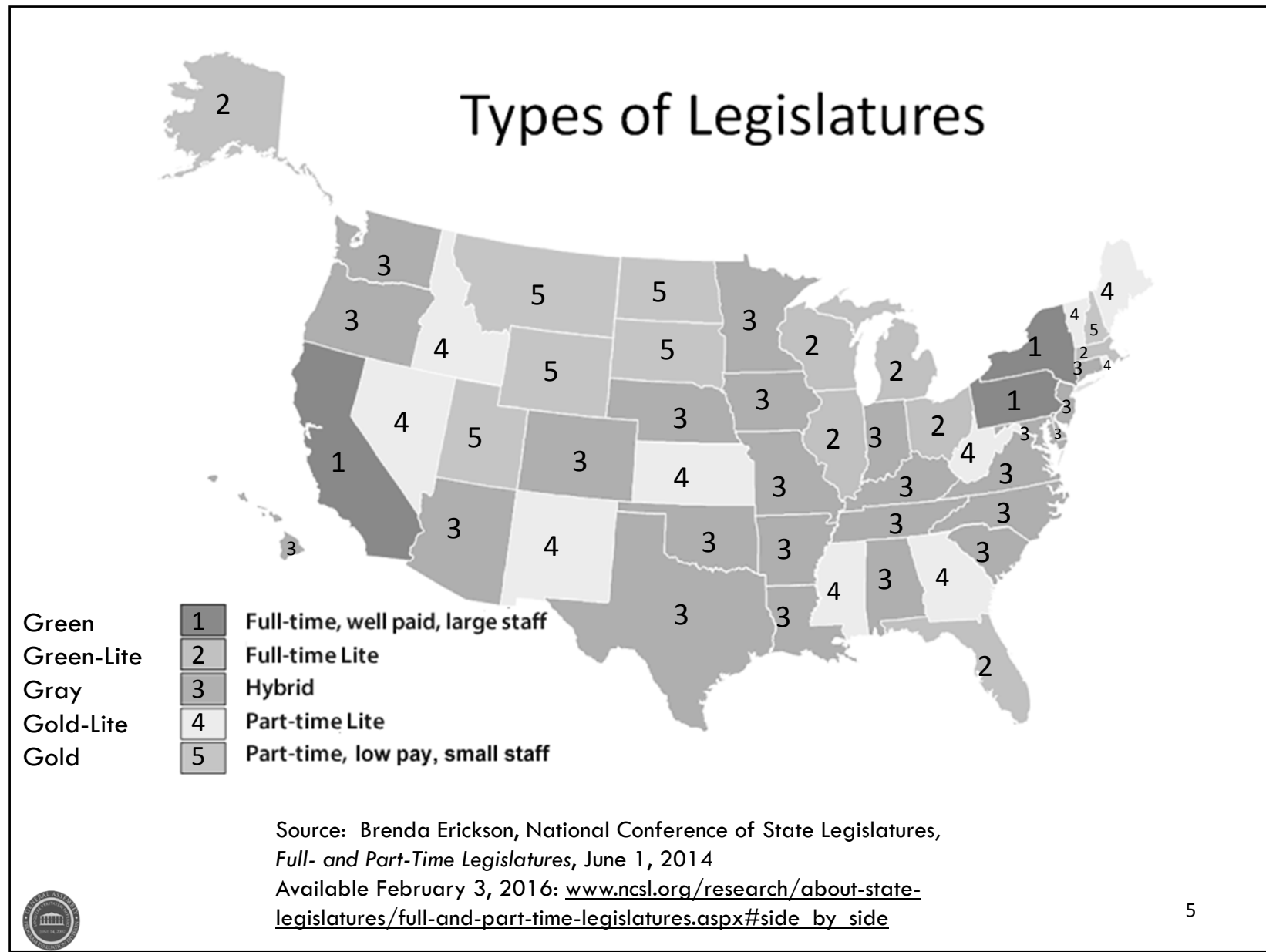
Notes:

1. Estimated proportion of a full-time job spent on legislative work including time in session, constituent service, interim committee work, and election campaigns. *Source: 2002 NCSL survey of all state legislators.*
2. Estimated average annual compensation of legislators including salary, per diem, and any other unvouchered expense payments. *Source: NCSL 2014.*
3. Average number of staff--partisan and nonpartisan--working for the legislature. *Source: NCSL 2011.*

Source: Brenda Erickson, National Conference of State Legislatures,
Full- and Part-Time Legislatures, June 1, 2014

Available February 3, 2016: www.ncsl.org/research/about-state-legislatures/full-and-part-time-legislatures.aspx#side_by_side





Comparison of NC Compensation and Expenses to Similar State Legislatures

Gray		Category of Legislature	Time on the Job (1)	Compensation (2)	Total Staff (3)
Alabama	Missouri	Green	82%	\$81,079	1,340
Arizona	Nebraska	Gray	70%	\$43,429	479
Arkansas	North Carolina	Gold	54%	\$19,197	169
Colorado	Oklahoma	Notes:		North Carolina 2014	
Connecticut	Oregon			\$43,227	315
Delaware	South Carolina	1. Estimated proportion of a full-time job spent on legislative work including time in session, constituent service, interim committee work, and election campaigns. <i>Source: 2002 NCSL survey of all state legislators.</i>			
Hawaii	Tennessee	2. Estimated average annual compensation of legislators including salary, per diem, and any other unvouchered expense payments. <i>Source: NCSL 2014.</i>			
Indiana	Texas	3. Average number of staff--partisan and nonpartisan--working for the legislature. <i>Source: NCSL 2011.</i>			
Iowa	Virginia				
Kentucky	Washington				
Louisiana					
Maryland					
Minnesota					
New Jersey					

Sources: Brenda Erickson, National Conference of State Legislatures, *Full- and Part-Time Legislatures*, June 1, 2014 Available February 3, 2016: www.ncsl.org/research/about-state-legislatures/full-and-part-time-legislatures.aspx#side_by_side and NC Legislative Services Office, Division of Administration.



States Where an Independent Commission Sets Legislative Salaries

State	Legal Reference
Alabama	Constitutional Amendment 57. Salary is equal to Alabama median annual household income as determined annually by the State Personnel Board.
Oklahoma	Okla. Stat. Ann. title 74, §291 et seq.; Art V, §21; Title 74, §291.2 et seq.; Legislative Compensation Board sets amount every two years.
Washington	Article II §§23 and 43.03.060, Washington Rev. Code Ann. §43.03.028. The salary commission sets salaries for each term of office based on market study and input from citizens.
California	State Constitution - Art. III, §8 establishes a Citizens Compensation Commission that sets salary, which is fixed annually in July effective the following December.

Source: Prepared by the Program Evaluation Division review of State Constitutional provisions cited by the Council of State Governments, *Book of the States, 2015* , pages 80-81.



Reference Tables and State Comparative Information from National Conference of State Legislatures and Council of State Governments

- How States Establish Legislator Compensation
- Session and Interim Compensation and Expense Rates
- Legislative Fringe Benefits
- Legislative Retirement Provisions
- Office Supplies and District Salaries



METHOD OF SETTING LEGISLATIVE COMPENSATION

<i>State</i>	<i>Method</i>
Alabama	Constitutional Amendment 57
Alaska	Compensation Commission; Alaska Stat. §24.10.100, §24.10.101; §39.23.200 thru 39.23.260
Arizona	Compensation Commission Send to a Public Vote Arizona Revised Statutes 41-1103 and 41-1904
Arkansas	Amendment 70, Ark. Stat. Ann. §10-2-212 et seq.
California	State Constitution—Art. III, §8, which establishes a compensation commission.
Colorado	Colorado Stat. 2-2-307 (1)
Connecticut	Conn. Gen. Stat. Ann. §2-9a; The General Assembly takes independent action pursuant to recommendations of a compensation commission.
Delaware	Del. Code Ann. Title 29, §710 et seq.; §§3301–3304; Are implemented automatically if not rejected by resolution.
Florida	Florida Statutes §11.13(1); statute provides members same percentage increase as state employees.
Georgia	Ga. Code Ann. §45-7-4 and §28-1-8
Hawaii	Hawaii State Constitution Article XVI §3.5; Legislative Salary Commission recommendations take effect unless rejected by concurrent resolution.
Idaho	Idaho Code 67-406a and 406b; Citizen's Committee on Legislative Compensation makes recommendations that the legislature can reduce or reject, but not increase.
Illinois	25 ILCS 120—Compensation Review Act and 25 ILCS 115—General Assembly Compensation Act
Indiana	IC 2-3-1-1: An amount equal to 18% of the annual salary of a judge under IC 33-38-5-6, as adjusted under IC 33-38-5-8.1.
Iowa	Iowa Code Ann. §2.10; Iowa Code Ann. §2A.1 thru 2A.5
Kansas	Kan. Stat. Ann. §46-137a et seq.; §75-3212
Kentucky	Kentucky Rev. Stat. Ann. §6.226-229. The Kentucky committee has not met since 1995; the most recent pay raise was initiated and passed by the General Assembly.
Louisiana	La. Rev. Stat. 24:31 & 31.1
Maine	Maine Constitution Article IV, part third, §7 and 3 MRSA, §2 and 2-A. Increase in compensation is presented to the legislature as legislation; the legislature must enact and the governor must sign into law. Takes effect only for subsequent legislatures.
Maryland	Article III, §15. Commission meets before each four-year term of office and presents recommendations to the General Assembly for action. Recommendations may be reduced or rejected.
Massachusetts	Massachusetts Gen. Laws Ann. ch. 3, §§9, 10. In 1998, the voters passed a legislative referendum that, starting with the 2001 session, members will receive an automatic increase or decrease according to the median household income for the commonwealth for the following two-year period.
Michigan	Article IV §12. Compensation Commission recommends legislature by majority vote; must approve or reduce for change to be effective for the session immediately following the next general election.
Minnesota	Minn. Stat. Ann §3.099 et seq.; §15A.082; The Council submits salary recommendations to the presiding officers by May 1 in odd numbered years.
Mississippi	Miss. Code Ann. 5-1-41
Missouri	Art. III, §§16, 34; Mo. Ann. Stat. §21.140; Recommendations are adjusted by legislature or governor if necessary.
Montana	Mont. Laws 5-2-301; Tied to executive broadband pay plan.
Nebraska	Neb. Const. Art. III, §7; Neb. Rev. Stat. 50-123.01
Nevada	§218.210–§218.225
New Hampshire	Art. XV, part second
New Jersey	Article IV Sec. IV 7, 8; NJSA 52:10A-1; NJSA 52:14-15.111–114
New Mexico	Art. IV, §10; 2-1-8 NMSA
New York	Constitution—Art. 3, §6; Consolidated Laws of NY—Legislative Law, Section 5
North Carolina	N.C.G.S. 120-3
North Dakota	NDCC 54-03-10 and 54-03-20
Ohio	Art. II, §31; Ohio Rev. Code Ann. title 1 ch. 101.27 thru 101.272
Oklahoma	Okla. Stat. Ann. title 74, §291 et seq.; Art V, §21; Title 74, §291.2 et seq.; Legislative Compensation Board
Oregon	Or. Rev. Stat. §171.072
Pennsylvania	Pa. Cons. Stat. Ann. 46 PS §5; 65 PS §366.1 et seq.; Legislators receive annual cost of living increase that is tied to the Consumer Price Index.
Rhode Island	Art. VI, §3

See footnotes at end of table.

METHOD OF SETTING LEGISLATIVE COMPENSATION — Continued

<i>State</i>	<i>Method</i>
South Carolina	S.C. Code Ann. 2-3-20 and the annual General Appropriations Act
South Dakota	Art. III, §6 and Art. XXI, §2; S.D. Codified Laws Ann. §20402 et seq.
Tennessee	Art. II, §23; Tenn. Code Ann. §3-1-106 et seq.
Texas	Art. III, §24; In 1991, a constitutional amendment was approved by voters to allow Ethics Commission to recommend the salaries of members. Any recommendations must be approved by voters to be effective. The provision has yet to be used.
Utah	Art. VI, §9; Utah Code Ann. §36-2-2, et seq.
Vermont	Vt. Stat. Ann. title 32, §1051 and §1052
Virginia	Art. IV, §5; Va. Code Ann. §30-19.11 thru §30-19.14
Washington	Article II §§23 and 43.03.060, Washington Rev. Code Ann. §43.03.028. The salary commission sets salaries of the legislature and other state officials based on market study and input from citizens.
West Virginia	Art. 6, §33; W. Va. Code §4-2A-1 et seq.; Submits by resolution and must be concurred by at least four members of the commission. The Legislature must enact the resolution into law and may reduce, but shall not increase, any item established in such resolution.
Wisconsin	Wisconsin Statutes §§20.923 and 230.12, created by Chapter 90, Laws of 1973, and amended by 1983 Wisconsin Acts 27 and 33. Generally, compensation is determined as part of the state compensation plan for non-represented employees and is approved by vote of the joint committee on employment relations.
Wyoming	Wyo. Stat. §28-5-101 thru §28-5-105

Source: National Conference of State Legislatures, 2015.

LEGISLATIVE COMPENSATION AND LIVING EXPENSE ALLOWANCES DURING SESSIONS

State	Salaries			Mileage cents per mile	Session per diem rate
	Regular sessions		Annual salary		
	Per-diem salary	Limit on days			
Alabama.....	\$42,849 (a)	10/mile for a single roundtrip per session. 57.5/mile interim cmte. attendance.	Alabama Legislators no longer receive a set per diem rate while in session. Legislators are reimbursed for in-state travel expenses which include mileage and per diem in accordance with rates and procedures applicable to state employees. All out-of-district reimbursable travel must be for official business and in the interests of the state or in the performance of official duties, as approved by the applicable Presiding Officer.
Alaska.....	\$50,400	56/mile for approved travel.	\$223 or \$249/day (depending on the time of year) tied to the federal rate. Legislators who reside in the Capitol area receive 75% of the Federal rate.
Arizona.....	\$24,000	44.5/mile on actual miles.	\$35/day for the first 120 days of the regular session and for special sessions and \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the first 120 days of the regular session and for special sessions and an additional \$10/day thereafter (V). Set by statute.
Arkansas.....	\$39,400	56/mile.	\$150/day (V) plus mileage; tied to the federal rate.
California	\$97,197	53/mile.	\$168/day for each day in session.
Colorado.....	\$30,000	50/mile. State reimbursement rate is 90% of federal rate.	\$99/day for members living outside Denver (V). Set by the legislature; \$45/day for members who live 50 or fewer miles from the Capitol.
Connecticut	\$28,000	57.5/mile.	No per diem is paid.
Delaware	\$44,541	40/mile set by Del. Code Ann. Title 29 §7102.	No per diem is paid.
Florida	\$29,697	44.5/mile for business travel.	\$129/day based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia.....	\$17,342	50/mile Ga. Code Ann. §50-19-7 sets rate of reimbursement at the same mileage rate established by the U.S. General Services Administration.	\$173/day (U); set by the Legislative Services Committee.
Hawaii.....	\$59,004	Members can file a claim for mileage reimbursement based on the federal mileage reimbursement rate.	\$150/day for members living outside Oahu during session; \$10/day for members living on Oahu.
Idaho.....	\$16,684	One roundtrip per week at state rate.	\$129/day for members establishing a second residence in Boise; \$49/day if no second residence is established and up to \$25/day travel (V). Set by the compensation commission.
Illinois.....	\$67,836—Members are required to forfeit one day of compensation per month.	39/mile.	\$111 per session day.

See footnotes at end of table.

LEGISLATIVE COMPENSATION AND LIVING EXPENSE ALLOWANCES DURING SESSIONS—Continued

<i>State</i>	<i>Salaries</i>				
	<i>Regular sessions</i>		<i>Annual salary</i>	<i>Mileage cents per mile</i>	<i>Session per diem rate</i>
	<i>Per-diem salary</i>	<i>Limit on days</i>			
Indiana.....	...	...	\$24,140.16	56/mile.	\$159/day (U); tied to the federal rate.
Iowa .....	...	...	\$25,000	39/mile.	\$148/day (U); \$111/day for Polk County legislators (U). Set by the legislature to coincide with the federal rate. State mileage rates apply.
Kansas	\$88.66/day (C)	...	...	56/mile, set by Dept. of Admin.	\$129/day.
Kentucky	\$188.22/day	...	...	55.5/mile.	\$141.90/day.
Louisiana .....	...	...	\$16,800 plus additional \$6,000/year (U) expense allowance.	56/mile; tied to the federal rate.	\$150/day (U); tied to the federal rate.
Maine.....	...	...	\$14,074/year for first regular session; \$9,982/year for second regular session. (b)	44/mile.	\$38/day for lodging, or mileage and tolls in lieu of housing (at a rate of \$0.44/mile up to \$38/day) plus \$32/day for meals. Set by statute.
Maryland .....	...	...	\$45,207	57.5/mile. \$500 annual allowance for in-district travel as taxable income, members may decline the allowance.	Meals: \$45/day; mileage: \$.575/mile; lodging: \$100/day.
Massachusetts .....	...	...	\$60,032	Between \$10–\$100 reimbursed per trip, determined by distance from the State House.	From \$10/day–\$100/day, depending on distance from State House (V) set by the legislature.
Michigan .....	...	...	\$71,685	56/mile.	\$10,800/year expense allowance for session and interim (V); set by the compensation commission.
Minnesota.....	...	...	\$31,141	House: during session, members can request up to 1 roundtrip/week if they live more than 50 miles from the Capitol; \$100–\$1,650/month for mileage reimbursement for travel in the legislative district during interim. Senate: a reasonable allowance.	\$86/day for senators and \$66/day for representatives.
Mississippi.....	...	...	\$10,000	Determined by Federal Register and Legislature.	\$129/day.
Missouri.....	...	...	\$35,915	37/mile.	\$103.20/day (U); tied to the federal rate. Verification of per diem is by roll call.
Montana	\$82.64 (L)	...	...	56/mile, based on IRS rate; reimbursement for actual mileage traveled in connection with legislative business.	\$112.85/day (U).
Nebraska .....	...	...	\$12,000	56/mile; tied to federal rate.	\$129/day for members residing 50 miles or more from the Capitol; \$46/day for members inside the 50-mile radius.

See footnotes at end of table.

LEGISLATIVE COMPENSATION AND LIVING EXPENSE ALLOWANCES DURING SESSIONS — Continued

State	Salaries		Annual salary	Mileage cents per mile	Session per diem rate
	Regular sessions				
	Per-diem salary	Limit on days			
Nevada.....	\$146.29/day (c)	Max. of 60 days of session.	...	Federal rate, currently 56/mile.	\$152/per day.
New Hampshire .....	...		\$200/2-year term	Roundtrip home to the State House at 38/mile for the first 45 miles and 19/mile thereafter, or members will be reimbursed for actual expenses and mileage will be paid at the maximum IRS mileage rate.	No per diem is paid.
New Jersey .....	...	...	\$49,000	None.	No per diem is paid.
New Mexico .....	...	...	...	55/mile; tied to the federal rate.	\$165/day (V); tied to the federal rate.
New York.....	...	...	\$79,500	Varies (V) tied to Federal GSA rate — currently 55.5/mile.	\$172/full day (including overnight); \$61/partial day.
North Carolina.....	...	...	\$13,951	29/mile, 1 roundtrip/week during session; 1 roundtrip for attendance at interim cmte. mtgs.	\$104/day (U) set by statute. \$0.29/mile set by statute. Monthly expense allowance: \$559/month, member; \$666/month.
North Dakota.....	\$167/day during legislative sessions (C)	...	...	56/mile; 1 roundtrip/week during session.	Lodging reimbursement up to \$1,569 per month (V).
Ohio .....	...	...	\$60,584	52/mile; 1 roundtrip/week from home to the State House for legislators outside Franklin County only.	No per diem is paid.
Oklahoma.....	...	...	\$38,400	56/mile; tied to the federal rate.	\$160/day (U); tied to federal rate.
Oregon.....	...	...	\$23,052	56/mile.	\$129/day (U); tied to federal rate
Pennsylvania .....	...	...	\$85,339	56/mile; tied to the federal rate.	\$159/day.
Rhode Island.....	...	...	\$15,171 — Per Article VI, Section 3 of the Rhode Island Constitution, the rate of compensation is adjusted annually to reflect changes in the cost of living.	56.5/mile to and from session.	No per diem is paid.
South Carolina.....	...	...	\$10,400	Current IRS rate.	\$140/day for meals and housing for each statewide session day and committee meeting; tied to the federal rate.
South Dakota.....	\$129/day for interim committees		\$6,000/session	37/mile for 1 roundtrip from Pierre to home each weekend; one trip is also paid at 5/mile. During the interim, 37/mile for scheduled committee meetings.	\$129/legislative day (U); set by the legislature.

See footnotes at end of table.

LEGISLATIVE COMPENSATION AND LIVING EXPENSE ALLOWANCES DURING SESSIONS—Continued

Salaries					
State	Regular sessions		Annual salary	Mileage cents per mile	Session per diem rate
	Per-diem salary	Limit on days			
Tennessee .....	...	...	\$20,884	47/mile.	\$198/legislative day (U); tied to federal rate.
Texas .....	...	...	\$7,200	50/mile set by General Appropriations bill; an allowance for single, twin and turbo engines of \$1.24/mile is also given.	\$190/day (U); set by ethics commission.
Utah	\$273/day (C)	...	...	56/mile, roundtrip from home to Capitol.	Up to \$100 plus tax/calendar day (V) for lodging reimbursement, tied to in-state travel reimbursement lodging rate for Salt Lake City metropolitan area; up to \$39/date meal reimbursement (V), tied to in-state travel meal reimbursement rates (includes tax and tips).
Vermont.....	...	...	\$676.56/week during legislative session only.	Federal mileage rate, now about 56/mile; state employee reimbursement rate.	\$110/day for lodging (overnight stay) or \$61/day for meals and mileage if commuting.
Virginia.....	...	...	\$18,000/year for Senate; \$17,640/year for House.	56/mile.	\$180/day for senators; \$179/day for House members.
Washington.....	...	...	\$42,106	56/mile	\$120/day.
West Virginia.....	...	...	\$20,000	48.5/mile based on Dept of Admin. travel regulations.	\$131/day during session (U); set by compensation commission.
Wisconsin .....	...	...	\$50,950	51/mile; 1 roundtrip/week to the Capitol	Wisconsin Senate—Current authorized amount is up to \$88 per day (\$44 per day for legislators living in Dane County). This rate is 64% of the maximum per diem rate for Madison. Wisconsin Assembly—Current authorized amount is up to \$138 per day for members staying overnight on legislative business, and up to \$69 per day when conducting legislative business and not staying overnight. The maximum number of per diem that can be claimed per year is 153 days. This overnight rate is the maximum allowed of the per diem rate for Madison.
Wyoming	\$150/day during session	...	...	55/mile.	\$109/day (V), including travel days for those outside of Cheyenne; set by the legislature.

Source: National Conference of State Legislatures, 2015.

Key:

C — Calendar day

L — Legislative day

(U) — Unvouchered

(V) — Vouchered

... — Not applicable

(a) Alabama legislators receive a taxable compensation equal to the Alabama median annual household income, as ascertained and adjusted yearly by the State Personnel Board. The State Personnel Board met on Oct. 22, 2014, and set the median annual household income amount. This current median annual household amount went into effect on November 5, 2014 and is effective until December 31, 2015.

(b) Annual cost of living adjustments apply. In addition, legislators receive a constituent service allowance (\$2,000/year for Senators and \$1,500/year for Representatives).

(c) The members of the 78th Regular Session pledged to voluntarily take a 2.3 percent reduction of their salaries for the session. The reduction does not apply to those who did not vote in favor of the voluntary reduction.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS

State	Legislator's compensation for office supplies, district offices and staffing	Phone allowance	Transportation offered to legislators	Insurance benefits				
				Health	Dental	Vision	Disability insurance	Life insurance benefits
Alabama	None, although annual appropriation to certain positions may be so allocated.	Yes (a)	None	S.A., O.P.	S.A., O.P.	N.A.	N.A.	N.A.
Alaska.....	Senators receive up to \$20,000/y and representatives receive up to \$16,000/y for postage per their choice for postage, stationery and other legislative expenses. Staffing allowance determined by rules and presiding officers, depending on time of year.	Yes (a)	None	S.P.P.	S.P.P.	O.P.; unless included in Health Ins.	Optional; if selected is included in health insurance.	Small policy available; additional is optional at legislator's expense.
Arizona.....	None.	(g)	(b)	S.P.P., S.A.	S.A., O.P.	S.A., O.P.	S.P.P.	State pays 15K policy; additional amount is paid by legislator.
Arkansas.....	Legislators receive a maximum reimbursement of \$14,400/y for legislative expenses. Committee chairs, vice chairs, and standing subcommittee chairs may claim additional reimbursement up to \$3,600/y.	No	None	S.P.P. (cc)	O.P.	O.P. (cc)	O.P.—Supplemental	State pays for \$30K as part of the health plan; additional is optional at legislator's expense.
California	Assembly members have a base allowance of \$263,000/y to cover these expenses. Senate member expenses are paid directly and maintained by the Senate Rules Committee.	No	(c)	S.P.P. (dd)	(dd)	(dd)	Assembly members do not have disability insurance coverage; senators are covered by a long-term disability insurance policy.	\$250,000 term policy for the Assembly; members pay 18% of the premium plus the taxable value on coverage above \$50,000. Senators are eligible for up to \$250,000 term coverage; members pay 18% of the age-based premium plus the taxable value on coverage above \$50,000.
Colorado.....	None.	Yes (a)	None	S.P.P.—Amount differs according to plan selected.	S.P.P.—Amount differs according to plan selected.	N.A.	N.A.	State pays full amount for \$50,000 policy; additional is optional at legislator's expense.
Connecticut	Senators receive \$5,500/y and representatives receive \$4,500/y in unvouchered expense allowance.	Yes. (d)	None	S.P.P.	S.P.P.	Some health insurance plans include discounts on eyewear.	O.P.	O.P.
Delaware	Office supplies are distributed out of the general House supply budget.	Yes (a)	None	S.P.P.	O.P.	O.P.	N.A.	O.P.

See footnotes at end of table.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS—Continued

<i>State</i>	<i>Legislator's compensation for office supplies, district offices and staffing</i>	<i>Phone allowance</i>	<i>Transportation offered to legislators</i>	<i>Insurance benefits</i>				
				<i>Health</i>	<i>Dental</i>	<i>Vision</i>	<i>Disability insurance</i>	<i>Life insurance benefits</i>
Florida	Senate: \$2,921/m for district office expenses; House: \$2,482/m for district office expenses.	No	(e)	Legislators pay \$50/m for individual coverage and \$180/m for family coverage.	S.P.	O.P.	S.P.	S.P.
Georgia.....	Legislators have \$7,000/y reimbursable expense account. If the member requests and provides receipts, the member is reimbursed for personal services, office equipment, rent, supplies, transportation, telecommunications, etc.	No	None	S.A., S.P.P.	O.P.	O.P.	S.P.P.	S.P.P.
Hawaii.....	No district offices. The allocation for session staffing is approximately \$5,000–\$8,000/m for the January–April legislative session.	(r)	(f)	S.P.P.—Same options as legislative employees.	S.P.P.—Same options as legislative employees.	S.P.P.—Same options as legislative employees.	S.P.P.	S.P.P.—Same options as legislative employees.
Idaho.....	\$1,875/y for unvouchered constituent expense. No staffing allowance.	No	None	S.P.P.	S.P.P.	S.P.P.	S.P.P.	S.P.P.
Illinois.....	Senators receive \$83,063/y and representatives \$69,409/y for office expenses, including district offices and staffing.	No	None	S.P.P.	S.P.P.	S.P.P.	S.P.	S.P.P.
Indiana.....	These expenses come out of one main Senate budget. No district offices.	No	None	S.A.	S.A.	S.A.	Legislators are not offered disability insurance.	S.A.
Iowa	\$300/m to cover district constituency postage, travel, telephone and other expenses. No staffing allowance.	No	None	S.P.P.	S.P.P.	N.A.	S.P.	State pays first \$20,000, additional at legislator expense.
Kansas	Allowed \$7,083/y which is taxable income for the legislators. Staffing allowances vary for leadership, which has its own budget. Legislators provided with secretaries during session only.	Yes	None	S.P.P.	S.P., legislator pays dependent portion.	O.P.	S.P.	150% of annual salary if part of KPERs. Additional insurance is optional at legislator's expense.
Kentucky	\$1,788.51/y for district expenses during interim.	No	(h)	S.A.	O.P.	O.P.	O.P.	State pays \$20,000; additional is optional at legislator's expense.

See footnotes at end of table.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS—Continued

State	Legislator's compensation for office supplies, district offices and staffing	Phone allowance	Transportation offered to legislators	Insurance benefits				
				Health	Dental	Vision	Disability insurance	Life insurance benefits
Louisiana	Allowed \$500/m. Senators and representatives receive an additional \$1,500/m supplemental allowance for vouchered office expenses, rent, and travel mileage in district. Senators and Representatives staff allowance \$2,000/m starting salary up to \$3,000/m with annual increases.	Yes (i)	None	S.P.P.—State pays 50% and legislator pays 50%.	S.P.P.—State pays 50% and legislator pays 50%; Senators pay 100%.	O.P.	O.P.	S.P.P.—State pays 50% and legislator pays 50%.
Maine.....	None. However, supplies for staff offices are provided and paid for out of general legislative account.	No	None	S.A.—The state pays 95% or 100% of legislator coverage and 50% of dependent coverage.	S.A., O.P.—State pays 100% of legislators' coverage.	O.P.	N.A.	Legislators are eligible for a group life insurance program with coverage in amount equal to legislators' salary; plan is 100% legislator-paid.
Maryland	\$18,265/y for normal expenses of an office with limits on postage, telephone and publications. Legislators must use \$5,800 for clerical services. Senators receive one administrative assistant and session secretary.	No	None	S.A.—The state pays 80–85% depending on the plan selected; legislator pays 20% for PPO, 17% for POS or 15% for HMO.	S.A., O.P.—The state pays 50%.	Covered under the medical plan.	N.A.	Term insurance; optional at legislator's expense.
Massachusetts	Allowed \$7,200/y for office expenses.	No	None	S.P.P. (State currently pays 80%.)	S.P.P.	S.P.P.	O.P.	\$5,000 policy provided; Additional up to 8 times salary at legislator's expense.
Michigan	\$51,900 per majority senator for office budget and \$51,900 for minority senator for office budget.	Yes (a)	None	Health, vision, life, cancer, prescription, offered via cafeteria plan.			N.A.	Offered at different levels as part of cafeteria plan.
Minnesota.....	Supplies provided in Capitol. In the House, staffing is provided centrally. Senators have one legislative assistant and are given \$75/w for interns. No district offices.	Yes (j)	(k)	The state pays 100% for single coverage and 90% of family coverage.	The state pays 81% for single coverage and 60% for family coverage.	S.A.	O.P., STD, LTD—Optional life for member, spouse, and child; AD&D and long-term care.	State pays premium for benefit of \$35,000.
Mississippi	\$1,500/m out of session.	No	None	S.P.—Legislator only premiums.	O.P.	O.P.	O.P.	S.P.P.
Missouri.....	\$700/m to cover all reasonable and necessary business expenses.	Yes (l)	None	S.P.P.	O.P.	O.P.	S.P.	S.P.—Additional amounts are optional at legislator's expense.
Montana	None.	Yes (m)	(x)	S.P.—Dependents are not covered.	S.P.—Dependents are legislators' responsibility.	O.P.	N.A.	State pays \$14,000 term policy. Additional at legislator's expense.

See footnotes at end of table.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS—Continued

<i>State</i>	<i>Legislator's compensation for office supplies, district offices and staffing</i>	<i>Transportation offered to legislators</i>		<i>Insurance benefits</i>				
		<i>Phone allowance</i>		<i>Health</i>	<i>Dental</i>	<i>Vision</i>	<i>Disability insurance</i>	<i>Life insurance benefits</i>
Nebraska	No allowance; however, each member is provided with two full-time capitol staff year-round.	Yes (a)	None	O.P.	O.P.	O.P.	O.P.	O.P.
Nevada.....	None.	Yes— \$2,800/y allowance	(n)	O.P.	O.P.	O.P.	O.P.	O.P.
New Hampshire	None.	No	None	O.P.	O.P.	N.A.	N.A.	N.A.
New Jersey	Allowed \$1,250 for office supplies. Equipment and furnishings supplied through a district office program and there is \$110,000/y for district office personnel. State provides stationery for each legislator and \$10,000 for postage stamps.	No	(o)	S.A.—Members appointed or elected after 5/21/10 are not eligible for coverage.	S.A.—Members appointed or elected after 5/21/10 are not eligible for coverage.	S.A.—Members appointed or elected after 5/21/10 are not eligible for coverage.	Temporary disability insurance is not available to members. Some members have permanent disability options available through their pension plan; those not eligible for pension are offered long-term disability insurance unless they are already retired from a public pension plan.	Members enrolled in the pension plan have up to three times the annual salary. Members enrolled in the defined contribution plan have one and a half times the annual salary. Members not covered by either plan have no death benefit.
New Mexico	None.	No	None	N.A.	N.A.	N.A.	N.A.	N.A.
New York.....	Staff allowance (district and Capitol) is set by the majority leader for majority members and by the minority leader for minority members. Geographic location, seniority and leadership responsibilities will cause variations.	Yes (a)	(p)	S.P.P.	S.P.	S.P.	S.P.	O.P.
North Carolina.....	Non-leaders receive \$6,708/y for any legislative expenses not otherwise provided. Full-time secretarial assistance is provided during session.	Yes (q)	None	The state pays the full amount for the PPO 70/30 plan. For the 80/20 plan, legislators pay a variety of rates depending on participation in wellness activities. Optional family coverage for both plans is at legislators' expense.	O.P.	O.P.	O.P.	O.P.

See footnotes at end of table.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS—Continued

State	Legislator's compensation for office supplies, district offices and staffing	Phone allowance	Transportation offered to legislators	Insurance benefits				
				Health	Dental	Vision	Disability insurance	Life insurance benefits
North Dakota.....	None.	No	None	S.P.	O.P.	O.P.	O.P.	State pays for \$1,300 term life policy.
Ohio.....	None.	Yes (a)	None	S.P.P.—The state pays 85%, and legislators pay 15%.	S.P.	S.P.	N.A.	State pays for an amount equal to salary. Member may purchase a supplemental policy, which is also offered to state employees.
Oklahoma.....	Each member is given a \$1,500/y allotment. This may be spent on electronic communications such as cell phone bills as well as office expenses.	Yes (s)	None	Allowance ranging from \$608.57 for legislator only to \$1,596.95/m for family.	S.A.	S.A.	S.A.	S.A.
Oregon.....	\$36,367/y for session staffing and \$2,692.80 for services and supplies. For interim periods, legislators receive \$68,538/biennium to spend as they choose. They also receive an additional \$450–\$750/m during interim only, as a district allowance, depending on geographic size of district.	Yes (t)	None	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	O.P., S.A.	O.P., S.A.
Pennsylvania	Staffing is determined by leadership.	No	(u)	Medical/hospital, dental, vision, Rx. Legislators pay 1% of salary toward benefits.			Legislators are not eligible for disability insurance.	A group life policy is for up to the amount of salary.
Rhode Island.....	None.	No	None	S.A.	S.A.	S.A.	O.P.	O.P.
South Carolina.....	Senate \$3,400/y for postage, stationery and telephone. House \$1,800/y for telephone and \$600/y for postage. Legislators also receive \$1,000/m for in district expenses that is treated as income.	Yes (aa)	None	S.P.P.	S.P.P.	N.A.	S.P.P.	S.P.P.
South Dakota.....	None.	Yes (v)	None	N.A.	N.A.	N.A.	S.P. for accidental death/dismemberment ins. only.	N.A.
Tennessee	Allowed \$1,000/m for expenses in district (U).	Yes (w)	None	State pays 80%, legislator pays 20%.	O.P.	N.A.	N.A.	State pays \$15,000; Legislator pays \$7,000.
Texas.....	Approved allowance for staff salaries, supplies, stationery, postage, district office rental, telephone expense, etc. Senate and House allocations are not the same.	No	None	S.P., S.A.	O.P.	Included in health coverage.	O.P.	O.P.

See footnotes at end of table.

The Book of the States 2015

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS—Continued

State	Legislator's compensation for office supplies, district offices and staffing	Phone allowance	Transportation offered to legislators	Insurance benefits				
				Health	Dental	Vision	Disability insurance	Life insurance benefits
Utah	None.	Yes (bb)	None	S.P.P.—Similar to state employees.	S.P.P.—Similar to state employees.	Optional group discounts; similar to state employees.	S.P.	S.P.
Vermont	None.	Yes	None	O.P.	N.A.	N.A.	N.A.	N.A.
Virginia	Legislators receive \$1,250/m and leadership receives \$1,750/m office expense allowance. Legislators receive a staffing allowance of \$56,000/y; leadership receives \$79,879/y.	Yes	None	S.P.P.	S.P.P.	S.P.P.	S.P.—only permanent disability retirement through retirement system.	S.P.P.
Washington	Senate—\$7,800/y for legislative expenses, for which the legislator has not been otherwise entitled to reimbursement. No staffing allowance.	Yes (a)	None	S.A.	S.A.	Included in medical.	S.P.P.	S.P.P.
West Virginia	None.	Yes	None	O.P.	O.P.	O.P.	N.A.	O.P.
Wisconsin	\$15,000/two-year session in the Assembly. No available staffing at district office. \$45,000/two-year period for office expenses. \$191,700/two-year period for staffing allowance.	(y)	None	S.P.P.—Single or family coverage with premiums from \$84/m to \$576/m; 26 health insurance carriers offer plans across the state.	Some HMOs offer coverage.	N.A.	O.P.	Legislators may have up to five times their salary as life insurance under group term coverage. Spouses and dependents may be covered at lower levels. Premiums for legislators vary with salary and age.
Wyoming	\$750/quarter through the constituent service allowance.	Yes (z)	None	N.A.	N.A.	N.A.	N.A.	N.A.

Source: National Conference of State Legislatures, 2014.

Key:

(U) — Unvouchered. (V) — Vouchered. d — day. m — month. w — week. y — year.

N.A. — Not available.

S.P. — State pays full amount. S.P.P. — State pays portion and legislator pays portion.

S.A. — Same as state employees. O.P. — Optional at legislator's expense.

(a) Official state business only.

(b) Access to motor pool for approved legislative travel.

(c) One round-trip flight for each week of session; Use of a pool car for those members who fly to Sacramento.

(d) Official business only; charges for personal calls are reimbursed by legislator.

(e) Rental cars for official business.

(f) Round-trip airfare for non-Oahu legislators to travel from their home island to the Capitol on Oahu.

(g) Phone cards allowed for certain districts; none used at this time.

(h) State cars are available but not assigned to members.

(i) District office line with one extension.

(j) House members: \$75/month communications allowance. Senators: \$200/month communications reimbursement.

(k) Car rental is available with prior approval.

(l) Phone cards issued but expenditures deducted from monthly expense allowance.

(m) Leadership positions only.

(n) Motor pool or private car. Legislative police shuttle to/from Reno airport.

(o) Automobiles for some top leadership positions.

(p) Top leadership has access to vehicles.

(q) Allowance of \$2,275 for postage, stationery and telephone.

(r) Senate members may claim cell phone service expenses related to official legislative business, paid from the member's annual allowance for legislative expenses.

(s) \$1,500/year for electronic communications such as cell phone bills as well as office expenses.

(t) State-provided office and district office phone for legislative business only.

(u) Mileage basis or vehicle from Department of General Services fleet.

(v) Telephone allowance: \$600/6 months for legislators and \$900/6 months for leadership.

(w) Phone cards.

(x) Limited access to state-owned cars.

(y) Members' office expenses, including phone expense, are limited to the amount of each legislator's office budget, as established by the committees on Senate and Assembly organization.

(z) Phone card for official business only with a \$2,000 limit during 2 years.

(aa) Senate: \$3,400/year for postage, stationery and telephone. House: \$1,800/year for telephone and \$1,100/year for postage.

(bb) State-paid mobile phone or reimbursement for personal phone at same rate as state-paid plan.

(cc) Health: The state pays \$410 monthly; legislators pay the balance depending on the plan chosen. Vision: Vision screening with co-pay, once/2 years with health plan; additional coverage optional at legislators' expense.

(dd) Health: The state pays a portion (20% less than the contribution paid for state managerial employees); legislators pay a portion. Dental: Legislators pay 18% of the basic dental premium; enhanced coverage is available at an additional cost to the member. Vision: Legislators pay 18% of the basic vision premium; enhanced coverage is available at an additional cost to the member.

STATE RETIREMENT PROVISIONS FOR STATE LEGISLATORS

National Conference of State Legislatures, July 2012

This table shows the retirement plans currently effective for state legislators. In some instances, the table also includes information on plans closed to newly elected legislators that remain in effect for those elected to a legislature before the current plan became effective. In most cases, more detail on legislators' plans can be found on the websites of the public employees' retirement plan of the state in question. The information in this table was taken from plan descriptions and from legislation enacted in recent years.

Information for Guam and the Virgin Islands dates from 2002.

Ten states do not provide retirement benefit credit for legislative service: Alabama, California, Louisiana, Nebraska, New Hampshire, North Dakota, Rhode Island, South Dakota, Vermont and Wyoming. Many states allow legislators to opt out of the legislative pension program if they wish to do so.

This table was compiled by NCSL staff.

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
AL	None available				
AK	Optional	Public Employees Retirement System Defined Benefit Plan	Age 60 with 10 years	6.75% employee	2% (first 10 years); or 2.25% (second 10 years); or 2.5% over 20 x average over 5 highest consecutive years x years of service. Disability benefits are available.
AK	Optional	For those elected after July 1, 2006: Public Employees Retirement System Defined Contribution Plan	No age and service requirements; Taxes and penalties may apply if withdrawn before age 59 1/2. Member account contributions are vested as follows: 100% vested in employee contributions from inception. Vested in employer contributions based on the following schedule: 25% after 2 years of service, 50% after 3 years, 75% after 4 years and 100% after 5 years.	8% employee pre-tax contribution and 5% employer contribution, plus an employer contribution to the Health Plan determined by actuarial valuation.	DC account balance plus investment earnings. May be received in several different payment options. No provision for post-retirement benefit increases. Disability benefits are available.
AZ	Mandatory except that officials subject to term limits may opt out for a term of office	Elected Officials Retirement System	Age 65 with 5+ years of service; age 62 with 10+ years of service; or 20 years of service; earlier retirement with an actuarial reduction of benefits. Vesting at 5 years	7% employee	4% x years of credited service x highest 3 yr. average in the past 10 years The benefit is capped at 80% of FAS. An elected official may purchase service credit in the plan for service earned in a non-elected position by buying it at an actuarially determined amount.
AZ SB 1609 Of 2011	Contribution requirements affect all members; benefit and eligibility requirements affect those elected after January 1, 2012	Unchanged	For those elected to office after 1/1/2012. Age 65 with 5+ years of service; age 62 with 10+ years of service. Vesting at 5 years. No provision for retirement after 20 years or for early retirement.	2011 legislation increases contribution rates in annual steps from the present 7% of gross salary to, in FY 2014, 13% or an	For those elected to office after 1/1/2012: 3% x years of credited service x highest 5 yr. average in the past 10 years The benefit is capped at 75% of FAS.

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
				actuarially based calculation, which can be revised. Affects all members.	
AR	Optional. Those elected before 7/1/99 may have service covered as a regular state employee but must have 5 years of regular service to do so.	Arkansas Public Employees Retirement System	Age 65 with 10 years of service; 55/12; any age with 28 years of service; any age if serving in the General Assembly on 7/1/79; any age if in elected office on 7/1/79 with 17 and 1/2 years of service. As a regular employee, 65/5 or any age/28 years. Members of the contributory plan established in 2005 must have a minimum of 10 years legislative service if they have only legislative state employment	Non-contributory plan in effect for those elected before 2006. For those elected then and thereafter, a contributory plan that requires 5% of salary.	For service that began after 7/1/99: 2.07% x FAS x years of service FAS based on three highest consecutive years of service. For service that began after July 1, 1991, \$35 x years of service = monthly benefit. For contributory plan, 2% X FAS x years of service.
CA	Legislators elected after 1990 are not eligible for retirement benefits for legislative service. See West's Ann.Cal.Const. Art. 4, § 4.5.				
CO	Mandatory:	Either Public Employees' Retirement Association OR State Defined Contribution Plan. A choice is not irrevocable.	PERA: age 65 with 5 years of service; age 50 with 30 years of service; when age + service equals 80 or more (min. age of 55). DCP: no age requirement and immediate vesting.	Employee: 8%	PERA: 2.5% x FAS x years of service, capped at 100% of FAS. DCP benefit depends upon contributions and investment return.
CT	Mandatory	State Employees Retirement System Tier IIA	Age 60 with 25 years credited service; age 62 with 10-25 years credited service; age 62 with 5 years actual state service Reduced benefit available with earlier retirement ages	2%	(.0133 X average annual salary)+(.05 X average salary over "breakpoint") X credited service up to 35 years 2003 - \$36,400 2004 - \$38,600 2005 - \$40,900 2006 - \$43,400 2007 - \$46,000 2008 - \$48,800 2009 - \$51,700 After 2009 - increase breakpoint by 6% per year rounded to nearest \$100
DE	Mandatory	State Employees Pension Plan	Age 60 with 5 years of credited service; or 55 with 10 years of service	3% of annual compensation in excess of \$6,000	2% times FAS times years of service before 1997 + 1.85% times FAS times years of service from 1997 on. FAS = average of highest 3 years
DE HB 81 of 2011	Mandatory for those elected after January 1, 2012	State Employees Pension Plan	65 with 10 years of service; or 60 with 20 years of service. Vesting at 10 years.	5% of annual compensation in excess of \$6,000	Unchanged

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
FL	Optional. Elected officials may opt out or may choose between DB and DC plans	Florida Retirement System: Elected Officers' Class	Vesting in DB plan, 6 years; in DC plan, 1 year. DB plan: Age 62 with 6 years; 30 years at any age. Changed in 2011 to age 62 without a service minimum. DC plan: any age	No employee contribution. Employer contribution for 2009-2010 for legislators is 14.48% of salary. Changed to 3% employee contribution as of July 1, 2011.	DB plan: 3% x years of creditable service x average final compensation (average of highest 5 years) DC plan: dependent upon investment experience.
FL SB 2100 of 2011	SB 2100 affects those enrolled in the Elected Officers' Class on or after July 1, 2011, except for a contribution requirement for all members.		Vesting in DB plan, 8 years. Retirement eligibility at age 65 or with 33 years of service at any age. No changes affecting the DC plan.	Employee contribution of 3% to affect all members. Employer contribution about 8% in FY 2012 and about 29% for FY 2013.	Unchanged for the DB plan except that for those enrolled in the system after July 1, 2011, average final compensation will be based on the highest 8 years.
GA	Optional; choice when first elected.	Georgia Legislative Retirement System	Vested after 8 years. Age 62 with 8 years of service; age 60 with reduction for early retirement	Employee: 3.75% + \$7 / month.	\$36/month for each year of service. Post-retirement benefit increases are not available to any person who joins the system after July 1, 2009.
HI	Mandatory	Public Employees Retirement System; elected officials' plan	Age 55 with 5 years of service, any age with 10 years of service. Vesting at 5 years.	Main plan is noncontributory; 7.8% for elected officials' plan for annuity	3.5% x years of service as elected official x highest average salary plus annuity based on contributions as an elected official. Highest average salary = average of 3 highest 12-month periods as elected official. Annual COLA of 2.5%.
HI Act 163 of 2011	Act 163 affects For those who enter the plan after July 1, 2012,		Any age with 10 years of service Vesting at 10 years	Contribution rate of 9.8%	Multiplier for elected officials' reduced from 3.5% to 3.0%; COLA reduced from 2.5% annually to 1.5%.
ID	Mandatory	Public Employee Retirement System of Idaho	Age 65 with 5 years of service; reduced benefit at age 55 with 5 years of service.	6.97%	Average monthly salary for highest 42 consecutive months x 2% x months of credited service
IL	Optional	General Assembly Retirement System	Age 55 with 8 years service or age 62 with 4 years service	8.5% for retirement; 2% for survivors; 1% for automatic increases; total 11.5%	FAS is highest four years of the last 10, capped at \$245,000. Benefit is 3% for each of first 4 years of service; 3.5% for each of the next 2 years; 4% for each of the next 2 years; 4.5% for each of the next 4 years; 5% for each year of service above 12. Benefit capped at 85% of FAS with 20 years of service. Annual COLA at 3%, compounded and not included under the 85% cap.
IL SB 1946 of 2010	Optional	General Assembly Retirement System Changes effective for those taking office after 1/1/2011	Age 67 with 8 years of service; reduced benefits available at 62	Same	Formula is unchanged. FAS was changed to highest 8 of the last 10 years of service, and capped at \$106,800 with an annual adjustment in the cap at the rate of the CPI. Benefit capped at 60% of FAS. Annual COLA at the lesser of 3% or CPI, compounded.

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
IN	DB plan was mandatory for those serving before April 30, 1989, except that those serving on that day could opt to transfer to the DC plan. Defined contribution has been mandatory for those elected or appointed since 4/30/89	Legislators' Retirement System Defined Benefit (DB) Plan and Defined Contribution Plan (DC)	DB plan: Vesting at 10 years Age 65 with 10 years of legislative service; or, if no longer in the legislature, these options apply: at least 10 years of service; no state salary; at age 55+ Rule of 85 applies; or age 60 with 15 years of service. Early retirement with reduced benefit. Immediate vesting in the DC plan.	DC plan: 5% employee, 20% state (of taxable income) through 2009. At present, the contribution is recalculated annually not to exceed the state contribution to the employee retirement plan. The DB plan is funded by employer and employee contributions.	DB benefit plan monthly benefit: Lesser of (a) \$40 x years of General Assembly service completed before 11/8/89 OR (b) 1/12 of the average of the three highest consecutive years of General Assembly service salary. DC plan: numerous options for withdrawing accumulations in accord with IRS regulations. Loans are available. A participant in both plans may receive a benefit from both plans.
IA	Optional	Public Employees Retirement System	Age 65; age 62 with 20 years of service; Rule of 88; reduced benefit at 55 with at least 4 years of service.	3.7 % individual	2% times FAS. x years of service for first 30 years, + 1% times FAS times years in excess of 30 but no more than 5 in excess of 30. FAS is average of 3 highest years
KS	Optional	Public Employees Retirement System	Age 65, age 62 with 5 years of service, or when age plus years of service equals 85.	4% if service began before July 1, 2009; 6% if service began after that date. (base may include salary, per diem, non-session allowance, session expenses; or various combinations at the legislator's option.)	3 highest years x 1.75% x years of. service ÷ 12= monthly benefit.
KY 8/05	Optional. Those who opt out are covered by the state employees' plan.	Kentucky Legislators' Retirement Plan	Age 65 with five years of service; any age with 30 years of service, and intermediate provisions. Early retirement with reduced benefits.	5% of creditable compensation set by law at \$27,500: not the same as actual salary. <i>Revised to be payable on compensation reported on W-2 forms beginning in 2005.</i> HB 1 of 2008 Special Session raised the contribution level to 6% for legislators elected after 7/1/08	2.75% of FAS (based on creditable compensation) x years of service. FAS is the average monthly earnings for the 60 months preceding retirement. HB 1 of the 2008 Special Session reduced the annual COLA for retired legislators from the CPI (capped at 5%) to 1.5% effective on July 1, 2008. This applies to current as well as to future retirees. The statutes reserve to the legislature the power to make such changes. The amount of the COLA may be increased by the legislature if the legislature prefunds the cost of the increase.
LA	Legislative service for legislators elected after January 1, 1997, is ineligible for State Employee Retirement System benefits, by terms of a 1996 constitutional amendment. See LSA-Const. Art. 10, § 29.1.				

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
ME	Mandatory	Maine State Retirement System	Age 60 (if 10 years of service on 7/1/93) and age 62 (if less than 10 years of service on 7/1/93). Reduced benefit available for earlier retirement.	7.65% legislators; employer contribution is actuarially determined.	2% of average final compensation (the average of the 3 high salary years) times years of service.
MD	Optional	State Legislators' Pension Plan	Age 60 with 8 years; age 50 with 8+ years creditable service for early reduced retirement	5% of annual salary	3% of legislative salary for each year of service up to 22 years 3 months. Benefits are recalculated when legislative salaries are changed.
MA	Optional after each election or re-election to the General Court	State Retirement System legislators' plan	Age 55 with 6 years Service; unreduced benefit at 65. Vesting at 6 years. Reduced benefits for retirement before age 65.	9%. Some legislators are grandfathered at lower rates.	2.5 times years of service times FAS. FAS = average of highest 36 months. Service credit is allowed for membership in other Massachusetts retirement plans.
MI	Optional	Legislative Retirement System (DB) for legislators elected before 3/31/97. Others may join the state defined contribution plan.	Age 55 with 5 years or when age plus years of service equal 70. Employee contributions are immediately vested. Employer contributions are vested as follows: Zero after one year; 50% after two years; 75% after three years; 100% after four years.	7-10% for DB plan. For the DC plan, the state contributes 4% of salary. Members may contribute up to 3% of salary. The state will match the member's contribution in addition to the state 4% contribution.	For DB plans, various provisions, depending on when service started. For the DC plan, benefits depend upon contributions and earnings.
MN	Mandatory	Legislators Retirement Plan before 7/1/97; Defined Contribution Plan (DCP) since then.	LRP: 62 years with 6 years of service and fully vested. DCP: Age 55 and immediate vesting. LRP members do not have Social Security coverage. DCP members have Social Security coverage.	LRP: 9%; DCP: 4% from member, 6% from state.	2.7% x high 5 year average salary x years of service. DCP benefits depend upon contributions and investment return.
MS	Mandatory	Legislators' plan within the Public Employees' Retirement System	Age 60 with 4 or more years of service, or 25 years of service	Regular: 7.25% state 9.75% to 10.75 effective July 1, 2005 Supplement for legislative service: 3%/6.33%	Legislators who qualify for regular state retirement benefits also automatically qualify for the legislators' supplemental benefits. Regular: 2% times FAS times years of service up to and including 25 years of service + 2.5% times FAS times service in excess of 25 years FAS is based on the high 4 years Supplement: 1% times FAS times years of legislative service through 25 years, + 1.25% times FAS times years of service in excess of 25
MO	Mandatory	Missouri State Employee Retirement System	Age 55; service in three full biennial assemblies (6 years) or Rule of 80. Vesting at 6 years of service.	Non-contributory	Monthly pay divided by 24 x years of creditable service, capped at 100% of salary. Benefit is adjusted by the percentage increase in pay for an active legislator.

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
MO HB 1, 1st Special Session 2010	No change	No change	For those entering system after January 1, 2011: Age 62; service in three full biennial assemblies (6 years) or the Rule of 90 with a minimum age of 55. Vesting at 6 years of service.	For those entering system after January 1, 2011: 4% of salary	No change
MT	Optional	Public Employees Retirement System. Either a DB or a DC plan is available.	Vesting at 5 years. Age 60 with at least 5 years service; age 65 regardless of years of service; or 30 years of service regardless of age.	6.9% for DB plan. Employer contribution of 4.19% plus employee contribution of 6.9 % for DC plan	DB plan: 1/56 times years of service times FAS. Early retirement with reduced benefits is available. DC plan: Employee contributions and earnings are immediately vested. Employer contributions and earnings are vested after 5 years
NE	None available				
NV	Mandatory; but chapter 380, Laws of 2005, allows legislators to withdraw from the system at will. The decision is final.	Legislators' Retirement System	Age 60 with 10 years of service (legislators elected after July 1, 1985)	15% of session salary	Number of years x \$25 = monthly allowance
NH	None available				
NJ	Mandatory	Public Employees' Retirement System	Age 60; no minimum service requirement. Early retirement with no benefit reduction with 25 years of service. Vesting at 8 years	5% of salary	3% x Final Average Salary x years of service. FAS = higher of three highest years or three final years. Benefit is capped at 2/3 of FAS. Other formulas apply if a legislator also has other service covered by the Public Employee Retirement System.
NM	Optional	Legislative Retirement Plan	Plans 1A and 1B: Age 65 with 5 years of service; 64/8; 63/11; 60/12; or any age with 14 years of service Plan 2: 65 with five years of service or at any age with 10 years of legislative service.	Plan 1A: \$100 per year for service after 1959 Plan 1B: \$200 per year (now closed to new enrollments). Plan 2: \$500/year. Increased to \$600 per year by 2012 legislation.	Plan 1A: \$250 per year of service. Plan 1B: \$500 per year of service after 1959. Plan 2: 11 percent of the IRS Legislative per diem rate in effect on December 31st of the year a legislator retires x 60 x the years of credited service. For a legislator who retired in 2111 the benefit would be \$1,129 per year of credited service. Annual 3% COLA.
NY	Mandatory	New York State and Local Retirement System	Age 62 with 5 years of service; 55 with 30 years; reduced benefit available at 55/5. Vesting at 5 years	3% for first 10 years of membership (Tier 4 provisions)	Tier 4: 2% x final average salary (average of 3 highest consecutive years) x years of service to 30 years; multiplier of 1.5% after 30 years For members who retire with fewer than 20 years of service, the multiplier is 1.67.
NC	Mandatory	Legislative Retirement System	Age 65 with 5 years of service; reduced benefit available at earlier ages	7%	Highest annual compensation x 4.02% x years of service
ND	None available.				

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
OH	Optional	Public Employees Retirement System	Age 60 with 5 years service or 55 with 25 years service or at any age with 30 years service	8.5% of gross salary. A 10% contribution rate for legislators will be phased in over three years starting in 2006.	2.2% of final average salary times years of service up to and through 30 years of service. 2.5% starting with the 31st year of service and every year thereafter.
OK	Legislators may retain membership as regular public employees if they have that status when elected; one time option to join elected officials' plan.	Elected Officials' Plan of the Public Employee Retirement System	Elected Officials' Plan: Age 65, or age 60 with 6 years' service. Vesting at 6 years	Optional contribution levels: 4.5%, 6%, 7.5%, 8.5%, 9% or 10%, of total compensation.	<p>Average participating salary x length of service x computation factor depending on optional contributions ranging from 1.9% for a 4.5% contribution to 4% for a 10% contribution.</p> <p>S.B. 1641 (Chapter 105, Laws of 2008) provides that for people elected to office on or after July 1, 2008, the formula described here can apply only to years of service as an elected official and can be based only on the higher year of salary received as an elected official (not on any subsequent salary from a non-elective post as was possible under the original provisions). Capped benefits at 100% of salary as a member of the Oklahoma Public Employee Retirement system (not clear whether this is highest salary as an elected official).</p> <p>S.B. 1889 (Chapter 435, Laws of 2010) reduced the menu of options to the highest and lowest, which are shown above, for people elected to office after November 1, 2010. Those who fail to make a choice within 90 days of taking office default to the highest contribution and computation factor.</p>
OK SB 794 of 2011	New provisions affect people elected to office after November 1, 2011	Unchanged	Age 65 or age 62 with 10 years of membership in the plan. Early retirement with reduced benefits at age 60 with 10 years of service. Vesting at 8 years.	Schedule of options was repealed. Required contribution of 3.5% of total compensation	<p>2% of final average salary times years of service.</p> <p>SB 2322 of 2012 allows members to choose a benefit option of 2.5% of final average salary, for which members' contributions will be increased by an amount that will equal the actuarial cost of the increased benefit.</p>
OR	Optional	Public Employee Retirement System. Those elected for a term beginning after Aug. 29, 2003, may choose to join the Oregon Public Service Retirement Plan (OPRSP)--a hybrid DB/DC plan; the Oregon Savings Growth Plan—a 457 deferred comp. plan, or neither.	Normal retirement age for general service members is age 65 or age 58 with 30 years of retirement credit.	For the OPRSP DC component, employees contribute 6% of salary. The DB component is non-contributory. For the 457 plans, members may contribute amounts to limits set by IRS.	For the OPRSP individual account component, or DC component, at retirement, employees may receive the IAP as a lump-sum payment or in equal installments over a 5, 10, 15 or 20-year period. For the DB component, benefit calculation is 1.5 percent x final average salary x years of service.

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
PA	Optional	State Employees' Retirement System,	Age 50 with 3 years service; any age with 35 years of service; early retirement with reduced benefit.	6.25%	3% x final average salary x credited years of service (x withdrawal factor if under 50), with a maximum benefit of 100% of FAS
PA Act 120 of 2010	Applies to those who become state legislators on or after December 1, 2010	State Employees' Retirement System	Vesting at 10 years. Retirement age is 55 with 3 years of credited service or according to the Rule of 92 with a minimum of 35 years of service.	6.25% or 9.3% (member's choice). Rate will vary with actuarial conditions; these are minimums.	Like general state employees, new legislators may choose between plans with different contribution rates. The multiplier for the lower contribution will be 2% and for the higher contribution 2.5%. Cap on benefits is unchanged.
PR	Optional	Retirement System of the Employees of the Government of Puerto Rico	After 1990, age 65 with 30 years of service	8.275%	1.5% of average earnings multiplied by the number of years of accredited service.
RI	Legislators elected after January 1995 are ineligible to earn credit for public retirement benefits. Those who served before that time are eligible for a pension of \$600 a year for each year of legislative service, capped at an annual retirement benefit of \$12,000. See Const. Art. 6, § 3.				
SC	Mandatory (but not available to anyone first elected to the General Assembly after November 2012).	South Carolina Retirement System: General Assembly Retirement Plan	Age 60 with 8 years of service. 30 years of service regardless of age	10% 11% as of January 1, 2013	4.82% x earnable compensation x years of service. Earnable compensation" means 40 times the daily rate of remuneration, plus \$12,000, of a member of the General Assembly, as from time to time in effect.
SC	Mandatory choice for those elected in or after November 2012: Act 278, Laws of 2012	S.C. Retirement Plan (a defined benefit plan) or S.C. State Optional Retirement Plan (a defined contribution plan)	SCRS: vesting at 8 years; retirement benefits at age 65 with 8 years of service or in accord with the Rule of 90. Reduced benefits are available at age 60 with 8 years of service. ORP: immediate vesting in employer contributions	SCRS: 7% as of July 1, 2012, rising to 8% on July 1, 2014. ORP: 7% + 5% employer contribution, immediately vested.	SCRS: 2.25% x years of service x final average compensation, which is the average of the member's 5 highest years of earned compensation. ORP: upon retirement a member may annuitize the balance in the account or take a lump sum or partial distribution. Federal provisions apply.
SD	None available.				
TN	Optional		Age 55 with 4 years service	5.43%	\$70 per month x years of service with a \$1,375 monthly cap 2006 legislation provides for an annual adjustment in the base amount (not an annual COLA to recipients) and provides that a legislator may reject the increase in writing.
TX	Optional	Employee Retirement System: Elected Class Members	Age 60 with 8 years; or age 50 with 12 years Vesting at 8 years	8%	2.3% x district judge's salary x length of service, with the monthly benefit capped at the level of a district judge's salary, and adjusted when such salaries are increased. Various annuity options are available. Military service credit may be purchased to add to elective class service membership. In July, 2005, a district judge's salary was set at \$125,000 a year.

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
UT	Mandatory	Governors' and Legislators' Retirement Plan	Age 62 with 10 years and an actuarial reduction; age 65 with 4 years of service for full benefits	Non-contributory	\$24.80/month (as of July 2004) x years of service; adjusted semi-annually according to consumer price index up to a maximum increase of 2%
		2010 legislation closed the plan described above to legislators elected after July 1, 2011 and replaced it with the New Public Employees' Tier II Contributory Retirement Plan Defined Contribution Plan	The new DC plan will be a 401(k) with distribution of accumulations subject to federal rules	Employer will contribute 10% of compensation, which will vest after four years of service. Employees may, but are not required, to contribute.	Benefits will be based upon accumulations in the employee account.
VT	None available. Deferred compensation plan available.				
VA	Mandatory	Virginia Retirement system	Age 50 with 30 years of service (unreduced); age 55 with 5 years and age 50 with 10 years (reduced)	8.91% of creditable compensation	1.7% of average final compensation x years of service
WA	Optional. If before an election the legislator belonged to a state public retirement plan, he or she may continue in that by making contributions. Otherwise the new legislator may join PERS Plan 2 or Plan 3	See column to left. PERS plan 2 is a DB plan. PERS plan 3 is a hybrid DB/DC plan.	PERS plan 2: Age 65 with 5 years of service credit. Plan 3: Age 65 with 10 years of service credit for the DB side of the plan; immediate benefits (subject to federal restrictions) on the DC side of the plan. The member may choose various options for investment of contributions to the DC plan.	PERS plan 2: Employee contribution of 2.43% for 2002. Estimated at 3.33% for 2005-2007. Plan 3: No required member contribution for the DB component. The member may contribute from 5% to 15% of salary to the DC component.	PERS plan 2: 2% x years of service credit x average final compensation. Plan 3: DB is 1% x service credit years x average final compensation. DC benefit depends upon the value of accumulations.
WV	Optional	Public Employees Retirement System	Age 55 - If years of service + age equal 80	4.5% gross income	2% x final average salary x years of service. Final average salary is based on 3 highest years out of last 10 years
WI	Mandatory	Wisconsin Retirement Fund	Age 62 normal; age 57 with 30 years of service	2.6% of salary in 2003; adjusted annually	Higher benefit of formula (2.165% x years of service x salary for service before 2000; 2% x years of service x salary for service 2000 and after) OR money-purchase calculation
WI SB 10 of 2011	No change	No change	No change	No change	For creditable service after the effective date of the bill, an accrual rate of 1.6%.

State	Participation Requirement	Plan Name	Minimum Age and Service Requirement	Employee Contribution Rate	Benefit Formula
WY	None available				
DC 10/02	Mandatory		Age 62 with 5 years service; age 55 with 30 years, Age 60 with 20 years	Before 10/1/87 7%; after 10/1/87 5%	Multiply high 3 years average pay by indicator under applicable years and months of service
GU 10/02	Optional		Age 60 with 30 years of service. Age 55 and 15 years of service	5% or 8.5%	An amt equal to 2% of average annual salary for each of the first 10 years of credited service and 2.5% of average annual salary for each yr or part thereof of credited service over 10 years
VI 10/02	Optional		Age 60 with 10 years of service.	8%	At age 60 with at least 10 years of service, at 2.5% for each year of service or at any age with at least 30 years

For more information, contact Luke Martel or Tamara Rivale at pensions-info@ncsl.org.

National Conference of State Legislatures
2014 State Legislator Compensation—Office Supplies, District Offices and Staffing

State	Office Supplies, District Offices and Staffing
Alabama	None, although annual appropriation to certain positions may be allocated.
Alaska	Senators receive up to \$20,000/ year and representatives receive up to \$16,000/year for postage per their choice for postage, stationery and other legislative expenses. Staffing allowance is determined by the rules and presiding officers, depending on the time of year.
Arizona	None.
Arkansas	Legislators receive a maximum reimbursement of \$14,400/year for legislative expenses. Committee chairs, vice chairs and standing subcommittee chairs may claim additional reimbursement up to \$3,600/year.
California	Assembly members have a base allowance of \$263,000/year to cover these expenses. Senate member expenses are paid directly and maintained by the Senate Rules Committee.
Colorado	None.
Connecticut	Senators receive \$5,500/year and representatives receive \$4,500/year in unvouchered expense allowance.
Delaware	Office supplies are distributed out of the general House supply budget.
Florida	Senate: \$2,921/month for district office expenses. House: \$2,482/month for district office expenses.
Georgia	Legislators have \$7,000/year reimbursable expense account. If members request, and provide receipts, they are reimbursed for personal services, office equipment, rent, supplies, transportation, telecommunications, etc.
Hawaii	No district offices. The allocation for session staffing is approximately \$5,000–\$8,000/month for the January–April legislative session.
Idaho	\$1,875/year for unvouchered constituent expense. No staffing allowance.
Illinois	Senators receive \$83,063/year and representatives \$69,409/year for office expenses, including district offices and staffing.
Indiana	These expenses come out of one main Senate budget. No district offices.
Iowa	\$300/month to cover district constituency postage, travel, telephone and other expenses. No staffing allowance.
Kansas	Allowed \$7,083/year, which is taxable income for the legislators. Staffing allowances vary for leadership, which has its own budget. Legislators are provided with secretaries during session only.
Kentucky	\$1,788.51/year for district expenses during interim.
Louisiana	Allowed \$500/month. Senators and representatives receive an additional \$1,500/month supplemental allowance for vouchered office expenses, rent and travel mileage in district. Senators and representatives have staff allowances of \$2,000/month starting salary up to \$3,000/month, with annual increases.
Maine	None; however, supplies for staff offices are provided and paid for out of general legislative account.
Maryland	\$18,265/year for normal expenses of an office with limits on postage, telephone and publications; members must document expenses. Legislators must use \$5,800 for clerical services. Senators receive one administrative assistant and session secretary.
Massachusetts	Allowed \$7,200/year for office expenses.

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State	Office Supplies, District Offices and Staffing
Michigan	\$51,900 per majority Senator for office budget and \$51,900 for minority Senator for office budget.
Minnesota	Supplies provided in the Capitol. In the House, staffing is provided centrally. Senators have one legislative assistant and are given \$75/week for interns. No district offices.
Mississippi	\$1,500/month out of session.
Missouri	\$700/month to cover all reasonable and necessary business expenses.
Montana	None.
Nebraska	No allowance; however, each member is provided with two full-time Capitol staff year-round.
Nevada	None.
New Hampshire	None.
New Jersey	Allowed \$1,250 for office supplies. Equipment and furnishings are supplied through a district office program, and there is \$110,000/year for district office personnel. The state provides stationery for each legislator and \$10,000 for postage stamps.
New Mexico	None.
New York	Staff allowance (district and Capitol) is set by the majority leader for majority members and by the minority leader for minority members. Geographic location, seniority and leadership responsibilities will cause variations.
North Carolina	Non-leaders receive \$6,708/year for any legislative expenses not otherwise provided. Full-time secretarial assistance is provided during session.
North Dakota	None.
Ohio	None.
Oklahoma	Each member is given a \$1,500/year allotment. This may be spent on electronic communications such as cell phone bills as well as office expenses.
Oregon	\$36,367/year for session staffing and \$2,692.80 for services and supplies. For interim periods, legislators receive \$68,538/biennium to spend as they choose. They also receive an additional \$450–\$750/month during interim only, as a district allowance, depending on geographic size of district.
Pennsylvania	Staffing is determined by leadership.
Rhode Island	None.
South Carolina	Senate: \$3,400/year for postage, stationery and telephone. House: \$1,800/year for telephone and \$600/year for postage. Legislators also receive \$1,000/month for district expenses that is treated as income.
South Dakota	None.
Tennessee	Allowed \$1,000/month for expenses in district (U).
Texas	Approved allowance for staff salaries, supplies, stationery, postage, district office rental, telephone expense, etc. Senate and House allocations are not the same.
Utah	None.
Vermont	None.
Virginia	Legislators receive \$1,250/month and leadership receives \$1,750/month as an office expense allowance. Legislators receive a staffing allowance of

National Conference of State Legislatures
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State	Office Supplies, District Offices and Staffing
	\$56,000/year; leadership receives \$74,879/year.
Washington	Senate: \$7,800/year for legislative expenses, for which the legislator has not been otherwise entitled to reimbursement. No staffing allowance.
West Virginia	None.
Wisconsin	\$15,000/two-year session in the Assembly. No available staffing at district office. \$45,000/two-year period for office expenses. \$191,700/two-year period for staffing allowance.
Wyoming	\$750/quarter through the constituent service allowance.

Source: National Conference of State Legislatures 2014