

Compensation Review for Members of the General Assembly of the State of South Carolina

Final Report

January 2013



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Executive Summary

- The State of South Carolina asked Hay Group, an independent third-party, to review the compensation for Senators and House Members.
- While the State was competitive in many areas, the following is a summary of the findings:
 - Annual salaries are significantly low vs. other states
 - Per diem (defined as the total daily allowance for this report) is low versus the region, but has recently been adjusted to more competitive levels
 - Additional compensation for Committee Chairs is low
 - Additional compensation for Presiding Officers in the House and Senate is low
 - Variation exists among the states regarding what is included in compensation, office and staffing allowances, and expense allowances

Executive Summary (cont'd)

- Hay Group recommends that the State of South Carolina consider making adjustments to the annual salaries and the additional compensation provided for leadership roles for Members of the General Assembly.

Study Background & Methodology

- The current aggregate study is in accordance with Act 278 of the 2012 Legislative Session's mandate for the Budget and Control Board to conduct a study of the salary levels of member of the General Assembly.
- The following two General Assembly/Legislative positions were included in the study:
 - Senator
 - House Member
- In addition, leadership positions were researched to determine supplemental compensation for additional leadership responsibilities.
- Per diem and mileage payments were also reviewed for comparison.

Study Background & Methodology (cont'd)

- The following steps were undertaken to conduct this study:
 - Review of existing available and pertinent survey data
 - National Conference of State Legislatures (2012)
 - Identification of additional data needed
 - E-mail solicitation to the Head of State Human Resources in all 50 states for additional data needs
 - Collection and quality control of the additional data
 - Analysis of the existing and additional data
 - Preparation of presentation report

Data Analysis & Observations

- Additional survey data responses were received from 24 states, representing almost a 50% response rate.
- Data analysis was conducted by two major groupings:
 - Regional – Southern states, including:
 - Alabama*
 - Arkansas
 - Florida
 - Georgia
 - Kentucky
 - Louisiana*
 - Mississippi*
 - North Carolina
 - Oklahoma
 - South Carolina*
 - Tennessee*
 - Texas
 - Virginia*
 - West Virginia*
 - National – All states (where available)
- Summarization of the data analysis and associated commentary is shown on the following pages.

** These states participated in the survey conducted by Hay Group*

Data Analysis: Annual Salaries

- Pay for SC's Senators and House Members (\$10,400) is significantly below both the regional and national averages.
 - \$10,709 below the regional average of \$21,109
 - \$21,243 below the national average of \$31,643
 - Virginia pays their Senators and House Members differently
 - Of the 14 Southern states in the regional group, SC has the third lowest salary.
 - Lowest is \$7,200 (TX)
 - Highest is \$38,400 (OK)
- While population differences were considered, this factor had no material impact on salary comparisons.
- See data table on next page.

Data Analysis: Annual Salaries (cont'd)

State	Salary
AL *	\$28,920
AR	\$15,869
FL	\$29,687
GA	\$17,342
KY *	\$48,937
LA	\$16,800
MS	\$10,000
NC	\$13,951
OK	\$38,400
SC	\$10,400
TN	\$20,203
TX	\$7,200
VA **	\$17,820
WV	\$20,000
Regional Avg	\$21,109
National Avg	\$31,643

*Salary reported per day; annualized on a calendar year

** Blended avg used because Senate and House receive slightly different salaries:
Senate - \$18,000; House - \$17,640

Data Analysis: Salaries Determined By

- SC is similar to most of the states in its region (63%) in that salaries are determined by statute.
- Nationally, the vast majority of states (70%) have salaries determined by statute.
- See data table on next page.

Data Analysis: Salaries Determined By (cont'd)

Methods of Setting Legislators Compensation			
State	Constitution	Statute	Compensation Committee
AL			
AR		X	
FL		X	
GA		X	
KY			X
LA		X	
MS		X	
NC		X	
OK		X	X
SC		X	
TN	X	X	
TX	X		
VA	X	X	
WV	X		
Regional Avg	29%	71%	14%
National Avg	34%	70%	32%

Data Analysis: Travel Allowance

- SC is similar to most states regionally and nationally in that it does not provide a state automobile.
 - Only 14% of states regionally; 22% nationally
- SC's mileage reimbursement for the Senators is in line with the regional, national averages and below the IRS business mileage allowance.
 - 50¢ vs. 49.2¢ and 48.9¢, respectively
- The mileage reimbursement for the Members, House of Representatives is less than the regional, national averages as well as the IRS business mileage allowance.
 - 44.5¢ vs. 49.2¢ and 48.9¢, respectively
- Mileage reimbursement for SC is typically linked to an amount not to exceed the IRS business mileage allowance.
- See data table on next page.

Data Analysis: Travel Allowance (cont'd)

State	Access to State Autos	Mileage Reimbursement
AL	No	\$0.485
AK	No	\$0.510
FL	Yes - Rental cars for official business	\$0.445
GA	No	\$0.500
KY	Yes - State cars are available but not assigned to members	\$0.555
LA	No	\$0.555
MS	No	
NC	No	\$0.290
OK	No	\$0.555
SC	No	\$0.500
TN	No	\$0.460
TX	No	\$0.500
VA	No	\$0.555
WV	No	\$0.485
Regional Avg	14% Yes	\$0.492
National Avg	20% Yes	\$0.489

Data Analysis: Pay for Committee Work

- Like the majority of other states, both regionally and nationally, SC provides additional compensation for time spent on committee work.
 - 71% of states regionally; 52% nationally
- Per diem, like SC uses, is the most prevalent basis of payment for committee work.
- SC's per diem is below the regional average.
 - \$131 vs. a range of \$40 to \$200
- See data table on next page.

Data Analysis: Pay for Committee Work (cont'd)

State	Additional compensation for time spent on Committee work?	If YES, what is the basis of payment?	What is the amount of the payment?
AL	No		
AR			
FL			
GA			
KY			
LA	No		
MS	Yes	4 constituent days/month	\$40
NC			
OK			
SC*	Yes	Per diem	\$131
TN	Yes	Per diem	\$173
TX			
VA	Yes	Per diem	\$200
WV	Yes	Per diem	\$150
Regional Avg	71% Yes	100% Per diem	\$139
National Avg	52% Yes	73% Per diem	\$114

Data Analysis: Additional Compensation for Committee Chairs

- Almost half (6 of 14) of the states in the region provide additional compensation for serving as a Committee Chair.
- SC's \$600 interim expense allowance is significantly below what other states provide.
 - Other states range from \$1,800 (AL) to \$28,000 (LA) per year
 - SC provides this allowance to all Committee Chairs whereas most of the other states specify one to three committees that are eligible
- See data table on next page.

Data Analysis: Additional Compensation for Committee Chairs (cont'd)

State	Add'l Comp for Committee Chairs
AL	\$150/mo. each for House Ways and Means and Senate Finance and Taxation Chairs
AR	None
FL	None
GA	None
KY	\$18.71/day for standing committees only
LA	\$28,000/year for chairman and vice chairman - Joint Budget Committee
MS	None
NC	None
OK	\$12,364 for Appropriations and Budget Committee Chairs
SC	\$600/interim expense allowance for committee chairs of the House and Senate
TN	None
TX	None
VA	None
WV	\$150/day (maximum 30 days) for Finance and Judiciary Chairmen

Data Analysis: Per Diem for State Legislatures

- SC is below the regional average and approximates the national average for per diem during regular session.
 - \$131 vs. \$146 and \$133, respectively
- See data table on next page.

Data Analysis: Per Diem for State Legislatures (cont'd)

State	Per Diem
AL *	\$215
AR	\$136
FL	\$131
GA	\$173
KY	\$135
LA	\$149
MS	\$109
NC **	\$104
OK	\$147
SC	\$131
TN	\$173
TX	\$150
VA ***	\$157
WV	\$131
Regional Avg	\$146
National Avg	\$133

*Per diem calculated from \$4,308 monthly rate over 20 days.

** Additional \$559/month expense allowance.

*** Blended avg used because Senate and House receive slightly different per diems:
House: \$135 and Senate: \$178

Data Analysis: Additional Compensation for House Leaders

- Additional compensation for SC's Speaker of the House appears to be below most in the region.
 - Ranges from \$8,000 to \$60,000
 - SC pays \$11,000 for this function
- SC is one of eight states (of 14 in the region) that does not provide additional compensation for the Majority Leader or the Minority Leader.
- Almost half of the states in the region (6 of 14), including SC, provide additional compensation for the Speaker Pro Tem or his designee.
 - Ranges from \$3,600 to \$21,739 on an annualized basis
 - SC pays \$3,600 for this function
- See data table on next page.

Data Analysis: Additional Compensation for House Leaders

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
AL	\$2/day plus \$1,500/month expense allowance	None	None	None
AR	None	None	None	None
FL	\$11,484/yearly	None	None	None
GA	\$6,812/month	\$200/month	\$200/month	Governors Flr. Ldr., \$200/month; Asst Flr. Ldr., \$100/month; Spkr. Pro Tem, \$400/month
KY	\$47.35/day	\$37.40/day	\$37.40/day	Maj. and min. caucus chairs & whips, \$28.66/day
LA	\$32,000	None	None	Spkr. Pro Tem, \$24,500
MS	Speaker of the House: \$60,000 total salary	None	None	Speaker Pro Tem: \$15,000
NC	\$38,151 and \$16,956 expense allowance	\$17,048 and \$7,992 expense allowance	\$17,048 and \$7,992 expense allowance	Speaker Pro Tem, \$21,739 and \$10,032 expense allowance
OK	\$17,932	\$12,364	\$12,364	Speaker Pro Tem, \$12,364
SC	\$11,000/year	None	None	Speaker Pro Tem, \$3,600/year; Committee chair \$650
TN	\$57,027	None	None	None
TX	None	None	None	None
VA	\$8,000 addition to base salary	\$4,000 addition to base salary	\$4,000 addition to base salary	None
WV	The Speaker may receive \$150.00/day when not in session or interim committees not meeting for attending to legislative business.	\$50/day during session	\$50/day during session	The Chairman of Finance & Judiciary may receive \$150.00/day up to 30 days when the Legislature is not in session or meeting for interims. Up to six add'l people named by presiding officer receive \$150 for a maximum of 30 days when the Legislature is not in session or meeting for interims

Data Analysis: Additional Compensation for Senate Leaders

- Additional compensation for SC's Presiding Officer of the Senate appears to be below most in the region.
 - Ranges from \$11,484 to \$60,000 annualized
 - This is the role of SC's Lt. Governor, who receives an additional \$1,575
- Six of the 14 states in the region, including SC, provide no additional compensation for the Majority Leader or the Minority Leader.
 - Ranges from \$9,724 to \$25,040 annualized
- Five of the 14 states in the region, including SC, provide additional compensation for the President Pro Tem or Deputy Pro Tem.
 - Ranges from \$4,800 to \$24,500 annualized
 - SC pays \$11,000 for this function
- See data table on next page.

Data Analysis: Additional Compensation for Senate Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
AL	\$2/day plus \$1,500/month expense allowance	None	None	None
AR	None	None	None	None
FL	\$11,484.00/yearly	None	None	None
GA	none	\$200/month	\$200/month	President pro tem, \$400/month; admin. flr. ldr., \$200/month; asst. admin. flr. ldr., \$100/month
KY	\$47.35/day	\$37.40/day	\$37.40/day	Maj., min. caucus chairs and whips, \$28.66/day
LA	\$32,000	None	None	President Pro Tem, \$24,500
MS	Lt.Gov.: \$60,000 total salary; Pres. Pro Tem: \$15,000	None	None	None
NC	\$38,151 salary and \$16,956 expense allowance	\$17,048 and \$7,992 expense allowance	\$17,048 and \$7,992 expense allowance	Deputy pro tem, \$21,739 and \$10,032 expense allowance
OK	\$17,932	\$12,364	\$12,364	None
SC	Lt. Gov. holds this position - President of the senate \$1,575	None	None	President pro tem, \$11,000
TN	\$57,027	None	None	None
TX	None	None	None	None
VA	None	\$200/day only for days that official meetings are attended	\$200/day only for days that official meetings are attended	Pres. Pro-temp. \$200/day only for days that official meetings are attended
WV	\$150/day during session	\$50/day during session	\$50/day during session	The Chairman of Finance & Judiciary may receive \$150.00/day up to 30 days when the Legislature is not in session or meeting for interims. Up to six add'l people named by presiding officer receive \$150 for a maximum of 30 days when the Legislature is not in session or meeting for interims.

Data Analysis: Office and Staffing/In-District Allowance

- SC's office and staffing allowance appears to be within the range provided among the states in its region.
 - Seven states provide lower allowances than SC, four provide higher allowances (no allowances for AL and WV)
 - Ranges from \$0 to \$54,765
 - Annually, SC provides \$12,000 in-district allowance for House and Senate members and office allowance of \$3,400 for Senate, \$2,400 for House
 - Definitions of what constitutes “office and staffing allowance” vary widely across the states
- See data table on next page.

Data Analysis: Office and Staffing/In-District Allowance

State	Allowances
AL	None, although annual appropriation to certain positions may be so allocated
AR	Legislators are entitled to 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.
FL	Senate \$2,921.00/month for district office expenses-House \$2,482.00/month for district office expenses
GA	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.
KY	\$1,788.51 for district expenses during interim.
LA	Allowed \$500/month. Senators and Representatives receive an additional \$1,500 supplemental allowance for vouchered office expenses, rent, and travel mileage in district. Senators and Representatives staff allowances \$2,000/month starting salary up to \$3,000 with annual increases.
MS	A total of \$1,500 month out of session.
NC	Non-leaders receive \$6,708/year for any legislative expenses not otherwise provided. Full-time secretarial assistance is provided during session.
OK	Allowed \$350/year for unvouchered office supplies plus \$500 per month credit for postage.
SC	Senate-\$3,400/year for postage, stationary and telephone. House-\$1,800/year for telephone and \$600/year for postage. Legislators also receive \$1,000/month for in district expenses that is treated as income. Special Session called by Executive Order
TN	Allowed \$1,000/month for expenses in district (U).
TX	Approved allowance for staff salaries, supplies, stationery, postage, district office rental, telephone expense, etc. Senate and House allocations are not the same.
VA	Legislators receive \$1,250/month; leadership receives \$1,750/month office expense allowance. Legislators receive a staffing allowance of \$39,765/year; leadership receives \$59,644/year.
WV	None.

Recommendations

- Relative to regional comparisons, SC should consider pay increases for members of the General Assembly.
- Considerations for pay adjustments could include:
 - Adjusting annual salaries* by:
 - \$7,000 to \$17,400 to compare with the regional median
 - \$10,000 to \$20,000 to compare with the regional average
 - Adjusting Committee Chairs' compensation from:
 - \$600 to \$2,000 to recognize additional job responsibilities

* The amount of expenses and other allowances treated as compensation should be considered in determining the amount of salary increases.

Recommendations (cont'd)

- Consider adjusting additional compensation for the Presiding Officer and Speaker/President Pro Tem of the House and Senate from:
 - \$11,000 to \$15,000
- Recent changes to the daily per diem helped to close an existing gap in the total daily allowance paid to Senators and House Members

Appendix A

Annual Salaries

State	2012 Salary
Alabama	\$28,920
Alaska	\$50,400
Arizona	\$24,000
Arkansas	\$15,869
California	\$95,291
Colorado	\$30,000
Connecticut	\$28,000
Delaware	\$44,041
Florida	\$29,687
Georgia	\$17,342
Hawaii	\$46,273
Idaho	\$16,116
Illinois	\$67,836
Indiana	\$23,414
Iowa	\$25,000
Kansas *	\$23,052
Kentucky *	\$48,937
Louisiana	\$16,800
Maine	\$13,852
Maryland	\$43,500
Massachusetts	\$61,133
Michigan	\$71,685
Minnesota	\$31,141
Mississippi	\$10,000
Missouri	\$35,915
Montana **	\$7,438
Nebraska	\$12,000
Nevada **	\$5,852

State	2012 Salary
New Hampshire	\$200
New Jersey	\$49,000
New Mexico	None
New York	\$79,500
North Carolina	\$13,951
North Dakota *	\$39,520
Ohio	\$60,584
Oklahoma	\$38,400
Oregon	\$21,936
Pennsylvania	\$82,026
Rhode Island	\$14,186
South Carolina	\$10,400
South Dakota *	\$12,000
Tennessee	\$20,203
Texas	\$7,200
Utah *	\$30,420
Vermont *	\$31,449
Virginia	Senate \$18,000 House \$17,640
Washington	\$42,106
West Virginia	\$20,000
Wisconsin	\$49,943
Wyoming **	\$9,000

* Salary reported per day; annualized on a calendar year.

** Salary reported per day; annualized on a legislative year.

Appendix B

Salaries Determined By

State	Constitution	Statute	Compensation Committee
Alabama	x		
Alaska		x	x
Arizona		x	
Arkansas		x	
California	x		
Colorado		x	
Connecticut			x
Delaware		x	x
Florida		x	
Georgia		x	
Hawaii			x
Idaho			x
Illinois		x	x
Indiana		x	
Iowa		x	x
Kansas		x	
Kentucky			x
Louisiana		x	
Maine	x	x	x
Maryland			x
Massachusetts		x	
Michigan			x
Minnesota		x	x
Mississippi		x	
Missouri	x	x	

State	Constitution	Statute	Compensation Committee
Montana		x	
Nebraska	x	x	
Nevada		x	
New Hampshire	x		
New Jersey	x	x	x
New Mexico	x		
New York	x		
North Carolina		x	
North Dakota		x	
Ohio	x	x	
Oklahoma		x	x
Oregon		x	
Pennsylvania		x	
Rhode Island	x		
South Carolina		x	
South Dakota	x	x	
Tennessee	x	x	
Texas	x		
Utah			x
Vermont		x	
Virginia	x	x	
Washington	x	x	x
West Virginia	x		
Wisconsin		x	
Wyoming		x	

Appendix C

Travel Allowance

State	Access to State Autos	Mileage
Alabama	No	10¢/for a single roundtrip per session; 48.5¢/mile for interim committee attendance.
Alaska	No	40.5¢/mile for travel approved.
Arizona	Access to motor pool for approved legislative travel only	44.5¢/mile on actual miles
Arkansas	No	51¢/mile
California	One round trip flight for each week of Session; Use of a pool car for those members who fly to Sacramento	51¢-53¢/mile.
Colorado	No	50¢ per mile. State reimbursement rate is 90% of federal rate.
Connecticut	No	51¢/mile
Delaware	No	40¢/mile
Florida	Rental cars for official business	44.5¢/mile for business travel
Georgia	No	50¢/mile Ga. Code Ann. §50-19-7 sets rate of reimbursement at the same mileage rate established by the US General Services Administration
Hawaii	Neighbor island members are allowed one round trip from their home island every week--during session and during the interim--additional trips are allowed when authorized by the speaker.	None
Idaho	No	One roundtrip per week at state rate
Illinois	No	Mileage rate is 39¢/mile
Indiana	No	55¢/mile
Iowa	No	39¢/mile
Kansas	No	51¢/mile; set by Department of Administration
Kentucky	State cars are available but not assigned to members.	55.5¢/mile
Louisiana	No	55.5¢/mile tied to federal rate
Maine	No	44¢/mile.

Appendix C

Travel Allowance (cont'd)

State	Access to State Autos	Mileage
Maryland	No	55.5¢/mile. \$500 annual allowance for in-district travel as taxable income, members may decline the allowance
Massachusetts	No	Between \$10-\$100, determined by distance from State House
Michigan	No	55.5¢ per mile
Minnesota	Car rental is available with prior approval.	House: range of \$100-\$1,650 per month for mileage reimbursement for travel in the legislative district during interim. During session, House members can request up to one round trip per week if they live more than 50 miles from the Capitol. Senate: a reasonable allowance.
Mississippi	No	Determined by Federal Register and Legislature
Missouri	No	37¢/mile
Montana	Limited access to state owned cars	55¢/mile; Rate is based on IRS rate. Reimbursement for actual mileage traveled in connection with legislative business
Nebraska	No	55.5¢/mile; tied to federal rate
Nevada	Motor pool or private; legislative police shuttle to/from Reno airport	Federal rate, currently 40.5¢/mile
New Hampshire	No	Round trip home to State House @ 38¢/mile for 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
New Jersey	Automobiles for some top leadership positions	None
New Mexico	No	55.5¢/mile; tied to federal rate
New York	Top leadership has access to vehicles.	Varies tied to Federal GSA rate - currently 55.5¢/mile.
North Carolina	No	29¢/mile, 1 round trip/week during session; 1 round trip for attendance at interim cmte. mtgs.

Appendix C

Travel Allowance (cont'd)

State	Access to State Autos	Mileage
North Dakota	No	51¢/mile; one round trip/week during session
Ohio	No	45¢/mile; one round trip/week from home to Statehouse for legislators outside Franklin County only
Oklahoma	No	55.5¢/mile; tied to federal rate
Oregon	No	51¢/per mile
Pennsylvania	Mileage basis or vehicle from Department of General Services fleet	55.5¢/mile; rate tied to federal rate
Rhode Island	No	51¢/mile to and from session
South Carolina	No	50¢/mile for Senators and 44.5¢/mile for the Members, House of Representatives
South Dakota	No	37¢/mile for one round trip from Pierre to home each weekend. One trip is also paid at 5¢/mile. During the interim, 37¢/mile for scheduled committee meetings.
Tennessee	In lieu of mileage, members residing greater than 100 miles from the seat of government may be reimbursed for coach class airline fare for attendance at session or committee meetings. Limited to one round trip per week during session	46¢/mile
Texas	No	50¢/mile set by General Appropriations bill; an allowance for single, twin and turbo engines from \$1.24/mile is also given
Utah	No	51¢/mile, round trip from home to capitol
Vermont	No	Federal mileage rate, now about 51¢/mile, state employee reimbursement rate
Virginia	No	55.5¢/mile
Washington	No	51¢/mile
West Virginia	No	48.5¢/mile based on Dept of Adm. travel Regs.
Wisconsin	No	48.5¢/mile; one round trip/week to Capitol
Wyoming	No	55¢/mile

Appendix D

Pay For Committee Work

State	Additional compensation for time spent on Committee work?	If YES, what is the basis of payment?	What is the amount of the payment to Senator?	What is the amount of the payment to Member, House of Representatives/ Assembly?
Alabama	No			
Alaska	No			
Arizona				
Arkansas				
California				
Colorado	Yes	Daily amount over annual compensation; executive committee of legislative council establishes guidelines for per diem payments to committee of reference attending meetings of the joint budget committee	\$99/day	\$99/day
Connecticut				
Delaware	Yes	Members of the Joint Finance Committee \$9,626; Members of the Capital Improvement Program Committee \$3,852 and Members of the Joint Sunset Committee \$3,852		
Florida				
Georgia				
Hawaii	No			
Idaho	No			
Illinois				
Indiana	Yes	Per diem subsistence amount	\$61/day	\$61/day
Iowa	No			
Kansas				
Kentucky				
Louisiana	No			

Appendix D

Pay For Committee Work (cont'd)

State	Additional compensation for time spent on Committee work?	If YES, what is the basis of payment?	What is the amount of the payment to Senator?	What is the amount of the payment to Member, House of Representatives/ Assembly?
Maine				
Maryland				
Massachusetts				
Michigan				
Minnesota	Yes	Per diem	\$86/day	\$66/day
Mississippi	Yes	4 constituent days/month	\$40/day	\$40/day
Missouri				
Montana	No			
Nebraska	No			
Nevada				
New Hampshire				
New Jersey				
New Mexico				
New York				
North Carolina				
North Dakota				
Ohio	No			
Oklahoma				
Oregon				
Pennsylvania				
Rhode Island				
South Carolina	Yes	Subsistence, mileage, and committee services	Choice of \$131/day subsistence and mileage of \$.50/mile and \$35 committee services OR actual amount spent on lodging and meals	Choice of \$131/day subsistence and mileage of \$.445/mile and \$35 committee services OR actual amount spent on lodging and meals

Appendix D

Pay For Committee Work (cont'd)

State	Additional compensation for time spent on Committee work?	If YES, what is the basis of payment?	What is the amount of the payment to the Senator?	What is the amount of the payment to Member, House of Representatives/ Assembly?
South Dakota				
Tennessee	Yes	per diem	.47 cents per mile and \$173 per day per diem	.47 cents per mile and \$173 per day per diem
Texas				
Utah	No			
Vermont				
Virginia	Yes	Per diem for attendance at required meetings (\$200/day or portion thereof); reimbursement for official attendance at meetings, conferences, seminars, workshops not conducted by the Commonwealth of Virginia.	\$200/day + travel expenses	\$200/day + reimbursable travel
Washington	Yes	Reimbursement for per diem & travel costs	\$90/day or hotel & meal rates set by the Office of Financial Management; mileage @ \$.51/mile or airfare; parking at cost.	\$90/day or hotel & meal rates set by the Office of Financial Management; mileage @ \$.51/mile or airfare; parking at cost.
West Virginia	Yes	Extension of the regular session or during extraordinary sessions	\$150/day	\$150/day
Wisconsin				
Wyoming	Yes	Each month except when the legislature is in session, legislators receive additional salary Receive 1/2 the salary; (\$75); 1 day meeting (\$75) and 2 day meeting (\$150)	\$200	\$200

Appendix E

Additional Compensation for Committee Chairs

State	Add'l Comp for Committee Chairs
Alabama	\$150/mo. each for House Ways and Means and Senate Finance and Taxation Chairs
Alaska	None
Arizona	None
Arkansas	None
California	None
Colorado	None
Connecticut	\$4,241 for all committee chairs
Delaware	\$11,459 for Joint Finance Committee Chair; \$4,578 Capital Improvement Chair and Vice Chair; \$4,578 Sunset Committee Chair
Florida	None
Georgia	None
Hawaii	None
Idaho	None
Illinois	\$10,327 for all committee chairs and minority spokespersons
Indiana	Committee Chairs - \$1,000
Iowa	None
Kansas	\$11,289.98/year for Senate Ways and Means and House Appropriations Committee
Kentucky	\$18.71/day for standing committees only
Louisiana	\$28,000/year for chairman and vice chairman - Joint Budget Committee
Maine	None

Appendix E

Additional Compensation for Committee Chairs (cont'd)

State	Add'l Comp for Committee Chairs
Maryland	None
Massachusetts	\$7,500-\$15,000/year for committee chairs
Michigan	\$6,300 for Appropriation Committee chairs
Minnesota	\$35,292 for the Senate Tax Committee and Committee on Finance
Mississippi	None
Missouri	None
Montana	None
Nebraska	None
Nevada	\$900/flat amount for all standing committee chairs
New Hampshire	None
New Jersey	None
New Mexico	None
New York	\$9,000 to \$34,000 for each committee chair set by statute (see NY Legislative Law §5-a). However, the Member is restricted by law to receive only one special allowance (see Section 5-a, Legislative Law, Paragraph 2)
North Carolina	None

Appendix E

Additional Compensation for Committee Chairs (cont'd)

State	Add'l Comp for Committee Chairs
North Dakota	\$10/day for all substantive standing committees
Ohio	\$6,500 for all committee chairs except Finance Chair, who receives \$10,000. Vice Chairman receives \$5,000 with the Vice Chairman of Finance receiving \$5,500.
Oklahoma	\$12,364 for Appropriations and Budget Committee Chairs
Oregon	None
Pennsylvania	None
Rhode Island	None
South Carolina	\$600/interim expense allowance for committee chairs of the House and Senate
South Dakota	None
Tennessee	None
Texas	None
Utah	\$2,000 for Executive Appropriations Chair (Co-chair)
Vermont	None
Virginia	None
Washington	None
West Virginia	\$150/day (maximum 30 days) for Finance and Judiciary Chairmen
Wisconsin	None
Wyoming	600/mo for interim committee chairmen when not in session

Appendix F

Per Diem for State Legislatures

State	Per Diem
Alabama	\$4,308/month plus \$50/day for three days during each week that the legislature actually meets during any session (U)
Alaska	\$238 or \$253 /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	\$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 reg. session and for special session and an additional \$10/day thereafter (V).
Arkansas	\$136/day (V) plus mileage tied to federal rate.
California	\$141.86/day for each day they are in session.
Colorado	\$45/day for members living in the Denver metro area. \$150/day for members living outside Denver. Effective 7/1/12 non-metro per diem will be 85% of federal per diem for Denver.
Connecticut	No per diem is paid.
Delaware	\$7,334 expense allowance annually.
Florida	\$131/day earned based on the number of days in session. Travel vouchers are filed to substantiate.
Georgia	\$173/day (U) set by the Legislative Services Committee.
Hawaii	\$150/day for members living outside Oahu during session; \$10/day for members living on Oahu during the interim while conducting official legislative business.
Idaho	\$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	\$111/per session day
Indiana	\$152/day (U) tied to federal rate.
Iowa	\$135/day (U). \$101.25/day for Polk County legislators (U) set by the legislature to coincide with federal rate. 39 cents/mile applies.

Appendix F

Per Diem for State Legislatures (cont'd)

State	Per Diem
Kansas	\$123/day (U) tied to federal rate.
Kentucky	\$135.30/day (U) tied to federal rate (110% federal per diem rate).
Louisiana	\$149/day (U) tied to federal rate
Maine	\$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	Lodging \$101/day; meals \$42/day (tied to federal rate and compensation commission). Out of state travel per diem is \$225/day for meals and lodging.
Massachusetts	From \$10/day-\$100/day, depending on distance from State House (V) set by the legislature.
Michigan	\$10,800 yearly expense allowance for session and interim (V) set by compensation commission.
Minnesota	Senators receive \$96/day and Representatives receive \$66/legislative day set by the legislature.
Mississippi	\$109/day (U) tied to federal rate.
Missouri	\$104.00/day (U) tied to federal rate. Verification of per diem is by roll call.
Montana	105.31/day (U).
Nebraska	\$123/day outside 50-mile radius from capitol; \$46/day if member resides within 50 miles of capitol (V) tied to federal rate.
Nevada	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	No per diem is paid.
New Jersey	No per diem is paid.

Appendix F

Per Diem for State Legislatures (cont'd)

New Mexico	\$154/day (V) tied to federal rate & the constitution.
New York	\$171/per full day and \$61/per half day.
North Carolina	\$104/day (U) set by statute. \$559.00/month expense allowance.
North Dakota	Lodging reimbursement up to 30 times 65 percent of the daily lodging rate (\$1,351 per month as of 8/1/2011 (V).
Ohio	No per diem is paid.
Oklahoma	\$147/day (U) tied to federal rate.
Oregon	\$123/day (U) tied to federal rate
Pennsylvania	\$159/day (V) tied to federal rate. Can receive actual expenses or per diem.
Rhode Island	No per diem is paid.
South Carolina	\$131/day for meals and housing for each statewide session day and committee meeting tied to federal rate.
South Dakota	\$110/legislative day (U) set by the legislature.
Tennessee	\$173/legislative day (U) tied to federal rate.

Appendix F

Per Diem for State Legislatures (cont'd)

State	Per Diem
Texas	\$150/day (U) set by Ethics Commission.
Utah	\$96/day (U) lodging allotment for each calendar day, tied to federal rate, \$61/day meals (U).
Vermont	Federal per diem rate for Montpelier is \$101/day for lodging and \$61/day for meals for non-commuters; commuters receive \$61/day for meals plus mileage.
Virginia	House - \$135/day (U) tied to federal rate. Senate \$178 (U) tied to federal rate.
Washington	\$90/day
West Virginia	\$131/day during session (U) set by compensation commission.
Wisconsin	\$88/day maximum (U) set by compensation commission (90% of federal rate). Per diem authorized under 13.123 (1), Wis. 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	\$109/day (V) set by the legislature, includes travel days for those outside of Cheyenne.

(V) Vouchered
 (U) Unvouchered

Appendix G

Additional Compensation for House Leaders

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Alabama	\$2/day plus \$1,500/month expense allowance	None	None	None
Alaska	\$500/year	None	None	None
Arizona	Generally approved for additional interim per diem.	Generally approved for additional interim per diem.	Generally approved for additional interim per diem.	None
Arkansas	None	None	None	None
California	The speaker of the Assembly and Pro Tem of the Senate each get paid \$109,584 per year.	\$102,437 per year.	\$109,584 per year.	Second Ranking Minority Leaders receive \$102,437 per year
Colorado	\$99/day salary during interim when in attendance at committee or leadership matters.	\$99/day salary during interim when in attendance at committee or leadership matters.	\$99/day salary during interim when in attendance at committee or leadership matters.	\$99/day salary during interim when in attendance at committee or leadership matters.
Connecticut	\$10,689	\$8,835	\$8,835	Dep. Spkr., Dep. Maj. and Min. Ldrs., \$6,446/yr.; Asst. Maj. and Min. Ldrs.; Maj and Min. Whips \$4,241/yr.
Delaware	\$19,893	\$12,376	\$12,376	Maj. and Min. Whips, \$7,794
Florida	\$11,484/yearly	None	None	None
Georgia	\$6,812/month	\$200/month	\$200/month	Governors Flr. Ldr., \$200/month; Asst Flr. Ldr., \$100/month; Spkr. Pro Tem, \$400/month
Hawaii	Salary differential for presiding officer is \$7,500/year.	None	None	None

Appendix G

Additional Compensation for House Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Idaho	\$4,000	None	None	None
Illinois	\$27,477	\$23,230	\$27,477	Dpty. Maj. and Min., \$19,791; Asst. Maj. and Asst. Min., Maj. & Min. Conference Chair, \$18,066
Indiana	\$6,500	\$5,000	\$5,500	Speaker Pro Tem, \$5,000; Maj. Caucus Chair, \$5,000; Min. Caucus Chair, \$4,500; Asst. Min. Flr. Ldr., \$3,500; Asst. Maj. Flr. Ldr. \$1,000; Maj. Whip, \$3,500; Min. Whip, \$1,500
Iowa	\$11,593	\$11,593	\$11,593	Speaker Pro Tem, \$1,243
Kansas	\$14,039.22/yr	\$12,665.64/year	\$12,665.64/year	Asst Maj. and Min. Ldrs., Spkr. Pro Tem, \$7,165.34/yr
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	Maj. and min. caucus chairs & whips, \$28.66/day
Louisiana	\$32,000	None	None	Spkr. Pro Tem, \$24,500
Maine	150% of base salary	125% of base salary	112.5% of base salary	None
Maryland	\$13,000/year	None	None	None
Massachusetts	\$35,000	\$22,500	\$22,500	Asst. Maj. and Min. Ldr. (and 2nd and 3rd asst.), and Speaker Pro Tem., each \$15,000
Michigan	\$27,000	-	\$22,000	Spkr. Pro tem, \$5,513; Min. Flr. Ldr., \$10,000; Maj. Flr. Ldr., \$12,000,

Appendix G

Additional Compensation for House Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Minnesota	40% of base salary	40% of base salary	40% of base salary	None
Mississippi	Speaker of the House: \$60,000 total salary;	None	None	Speaker Pro Tem: \$15,000
Missouri	\$208.34/month	\$125/month	\$125/month	None
Montana	\$5/day during session	None	None	None
Nebraska	None	None	None	None
Nevada	\$900	\$900	\$900	Spkr. Pro Tem, \$900
New Hampshire	\$50/two-year term	None	None	None
New Jersey	1/3 above annual salary	None	None	None
New Mexico	None	None	None	None
New York	\$41,500	\$34,500	\$34,500	31 leaders with compensation ranging from \$9,000 to \$25,000
North Carolina	\$38,151 and \$16,956 expense allowance	\$17,048 and \$7,992 expense allowance	\$17,048 and \$7,992 expense allowance	Speaker Pro Tem, \$21,739 and \$10,032 expense allowance
North Dakota	\$15/day during legislative sessions	\$15/day during legislative sessions, \$307 per month during term of office.	\$15/day during legislative sessions, \$307 per month during term of office.	Asst. Ldrs., \$10/day during legislative sessions.
Ohio	Speaker \$94,437.36	Spkr Pro Tem \$86,165; Maj Flr Leader \$81,163; Asst Maj Flr Leader \$76,169; Maj Whip \$71,173; Asst Maj Whip \$66,175	Minority Leader \$86,164.76	Compensation for committee leadership

Appendix G

Additional Compensation for House Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Oklahoma	\$17,932	\$12,364	\$12,364	Speaker Pro Tem, \$12,364
Oregon	Speaker \$21,936/year	None	None	None
Pennsylvania	\$46,022/year	\$36,819/year	\$36,819/year	Maj. and Min. Whips, \$27,942; Maj. and Min. Caucus Chairs, \$17,422; Maj. and Min. Caucus secretaries \$11,506; Maj. and Min. Policy Chairs, \$11,506; Maj. and Min. Caucus admin., \$11,506
Rhode Island	Speaker of the House receives double annual rate for Reps.	None	None	None
South Carolina	\$11,000/year	None	None	Speaker Pro Tem, \$3,600/year; Committee chair \$650
South Dakota	None	None	None	None
Tennessee	\$57,027	None	None	None
Texas	None	None	None	None
Utah	\$3,000	\$2,000	\$2,000	Whips and Asst. Whips, \$2,000

Appendix G

Additional Compensation for House Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Vermont	\$669/week during session plus an additional \$10,080 in salary	None	None	None
Virginia	\$8,000 addition to base salary	\$4,000 addition to base salary	\$4,000 addition to base salary	None
Washington	\$50,106 (\$8,000 additional to base salary)	None	\$46,106 (\$4,000 additional to base salary)	None
West Virginia	The Speaker may receive \$150.00/day when not in session or interim committees not meeting for attending to legislative business.	\$50/day during session	\$50/day during session	The Chairman of Finance & Judiciary may receive \$150.00/day up to 30 days when the Legislature is not in session or meeting for interims. Up to six add'l people named by presiding officer receive \$150 for a maximum of 30 days when the Legislature is not in session or meeting for interims
Wisconsin	\$25/month	None	None	None
Wyoming	\$3/day during session; \$978/mo when not in session	\$600/mo when not in session	\$600/mo when not in session	None

Appendix H

Additional Compensation for Senate Leaders

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Alabama	\$2/day plus \$1,500/month expense allowance	None	None	None
Alaska	\$500/year	None	None	None
Arizona	Generally approved for additional interim per diem.	Generally approved for additional interim per diem.	Generally approved for additional interim per diem.	None
Arkansas	None	None	None	None
California	\$109,584/year for the Senate President pro Tem.	\$102,437/year for the Majority Floor Leader	\$109,584/year	\$102,437/year for the Second Ranking Minority Leader
Colorado	\$109,584/year for the Senate President pro Tem.	The Senate Majority Leader is eligible to receive \$99/day salary per diem during interim when attending to matters pertaining to the General Assembly.	The Senate Minority Leader is eligible to receive \$99/day salary per diem during interim when attending to matters pertaining to the General Assembly.	None
Connecticut	\$10,689	\$8,835	\$8,835	Deputy Min. and Maj. Ldrs., \$6,446/year; Asst. Maj. and Min. Ldrs. and Maj and Min. Whips \$4,241/year.
Delaware	\$19,983	\$12,376	\$12,376	Maj. and Min. Whips \$7,794
Florida	\$11,484.00/yearly	None	None	None
Georgia	none	\$200/month	\$200/month	President Pro Tem, \$400/month; Admin. Flr. Ldr., \$200/month; Asst. Admin. Flr. Ldr., \$100/month
Hawaii	Salary differential for presiding officer is \$7,500/year.	None	None	None
Idaho	None	None	None	None

Appendix H

Additional Compensation for Senate Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Illinois	\$27,477	\$20,649	\$27,477	Dpty Min. Leader \$20,649; Asst. Maj. and Min. Ldr., \$20,649; Maj and Min. Caucus Chair, \$20,649
Indiana	President Pro Tempore \$7,000	Maj. Floor Ldr. \$5,500; Asst. Maj. Floor Ldr. \$3,500;	Min. Floor Ldr. \$6,000; Min. Asst. Floor Ldr. \$5,000; Min. Ldr. Pro Tem. Emeritus \$1,500;	Asst. Pres. Pro Tem. \$3,000; Maj. Cauc. Chairman \$5,500; Asst. Maj. Cauc. Chair \$1,500; Appropriations Comm. Ranking Maj. Mem. \$2,000; Tax & Fiscal Policy Ranking Maj. Mem. \$2,000; Maj. Whip \$4,000; Asst. Maj. Whip \$2,000; Min. Cauc. Chair \$5,000; Asst. Min. Cauc. Chair \$1,000; Appropriations Comm. Ranking Min. Mem. \$2,000; Tax & Fiscal Policy Ranking Min. Mem. \$2,000; Min. Whip \$3,000; Asst. Min. Whip \$1,000
Iowa	\$11,593	\$11,593	\$11,593	Pres Pro Tem \$1,243
Kansas	\$14,039.22/yr	\$12,665.64/yr	\$12,665.64/yr	Asst. Maj., Min. Ldrs., Vice Pres., \$7,165.34/yr.
Kentucky	\$47.35/day	\$37.40/day	\$37.40/day	Maj., Min. Caucus Chairs and Whips, \$28.66/day

Appendix H

Additional Compensation for Senate Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Louisiana	\$32,000	None	None	President Pro Tem, \$24,500
Maine	150% of base salary	125% of base salary	112.5% of base salary	None
Maryland	\$13,000/year	None	None	None
Massachusetts	\$35,000	\$22,500	\$22,500	Asst. Maj. and Min. Ldr. (and 2nd and 3rd asst.), and Pres. Pro Tem., each \$15,000
Michigan	\$4,962	\$23,400	\$19,800	Maj. Flr. Ldr., \$10,800; Min. Flr. Ldr., \$9,000
Minnesota	None	Additional compensation is 40% of base salary	Additional compensation is 40% of base salary	Assistant Majority Leader - \$4,152/year. Tax Committee chair - \$4,152/year. Finance Committee chair - \$4,152/year.
Mississippi	Lt. Gov.: \$60,000 total salary; Pres. Pro Tem: \$15,000	None	None	None
Missouri	None	None	None	None
Montana	\$5/day during session	None	None	None
Nebraska	None	None	None	None
Nevada	\$900	\$900	\$900	Pres. pro tem, \$900
New Hampshire	\$50/two-year term	None	None	None
New Jersey	1/3 above annual salary	None	None	None
New Mexico	None	None	None	None
New York	\$41,500	None	\$34,500	24 other leaders with compensation ranging from \$13,000 to \$34,000
North Carolina	\$38,151 and \$16,956 expense allowance	\$17,048 and \$7,992 expense allowance	\$17,048 and \$7,992 expense allowance	Deputy Pro Tem, \$21,739 and \$10,032 expense allowance

Appendix H

Additional Compensation for Senate Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
North Dakota	None	\$15/day during legislative sessions, \$307 per month during term of office.	\$15/day during legislative sessions, \$307 per month during term of office	Asst. leaders., \$10/day during legislative sessions.
Ohio	President \$94,437.36	President Pro Tem \$86,164.76; Maj Flr Leader \$81,163.21; Maj Whip \$76,168.69	Minority Leader \$86,164.76	Compensation for committee leadership. (See Committee Chair Table).
Oklahoma	\$17,932	\$12,364	\$12,364	None
Oregon	President receives additional \$21,936/year in salary.	None	None	None
Pennsylvania	\$46,022/year	\$36,819/year	\$36,819/year	Maj. and Min. Whips, \$27,942; Maj. and Min. Caucus Chairs, \$17,422; Maj. and Min. Caucus Secretaries \$11,506; Maj. and Min. Policy Chairs, \$11,506; Maj. and Min. Caucus admin., \$11,506
Rhode Island	Senate President receives double the annual rate for Senators	None	None	None
South Carolina	Lt. Gov. holds this position - President of the senate \$1,575	None	None	President Pro Tem, \$11,000
South Dakota	None	None	None	None
Tennessee	\$57,027	None	None	None
Texas	None	None	None	None

Appendix H

Additional Compensation for Senate Leaders (cont'd)

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
Utah	\$3,000	\$2,000	\$2,000	Maj. Whip, Asst. Maj Whip, Min. Whip and Asst. Min. Whip, \$2,000
Vermont	Presiding officer is Lt. Governor who is paid an annual salary of \$60,507. For Senate Leader, Pres. Pro. Tem, see above.	None	None	None
Virginia	None	\$200/day only for days that official meetings are attended	\$200/day only for days that official meetings are attended	Pres. Pro-temp. \$200/day only for days that official meetings are attended
Washington	Lt. gov. holds this position	\$50,106 (\$8,000 additional to base salary)	\$46,106 (\$4,000 additional to base salary)	None
West Virginia	\$150/day during session	\$50/day during session	\$50/day during session	The Chairman of Finance & Judiciary may receive \$150.00/day up to 30 days when the Legislature is not in session or meeting for interims. Up to six add'l people named by presiding officer receive \$150 for a maximum of 30 days when the Legislature is not in session or meeting for interims.
Wisconsin	None	None	None	None
Wyoming	\$3/day during session; \$978/mo when not in session	\$600/mo when not in session	\$600/mo when not in session	None

Appendix I

Office and Staffing Allowances

State	Allowances
Alabama	None, although annual appropriation to certain positions may be so allocated
Alaska	Senators receive either \$20,000/ year or \$10,000/year and representatives receive either \$16,000/year or \$8,000/year 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.
Arizona	None.
Arkansas	Legislators are entitled to 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 an annual base allowance of \$263,000 to cover these expenses. Senate member expenses are paid directly and maintained by the Senate Rules Committee.
Colorado	None.
Connecticut	Senators receive \$5,500 and Representatives receive \$4,500 in unvouchered expense allowance.
Delaware	Reimbursement provided for office expenses.
Florida	Senate \$2,921.00/month for district office expenses-House \$2,482.00/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	There is no set dollar amount for office supplies. All supplies are provided by the House Supply room. Any item not carried in the Supply Room may be purchased with statutory legislative allowance fund which is currently \$10,200/year. House members do not have district offices. With the exception of the Speaker's Office and Majority and Minority Leadership offices, the House Finance, Judiciary and Consumer Protection offices, each House Majority and Minority member is allowed 1 permanent full-time Office Manager. During the session each committee chair receives \$5,100/month for temporary staff salaries, and all other members receive \$4,800 month.

Appendix I

Office and Staffing Allowances (cont'd)

State	Allowances
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	All of these expenses come out of one main Senate budget-do not have 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 to the legislators. Staffing allowances vary for leadership who has its own budget. Legislators provided with secretaries during session only.
Kentucky	\$1,788.51 for district expenses during interim.
Louisiana	Allowed \$500/month. Senators and Representatives receive an additional \$1,500 supplemental allowance for vouchered office expenses, rent, and travel mileage in district. Senators and Representatives staff allowances \$2,000/month starting salary up to \$3,000 with annual increases.
Maine	None; however, supplies for staff offices are provided and paid for out of general legislative account.
Maryland	Members, \$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/yearly for office expenses.
Michigan	Allowed \$46,800 per majority Senator for office budget; \$46,800 per minority Senator for office budget
Minnesota	No district offices. Supplies provided in State Capitol. In the House, staffing provided centrally. Senators have one legislative assistant and are given \$75/week for interns.
Mississippi	A total of \$1,500 month out of session.

Appendix I

Office and Staffing Allowances (cont'd)

State	Allowances
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 supplied through a district office program and \$110,000/year for district office personnel. State provides stationery for each legislator and 10,000 for postage stamps.
New Mexico	None.
New York	Staff allowance set by majority leader for majority members and by minority leader for minority members. Staff allowance covers both district and capitol; 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	Allowed \$350/year for unvouchered office supplies plus \$500 per month credit for postage.
Oregon	For interim periods, legislators receive \$61,476 per biennium. They can spend as they choose. For session, they receive \$24,290 for session staffing and \$2,325 for services and supplies. They also receive an additional \$450-750/month 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, stationary and telephone. House-\$1,800/year for telephone and \$600/year for postage. Legislators also receive \$1,000/month for in district expenses that is treated as income. Special Session called by Executive Order -

Appendix I

Office and Staffing Allowances (cont'd)

State	Allowances
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; leadership receives \$1,750/month office expense allowance. Legislators receive a staffing allowance of \$39,765/year; leadership receives \$59,644/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	Allowed \$12,000 for 2 year session in the Assembly. N/A staffing, DO. Allowed \$45,000 for two year period for office expenses. Allowed \$191,700 for two year period for staffing allowance.
Wyoming	Up to \$750 quarter through the constituent service allowance.

(U) Unvouchered

Appendix J

Act 278 of the 2012 Legislative Session

SECTION 71. The Human Resources Division of the State Budget and Control Board, or its successor, shall conduct a study to determine an appropriate level of compensation for statewide constitutional officers and members of the General Assembly and make a report with any recommendations for salary adjustments to the General Assembly no later than January 15, 2013.

Appendix K

In-District Compensation

In-District Compensation – SC General Assembly

The General Appropriations Act, Part IB, Section 54.15, provides members of the General Assembly with \$1,000 per month in-district compensation. This amount was set in 1995. It is fully taxable and, thus, the net usable amount is substantially less depending on the member's tax bracket.

This in-district compensation is used by legislators to pay for expenses in their home district that they would not incur except for the fact that they are elected members of the General Assembly.

Typical expenses may include:

1. funding a district office, including supplies, telephone, equipment, etc.;
2. fuel and travel expenses for traveling to meetings with constituents, note that Senate districts average approximately 40 miles by 60 miles;
3. subscriptions to a variety of local newspapers and/or magazines;
4. memberships in local organizations such as chambers of commerce in multiple cities; and
5. sponsorships for local charities, such as volunteer fire departments.

This list is not exhaustive. It is a short sampling of the many items for which legislators are required to fund as a part of their responsibilities to the citizens of their districts.

Source: The Clerks of the South Carolina State Senate and House of Representatives.

Appendix L

Out-of-Session Responsibilities

Out-of-Session Responsibilities – SC General Assembly

The legislative session begins in January of each year and continues until June. And although South Carolina's elected members of the General Assembly are technically part-time, they have a variety of responsibilities that require time and attention throughout the year.

On the legislative side, the work of the House and Senate usually begins with committee meetings in August or September. The members use this non-session time to perform detailed study of complex issues that will be before the General Assembly at the next session. For example, this past year legislative committees met weekly on issues such as workers' compensation, immigration, the Department of Transportation, gang violence, and reforms to the criminal justice system. These meetings require legislators to come to Columbia for one or two days a week during what is perceived as a non-legislative period. The issues that are coming before the General Assembly are increasingly complex and the need for comprehensive solutions is evident. Meeting these challenges takes a great deal of time and effort.

As elected representatives, legislators have a responsibility to the citizens of their district to be accessible and available to assist with many day-to-day issues that their constituents may have with a myriad of state agencies. This often requires legislators to set aside time to meet with people individually and then follow up their concerns with other agencies or officials that can solve the problems.

Legislators also feel a responsibility to inform South Carolinians about what actions are taking place at the State House. An informed electorate is vital to the success of our communities and the personal interaction legislators have in the community is an important part of that educational process. This is done not only with individual meetings, but many times legislators travel across their districts to speak to community and civic groups about a specific issue that is important to the group or most often about the wide variety of issues and proposed laws that will be debated by the General Assembly.

This is a sampling of the responsibilities legislators have while technically out of session. However, what cannot be shown here is the sheer demand for a member of the General Assembly's time. That time must be balanced and compensated appropriately, as most legislators also have full-time positions in their private business.

Source: South Carolina State Senate Clerk's Office

Appendix M

COLA Adjustments

COLA Adjustments for 1990 through 2012

1990	0.054	2002	0.014
1991	0.037	2003	0.021
1992	0.03	2004	0.027
1993	0.026	2005	0.041
1994	0.028	2006	0.033
1995	0.026	2007	0.023
1996	0.029	2008	0.058
1997	0.021	2009	0
1998	0.013	2010	0
1999	0.025	2011	0.036
2000	0.035	2012	0.017
2001	0.026		

General Assembly Salaries since 1990: \$10,400					
	GA -	1991	\$10,785	2002	\$14,120
	\$10,400	1992	\$11,108	2003	\$14,417
		1993	\$11,397	2004	\$14,806
		1994	\$11,716	2005	\$15,413
		1995	\$12,021	2006	\$15,922
		1996	\$12,370	2007	\$16,288
		1997	\$12,629	2008	\$17,232
		1998	\$12,793	2009	\$17,232
		1999	\$13,113	2010	\$17,232
		2000	\$13,572	2011	\$17,853
		2001	\$13,925	2012	\$18,156

Note: COLA adjustments shown are national and provided by Federal government.

Appendix N

Normative Market Data by Population

Normative Market Data by Population - General Assembly

State	2011 Population	Salary
Alabama	4,802,740	\$28,920
Arkansas	2,937,979	\$15,869
Florida	19,057,542	\$29,687
Georgia	9,815,210	\$17,342
Kentucky	4,369,356	\$48,937
Louisiana	4,574,836	\$16,800
Mississippi	2,978,512	\$10,000
North Carolina	9,656,401	\$13,951
Oklahoma	3,791,508	\$38,400
South Carolina - Actual	4,679,230	\$10,400
Tennessee	6,403,353	\$20,203
Texas	25,674,681	\$7,200
Virginia	8,096,604	\$17,820
West Virginia	1,855,364	\$20,000

Slope -0.00038
 Intercept 24083
 R2 5%

South Carolina - Actual	4,679,230	\$10,400
South Carolina - By Population		\$22,291
National Average		\$31,643
National Median		\$28,000
Regional Average		\$21,109
Regional Median		\$17,581

OBSERVATIONS: We attempted to normalize the data by regressing the State population by the specific pay for each General Assembly member and to also calculate the Median of the data. The statistical regression generated a formula for each position that generates a pay level when you plug in any particular State's population.

While the normalized data suggests that, in some cases South Carolina is more competitive and in some cases about the same or less competitive, the R-squared statistic generated from the regression suggests that there is very little correlation between State population and how each pays its General Assembly members. For example, the R-squared statistic is 2%. This implies that only 2% of the difference in pay among General Assembly members from different States is due to population. As a comparison, we typically view 70% as the threshold for an R-squared that reasonably predicts pay.