



NATIONAL CONFERENCE
of STATE LEGISLATURES

The Forum for America's Ideas

Appendix F. 2016 National Conference of State Legislatures Survey Results

Legislative Compensation: Comparing Tennessee to Contiguous and Peer States

**2016 Survey:
State Legislative Compensation, Session Per Diem and Mileage**

| State or other jurisdiction | Salaries | | Annual salary | Mileage cents per mile | Session per diem rate |
|-----------------------------|-------------------|---------------|---------------|---------------------------------|--|
| | Per diem salary | Limit on days | | | |
| Alabama | ... | ... | \$42,830 (a) | 54/mile. | (b) |
| Alaska | ... | ... | \$50,400 | 54/mile. | \$223 or \$249 a 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. | \$35 a day for the first 120 days of the regular session and for special sessions and \$10 a day thereafter; members residing outside Maricopa County receive an additional \$25 a day for the first 120 days of the regular session and for special sessions and an additional \$10 a day thereafter (V). Set by statute. |
| Arkansas | ... | ... | \$39,400 | 54/mile. | \$150 a day plus mileage (V). Tied to the federal rate. |
| California | ... | ... | \$100,113 | 53/mile. | \$176 a day for each day in session. |
| Colorado | ... | ... | \$30,000 | 49/mile. | \$99 a day for members living outside Denver; \$45 a day for members who live 50 or fewer miles from the capitol (V). Set by the legislature. |
| Connecticut | ... | ... | \$28,000 | 54/mile. | No per diem is paid. |
| Delaware | ... | ... | \$44,541 | 40/mile. | No per diem is paid. |
| Florida | ... | ... | \$29,697 | 44.5/mile. | \$152 a day based on the number of days in Tallahassee (V). |
| Georgia | ... | ... | \$17,342 | 54/mile. Tied to federal rate. | \$173 a day (U). Set by the Legislative Services Committee. |
| Hawaii | ... | ... | \$60,180 | (c) | \$175 a day throughout session for members who do not reside on the island of Oahu; \$10 a day for members living on Oahu during the mandatory five-day recess only. |
| Idaho | ... | ... | \$16,684 | 54/mile. One roundtrip per week | \$129 a day for members establishing a second residence in Boise; \$49 a day if no second residence is established and up to \$25 a day travel (V). Set by the compensation commission. |
| Illinois | ... | ... | \$67,836 | 39/mile | \$111 a session day. |
| Indiana | ... | ... | \$24,671 | 54/mile. Tied to federal rate. | \$161 a day (U). Tied to federal rate. |
| Iowa | ... | ... | \$25,000 | 39/mile. | \$160 a day; \$120 a day for Polk County legislators (U). Set by the legislature to coincide with the federal rate. |
| Kansas | \$88.66 a day (C) | ... | ... | 54/mile. | \$140 a day. |
| Kentucky | \$188.22 a day | ... | ... | 54/mile. | \$154 a day. |
| Louisiana | ... | ... | \$16,800 | 54/mile. Tied to federal rate. | \$157 a day (U). Tied to federal rate. |

Salaries

| State or other jurisdiction | Regular sessions | | | | Session per diem rate |
|-----------------------------|--------------------|---------------|---|---|--|
| | Per diem salary | Limit on days | Annual salary | Mileage cents per mile | |
| Maine | ... | ... | \$14,074 a year first regular session; \$9,982 a year second regular session. (d) | 44/mile. | \$38 a day lodging (or mileage and tolls up to \$38 a day in lieu of housing). \$32 a day meals. Set by statute. |
| Maryland | ... | ... | \$46,061 | 54/mile. (e) | \$45 a day meals. \$101 a day lodging. |
| Massachusetts | ... | ... | \$60,032 | (f) | (f) |
| Michigan | ... | ... | \$71,685 | 54/mile. | \$10,800 a year expense allowance for session and interim (V). Set by the compensation commission. |
| Minnesota | ... | ... | \$31,141 | Tied to federal rate. (g) | \$86 a day for senators; \$66 a day for representatives. |
| Mississippi | ... | ... | \$10,000 | 54/mile. | \$140 a day (U). Tied to federal rate. |
| Missouri | ... | ... | \$35,915 | 37.5/mile. | \$112 a day (U). Tied to federal rate. |
| Montana | \$82.64 a day (L) | ... | ... | 54/mile. Tied to federal rate. | \$112.85 a day (U). |
| Nebraska | ... | ... | \$12,000 | 54/mile. Tied to federal rate. | \$140 a day for members residing 50 miles or more from the capitol; \$51 a day for members residing inside the 50-mile radius. |
| Nevada | \$146.29 a day (C) | Up to 60 | ... | 54/mile. Tied to federal rate. | \$140 a day. |
| New Hampshire | ... | ... | \$200 per 2-year term. | (h) | No per diem is paid. |
| New Jersey | ... | ... | \$49,000 | None | No per diem is paid. |
| New Mexico | ... | ... | ... | 54/mile. Tied to federal rate. | \$163 a day (V). Tied to federal rate. |
| New York | ... | ... | \$79,500 | 54/mile. Tied to federal rate. | \$174 a day (including overnight) or \$59 a day (no overnight). |
| North Carolina | ... | ... | \$13,951 | 29/mile. One roundtrip per week. | \$104 a day (U). Set by statute. |
| North Dakota | \$172 a day (C) | ... | ... | 54/mile. One roundtrip per week. Tied to federal rate. | Up to \$1,682 a month lodging (V). |
| Ohio | ... | ... | \$60,584 | 52/mile. (i) | No per diem is paid. |
| Oklahoma | ... | ... | \$38,400 | 54/mile. Tied to federal rate. | \$157 a day (U). Tied to federal rate. |
| Oregon | ... | ... | \$23,568 | 54/mile. | \$140 a day. |
| Pennsylvania | ... | ... | \$85,339 | 54/mile. Tied to federal rate. | \$175 a day. Tied to federal rate. |
| Rhode Island | ... | ... | \$15,414 | 57.5/mile. | No per diem is paid. |
| South Carolina | ... | ... | \$10,400 | 54/mile. Tied to federal rate. | \$140 a day. Tied to federal rate. |
| South Dakota | ... | ... | \$6,000/session | (j) | \$140 a day (L) (U). |
| Tennessee | ... | ... | \$20,884 | 47/mile. | \$204 a day (L) (U). Tied to federal rate. |
| Texas | ... | ... | \$7,200 | 50/mile. \$1.24/mile for single, twin and turbo engine airplanes. Set by general appropriations bill. | \$190 a day (U). Set by ethics commission. |
| Utah | \$273 a day (C) | ... | ... | 56/mile. | Up to \$100 plus tax a day (C) lodging; up to \$39/date meals (V). Tied to in-state lodging and meal reimbursement rates. |
| Vermont | ... | ... | \$693.74/w during session. | 54/mile. Tied to federal rate. | \$115 a day lodging (including overnight) or \$74 a day (no overnight). |
| Virginia | ... | ... | \$18,000 a year Senate; \$17,640 a year House. | 54/mile. | \$185 a day senators; \$185 a day delegates. |
| Washington | ... | ... | \$45,474 a year; increases to \$46,839 a year eff. 9/1/2016. | 54/mile. | \$120 a day. |

| <i>Salaries</i> | | | | | |
|------------------------------------|------------------------|----------------------|----------------------|---------------------------------|--|
| <i>Regular sessions</i> | | | | | |
| <i>State or other jurisdiction</i> | <i>Per diem salary</i> | <i>Limit on days</i> | <i>Annual salary</i> | <i>Mileage cents per mile</i> | <i>Session per diem rate</i> |
| West Virginia | ... | ... | \$20,000 | 48.5/mile. | \$131 a day (U). Set by compensation commission. |
| Wisconsin | ... | ... | \$50,950 | 51/mile. One roundtrip per week | Senate - up to \$88 a day (\$44 a day legislators living in Dane County). Assembly - up to \$138 a day (including overnight) or up to \$69 a day (no overnight). The maximum number of days per year that per diem can be claimed is 80 days. |
| Wyoming | \$150 a day | ... | ... | 54/mile. | \$109 a day (V). Set by legislature. |

Source : National Conference of State Legislatures, 2016.

Key:

- C — Calendar day
- L — Legislative day
- (U) — Unvouchered
- (V) — Vouchered
- ... — Not applicable

Notes:

- (a) Alabama. The State Personnel Board met on Oct. 27, 2015, and set the median annual household income amount at \$42,830. This current median annual household amount will begin on January 1, 2016 and will continue through December 31, 2016.
- (b) 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.
- (c) Hawaii. Members may claim a mileage reimbursement for reasonable and necessary use of a personal automobile in the conduct of official legislative business and discharge of duties when meeting certain criteria.
- (d) Maine. Annual cost of living adjustments apply. In addition, legislators receive a constituent service allowance (\$2,000 a year for senators and \$1,500 a year for representatives).
- (e) Maryland. \$750 annual allowance for in-district travel as taxable income. Members may decline the allowance.
- (f) Massachusetts. \$10-\$100 a day depending on distance from State House (V). Set by the legislature.
- (g) Minnesota. Senate: a reasonable allowance. House: range of \$100-\$1,650 a 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.
- (h) New Hampshire. Round trip home to the State House at 38 cents/mile for the first 45 miles and 19 cents/mile thereafter, or members will be reimbursed for actual expenses and mileage will be paid at the federal rate.
- (i) Ohio. One roundtrip per week from home to the State House for legislators outside Franklin County only.
- (j) South Dakota. 42 cents/mile for one roundtrip from capital to home each weekend. One trip is paid at 5 cents/mile.



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2016 Survey:

Additional Compensation: House/Assembly Leaders

| State or other jurisdiction | Presiding officer | Majority leader | Minority leader | Other leaders and committee chairs |
|--------------------------------|----------------------|--------------------|--------------------|--|
| Alabama | \$18,000 a year | None | None | None |
| Alaska | \$500 a year | None | None | None |
| Arizona | (a) | (a) | (a) | None |
| Arkansas | \$5,600 a year | None | None | None |
| California | \$15,016 a year | \$7,508 a year | \$15,016 a year | Leaders: \$7,508 a year second ranking minority leader. Committee chairs: None. |
| Colorado | (b) | (b) | (b) | (b) |
| Connecticut | \$10,689 a year | \$8,835 a year | \$8,835 a year | Leaders: \$6,446 a year each for deputy speaker, deputy majority leaders, minority leaders, assistant majority leaders, assistant minority leaders. \$4,241 a year each for majority whips, minority whips. Committee chairs: \$4,241 a year. |
| Delaware | \$19,893 a year | \$12,376 a year | \$12,376 a year | Leaders: \$7,794 a year each for majority whips, minority whips. Committee chairs: \$11,459 a year joint finance chair. \$4,578 a year each for capital improvement chair and vice chair, sunset chair. |
| Florida | \$11,484 a year | None | None | None |
| Georgia | \$6,811 a month | \$200 a month | \$200 a month | Leaders: \$400 a month for speaker pro tem. \$200 a month for governor's floor leader. \$100 a month for assistant floor leader. Committee chairs: None. |
| Hawaii | \$7,500 a year | None | None | None |
| Idaho | \$4,000 a year | None | None | None |
| Illinois | \$27,477 a year | \$23,230 a year | \$18,067 a year | Leaders: \$19,792 a year each for deputy majority leaders, deputy minority leaders. \$18,067 a year each for assistant majority leaders, assistant minority leaders. Committee chairs: \$10,326 a year each for chairs, minority committee spokespersons. |

| State or other jurisdiction | Presiding officer | Majority leader | Minority leader | Other leaders and committee chairs |
|--------------------------------|------------------------------|-------------------------|----------------------|--|
| Indiana | \$7,000 a year | \$5,500 a year | \$5,500 a year | Leaders: \$5,500 a year majority caucus chair. \$5,000 a year speaker pro tem. \$4,500 a year each for minority floor leader, minority caucus chair. \$4,000 a year majority whip. \$3,500 a year assistant majority floor leaders. \$3,000 a year minority whip. \$2,000 a year each for deputy speaker pro tem, assistant majority caucus chairs, assistant majority whips. \$1,500 a year each for assistant minority leader, assistant minority floor leader, assistant minority caucus chair, assistant minority whip. (Ind. P.L. 213—2015) Committee chairs: \$5,500 a year ways and means chair. \$4,000 a year ways and means vice chair. \$3,500 a year ways and means committee ranking minority member. \$3,000 a year ways and means budget subcommittee chair. \$1,500 a year each for ways and means k-12 subcommittee chair, ways and means higher ed. subcommittee chair. \$1,000 a year each for 22 other committee chairs. If an officer fills more than one (1) leadership position, the officer may be paid for each of the paid positions. (Ind. P.L. 213—2015). |
| Iowa | \$11,593 a year | \$11,593 a year | \$11,593 a year | Leaders: \$1,243 a year speaker pro tem. Committee chairs: None. |
| Kansas | \$14,039 a year | \$12,665 a year | \$12,665 a year | Leaders: \$7,165 a year each for speaker pro tem, assistant majority leaders, assistant minority leaders. Committee chairs: \$11,290 a year appropriation chair. |
| Kentucky | \$47.35 a day | \$37.40 a day | \$37.40 a day | Leaders: \$28.66 a day each for majority caucus chairs & whips, minority caucus chairs & whips. Committee chairs: \$18.71 a day for standing committees only. |
| Louisiana | \$15,200 a year | None | None | Leaders: \$7,700 a year speaker pro tem. Committee chairs: None |
| Maine | 50% of base salary | 25% of base salary | 12.5% of base salary | None |
| Maryland | \$13,766 a year | None | None | None |
| Massachusetts | \$35,000 a year | \$22,500 a year | \$22,500 a year | Leaders: \$15,000 a year each for speaker pro tem, assistant majority leaders, assistant minority leaders. Committee chairs: \$25,000 a year ways and means chairs. \$7,500-\$15,000 a year other committee chairs. |
| Michigan | \$27,000 a year | Position does not exist | \$22,000 a year | Leaders: \$12,000 a year majority floor leader. \$10,000 a year minority floor leader. \$5,513 a year speaker pro tem. Committee chairs: \$6,300 a year for appropriation chairs. |
| Minnesota | \$12,455 a year | \$12,455 a year | \$12,455 a year | None |
| Mississippi | \$50,000 a year | None | None | Leaders: \$5,000 a year speaker pro tem. Committee chairs: None. |
| Missouri | \$208.34 a month | \$125 a month | \$125 a month | None |
| Montana | \$5 a day during session | None | None | None |
| Nebraska | N/A—Unicameral legislature | | | |
| Nevada | \$2 a day | None | None | None |
| New Hampshire | \$50 a 2-year term. | None | None | None |
| New Jersey | 1/3 above annual base salary | None | None | None |
| New Mexico | None | None | None | None |
| New York | \$41,500 a year | \$34,500 a year | \$34,500 a year | Leaders: \$9,000–\$25,000 a year for 31 leaders. Set in statute. Committee chairs: \$9,000-\$34,000 a year for chairs and ranking minority members of committees. No member may receive more than one allowance for leaders or committee chairs and ranking minority members. Set in statute. |
| North Carolina | \$24,200 a year | \$3,097 a year | \$3,097 a year | Leaders: \$7,788 a year speaker pro tem. Committee chairs: None. |

| State or other jurisdiction | Presiding officer | Majority leader | Minority leader | Other leaders and committee chairs |
|--------------------------------|--|--|--|--|
| North Dakota | \$10 a day during session | \$15 a day during session, plus \$345 a month during term of office. | \$15 a day during session, plus \$345 a month during term of office. | Leaders: \$10 a day for assistant leaders during session. Committee chairs: \$10 a day for all substantive standing committees. |
| Ohio | \$33,853 a year | \$20,579 a year majority floor leader. | \$25,581 a year | Leaders: \$25,581 a year speaker pro tem. \$18,084 a year assistant majority floor leader. \$10,589 a year majority whip. \$5,591 a year assistant majority whip. \$2,797 a year assistant minority whip. Committee chairs: \$10,000 a year finance chair. \$6,500 a year each for finance ranking minority member, finance committee standing subcommittee chair, all other standing committee chairs. \$5,500 a year finance vice chair. \$5,000 a year each for ranking minority member finance standing subcommittee, vice chairs, ranking minority members, standing subcommittee chairs. \$2,500 a year standing subcommittee ranking minority members. |
| Oklahoma | \$17,932 a year | \$12,364 a year | \$12,364 a year | Leaders: \$12,364 a year speaker pro tem. Committee chairs: \$12,364 a year each for app. chair, budget chair. |
| Oregon | \$23,568 a year | None | None | None |
| Pennsylvania | \$47,880 a year | \$38,306 a year | \$38,306 a year | Leaders: \$29,071 a year each for majority whips, minority whips. \$18,126 a year each for majority caucus chairs, minority caucus chairs. \$11,971 a year each for majority caucus secretaries, minority caucus secretaries, majority policy chairs, minority policy chairs, majority caucus administrative, minority caucus administrative. Committee chairs: None |
| Rhode Island | \$15,414 a year | None | None | None |
| South Carolina | \$11,000 a year | None | None | Leaders: \$3,600 a year speaker pro tem. Committee chairs: None. |
| South Dakota | None | None | None | None |
| Tennessee | \$41,768 a year | None | None | None |
| Texas | None | None | None | None |
| Utah | \$5,000 a year | \$3,000 a year | \$3,000 a year | Leaders: \$3,000 a year each for whips, assistant whips. Committee chairs: \$2,000 a year executive appropriation chair. |
| Vermont | \$11,296 a year. \$730.66 a week during session. | None | None | None |
| Virginia | \$18,681 a year | None | None | None |
| Washington | \$8,640 a year; increases to \$8,899 a year eff. 9/1/2016. | None | \$4,320 a year; increases to \$4,449 a year eff. 9/1/2016. | None |
| West Virginia | \$150 a day during session. | \$50 a day during session. | \$50 a day during session | Leaders: \$150 a day (up to 30 days) for a maximum of six additional persons named by presiding officer. Committee chairs: \$150.00 a day (up to 30 days) finance and judiciary chairs. |
| Wisconsin | \$25 a month | None | None | None |
| Wyoming | \$3 a day | None | None | None |

Source: National Conference of State Legislatures, 2016.

Notes:

- (a) Arizona. Generally approved for additional interim per diem.
- (b) Colorado. All leaders receive \$99 a day salary during interim when in attendance at committee or leadership matters.



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2016 Survey:
Additional Compensation: State Senate Leaders

| State | Presiding officer | Majority leader | Minority leader | Other leaders and committee chairs |
|-------------|--|--------------------------------------|-----------------|---|
| Alabama | Lieutenant governor holds this position. | None | None | None |
| Alaska | \$500 a year | None | None | None |
| Arizona | (a) | (a) | (a) | None |
| Arkansas | Lieutenant governor holds this position. | None | None | \$5,600 a year president pro tem. |
| California | Lieutenant governor holds this position. | \$7,508 a year majority floor leader | \$15,061 a year | \$15,016 a year president pro tem. \$7,508 a year second ranking minority leader. |
| Colorado | (b) | (b) | (b) | (b) |
| Connecticut | Lieutenant governor holds this position. | \$8,835 a year | \$8,835 a year | Leaders: \$10,689 a year president pro tem. \$6,446 a year each for deputy majority leaders, deputy minority leaders. \$4,241 a year each for assistant majority leaders, assistant minority leaders, majority whips, minority whips. Committee chairs: \$4,241 a year. |
| Delaware | Lieutenant governor holds this position. | \$12,376 a year | \$12,376 a year | Leaders: \$19,983 a year president pro tem. \$7,794 a year each for majority whips, minority whips. Committee chairs: \$11,459 a year joint finance chair. \$4,578 a year each for capital improvement chair and vice chair, sunset chair. |
| Florida | \$11,484 a year | None | None | None |
| Georgia | Lieutenant governor holds this position. | \$200 a month | \$200 a month | Leaders: \$400 a month president pro tem. \$200 a month administration floor leader. \$100 a month assistant administration floor leader. Committee chairs: None. |
| Hawaii | \$7,500 a year | None | None | None |
| Idaho | Lieutenant governor holds this position. | None | None | None |
| Illinois | \$27,477 a year | \$20,650 a year | \$27,477 a year | Leaders: \$20,650 a year each for assistant majority leaders, assistant minority leaders, majority caucus chairs, minority caucus chairs. Committee chairs: \$10,326 a year each for all chairs, minority committee spokespersons. |

| State | Presiding officer | Majority leader | Minority leader | Other leaders and committee chairs |
|----------------------|--|--|--------------------------------------|--|
| Indiana | Lieutenant governor holds this position. | \$5,500 a year for majority floor leader | \$6,000 a year minority floor leader | Leaders: \$7,000 a year president pro tem. \$5,500 a year majority caucus chair. \$5,000 a year each for minority caucus chair, assistant minority floor leader \$4,000 a year majority whip. \$3,500 a year assistant majority floor leader. \$3,000 a year assistant president pro tem. \$2,500 a year majority floor leader emeritus. \$2,000 a year assistant majority whip, minority whips. \$1,500 a year each for minority leader emeritus, assistant majority caucus chairs. \$1,000 a year each for assistant minority whip, assistant minority caucus chairs. (Ind. P.L. 213—2015). Committee chairs: \$5,500 a year each for appropriation chair, tax & fiscal policy chair. \$2,000 a year each for appropriation ranking majority member, tax & fiscal policy ranking majority member, appropriation ranking minority member, tax & fiscal policy ranking minority member. \$1,000 a year each for 21 other committee chairs. If an officer fills more than one leadership position, the officer shall be paid for the higher paid position. (Ind. P.L. 213—2015). |
| Iowa | \$11,593 a year | \$11,593 a year | \$11,593 a year | Leaders: \$1,243 a year president pro tem. Committee chairs: None. |
| Kansas | \$14,039 a year | \$12,666 a year | \$12,666 a year | Leaders: \$7,165 a year each for vice president, assistant majority leaders, assistant minority leaders Committee chairs: \$11,290 a year w&m chair. |
| Kentucky | \$47.35 a day | \$37.40 a day | \$37.40 a day | Leaders: \$28.66 a day each for majority caucus chairs, minority caucus chairs, majority caucus whips, minority caucus whips. Committee chairs: \$18.71 a day for standing committees only. |
| Louisiana | \$15,200 a year | None | None | Leaders: \$7,700 a year president pro tem. Committee chairs: \$11,200 a year each for joint budget chair and vice-chair. |
| Maine | 50% of base salary a year | 25% of base salary a year | 12.5% of base salary a year | None |
| Maryland | \$13,766 a year | None | None | None |
| Massachusetts | \$35,000 a year | \$22,500 a year | \$22,500 a year | Leaders: \$15,000 a year each for president pro tem, assistant majority leaders, assistant minority leaders Committee leaders: \$25,000 a year w&m chair. \$7,500-\$15,000 a year each for other committee chairs. |
| Michigan | Lieutenant governor holds this position. | \$23,400 a year | \$19,800 a year | Leaders: \$10,800 a year majority floor leader. \$9,000 a year minority floor leader \$4,962 a year president pro tem. Committee chairs: \$6,300 a year app. chairs. |
| Minnesota | None | \$12,455 a year | \$12,455 a year | Leaders: \$4,151 a year majority whip. Committee chairs: \$4,151 a year each for tax chair, finance chair. |
| Mississippi | Lieutenant governor holds this position. | None | None | \$5,000 a year president pro tem |
| Missouri | Lieutenant governor holds this position. | None | None | None |
| Montana | \$5 a day during session | None | None | None |
| Nebraska | Lieutenant governor holds this position. | None | None | None |

| State | Presiding officer | Majority leader | Minority leader | Other leaders and committee chairs |
|-----------------------|--|---|---|---|
| Nevada | Lieutenant governor holds this position. | None | None | None |
| New Hampshire | \$50 a 2 year term | None | None | None |
| New Jersey | 1/3 above annual base salary | None | None | None |
| New Mexico | Lieutenant governor holds this position. | None | None | None |
| New York | Lieutenant governor holds this position. | (c) | \$34,500 a year | Leaders: \$41,500 a year president pro tem. \$34,000 a year each for vice president pro tem, deputy majority leader. \$13,000–\$27,500 a year for 20 other leaders. Set in statute. Committee chairs: \$9,000–\$34,000 a year each for chairs, ranking minority members. No member may receive more than one allowance for leaders or committee chairs and ranking minority members. Set in statute. |
| North Carolina | Lieutenant governor holds this position. | \$17,048 a year | \$17,048 a year | Leaders: \$38,151 a year president pro tem. \$21,739 a year deputy president pro tem. Committee chairs: None |
| North Dakota | Lieutenant governor holds this position. | \$15 a day during legislative sessions, plus \$345 a month during term of office. | \$15 a day during legislative sessions, plus \$345 a month during term of office. | Leaders: \$10 a day during session assistant leaders. Committee chairs: \$10 a day all substantive standing committees. |
| Ohio | \$33,853 a year | \$20,579 a year majority floor leader | \$25,581 a year | Leaders: \$25,581 a year president pro tem. \$18,084 a year majority whip. \$2,797 a year assistant minority whip. Committee chairs: \$10,000 a year fin. chair. \$6,500 a year each for finance ranking minority member, finance standing subcommittee chair, all other standing committee chairs. \$5,500 a year finance vice chair. \$5,000 a year each for ranking minority member of finance standing subcommittee, vice-chairs, ranking minority members, standing subcommittee chairs. \$2,500 a year standing subcommittee ranking minority members. |
| Oklahoma | Lieutenant governor holds this position. | \$12,364 a year | \$12,364 a year | Leaders: \$17,932 a year president pro tem. Committee chairs: \$12,364 a year each for appropriation chair, budget chair. |
| Oregon | \$23,568 a year | None | None | None |
| Pennsylvania | Lieutenant governor holds this position. | \$38,306 a year | \$38,306 a year | Leaders: \$47,880 a year president pro tem. \$29,071 a year majority whips, minority whips. \$18,126 a year each for majority caucus chairs, minority caucus chairs. \$11,971 a year each for majority caucus secretaries, minority caucus secretaries, majority policy chairs, minority policy chairs, majority caucus administrator, minority caucus administrator. Committee chairs: \$29,071 a year each for majority appropriation chair, minority appropriation chair. |
| Rhode Island | \$15,414 a year | None | None | None |
| South Carolina | Lieutenant governor holds this position | None | None | Leaders: \$11,000 a year president pro tem. |

| State | Presiding officer | Majority leader | Minority leader | Other leaders and committee chairs |
|----------------------|--|--|--|--|
| South Dakota | Lieutenant governor holds this position. | None | None | None |
| Tennessee | \$41,768 a year | None | None | None |
| Texas | Lieutenant governor holds this position. | None | None | None |
| Utah | \$3,000 a year | \$2,000 a year | \$2,000 a year | Leaders: \$2,000 a year each for majority whips, minority whips, assistant majority whips, assistant minority whips. Committee leaders: \$2,000 a year executive appropriation chair. |
| Vermont | Lieutenant governor holds this position. | None | None | Leaders: \$11,296 a year, plus \$730.66 a week during session president pro tem. Committee chairs: None |
| Virginia | None | None | None | None |
| Washington | Lieutenant governor holds this position | \$8,640 a year increases to \$8,899 a year eff. 9/1/2016 | \$4,320 a year increases to \$4,449 a year eff. 9/1/2016 | None |
| West Virginia | \$150 a day during session. | \$50 a day during session | \$50 a day during session | Leaders: \$150 a day (up to 30 days) for a maximum of six additional persons named by presiding officer. Committee chairs: \$150 a day (up to 30 days) finance and judiciary chairs. |
| Wisconsin | None | None | None | None |
| Wyoming | \$3 a day | None | None | None |

Source: National Conference of State Legislatures, 2016.

Key:

Lieutenant governor - lieutenant governor who is not a member of the Senate.

Notes:

- (a) Arizona. Generally approved for additional interim per diem.
- (b) Colorado. All leaders receive \$99 a day salary during interim when in attendance at committee or leadership matters.
- (c) New York. This position is combined with the position of president pro tem.



NATIONAL CONFERENCE
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2016 Survey -
Legislative Compensation: Office and Phone

| <i>State or other jurisdiction</i> | <i>Legislator's compensation for office supplies, district offices and staffing</i> | <i>Phone allowance</i> |
|------------------------------------|--|------------------------|
| Alabama | None, although annual appropriation to certain positions may be so allocated. | Yes O.S.B. |
| Alaska | Senate—\$20,000 a year per senator for postage, stationery and other legislative expenses. Staffing allowance determined by rules and presiding officers, depending on time of year. House—\$16,000 a year per representative for postage, stationery and other legislative expenses. Staffing allowance determined by rules and presiding officers, depending on time of year. | Yes O.S.B. |
| Arizona | None | (a) |
| Arkansas | Up to \$3,600 a year additional reimbursement for committee chairs, vice chairs and standing subcommittee chairs. | No |
| California | Senate—member expenses are paid directly and maintained by the Senate Rules Committee. Assembly—\$263,000 members' base allowance. | No |
| Colorado | None | Yes O.S.B. |
| Connecticut | Senate—\$5,500 a year per senator. House—\$4,500 a year per representative. | No |
| Delaware | \$7,332 a year expense allowance. | No |
| Florida | Senate—\$2,921 a month district office expenses. House—\$2,482 a month district office expenses. | (b) |
| Georgia | \$7,000 a year reimbursable expense account for personal services, office equipment, rent, supplies, transportation, telecommunications, etc. | No |
| Hawaii | Senate—\$350-\$500 a day staffing allowance. House—\$5,000-\$7,500 a month allocation for session staffing. | O.S.B. |
| Idaho | \$2,500 a year for unvouchered constituent expense. | No |
| Illinois | Senate—\$83,063 a year office expenses, including district offices and staffing. House—\$69,409 a year office expenses, including district offices and staffing. | No |
| Indiana | None | No |
| Iowa | \$300 a month district constituency postage, travel, telephone and other expenses. | No |
| Kansas | \$7,083 a year. Staffing allowances vary for leadership. | Yes |
| Kentucky | \$1,789 a year district expenses during interim. | No |
| Louisiana | \$500 a month expenses in connection with holding office. \$1,500 a month supplemental allowance for vouchered office expenses, rent and travel mileage in district. \$2,000-\$3,000 a month staff allowance. | Yes (c) |
| Maine | None. However, supplies for staff offices are provided and paid for out of general legislative account. | Yes (d) |

Legislative Compensation: Comparing Tennessee to Contiguous and Peer States

| <i>State or other jurisdiction</i> | <i>Legislator's compensation for office supplies, district offices and staffing</i> | <i>Phone allowance</i> |
|------------------------------------|---|------------------------|
| Maryland | \$18,965 a year normal expenses of a district office with limits on staffing, postage, telephone and publications. \$6,200-\$15,500 a year staff salaries & operating expenses. \$16,325-\$18,325 a year in lieu of institutionally provided administrative assistant to House members. | No |
| Massachusetts | \$7,200 a year office expenses. | No |
| Michigan | Senate—\$51,900 a year office budget per senator. House—\$102,000 a year office allowance per majority member. \$99,000 a year office allowance per minority member. | Yes O.S.B. |
| Minnesota | None | Yes (e) |
| Mississippi | \$1,500 a month out of session. | No |
| Missouri | Up to \$700 a month reasonable and necessary business expenses. | Yes (f) |
| Montana | None | Leaders only |
| Nebraska | None | Yes O.S.B. |
| Nevada | Leaders: \$900 each regular session and \$64 each special session for postage, telephone tolls, and other communications charges for speaker, speaker pro tem, majority leader, minority leader president, president pro tem, majority floor leader, minority floor leader Senate and House Committee chairs: \$900 each regular session and \$64 each special session for postage, telephone tolls, and other communications charges. Any chair who would otherwise qualify for more than one allowance is entitled only to one allowance. | Yes (g) |
| New Hampshire | None | No |
| New Jersey | \$1,250 office supplies. Equipment and furnishings supplied through a district office program. \$110,000 a year district office personnel. State provides stationery for each legislator and 10,000 postage stamps. | No |
| New Mexico | None | No |
| New York | Allowances are provided for in Senate Rule X, Sec. 8-10 and Assembly Rule V, Sec. 9. | No response |
| North Carolina | Leaders: \$16,956 a year expense allowance each for president pro tem, speaker. \$10,032 a year expense allowance each for deputy president pro tem, speaker pro tem. \$7,992 a year expense allowance each for majority leaders, minority leaders. Non-leaders: \$6,708 a year any legislative expenses not otherwise provided. \$2,275 a year postage, stationery and telephone. | (h) |
| North Dakota | None | Yes (i) |
| Ohio | None | Yes O.S.B. |
| Oklahoma | \$1,500 a year office expenses and electronic communications such as cell phone bills. | (j) |
| Oregon | \$69,952 per biennium for interim expenses. \$37,662 session staffing. \$2,736 session services and supplies. \$450-750 a month interim district allowance, depending on geographic size of district. | Yes O.S.B. |
| Pennsylvania | Staffing is determined by leadership. | No |
| Rhode Island | None | No |
| South Carolina | \$1,000 a month each member district expenses. \$650/interim committee chairs expense allowance. \$3,400 a year Senate postage, stationery and telephone. \$1,800 a year House telephone. \$700 a year House postage. | (k) |
| South Dakota | None | Yes (l) |
| Tennessee | \$1,000 a month expenses in district. | Yes (m) |
| Texas | Allowance for staff salaries, supplies, stationery, postage, district office rental, telephone expense, etc. | No |

Legislative Compensation: Comparing Tennessee to Contiguous and Peer States

| <i>State or other jurisdiction</i> | <i>Legislator's compensation for office supplies, district offices and staffing</i> | <i>Phone allowance</i> |
|------------------------------------|--|------------------------|
| Utah | None | Yes (n) |
| Vermont | None | Yes |
| Virginia | Leaders: \$76,377 a year staffing allowance. \$1,750 a month office expense allowance. Legislators: \$56,100 a year staffing allowance. \$1,250 a month office expense allowance. | No |
| Washington | \$7,800 a year for legislative expenses, for which the legislator has not been otherwise entitled to reimbursement. No staffing allowance. | Yes O.S.B. |
| West Virginia | None | Yes |
| Wisconsin | Senate—\$214,950 a 2-year period staffing allowance. \$55,955 a 2-year period office expenses. Assembly—\$15,000 a 2-year session office expenses. | (o) |
| Wyoming | \$750 a quarter through constituent service allowance. | No |

Source : National Conference of State Legislatures, 2016.

Key:

(U) — Unvouchered.

(V) — Vouchered.

O.P.— Optional at legislator's expense.

O.S.B.— Official state or legislative business only.

S.A.— Same as state employees.

S.P.— State pays full amount.

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

Notes:

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

(b) Florida. May pay for phone service from district funds.

(c) Louisiana. District office line with one extension.

(d) Maine. Pre-paid phone cards issued and administered by the Senate and House.

(e) Minnesota. \$200 a month Senate communication reimbursement. \$125 a month House communications allowance.

(f) Missouri. Up to \$50 a month for data plan only.

(g) Nevada. \$2,800 a session allowance. \$300 each special session.

(h) North Carolina. Included in office allowance.

(i) North Dakota. Legislative Council members or committee chairs only.

(j) Oklahoma. Included in office allowance.

(k) South Carolina. Included in office allowance.

(l) South Dakota. Phone cards.

(m) Tennessee. In-state long distance only.

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

(o) Wisconsin. Included in office allowance.



NATIONAL CONFERENCE
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**2016 Survey:
State Legislative Retirement Benefits**

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|---|--|--|--|
| Alabama | None available. | | | |
| Alaska | Optional | Four tiers. Varies depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart. | Four tiers. Varies depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart. | Four tiers. Varies depending upon tier. Detailed information set forth in Public Employees' Retirement System (PERS) plan comparison chart. |
| Arizona | Mandatory except that officials subject to term limits may opt out for a term of office. AZ SB 1609 of 2011—Contribution requirements affect all members; benefit and eligibility requirements affect those elected after January 1, 2012. | 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. AZ SB 1609 of 2011—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. | 7% employee AZ SB 1609 of 2011—2011 legislation increases contribution rates in annual steps from the present 7% of gross salary to, in FY 2014, 13% or an actuarially based calculation, which can be revised. Affects all members. Newly elected officials as of 1/1/14 pay a rate of 8%. | 4% x years of credited service x highest 3 year 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—For those elected to office after 1/1/2012: 3% x years of credited service x highest 5 year average in the past 10 years. The benefit is capped at 75% of FAS. |
| Arkansas | 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. | 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. |
| California | Legislators elected after 1990 are not eligible for retirement benefits for legislative service. | | | |

| State or other jurisdiction | Participation | Requirements for regular retirement | Employee contribution rate | Benefit formula |
|-----------------------------|--|---|---|---|
| Colorado | Mandatory | 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). State Defined Contribution Plan (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. |
| Connecticut | Mandatory | Age 60 with 25 years credited service; age 62 with 10-25 years credited service; age 62 with 5 years actual state service. If elected after 2011—age 63 with 25 years of vesting service or age 65 with 10-25 years of vesting service. Reduced benefit available with earlier retirement ages. | Employee 2% | (1.33% x average annual salary) + (5% 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. |
| Delaware | Mandatory. DE HB 81 of 2011—Mandatory for those elected after January 1, 2012. | Age 60 with 5 years of credited service; or 55 with 10 years of service. DE HB 81 of 2011—65 with 10 years of service; or 60 with 20 years of service. Vesting at 10 years. | 3% of annual compensation in excess of \$6,000. DE HB 81 of 2011—5% 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. |
| Florida | Optional. Elected officials may opt out or may choose between DB and DC plans. 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—6 years. Age 62 with 6 years; 30 years at any age. Changed in 2011 to age 62 without a service minimum. Vesting in DC plan—1 year, any age. FL SB 2100 of 2011—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 is 3%; employer contribution is 45.8% | 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—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. |
| Georgia | Optional; choice when first elected. | Vested after 8 years. Age 62 with 8 years of service; age 60 with reduction for early retirement. | Employee: 3.75% + \$7/m. | \$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. |
| Hawaii | Mandatory. HI Act 163 of 2011—Act 163 affects For those who enter the plan after July 1, 2012. | Vesting at 5 years. Age 55 with 5 years of service, any age with 10 years of service. HI Act 163 of 2011—vesting at 10 years. Any age with 10 years of service. | Main plan is noncontributory; 7.8% for elected officials' plan for annuity. HI Act 163 of 2011—Contribution rate of 9.8%. | 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—Multiplier for elected officials' reduced from 3.5% to 3.0%; COLA reduced from 2.5% annually to 1.5%. |
| Idaho | Mandatory; same plan as public employees (PERSI) | Age 65 with 5 years of service; reduced benefit at age 55 with 5 years of service. | 6.79% paid by member, 11.32% paid by employer. | Average monthly salary for highest 42 consecutive months x 2% x months of credited service. |

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|--|--|---|--|
| Illinois | Optional; not the same as the State Employees' Retirement System. Only state senators, representatives and statewide elected officials have the option to participate. | Tier 1—age 55 with 8 years of service or age 62 with 4 years of service. Tier 2—age 67 with 8 years of service or age 62 with 8 years of service reduced 1/2 of 1% for each month. | Tier 1—11.5% of salary (includes contributions for retirement annuity and survivors annuity) or 9.5% of salary as contributions for just retirement annuity (no survivor annuity). Tier 2—the same with the exception Tier 2 members only pay contributions on their salary up to the maximum salary for annuity purposes. In 2016 the maximum salary for annuity purposes is \$115,480.89 (currently no legislators have salaries that exceed the maximum salary). | Tier 1—First 4 years x 3.0% = 12%; next 2 years x 3.5% = 7.0%; next 2 years x 4.0% = 8.0%; next 4 years x 4.5% = 18.0%; next 8 years x 5.0% = 40.0%. Tier 2—3% for each year of service. |
| Indiana | 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. | 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. DC plan—immediate vesting. | DB plan—funded by employer and employee contributions. 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. | DB 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. |
| Iowa | Optional | Age 65; age 62 with 20 years of service; Rule of 88; reduced benefit at 55 with at least 4 years of service. | 5.95 % 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. |
| Kansas | Optional for legislators and employees of the legislator leadership offices. Mandatory for all other regular, full time employees. | Age 65; age 62 with 5 years of service, or when age plus years of service equals 85. | 6% (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. |
| Kentucky | Optional. Those who opt out are covered by the state employees' plan | Age 65 with 5 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. Revised to be payable on compensation reported on W-2 forms beginning in 2005. 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 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. |

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|--|--|---|--|
| Louisiana | Legislative service for legislators elected after January 1, 1997, is ineligible for State Employee Retirement System benefits. (LSA-Const. Art. 10, § 29.1) | | | |
| Maine | Mandatory | Age 60 if 10 years of service on 7/1/93; 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. |
| Maryland | Optional | 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. |
| Massachusetts | Optional after each election or re-election to the General Court. | Vesting at 6 years. Age 55 with 6 years service; unreduced benefit at 65. Reduced benefits for retirement before age 65. | 9%, although 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. |
| Michigan | Optional | 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. | For legislators elected before 3/31/97—7-10% for (DB) plan. Elected after 3/31/97— (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. | DB plans—various provisions, depending on when service started. DC plan—benefits depend upon contributions and earnings. |
| Minnesota | Mandatory | Legislators Retirement Plan (LRP) before 7/1/97—62 years with 6 years of service and fully vested. LRP members do not have Social Security coverage. Defined Contribution Plan (DCP) since 1997—age 55 and immediate vesting. DCP members have Social Security coverage. | LRP—9%. DCP—5.5% 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. |
| Mississippi | Mandatory | Age 60 with 4 or more years of service, or 25 years of service. | Regular—15.75% state, 9.00% member. Supplemental Legislative Retirement Plan—7.40% state, 3.00% member. | Legislators who qualify for regular state retirement benefits also automatically qualify for the legislators' supplemental benefits. Regular—2% x average compensation x years of service up to and including 25 years of service + 2.5% x average compensation x service in excess of 25 years. Average compensation is calculated using the highest 4 years of compensation. Supplement—1% x average compensation x years of legislative service through 25 years + 1.25% x average compensation x years of service in excess of 25. |

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|---|--|--|--|
| Missouri | Mandatory. The retirement plan for Legislators is calculated differently from the plan for other state employees. | For those hired on or before 12/31/2010—vesting at 6 years of service. Age 55; service in three full biennial assemblies (6 years) or Rule of 80. For those entering system after 1/1/2011—vesting at 6 years of service. Age 62; service in three full biennial assemblies (6 years) or the Rule of 90 with a minimum age of 55. | For those hired on or before 12/31/2010—non-contributory. For those entering system after 1/1/2011—contribution of 4% of salary. | For those hired on or before 12/31/2010—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. For those entering system after 1/1/2011—no change. |
| Montana | Optional | Hired before 7/1/11—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. After 7/1/11—vesting at 5 years. Age 65 with 5 years service, or age 70. | 7.9% employee and 8.37% employer for DB and DC plan. | DB plan—Membership Service Factor (see below) x years of Service Credit x HAC. More than 5 years and less than 10 years of membership service—1.5% Less than 30 years of membership service—1.7857% 30 years or more of membership service—2% |
| Nebraska | None available | | | |
| Nevada | Mandatory, but a legislator, within 30 days after he/she is first elected or appointed, may elect not to participate; a decision to terminate participation in the plan cannot be reversed. The legislators' retirement system is separate from the state employee retirement plan. | Must have at least 10 years of service, be age 60, and no longer be a legislator in order to retire without benefit reduction. A legislator who is no longer serving, has at least 10 years of service, but is under the age of 60 can elect to wait to receive his/her benefit until the age of 60 or begin receiving a reduced benefit prior to the age of 60. | 15% of session salary. | Number of years x \$25 = monthly allowance. |
| New Hampshire | None available | | | |
| New Jersey | Mandatory | Vesting at 8 years. Age 60; no minimum service requirement. Early retirement with no benefit reduction with 25 years of service. | 5% of salary | 3% x FAS 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. |
| New Mexico | Optional | Plans 1A and 1B—age 65 with 5 years of service; 64 with 8 years of service; 63 with 11 years of service; 60 with 12 years of service; or any age with 14 years of service. Plan 2—age 65 with 5 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 per 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. |

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|---|--|---|---|
| New York | Detailed information set forth in <i>Your Retirement Plan: Legislative and Executive Plan</i> , published by New York State Office of the State Comptroller. | Detailed information set forth in <i>Your Retirement Plan: Legislative and Executive Plan</i> , published by New York State Office of the State Comptroller. | Detailed information set forth in <i>Your Retirement Plan: Legislative and Executive Plan</i> , published by New York State Office of the State Comptroller. | Detailed information set forth in <i>Your Retirement Plan: Legislative and Executive Plan</i> , published by New York State Office of the State Comptroller. |
| North Carolina | Mandatory | Age 65 with 5 years of service; reduced benefit available at earlier ages. | 7%. | Highest annual compensation x 4.02% x years of service. |
| North Dakota | None available. | | | |
| Ohio | Optional. OPERS offers three plans for retirement—the traditional plan (a defined benefit plan); the member directed plan (a defined contribution plan); and the combined plan. Participation in the latter two plans is limited to new OPERS members and OPERS members who had less than 5 years of service on 12/31/2002. | Varies depending upon plan. Detailed information set forth in <i>Legislative Benefits, Privileges, and Restrictions of Office</i> . | Varies depending upon plan. Detailed information set forth in <i>Legislative Benefits, Privileges, and Restrictions of Office</i> . | Varies depending upon plan. Detailed information set forth in <i>Legislative Benefits, Privileges, and Restrictions of Office</i> . |
| Oklahoma | Legislators may retain membership as regular public employees if they have that status when elected; one time option to join elected officials' plan. SB 794 of 2011—new provisions affect people elected to office after 11/1/2011. | Elected Officials' Plan—vesting at 6 years. Age 65, or age 60 with 6 years' service. SB 794 of 2011—vesting at 8 years. 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. | Optional contribution levels—4.5%, 6%, 7.5%, 8.5%, 9% or 10%, of total compensation. SB 794 of 2011—schedule of options was repealed. Required contribution of 3.5% of total compensation. | 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. S.B. 1641 (Chapter 105, Laws of 2008)—people elected to office on or after 7/1/2008: 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 OPERS (not clear whether this is highest salary as an elected official). 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 11/1/2010. Those who fail to make a choice within 90 days of taking office default to the highest contribution and computation factor. SB 794 of 2011—2% of final average salary times years of service. SB 2322 of 2012—members may 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. |

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|--|---|--|--|
| Oregon | Optional | Normal retirement age for general service members is age 65 or age 58 with 30 years of retirement credit. | OPRSP DC component—employees contribute 6% of salary. DB component—non-contributory. 457 plans—members may contribute amounts to limits set by IRS. | 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. DB component—benefit calculation is 1.5 percent x final average salary x years of service. |
| Pennsylvania | Optional. Act 120 of 2010—applies to those who become state legislators on or after 12/1/2010. | Age 50 with 3 years of service; any age with 35 years of service; early retirement with reduced benefit. Act 120 of 2010—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%. Act 120 of 2010—6.25% or 9.3% (member's choice). Rate will vary with actuarial conditions; these are minimums. | 3% x final average salary x credited years of service (x withdrawal factor if under 50), with a maximum benefit of 100% of FAS. Act 120 of 2010—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. |
| Rhode Island | Legislators elected before January 1995—eligible for a pension of \$600 a year for each year of legislative service, capped at an annual retirement benefit of \$12,000. Legislators elected after January 1995—ineligible to earn credit for public retirement benefits. Different than state employee retirement plan. | | | |
| South Carolina | Mandatory (but not available to anyone first elected to the General Assembly after November 2012). Act 278, Laws of 2012—mandatory choice for those elected in or after November 2012. | Age 60 with 8 years of service. 30 years of service regardless of age. Act 278, Laws of 2012—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. | 10% 11% as of January 1, 2013. Act 278, Laws of 2012—SCRS: 7% as of July 1, 2012, rising to 8% on July 1, 2014. ORP: 7% + 5% employer contribution, immediately vested. | 4.82% x earnable compensation x years of service. "Earnable compensation" means 40 x the daily rate of remuneration, plus \$12,000, of a member of the General Assembly, as from time to time in effect. Act 278, Laws of 2012—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. |
| South Dakota | None available. | | | |

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|--|--|---|--|
| Tennessee | Optional. | Age 55, 4 years of service. | Members hired before 7/1/14 participate in a non-contributory plan. Members hired after 7/1/14 participate in a contributory plan. State contributes 4% toward defined benefit, 5% into 401K Member contributes 5% toward defined benefit, 2% into 401K (can do more if so desired). | \$85.21 per month x years of service with a cap 90% of final compensation. 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. \$55.00 for those in the contributory plan. |
| Texas | Optional | Vesting at 8 years. Age 60 with 8 years of service; or age 50 with 12 years of service. | 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 September 2013, a district judge's salary was set at \$140,000 a year. |
| Utah | Mandatory | Age 62 with 10 years and an actuarial reduction; age 65 with 4 years of service for full benefits. 2010 legislation closed the Governors' and Legislators' Retirement Plan to legislators elected after 7/1/2011 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. | Non-contributory. For the DC plan, employer will contribute 10% of compensation, which will vest after four years of service. Employees may, but are not required, to contribute. | \$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%. For the DC plan, benefits will be based upon accumulations in the employee account. |
| Vermont | None available. Deferred compensation plan available. | | | |
| Virginia | Mandatory. Eligibility for various plans based on membership date. Same as state employees plan. | Plan 1—Age 50 with 30 years of service (unreduced); age 55 with 5 years of service; age 50 with 10 years (reduced). Plan 2—When age and service = 90; or normal Social Security retirement age with 5 years of service (unreduced); age 60 with 5 years of service (reduced). Hybrid plan—When age and service = 90; or normal Social Security retirement age with 5 years of service (unreduced); age 60 with 5 years of service (reduced). | Plan 1—members who qualify do not make an employee contribution. Plan 2—5% of creditable compensation. Hybrid plan—mandatory and voluntary contributions to defined benefit and defined contribution components. | Plan 1—1.7% of average final compensation x years of service (average over highest 36 consecutive months). Plan 2—1.65% of average final compensation x years of service (average over highest 60 consecutive months). Hybrid plan—1.65% of average final compensation x years of service (average over highest 60 consecutive months). |

| <i>State or other jurisdiction</i> | <i>Participation</i> | <i>Requirements for regular retirement</i> | <i>Employee contribution rate</i> | <i>Benefit formula</i> |
|------------------------------------|--|--|---|--|
| Washington | Optional. If before an election the legislator belonged to a state public retirement plan, he or she may continue in that plan by making contributions. Otherwise, new legislators may join PERS Plan 2 or Plan 3. | 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. | 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. | 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. |
| West Virginia | Optional | Age 55, if years of service + age equal 80. | Before 10/1/87—7%. After 10/1/87—5%. | 2% x final average salary x years of service. Final average salary is based on 3 highest years out of last 10 years. |
| Wisconsin | Wisconsin Retirement System (WRS)—mandatory. Deferred Compensation 457 Plan—optional. | Minimum retirement age is 55. Normal retirement age is 62. Normal retirement age with 30 years of WRS service is age 57. | 2016 contribution rate is 6.6% of the legislator's salary. The employer matches this for a total contribution of 13.2%. | Retirement benefit is calculated under both "formula" and "money purchase" methods and will receive the higher of the two benefit calculations. Formula—if terminated prior to the year 2000, may not exceed 65% of the final average earnings (highest 3 years of salary), or 70% for 2000 or after. (2.165% x years of service x salary for service before 2000; 2% x years of service x salary for service 2000 and after). Money Purchase Calculation—based only on the dollar balance in WRS account and exact age (and therefore life expectancy) when annuity begins. |
| Wyoming | None available | | | |

Source : National Conference of State Legislatures, March 2016.

Key:

COLA—Cost of living adjustment.

CPI—Consumer price index.

DB—Defined Benefit

DC—Defined Contribution.

FAS—Final average salary.

None available—no retirement benefit provided.

OPERS—Ohio Public Employee's Retirement System.

OPERS—Oklahoma Public Employee's Retirement System.

OPSRP—Oregon Public Employee's Retirement System.

ORP—South Carolina State Optional Retirement Program.

PERA—Public employee retirement association.

PERS—Public Employee's Retirement System.

SCRS—South Carolina Retirement System.



NATIONAL CONFERENCE
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2016 Survey -

Legislative Compensation: Health, Dental, Vision, Disability and Life Insurance

| State or other jurisdiction | Insurance benefits | | | | |
|-----------------------------|--|---|---|--|--|
| | Health | Dental | Vision | Disability insurance | Life insurance benefits |
| Alabama | S.A., O.P. | S.A., O.P. | S.A., O.P. | None | None |
| Alaska | S.P.P. | S.P.P. | O.P., unless included in health insurance. | S.A. Optional; if selected is included in health insurance. | S.A. Small policy available. Additional is optional at legislator's expense. |
| Arizona | S.A., S.P.P. | S.A., O.P. | S.A., O.P. | S.P.P. | S.P.P. |
| Arkansas | S.P.P. (a) | O.P. | (b) | O.P.—supplemental | The state pays for \$30,000 as part of the health plan. Additional is optional at legislators' expense. |
| California | S.P.P. (b) | (b) | (b) | Senators are covered by a long-term disability insurance policy. Assembly members do not have disability insurance coverage. | Senators are eligible for up to \$250,000 term coverage: members pay 10% of the age-based premium plus the taxable value on coverage above \$50,000. \$250,000 term policy for the Assembly: members pay 18% of the premium plus the taxable value on coverage above \$50,000. |
| Colorado | S.P.P.—Amount differs according to plan selected | S.P.P.—Amount differs according to plan selected | None | None | S.A. State pays full amount for \$12,000 policy. Additional is optional at legislator's expense. |
| Connecticut | S.P.P. | S.P.P. | Some health insurance plans include discounts on eyewear. | S.A., O.P. | S.A., O.P. |
| Delaware | S.P.P. After 3 months, state pays entire amount for basic plan. | O.P. | S.P.P. Only avail. through health ins. plan. | None | S.A., O.P. |
| Florida | S.A. Legislators pay \$50 a month for individual coverage and \$180 a month for family coverage. | Dental coverage offered to state legislators and legislative employees. | O.P. | S.P. | S.A. Basic life insurance is provided for state legislators. Additional optional life insurance can be purchased. |
| Georgia | S.P.P. | S.P.P. | S.P.P. | S.A., S.P.P. | S.A., S.P.P. |
| Hawaii | S.P.P. | S.P.P. | S.P.P. | S.A., S.P.P. | S.A., S.P.P. |

| State or other jurisdiction | Insurance benefits | | | | |
|-----------------------------|--|--|--------------------------------------|----------------------|---|
| | Health | Dental | Vision | Disability insurance | Life insurance benefits |
| Idaho | S.A., S.P.P. | S.A., S.P.P. | S.A., S.P.P. | S.A., S.P.P. | S.A., S.P.P. |
| Illinois | S.P.P. | S.P.P. | S.P.P. | S.P. | S.A., S.P.P. |
| Indiana | S.A., S.P.P. | S.A., S.P.P. | S.A., S.P.P. | None | S.A. |
| Iowa | S.P.P. | S.P.P. | S.A. Legislator pays entire premium. | S.A., S.P. | S.A. State pays first \$20,000. Additional at legislator expense. |
| Kansas | S.A., S.P.P. | S.A., S.P. Legislator pays dependent portion. | S.A., O.P. | S.A., S.P. | S.A. 150% of annual salary if part of KPERs. Additional insurance is optional at legislator's expense. |
| Kentucky | S.A. | O.P. | O.P. | S.A., O.P. | State pays \$20,000. Additional is optional at legislator's expense. |
| Louisiana | S.P.P.—State pays 50% and legislator pays 50%. | S.P.P.—State pays 50% and legislator pays 50%. | O.P. | S.A., O.P. | S.A., S.P.P.—State pays 50% and legislator pays 50%. |
| Maine | S.A.—State pays up to 100% of legislator coverage and 50% of dependent coverage. | S.A., S.P. | O.P. | None | O.P. |
| Maryland | S.A., S.P.P.—The state pays 85%, legislator pays 15% for HMO, legislator pays 17% for POS. | S.A., O.P. | Covered under the medical plan. | None | O.P. |
| Massachusetts | S.P.P. (State currently pays 80%) | S.P.P. | S.P.P. | S.A., O.P. | S.A. \$5,000 policy provided. Additional up to 8 times salary at legislator's expense. |
| Michigan | Health, vision, life, cancer, prescription, offered via cafeteria plan. | | | None | Offered at different levels as part of cafeteria plan. |
| Minnesota | S.P.P.—The state pays 95% for single coverage and 88% of family coverage. | S.P.P.—The state pays 83% for single coverage and 61% for family coverage. | S.A. | S.A., O.P. | S.A. State pays first \$35,000. |
| Mississippi | S.P.—legislator only premiums | O.P. | None | None | S.A., S.P.P.—State pays 50% and legislator pays 50%. |
| Missouri | S.A., S.P.P. | S.A., S.P.P. | S.A., S.P.P. | S.A., S.P. | S.A., S.P.—basic life insurance, 1x annual salary. Additional life insurance is optional at legislator's expense. |
| Montana | S.A., S.P.P.—State pays almost full amount for individual. | S.A., S.P.P.—State pays almost full amount for individual. | Included in health coverage | None | State pays \$14,000 term policy. Additional at legislator's expense. |
| Nebraska | O.P. | O.P. | O.P. | S.A., O.P. | S.A., O.P. |

| State or other jurisdiction | Insurance benefits | | | | |
|-----------------------------|--|--|--|--|--|
| | Health | Dental | Vision | Disability insurance | Life insurance benefits |
| Nevada | S.A., O.P. | S.A., O.P. | S.A., O.P. | S.A., O.P. | S.A., O.P. |
| New Hampshire | O.P. | O.P. | None | None | None |
| New Jersey | 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—none. Permanent disability—if enrolled in pension plan. | Members enrolled in the pension plan—up to three times annual salary. Members enrolled in defined contribution plan—one and a half times annual salary. Members not covered by either plan—no death benefit. |
| New Mexico | None | None | None | None | None |
| New York | No response | No response | No response | No response | No response |
| North Carolina | S.P. Family coverage optional at legislator’s expense. | O.P. | O.P. | S.A., O.P. | S.A., O.P. |
| North Dakota | S.P.—if legislator chooses state health plan. | O.P. | O.P. | S.A., O.P. | S.A. State pays for \$3,500 term life policy. |
| Ohio | S.P.P.—The state pays 85%, and legislators pay 15% | S.P. (c) | S.P. (c) | None | S.P.—once member has one year or more of continuous state service. Policy equal to the member’s annual salary (rounded to the next higher multiple of \$1,000). Supplemental and dependent life insurance is optional at legislator’s expense. |
| Oklahoma | Up to \$641 a month allowance for all benefits for member and up to \$1,678 a month for member plus spouse and children. | Included in health benefit | | | S.A. State pays basic life for \$20,000. Supplemental life is optional at legislator’s expense. |
| Oregon | S.A., S.P.P. | S.A., S.P.P. | S.A., S.P.P. | S.A., O.P. | S.A., O.P. |
| Pennsylvania | (d) | (d) | (d) | None | Group life policy up to amount of salary. |
| Rhode Island | S.A. | S.A. | S.A. | S.A., O.P. | S.A., O.P. |

| State or other jurisdiction | Insurance benefits | | | | |
|-----------------------------|---|--------|------------------------------|---|--|
| | Health | Dental | Vision | Disability insurance | Life insurance benefits |
| South Carolina | S.P.P. | S.P.P. | S.A., O.P. | S.A., S.P.P. | S.A., S.P.P. |
| South Dakota | None | None | None | S.P.—accidental death/dismemberment ins. only. | None |
| Tennessee | S.P.P.—State pays 80%, legislator pays 20%. | O.P. | O.P. | None | S.A. State pays first \$20,000 of the basic life insurance; remainder paid by legislator. |
| Texas | S.A., S.P. | O.P. | Included in health coverage. | S.A., O.P. | S.A., O.P. |
| Utah | S.P.P. | S.P.P. | Optional group discounts. | S.A., S.P. | S.A., S.P.—State pays full premium for \$25,000 basic term life coverage. |
| Vermont | None | None | None | None | None |
| Virginia | S.A., S.P.P. | S.A. | S.A. | None | S.A., S.P.—The state pays for basic group life insurance. Optional Life Insurance (up to 4x salary) available at legislator's expense. |
| Washington | S.A. | S.A. | Included in medical. | S.A., S.P.P. | S.A., S.P.P. |
| West Virginia | O.P. | O.P. | O.P. | None | S.A., O.P. |
| Wisconsin | S.P.P. | (e) | (e) | S.P.P.—depending on legislator's accumulative sick leave balance. | S.P.P.—Group term life levels 1 and 2. Accidental death and dismemberment insurance (ADDI) are available at legislator's expense. |
| Wyoming | None | None | None | None | None |

Source : National Conference of State Legislatures, 2016.

Key:

(U) — Unvouchered.

(V) — Vouchered.

O.P.— Optional at legislator's expense.

O.S.B.— Official state or legislative business only.

S.A.— Same as state employees.

S.P.— State pays full amount.

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

Notes:

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

(b) California: Health: The state pays a portion (20% less than the contribution paid for state managerial employees); legislators pay a portion. Dental: Legislators pay 10% of the basic dental premium; enhanced coverage is available at an additional cost to the member. Vision: Legislators pay 10% of the basic vision premium; enhanced coverage is available at an additional cost to the member.

(c) Ohio: Vision and dental care coverage are available to a member and dependents after the member has completed one year of continuous state service.

(d) Pennsylvania: Legislators pay 1% of salary toward medical/hospital, dental, vision and prescription benefits.

(e) Wisconsin: Basic and diagnostic dental coverage is available; major dental coverage is available through supplemental plans, which is optional at legislator's expense. Diagnostic optical coverage is available; eye glass and contact lens coverage is available through supplemental vision plans, which is optional at legislator's expense.