

Table 3.10
LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS

State	Legislator's compensation for office supplies, district offices and staffing	Insurance benefits					Life insurance benefits
		Phone allowance	Health	Dental	Vision	Disability insurance	
Alabama	None, although annual appropriation to certain positions may be so allocated.	Yes O.S.B.	S.A., O.P.	S.A., O.P.	S.A., O.P.	None.	None.
Alaska	\$20,000/y Senators \$16,000/y Representatives for postage, stationery and other legislative expenses. Staffing allowance determined by rules and presiding officers, depending on time of year.	Yes O.S.B.	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	None.	(a)	S.A., S.P.P.	S.A., O.P.	S.A., O.P.	S.P.P.	S.P.P.
Arkansas	Up to \$3,600/y additional reimbursement for committee chairs, vice chairs and standing subcommittee chairs.	No	S.P.P. (b)	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	Senate member expenses are paid directly and maintained by the Senate Rules Committee. \$263,000 Assembly members' base allowance.	No	S.P.P. (c)	(c)	(c)	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	None.	Yes O.S.B.	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	\$5,500 senators, \$4,500 representatives.	No	S.P.P.	S.P.P.	Some health insurance plans include discounts on eyewear.	S.A., O.P.	S.A., O.P.
Delaware	\$7,332/y expense allowance.	No	S.P.P. After 3/m state pays entire amount for basic plan.	O.P.	S.P.P. Only avail. through health ins. plan.	None	S.A., O.P.
Florida	\$2,921/m Senate district office expenses. \$2,482/m House district office expenses.	(d)	S.A.—Legislators pay \$50/m for individual coverage and \$180/m 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.

See footnotes at end of table.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS — Continued

State	Legislator's compensation for office supplies, district offices and staffing	Phone allowance	Health	Dental	Insurance benefits			
					Vision	Disability insurance	Life insurance benefits	
Georgia	\$7,000/y reimbursable expense account for personal services, office equipment, rent, supplies, transportation, telecommunications, etc.	No	S.P.P.	S.P.P.	S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.
Hawaii	\$350–\$500/d Senate staffing allowance. \$5,000–\$7,500/m House allocation for session staffing.	O.S.B.	S.P.P.	S.P.P.	S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.
Idaho	\$2,500/y for unvouchered constituent expense.	No	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.	S.A., S.P.P.
Illinois	\$83,063/y Senate office expenses, including district offices and staffing. \$69,409/y House office expenses, including district offices and staffing.	No	S.P.P.	S.P.P.	S.P.P.	S.P.	S.A., S.P.P.	S.A., S.P.P.
Indiana	None.	No	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	None.	S.A.	S.A.
Iowa	\$300/m district constituency postage, travel, telephone and other expenses.	No	S.P.P.	S.P.P.	S.A. Legislator pays entire premium.	S.A., S.P.	S.A., S.P.P.	S.A. State pays first \$20,000. Additional at legislator expense.
Kansas	\$7,083/y. Staffing allowances vary for leadership.	Yes	S.A., S.P.P.	S.A., S.P. Legislator pays dependent portion.	S.A., O.P.	S.A., S.P.	S.A., S.P.P.	S.A. 150% of annual salary if part of KPERS. Additional insurance is optional at legislator's expense.
Kentucky	\$1,789/y district expenses during interim.	No	S.A.	O.P.	O.P.	O.P.	S.A., O.P.	State pays \$20,000. Additional is optional at legislator's expense.
Louisiana	\$500/m expenses in connection with holding office. \$1,500/m supplemental allowance for vouchered office expenses, rent and travel mileage in district. \$2,000–\$3,000/m staff allowance.	Yes (c)	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	None. However, supplies for staff offices are provided and paid for out of general legislative account.	Yes (f)	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	\$18,965/y normal expenses of a district office with limits on staffing, postage, telephone and publications. \$6,200–\$15,500/y staff salaries and operating expenses. \$16,325–\$18,325/y in lieu of institutionally provided administrative assistant to House members.	No	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.	

See footnotes at end of table.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS — Continued

State	Legislator's compensation for office supplies, district offices and staffing	Insurance benefits					Life insurance benefits
		Phone allowance	Health	Dental	Vision	Disability insurance	
Massachusetts	\$7,200/y office expenses.	No	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.....	Senate—\$51,900/y office budget per senator. House—\$102,000/y office allowance per maj. member. \$99,000/y office allowance per min. member.	Yes O.S.B.	Health, vision, life, cancer; prescription, offered via cafeteria plan.			None.	Offered at different levels as part of cafeteria plan.
Minnesota.....	None.	Yes (g)	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	\$1,500/m out of session.	No	S.P.—legislator only premiums.	O.P.	None.	None.	S.A., S.P.P.—State pays 50% and legislator pays 50%.
Missouri.....	Up to \$700/m reasonable and necessary business expenses.	Yes (h)	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	None.	Leaders only	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	None.	Yes O.S.B.	O.P.	O.P.	O.P.	S.A., O.P.	S.A., O.P.
Nevada.....	Leaders; \$900 each regular session and \$64 each special session for postage, telephone tolls, and other communications charges for spkr., spkr. pro tem, maj.ldr., min.ldr., pres., pres. pro tem, maj.ldr., min.ldr., pres., 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 (i)	S.A., O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.	S.A., O.P.
New Hampshire	None.	No	O.P.	O.P.	None.	None.	None.

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LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS — Continued

State	Legislator's compensation for office supplies, district offices and staffing	Insurance benefits					Life insurance benefits
		Phone allowance	Health	Dental	Vision	Disability insurance	
New Jersey	\$1,250 office supplies. Equipment and furnishings supplied through a district office program. \$110,000/y district office personnel. State provides stationery for each legislator and 10,000 postage stamps.	No	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.	S.A.—Members appointed or elected after 5/21/10 are not eligible for coverage.	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.	No	None.	None.	None.	None.	
New York	Allowances are provided for in Senate Rule X, Sec. 8-10 and Assembly Rule V, Sec. 9.	No response.	No response.	No response.	No response.	No response.	
North Carolina	Leaders: \$16,956/y expense allowance each for pres. pro tem, spkr. \$10,032/y expense allowance each for deputy pres. pro tem, spkr. pro tem. \$7,992/y expense allowance each for maj. ldrs, min. ldrs. Non-leaders: \$6,708/y any legislative expenses not otherwise provided. \$2,275/y postage, stationery and telephone.	(j)	S.P. Family coverage optional at legislator's expense.	O.P.	O.P.	S.A., O.P.	
North Dakota	None.	Yes (k)	S.P.—If legislator chooses state health plan.	O.P.	O.P.	S.A. State pays for \$3,500 term life policy.	
Ohio	None.	Yes O.S.B.	S.P.P.—The state pays 85%, and legislators pay 15%.	S.P. (l)	S.P. (l)	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	\$1,500/y office expenses and electronic communications such as cell phone bills.	(m)	Up to \$641/m allowance for all benefits for member and up to \$1,678/m for member plus spouse and children.	Health, vision, life, cancer, prescription, offered via cafeteria plan.		S.A. State pays basic life for \$20,000. Supplemental life is optional at legislator's expense.	

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LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS — Continued

State	Legislator's compensation for office supplies, district offices and staffing	Phone allowance	Insurance benefits					Life insurance benefits
			Health	Dental	Vision	Disability insurance		
Oregon	\$69,952 per biennium for interim expenses. \$37,662 session staffing. \$2,736 session services and supplies. \$450-750/m interim district allowance, depending on geographic size of district.	Yes O.S.B.	S.A., S.P.P.	S.A., S.P.P.	S.A., S.P.P.	S.A., O.P.	S.A., O.P.	
Pennsylvania	Staffing is determined by leadership.	No	(n)	(n)	None.	None.	Group life policy up to amount of salary.	
Rhode Island	None.	No	S.A.	S.A.	S.A., O.P.	S.A., O.P.	S.A., O.P.	
South Carolina	\$1,000/m each member district expenses. \$650/ interim committee chairs expense allowance. \$3,400/y Senate postage, stationery and telephone. \$1,800/y House telephone. \$700/y House postage.	(o)	S.P.P.	S.P.P.	S.A., O.P.	S.A., S.P.P.	S.A., S.P.P.	
South Dakota	None.	Yes (p)	None.	None.	None.	S.P.—accidental death/ dismemberment ins. only.	None.	
Tennessee	\$1,000/m expenses in district.	Yes (q)	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	Allowance for staff salaries, supplies, stationery, No postage, district office rental, telephone expense, etc.	No	S.A., S.P.	O.P.	Included in health coverage.	S.A., O.P.	S.A., O.P.	
Utah	None.	Yes (r)	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.	Yes	None.	None.	None.	None.	None.	
Virginia	Leaders: \$76,377/y staffing allowance. \$1,750/m office expense allowance. Legislators: \$56,100/y staffing allowance. \$1,250/m office expense allowance.	No	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	\$7,800/y for legislative expenses for which the legislator has not been otherwise entitled to reimbursement. No staffing allowance.	Yes O.S.B.	S.A.	S.A.	Included in medical.	S.A., S.P.P.	S.A., S.P.P.	
West Virginia	None.	Yes	O.P.	O.P.	O.P.	None.	S.A., O.P.	

See footnotes at end of table.

LEGISLATIVE COMPENSATION: OTHER PAYMENTS AND BENEFITS — Continued

State	Legislator's compensation for office supplies, district offices and staffing	Phone allowance	Health	Insurance benefits			
				Dental	Vision	Disability insurance	Life insurance benefits
Wisconsin.....	Senate: \$214,950/2-y period staffing allowance. \$55,955/2-y period office expenses. Assembly: \$15,000/2-y session office expenses.	(s)	S.P.P.	(t)	(t)	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.....	\$750/quarter through constituent service allowance.	No	None.	None.	None.	None.	None.

Source: National Conference of State Legislatures, 2016.

Key:
(U) — Unvouchered.
(V) — Vouchered.

d — day.
m — month.
w — week.
y — year.

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

(b) 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.

(c) 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.

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

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

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

(g) Minnesota. \$200/m Senate communication reimbursement. \$125/m House communications allowance.
(h) Missouri. Up to \$50/month for data plan only.

(i) Nevada. \$2,800/session allowance. \$300/each special session.

(j) North Carolina. Included in office allowance.

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

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

(m) Oklahoma. Included in office allowance.

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

(o) South Carolina. Included in office allowance.

(p) South Dakota. Phone cards.

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

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

(s) Wisconsin. Included in office allowance.

(t) 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.