

# 2023 Legislator Compensation

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Legislator compensation varies across legislatures. The lowest annual state legislator salary in 2023 was \$100 and the highest annual state legislator salary in 2023 was \$142,000. In 2023, the average annual base salary for a state legislator was \$43,494. This represents a 6% increase in average annual legislator base salary since 2022. However, salary is only one component of legislator compensation. Each year, NCSL collects data from all 50 states, the U.S. territories, and Washington D.C. on legislative salaries and per diems. This year, NCSL conducted a broader survey to learn more about additional compensation for legislative leaders, insurance and retirement benefits, and office and staffing allowances in addition to regular compensation. The tables linked to below provide nationwide data for each of these categories.

## 2023 Legislator Compensation by State

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Alabama	Legislators receive an annual salary of \$53,913.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators can receive mileage in the interim.	<p>The per diem rate is dependent on how far a member is from their base. Legislators who are 0-5 hrs, 59 minutes from their base do not receive a per diem. Legislators who are 6-12 hours outside of their home receive \$12.75/day. Legislators who are over 12 hours away from their home base with no overnight receive \$34/day.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense</p>

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Alaska	Legislators receive an annual salary of \$50,400.	Automobile = \$0.655, Boat/Motorcycle = \$0.635, and Airplane = \$1.74. Legislators may receive mileage reimbursement in the interim.	<p>\$307/day.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.</p> <p>Members can receive per diem outside of session.</p>
American Samoa <sup>[1]</sup>	Legislators receive an annual salary of \$25,000.	No data available.	<p>Legislators only receive a per diem in connection with any approved travel authorization. The federal per diem rate is used.</p> <p>Per diem is vouchered. Per diem is taxable for all state legislators.</p>
Arizona	Legislators receive an annual salary of \$24,000.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators can receive mileage in the interim.	The session per diem rate for state legislators residing in Maricopa County is \$35/day for the first 120 days of regular and special sessions and \$10/day for all following days. For legislators residing outside of

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Arkansas	Legislators receive an annual salary of \$44,356.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators can receive mileage in the interim.	<p>Varies per member. If they reside within 50 miles of the State Capitol, it is \$59/ day. If they reside beyond 50 miles from the State Capitol, it</p> <p>Maricopa County, 100% of the average of the six highest months of the annual federal per diem rate for Maricopa county, including lodging, as determined by the United States general services administration. The director of the department of administration shall determine this amount annually (as of Spring 2023: \$238/day) for the first 120 days of regular and special sessions and half that amount (as of spring 2023: \$119/day) for all following days. This is set in statute, but will change each year as the US general services administration adjusts the federal rates.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators.</p>

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem  is \$155/ day.  Members can receive per diem outside of session.
California	Legislators receive an annual salary \$122, 694.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators can receive mileage in the interim.	\$214/ day.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.  Members can receive per diem outside of session
Colorado	Legislators whose terms started in 2023 receive an annual salary of \$43,977. Legislators whose terms started in 2021 receive an annual salary of \$41,449.	59 cents per mile. Mileage is tied to the federal rate. Legislators can receive mileage in the interim.	For legislators living within 50 miles of the capitol: \$45/day. For legislators living more than 50 miles from the capitol: \$237/day.  Per diem is vouchered. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators.  Members can receive per diem outside of session.
Connecticut	Legislators receive an annual salary of \$40,000.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators can	Members do not receive per diem.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Delaware	Legislators receive an annual salary of \$49,202.	receive mileage in the interim.  40 cents a mile. Legislators can receive mileage in the interim.	Members do not receive per diem.
District of Columbia	Councilmembers receive an annual salary of \$154,438.	In-town mileage is not reimbursable.  Out-of-town mileage is reimbursed if the member is on official business and the destination is farther than 50 miles one way from the District of Columbia. Members must present proof of actual mileage incurred and it is reimbursable at rates established by the federal GSA schedule.	Members do not receive per diem.
Florida[ii]	Legislators receive an annual salary of \$18,000.	44.5 cents per mile.	Per diem rates established by Speaker of the House and the President of the Senate. Data about amounts not available.
Georgia	Legislators receive an annual salary of \$23,341,72.	65.5 cents per mile. Mileage is tied to the federal rate.	\$247/day.  Legislators automatically receive the set per diem on eligible days and do

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Guam[iii]	Legislators receive an annual salary of \$54,080.	No data available.	<p>not need to turn in receipts or expense reports., Per diem is vouchered. Per diem is taxable for some state legislators.</p> <p>Members can receive per diem outside of session.</p>
Hawaii	Legislators receive an annual salary of \$72,348.	65.5 cents per mile.	<p>\$225, but this is given to non-Oahu legislators only.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is tax exempt for all state legislators.</p> <p>Members can receive per diem outside of session.</p>
Idaho	Legislators receive an annual salary of \$19,913	65.5 cents per mile. Legislators may receive mileage in the interim.	For legislators residing within 50 miles of the capitol: \$74/day. For legislators residing more than 50 miles from the capitol: \$221/day. Both rates are tied to federal per diem rates.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Illinois	Legislators receive an annual salary of \$85,000.	65.5 cents per mile. It is tied to the federal rate.	<p>\$157/day.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators.</p>
Indiana	Legislators receive an annual salary of \$29749.	65.5 cents for mileage. Mileage is tied to the federal rate. Legislators are eligible for mileage reimbursement in the Interim.	<p>\$196/day.</p> <p>Per diem is vouchered. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators.</p> <p>Members can receive per diem outside of session.</p>
Iowa	Legislators receive an annual salary of \$25,000.	50 cents per mile. Legislators may receive mileage reimbursement in the Interim.	<p>\$175/day outside of Polk County, \$131.25/day for Legislators who live within Polk County, which is the county with the seat of government.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is</p>

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Kansas	Legislator salary is based on a daily rate of \$86.66 for each session day and for attendance to any committee meetings or approved conference attendance during the interim.	58.5 per mile cents per mile. Legislators may receive mileage reimbursement in the interim.	<p>\$157.00/day.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diems is taxable for some state legislators.</p> <p>Members can receive per diem outside of session.</p>
Kentucky	Legislator salary is based on a daily rate of \$188.22/calendar day during session for those whose elected terms started before 2023. Legislators whose elected terms started after 2023 receive, \$203.28/calendar day while in session. Legislators can receive daily salary during interim on approved days.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	<p>\$203.28/day for members sworn in after January 1, 2023; \$188.22 for members sworn in before 2023.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports.</p> <p>Members can receive per diem outside of session.</p>



State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Louisiana	Legislators receive an annual salary of \$16,800.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	<p>\$175/day. Changes with federal rates every Oct 1st.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for all state legislators.</p> <p>Members can receive per diem outside of session.</p>
Maine[iv]	Legislators receive an annual salary of \$16,245.12 in the first legislative session and \$11,668.32 in the second legislative session.	46 cents per mile	<p>The session per diem rate for state legislators is \$70/day for lodging, or, in lieu of lodging, round-trip mileage at the lower of \$0.55/mile or the federal standard mileage rate, plus actual tolls and \$50/day for meals.</p> <p>Per diem is vouchered.</p> <p>Members can receive per diem outside of session.</p>
Maryland	Legislators receive an annual salary of \$ 52,343.	65.5 cents per mile. Legislators may receive mileage reimbursement in the interim.	<p>Lodging \$108/day, Meals \$63/day.</p> <p>Per diem is reimbursed to state legislators when</p>

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Massachusetts[v]	Legislators receive an annual salary of \$73,655.01.	No mileage is reimbursed. Each member of the general court shall annually receive an amount for expenses to be paid as follows: (i) for members whose primary residence is located at a distance that is equal to or less than 50 miles from the state house, \$15,000; and (ii) for members whose primary residence is located at a distance that is greater than 50 miles from the state house, \$20,000. This can be used for travel expenses.	<p>they submit receipts or turn in expense reports. Per diem is taxable for some state legislators.</p> <p>Members can receive per diem outside of session.</p> <p>Members do not receive per diem.</p>
Michigan	Legislators receive an annual salary of \$71,685.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage	No per diem is paid. Legislators receive an expense allowance of \$10,800/year for session and interim. Set by the compensation commission. Vouchered.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Minnesota	Legislators receive an annual salary \$48,250. This salary will increase to \$51,750 on July 1, 2023.	reimbursement in the interim.  65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	\$66/day for House members. \$86/day for Senate members.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax deductible for some state legislators.  Members can receive per diem outside of session.
Mississippi	Legislators receive an annual salary of \$23,500.	66 center per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	For Senate: \$157/day. Tied to federal rate. Unvouchered. For House: 1\$157/day if present on roll call.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some Senators. Per diem is taxable for all Representatives.  Members can receive per diem outside of session.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Missouri	Legislators receive an annual salary of \$37,711.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	\$125.60/day.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators.
Montana	Legislator salary is based on a daily rate of \$104.86 on any legislative day during session or during committee days during the interim.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	\$171 per day/day.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.  Members can receive per diem outside of session.
Nebraska[vi]	Legislators receive an annual salary of \$12,000.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate.	For legislators residing within 50 miles of the capitol: \$55/day. For legislators residing more than 50 miles from the capitol: \$151/day. Both rates are tied to federal per diem rates.
Nevada[vii]	Legislator salary is based on a daily rate of \$130 for each day the	65.5 cents per mile. Mileage reimbursement is	Members receive per diem, amounts not available.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
New Hampshire	<p>legislature is in session</p> <p>Legislators receive an annual salary of \$100.</p>	<p>65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators can instead choose the state mileage rate reimbursement option, which is .38/mile for the first 45 miles, and .19/mile thereafter. With this alternative method, the reimbursement is reported as taxable income and the legislator does not need to have driven. Legislators may receive mileage in the interim.</p>	<p>Members do not receive per diem.</p>
New Jersey	<p>Legislators receive an annual salary of \$49,000.</p>	<p>None.</p>	<p>Members do not receive per diem.</p>
New Mexico	<p>Legislators do not receive a salary.</p>	<p>65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.</p>	<p>59.00/day.</p> <p>Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is vouchered. Per diem is tax deductible for some state legislators.</p>

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
New York[viii]	Legislators receive an annual salary of \$142,000.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate.	Members can receive per diem outside of session.  Members receive per diem, amounts not available.
North Carolina	Legislators receive an annual salary of \$13,951.	.29 cents per mile. Legislators may receive mileage reimbursement in the interim.	\$104/day.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.  Members can receive per diem outside of session.
North Dakota	Legislator salary is based on a monthly rate of \$537 a month. This will increase to \$592 a month starting on July 1, 2024.	65.5 cents per mile. Mileage reimbursement is tied to the federal rate. Legislators may receive mileage reimbursement during the interim.	\$193/day. \$205/day starting July, 2023.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators.  Members can receive per diem outside of session.
Northern Mariana Islands	Legislators receive an annual salary of	No data available.	Members do not receive per diem.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Ohio	Legislators receive an annual salary \$32,000.	58 cents per mile for legislators living outside Franklin County. Legislators may receive mileage reimbursement in the interim.	Members do not receive per diem.
Oklahoma	Legislators receive an annual salary of \$47,500.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	\$168/day.  Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for some state legislators.
Oregon	Legislators receive an annual salary of \$35,052.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	\$157/day.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators.  Members can receive per diem outside of session.
Pennsylvania	Legislators receive an annual salary of \$102,844.07	65.5 cents per mile. Mileage is tied to the federal rate.	\$181/day.
Puerto Rico	No data available.	No data available.	No data available.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Rhode Island	Legislators receive an annual salary of \$17,626.63	65.5 cents per mile. Mileage is tied to the federal rate.	Members do not receive per diem.
South Carolina	Legislators receive an annual salary of \$10,400.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	<p>\$176/day.</p> <p>Per diem is vouchered. Per diem is tax exempt for some state legislators.</p> <p>Members can receive per diem outside of session</p>
South Dakota	Legislators receive an annual salary of \$14,778.60	During session: One trip per session is paid at 5 cents per mile and the remaining are paid at 51 cents per mile (one round trip per week to their home district).	<p>\$157/day for legislators who reside more than 50 miles away from the capitol.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is tax exempt for all state legislators.</p>
Tennessee	Legislators receive an annual salary of \$28,406	\$.625 per mile. Legislators may receive mileage reimbursement in the interim.	<p>\$313/day for legislators whose residence is 50 or greater miles from the seat of government.</p> <p>\$79 for Legislators who residence is less than 50 miles from the seat of government.</p> <p>Legislators automatically receive the set per diem on eligible days and do</p>



State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Texas	Legislators receive an annual salary \$7,200.	For representatives 65.5 cents per mile and mileage is tied to the federal rate. For senators, for car travel - \$.58 per mile for airplane travel - \$1.21 per mile Legislators may receive mileage reimbursement in the interim.	\$221.00/day.  Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators.  Members can receive per diem outside of session.
U.S. Virgin Islands	Legislators receive an annual salary \$85,000.	None.	Members do not receive per diem.
Utah	Legislator salary is based on a daily rate of \$293.55 on legislative days. Legislative days are defined as days with official, designated legislative meetings and in which legislators sign attendance sheets.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	Per diem is determined by eligible reimbursable expenses (with receipt): mileage, lodging, breakfast up to \$13, lunch up to \$15, and dinner up to \$26.  Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for some state legislators.

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem
Vermont	Legislator salary is based on a weekly rate of \$811.68.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	<p>Members can receive per diem outside of session.</p> <p>Per diem is divided between meals and lodging. Meals: \$69/day. Lodging: \$134/night.</p> <p>Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is taxable for all state legislators.</p>
Virginia	Legislators in the Virginia Assembly receive an annual salary \$17,640. Senators receive an annual salary of \$18,000.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	<p>\$209.00/day.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators.</p> <p>Members can receive per diem outside of session.</p>
Washington	Legislators receive an annual salary \$57,876.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	<p>\$190.00/day.</p> <p>Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for some state</p>

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem  legislators.  Members can receive per diem outside of session.
West Virginia[ix]	Legislators receive an annual salary of \$20,000.	65.5 cents per mile. Mileage is tied to the federal rate.	Members who commute daily receive \$75/day. Members who do not commute daily receive \$175/day.
Wisconsin	Legislators receive an annual salary of \$57,408.	\$0.51 for a car and \$0.285 for a motorcycle. If your residence is within 25 miles (round trip) of the capitol you cannot claim mileage. Legislators may receive mileage reimbursement in the interim.	<p>For the House: The overnight rate is \$155.70/day. The non-overnight rate is \$77.85/day. Legislators that represent a portion of the county that the Capitol is in receive only the rate of \$77.85/day. Per diem is optional. Per diem is vouchered. Per diem is taxable for some state legislators. Per diem is tax exempt for some state legislators.</p> <p>For the Senate: Up to \$140/day for days spent in Madison for state business. Dane County Senators are allowed half of that amount, or \$70 per day. Legislators automatically receive the set per diem on eligible days and do not need to turn in receipts or expense reports. Per diem is taxable for all state legislators.</p>

State/Territory/D.C.	Base Salary	Mileage (cents per mile)	Per Diem  Members can receive per diem outside of session.
Wyoming	\$150/day.	65.5 cents per mile. Mileage is tied to the federal rate. Legislators may receive mileage reimbursement in the interim.	\$109/day.  Per diem is reimbursed to state legislators when they submit receipts or turn in expense reports. Per diem is vouchered. Per diem is taxable for all state legislators.  Members can receive per diem outside of session.

[i] There is one representative from the Swains Island who is paid \$20,000/year. This member does not have a vote.

[ii] Data about legislator salary was obtained from FL Statute 11.13. Data about mileage and per diem was obtained from FL Statute X 112.061

[iii] The most recent data is from 2019.

[iv] Data about legislator salary, mileage reimbursement, and per diem was obtained from the 131<sup>st</sup> Maine Legislature Legislators' Handbook.













[v] Data about legislator mileage reimbursement and per diem was obtained from MA General Laws Part I Title I Chapter 3 Section 9c.

[vi] Data about legislator salary and per diem was obtained from the Official Site of the Nebraska Legislature. Data about legislator mileage reimbursement rates was obtained from NE Revised Statute 81-1176.

[vii] Data about legislator salary and per diem was obtain from NRS.218A.630 and NRS.218A.645. Data about mileage reimbursement rates was obtained from a State of Nevada Governor's Finance Office 2023 All Agencies Memo.

[viii] Data about legislator salary was obtained from news media. Data about legislator mileage reimbursement and per diem was obtained from the Office of New York State Comptroller Guide to Financial Operations Sections XIII.4.C and Senate Guidelines on Per Diem.

[ix] Data about legislator salary was obtained from the news media. Data about legislator mileage reimbursement and per diem was obtained from WV Code Chapter 4 Article 2A.

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