



## State Government

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# Kansas Legislator Briefing Book 2008

## State Government

### U-5 Elected Officials' Compensation

The salaries of all statewide elected officials and legislators in Kansas are established by statute. Also by statute, increases in these salaries are tied to salary increases for classified state employees. The increases in salary are generally reflected in the annual appropriations bill.

#### Statewide Elected Officials

The following discussion reflects the salaries of Kansas statewide elected officials. For each position, the FY 2008 approved salary is reflected. For ease of comparison with other states, however, salaries as of February 2007 have been compared. It should also be noted that, with the exception of the Governor, the method of selection and duties of the positions tend to vary from state to state. The following information is summarized in Attachment A.

**Governor.** The Governor's FY 2008 salary is set at \$108,007. As of February 2007, the Governor's salary was \$105,889. The 50 state average gubernatorial salary was \$124,398. This amount is \$18,509 or 17.5 percent above the Kansas Governor's salary. It should be noted that many studies exclude the California Governor's salary (\$206,500) from comparisons because it is so much larger than that of any other state. Excluding that salary, the average would drop to \$120,268, which is \$14,379, or 13.6 percent, above the Kansas Governor's salary.

**Lieutenant Governor.** The Lieutenant Governor's salary for FY 2008 totals \$30,549. In February 2007, the salary was \$29,950. It is somewhat problematic to compare Lieutenant Governor salaries among states because the duties of the position vary widely from state to state. Seven states have no Lieutenant Governor position. In three of those states (Arizona, Oregon, and Wyoming), the traditional duties of the Lieutenant Governor are the responsibility of the Secretary of State. In the other four states (Maine, New Hampshire, New Jersey, and West Virginia), there is no comparable position. The average salary of those states with a comparable position is \$87,542. This amount is \$57,992, or 192.3 percent, above the Kansas salary. With California excluded, the average is \$83,940, which is \$53,990, or 180.3 percent, above Kansas.

**Secretary of State.** The FY 2008 salary for the Secretary of State is \$83,905. The February 2007 comparison salary was \$82,260. In three

states (Alaska, Hawaii, and Utah), comparable duties are performed by the Lieutenant Governor. The average salary of the other 47 states is \$98,813, which is \$16,553, or 20.1 percent, higher than the Kansas salary. Excluding California, the average is \$95,518, which is \$13,258, or 16.1 percent above Kansas.

**Attorney General.** The FY 2008 salary for the Attorney General is set at \$96,489, while the February 2007 salary was \$94,597. The 50-state average salary for Attorneys General was \$113,625, a total of \$19,028, or 20.1 percent, above the Kansas Attorney General's salary. If California is excluded, the average drops to \$110,115, which is \$15,518, or 16.4 percent, higher than Kansas.

**State Treasurer.** The FY 2008 salary for the State Treasurer is \$83,905, and the February 2007 comparison salary is \$82,260. The national average salary for comparable positions is \$101,011, which is \$18,751, or 22.8 percent, above the Kansas salary. If California is excluded, the average is \$97,707, which is \$15,447, or 18.8 percent, higher than the Kansas salary.

**Insurance Commissioner.** The salary for the Insurance Commissioner in FY 2008 is \$83,905. The February 2007 salary was \$82,260. In one state, the State Treasurer carries out the duties of the Insurance Commissioner. In the other 49 states, the average salary is \$105,954, which is \$23,694, or 28.8 percent higher than Kansas. Excluding California, the average drops to \$102,582, which is \$20,322, or 24.7 percent higher than the Kansas Insurance Commissioner's salary.

## Legislative Compensation

Comparing legislative compensation rates with other states is more problematic than comparing salaries for statewide elected officials. The compensation methods differ widely, as do the types of legislature and type and length of sessions in each state. A 2007 study on legislative compensation by the Council of State Governments (CSG), however, attempted such a comparison.

**Types of Legislatures.** The first part of the CSG study identified three different types of legislative bodies. Nine states were identified as having professional legislatures, defined as a legislature which has no constitutional or statutory limit on the length of sessions, and for which legislators normally spend the majority of their time on legislative business without holding outside employment. Kansas is one of 18 states identified as having citizen legislatures in which sessions are limited to a portion of the year and most legislators hold employment outside of the legislature. The remaining 23 states are identified as hybrid legislatures, possessing some characteristics of each of the other two types.

**Sessions.** Currently, only six states have biennial sessions. The remaining 44 states have annual sessions, although the length of those sessions varies widely, from an average of two months to year around.

**Types of Compensation.** Of the 50 states, 42 paid legislators some form of annual salaries in FY 2007. These salaries varied widely, from \$100 for the entire session in New Hampshire to slightly more than \$113,000 per year in California. The 8 remaining states—Alabama, Kansas, Kentucky, Montana, Nevada, North Dakota, Utah, and Wyoming—pay some form of *per diem* compensation ranging from \$10 per day in Alabama to slightly over \$180 per day in Kentucky. The Council of State Governments 2007 study used 2005 per diem compensation information to equate per diem amounts to annual salaries based on the appropriate number of session days for each Legislature. The annualized (session only) salaries for those states paying per diem compensation ranged from \$1,050 in Alabama to slightly over \$7,600 in Kentucky. The annual compensation for Kansas was estimated at \$6,651. It is important to note that these amounts do not include any additional pay states may provide for interim activities,

additional pay for leadership positions or per diem living expenses. Regular session pay provided in each state is reflected in Attachment B.

When compared with all other states, on the basis of 2005 regular session compensation only, Kansas ranked 43<sup>rd</sup> out of the 50 states. States surrounding Kansas ranked higher, with Oklahoma ranked 12<sup>th</sup> (with an annual salary of \$38,400), Missouri ranked 15<sup>th</sup> (\$31,351), Colorado ranked 17<sup>th</sup> (\$30,000) and Nebraska ranked 34<sup>th</sup> (\$12,000). Attachment C lists the amount of 2005 regular session compensation for each state.

**Other Compensation.** Although the CSG study did not factor in other items of legislative compensation, it noted several other sources. Only six states do not provide any form of per diem living expenses to legislators. The per diem rates in the other 44 states differ widely. Some states pay a lump sum per diem amount per day or month, while others require vouchers for food, lodging, mileage or some combination of the three. Attachment B also reflects per diem living expense payments provided by each state.

The study noted that while 41 states provide additional compensation to legislative leaders, there is no consistent pattern to the additional payments. The study noted that in 2005, the presiding officers in Alabama received an additional \$2.00 per day and \$1,500 per month, while in California and New York, the amounts were \$14,850 and \$41,500, respectively. In Kansas, FY 2008 additional leadership pay ranges from just under \$7,000 per year to just under \$13,700, depending on the leadership position.

The study indicated that in 2005, retirement benefits with varying contribution rates and benefit formulas were available to legislators in 43 states.

**Trends Analysis.** The majority of CSG's analysis of legislator compensation was devoted to an inflation-adjusted trends analysis over the past 30 years. The study compared salaries in 1975, 1985, 1995, and 2005, adjusting the pre-2005 amounts for inflation. On average, the study found that compensation actually decreased by almost 7.0 percent nationwide over the 30-year period. From state to state, however, the changes varied widely, from an increase of more than 862 percent in Rhode Island to a decrease of nearly 73 percent in Alabama, New Hampshire, and Texas.

For Kansas, the 1975 regular session compensation (\$3,255 in real dollars) equated to slightly over \$12,000 in inflation-adjusted dollars. On that basis, the study indicated that legislative salaries in Kansas declined by just over \$5,400, or 44.8 percent, from 1975 to 2005. Attachment D reflects the 30-year inflation adjusted statistics for each state. Attachment E shows a comparison of Kansas legislative compensation in both real and inflation adjusted dollars from 1975 through 2005.

Over the same time period, inflation-adjusted *per capita* income in Kansas increased from just under \$23,000 in 1975 to slightly over \$32,800 in 2005, an increase of \$9,685, or 43.0 percent. Attachment F shows a comparison in the inflation-adjusted percentage changes in per capita income compared to legislative regular session pay from 1975 to 2005.

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**Attachment A**  
**Salaries of Kansas Statewide Elected Officials Compared to Comparable Positions in Other States**  
**As of February 2007**

	Governor	Lieutenant Governor	Secretary of State	Attorney General	State Treasurer	Insurance Commissioner
Alabama	\$ 112,896	\$ 48,384	\$ 79,580	\$ 155,828	\$ 79,580	\$ 84,962
Alaska	125,000	100,000	Lt. Gov.	122,640	102,480	89,036
Arizona	95,000	Sec. of State	70,000	90,000	70,000	115,650
Arkansas	80,848	39,075	50,529	67,673	50,529	108,963
California	206,500	154,875	164,875	175,525	165,200	165,200
Colorado	90,000	68,500	68,500	80,000	68,500	105,000
Connecticut	150,000	110,000	110,000	110,000	110,000	124,836
Delaware	132,500	75,500	123,100	140,200	109,300	104,600
Florida	132,832	127,399	120,000	131,604	131,604	Treasurer
Georgia	135,281	88,941	120,036	133,778	126,500	116,888
Hawaii	112,000	100,000	Lt. Gov.	109,242	104,040	90,931
Idaho	105,590	27,820	85,600	95,180	85,800	90,002
Illinois	155,800	119,000	137,300	137,300	119,000	124,800
Indiana	95,000	76,000	68,000	79,400	66,000	90,129
Iowa	130,000	103,212	103,212	123,669	103,212	98,532
Kansas	105,889	29,990	82,260	94,597	82,260	82,260
Kentucky	137,506	101,596	101,596	101,596	101,596	95,000
Louisiana	96,000	85,008	85,000	85,000	85,000	85,000
Maine	70,000	N/A	71,302	90,438	71,032	94,661
Maryland	150,000	141,667	108,013	125,000	125,000	103,033
Massachusetts	140,535	124,920	124,920	127,523	120,000	122,135
Michigan	177,000	123,900	124,900	124,900	174,204	112,199
Minnesota	120,303	78,197	90,227	114,288	108,388	91,183
Mississippi	122,160	60,000	90,000	108,560	90,000	90,000
Missouri	120,087	77,184	96,455	104,332	96,455	100,988
Montana	96,462	74,173	76,539	85,782	95,264	79,642
Nebraska	105,000	75,000	85,000	95,000	85,000	92,250
Nevada	141,000	60,000	97,000	133,000	97,000	110,323
New Hampshire	108,990	N/A	94,584	105,398	94,584	94,584
New Jersey	175,000	N/A	141,000	141,000	141,000	141,000
New Mexico	110,000	85,000	85,000	95,000	85,000	91,520
New York	179,000	151,500	120,800	151,500	124,811	127,000
North Carolina	130,629	115,289	115,289	115,289	115,289	115,289
North Dakota	82,483	71,797	73,568	79,984	69,477	73,568
Ohio	144,830	142,500	106,990	106,990	106,990	128,564
Oklahoma	140,000	109,250	94,500	126,500	94,839	121,250
Oregon	93,600	Sec. of State	72,000	77,200	72,000	116,808
Pennsylvania	164,396	138,091	118,308	136,778	136,778	118,366
Rhode Island	117,817	98,214	99,214	105,416	99,214	86,359
South Carolina	106,078	46,545	82,007	82,007	92,007	137,136
South Dakota	105,544	16,343	73,865	92,307	73,865	78,250
Tennessee	85,000	54,372	143,292	150,000	143,292	100,844
Texas	115,345	115,345	117,516	125,000	125,000	163,800
Utah	104,100	100,000	Lt. Gov.	98,895	81,000	90,598
Vermont	143,957	81,110	91,291	109,283	91,291	97,000
Virginia	175,000	36,321	148,916	150,000	143,292	132,192
Washington	150,995	78,930	105,811	137,268	105,811	105,811
West Virginia	95,000	N/A	75,000	85,000	75,000	92,500
Wisconsin	137,092	72,394	65,079	133,033	65,079	112,000
Wyoming	105,000	Sec. of State	92,000	125,000	92,000	89,000

Average	\$ 124,398	\$ 67,542	\$ 98,813	\$ 113,625	\$ 101,011	\$ 105,954
Difference from Kansas	\$ 18,509	\$ 57,592	\$ 16,553	\$ 19,028	\$ 18,751	\$ 23,694

Average excluding California	\$ 120,288	\$ 63,940	\$ 95,518	\$ 110,115	\$ 97,707	\$ 102,582
Difference from Kansas	\$ 14,379	\$ 63,990	\$ 13,258	\$ 15,518	\$ 15,447	\$ 20,322

Source: Book of the States, Council of State Governments, 2007

**Attachment B  
2007 Legislator Compensation\***

	Regular Session Salaries		Per Diem Living Expenses
	Per Diem	Annual	
Alabama	\$ 10.00	\$ -	\$2,280/month plus \$50/day for three days during each week that the legislature actually meets during any session.
Alaska	-	24,012	\$163 or \$218 /day (depending on the time of year) tied to federal rate. Legislators who reside in the Capitol area receive 75% of the federal rate.
Arizona	-	24,000	\$35/day for the first 120 days of regular session and special session. \$10/day thereafter. Members residing outside Maricopa County receive an additional \$25/day for the first 120 days of regular session and special session. An additional \$10/day thereafter.
Arkansas	-	14,765	\$130/day plus mileage tied to federal rate.
California	-	113,098	\$162/day for each day they are in session.
Colorado	-	30,000	\$45/day for members living in the Denver metro area. \$99/day for members living outside Denver.
Connecticut	-	28,000	None
Delaware	-	42,000	None
Florida	-	30,998	\$126/day tied to federal rate. Based on the number of days in session.
Georgia	-	17,342	\$173/day.
Hawaii	-	35,900	\$120/day for members living outside Oahu. \$10/day for members living on Oahu.
Idaho	-	16,116	\$122/day for members establishing second residence in Boise. \$49/day if no second residence is established and up to \$25/day for travel.
Illinois	-	57,819	\$125/per session day.
Indiana	-	11,600	\$137/day tied to federal rate.
Iowa	-	25,000	\$118/day. \$88.50/day for Polk County legislators. State mileage rates apply.
Kansas	84.80	-	\$99/day tied to federal rate.
Kentucky	180.54	-	\$108.90/day tied to federal rate (110% Federal per diem rate).
Louisiana	-	16,800	\$138/day tied to federal rate.
Maine	-	12,713	\$38/day housing, or mileage and tolls in lieu of housing (at rate of \$0.36/mile up to \$38/day) plus \$32/day for meals.
Maryland	-	43,500	Lodging \$116/day. Meals \$41/day maximum.
Massachusetts	-	58,237	From \$10/day-\$100/day, depending on distance from State House set by the legislature.
Michigan	-	79,650	\$12,000 yearly expense allowance for session and interim.
Minnesota	-	31,141	Senators receive \$96/day and Representatives receive \$77/legislative day.
Mississippi	-	10,000	\$91/day tied to federal rate.
Missouri	-	31,351	\$79.20/day tied to federal rate.
Montana	82.67	-	\$98.75/day.
Nebraska	-	12,000	\$98/day outside 50-mile radius from Capitol. \$39/day if member resides within 50 miles of Capitol tied to federal rate.
Nevada	137.90	-	Federal rate for Capitol area. Legislators who live more than 50 miles from the capitol, if require lodging, will be paid HUD single-room rate for Carson City area for each month of session.
New Hampshire	-	100	None
New Jersey	-	49,000	None
New Mexico	-	-	\$142/day tied to federal rate.

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8/3/2007

	Regular Session Salaries		Per Diem Living Expenses
	Per Diem	Annual	
New York	-	79,500	Varies tied to federal rate.
North Carolina	-	13,951	\$104/day, \$559.00/month expense allowance.
North Dakota	125.00	-	Lodging reimbursement up to \$900/month.
Ohio	-	58,934	None
Oklahoma	-	38,400	\$122/day tied to federal rate.
Oregon	-	18,408	\$99/day tied to federal rate.
Pennsylvania	-	73,613	\$129/day tied to federal rate. Legislators can receive actual expenses or per diem.
Rhode Island	-	13,089	None
South Carolina	-	10,400	\$118/day for meals and housing for each session day and committee meeting tied to federal rate.
South Dakota	-	12,000	\$110/legislative day.
Tennessee	-	18,123	\$153/legislative day tied to federal rate.
Texas	-	7,200	\$135/day.
Utah	130.00	-	\$90/day lodging for each calendar day. Tied to federal rate. \$54/day meals
Vermont	-	601	Federal per diem rate for Montpelier is \$88/day for lodging and \$51/day for meals for non-commuters. Commuters receive \$51/day for meals plus mileage.
Virginia	-	-	
Senate	-	18,000	\$140/day tied to federal rate.
House	-	17,840	\$135/day tied to federal rate.
Washington	-	36,311	\$90/day
West Virginia	-	15,000	\$115/day during session.
Wisconsin	-	47,413	\$88/day maximum (90% of federal rate).
Wyoming	150.00	-	\$85/day. Includes travel days for those outside of Cheyenne.

\*Excludes interim and additional leadership pay

Sources: *Book of the States, Council of State Governments, 2007*  
*National Conference of State Legislatures*

**Attachment C  
STATE LEGISLATOR COMPENSATION  
2006**

Rank	State	Amount
1	California	\$ 110,880
2	Michigan	79,650
3	New York	79,500
4	Pennsylvania	69,647
5	Illinois	57,619
6	Ohio	56,261
7	Massachusetts	55,569
8	New Jersey	49,000
9	Wisconsin	45,569
10	Maryland	40,500
11	Delaware	39,785
12	Oklahoma	38,400
13	Washington	34,227
14	Hawaii	34,200
15	Missouri	31,351
16	Minnesota	31,141
17	Colorado	30,000
18	Florida	29,916
19	Connecticut	28,000
20	Alaska	24,012
21	Arizona	24,000
22	Iowa	21,361
23	Virginia	18,000
24	Louisiana	16,800
25	Georgia	16,524
26	Tennessee	16,500
27	Oregon	16,284
28	Idaho	15,646
29	West Virginia	15,000
30	Arkansas	14,067
31	North Carolina	13,951
32	Vermont	12,705
33	Rhode Island	12,646
34	Nebraska	12,000
35	Indiana	11,600
36	Maine	11,384
37	South Carolina	10,400
38	Mississippi	10,000
39	New Mexico	8,460
40	Kentucky	7,858
41	Texas	7,200
42	North Dakota	7,000
43	Kansas	6,851
44	South Dakota	6,000
45	Utah	5,400
46	Wyoming	4,500
47	Nevada	3,900
48	Montana	3,379
49	Alabama	1,060
50	New Hampshire	100

\*Excludes interim pay, leadership pay, and per diem living expenses.

Source: State Legislator Compensation:  
A Trends Analysis, Council of State  
Governments, 2007

**Attachment D**  
**STATE LEGISLATOR COMPENSATION 1975-2005**  
**As Adjusted for Inflation**

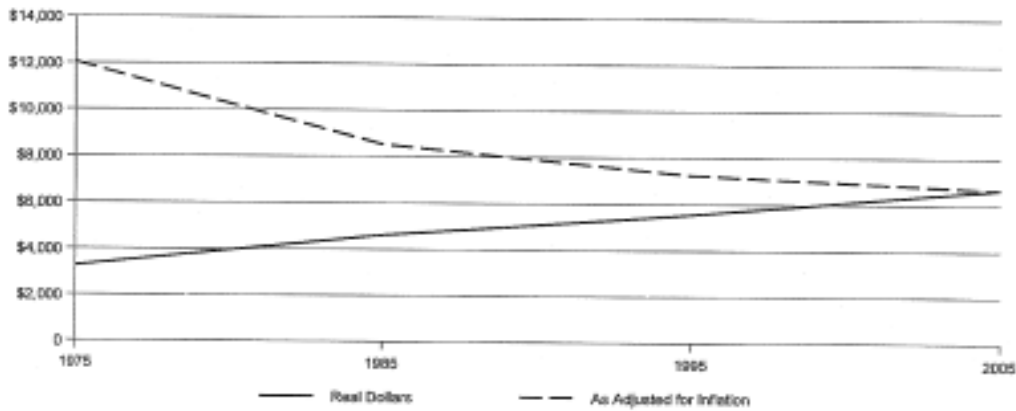
	1975	1985	1995	2005	Change From 1975-2005	
					Dollar	Percent
Alabama	\$ 3,888	\$ 1,944	\$ 1,372	\$ 1,050	\$ (2,838)	(72.99) %
Alaska	54,502	40,981	31,388	24,012	(30,490)	(55.94)
Arizona	22,216	27,765	19,606	24,000	1,784	8.03
Arkansas	4,443	13,883	16,339	14,067	9,624	216.60
California	78,199	62,438	94,110	110,880	32,681	41.79
Colorado	28,140	32,393	22,874	30,000	1,860	6.61
Connecticut	20,364	24,063	21,907	28,000	7,636	37.50
Delaware	33,323	37,020	33,984	39,785	6,462	19.39
Florida	44,431	33,318	30,382	29,916	(14,515)	(32.67)
Georgia	26,659	13,327	14,187	16,524	(10,135)	(38.02)
Hawaii	44,431	28,876	41,827	34,200	(10,231)	(23.03)
Idaho	1,851	2,832	16,156	15,646	13,795	745.14
Illinois	74,052	60,158	55,244	57,619	(16,433)	(22.19)
Indiana	22,216	21,472	15,162	11,600	(10,616)	(47.78)
Iowa	29,621	27,025	24,573	21,381	(8,240)	(27.82)
<b>Kansas</b>	<b>12,052</b>	<b>8,526</b>	<b>7,246</b>	<b>6,651</b>	<b>(5,401)</b>	<b>(44.81)</b>
Kentucky	2,777	5,553	3,921	7,658	4,881	175.76
Louisiana	11,106	31,097	21,959	16,800	5,692	51.25
Maine	14,255	13,883	13,038	11,384	(2,871)	(20.14)
Maryland	46,283	38,871	37,670	40,500	(5,783)	(12.49)
Massachusetts	46,979	55,530	60,682	55,569	8,591	18.29
Michigan	70,349	67,599	64,250	79,650	9,301	13.22
Minnesota	31,102	41,370	38,788	31,141	39	0.13
Mississippi	29,991	18,510	13,071	10,000	(19,991)	(66.66)
Missouri	31,102	36,139	31,779	31,351	249	0.80
Montana	3,221	4,602	3,170	3,379	158	4.90
Nebraska	17,772	8,885	15,685	12,000	(5,772)	(32.48)
Nevada	6,665	5,775	5,098	3,900	(2,765)	(41.48)
New Hampshire	370	185	131	100	(270)	(72.99)
New Jersey	37,026	46,275	45,748	49,000	11,974	32.34
New Mexico	8,886	8,330	5,882	8,460	(426)	(4.80)
New York	87,011	79,593	75,157	79,500	(7,511)	(8.63)
North Carolina	17,772	15,548	18,235	13,951	(3,821)	(21.50)
North Dakota	741	7,497	5,647	7,000	6,259	845.28
Ohio	64,796	58,601	55,454	56,261	(8,535)	(13.17)
Oklahoma	36,878	37,020	41,827	38,400	1,522	4.13
Oregon	19,550	17,214	17,128	16,284	(3,266)	(16.70)
Pennsylvania	57,761	64,785	61,433	69,647	11,886	20.58
Rhode Island	1,314	777	6,333	12,646	11,332	862.10
South Carolina	62,852	18,510	13,594	10,400	(52,452)	(83.45)
South Dakota	9,257	5,923	5,577	6,000	(3,257)	(35.18)
Tennessee	23,106	23,138	21,567	16,500	(6,606)	(28.59)
Texas	26,659	13,327	9,411	7,200	(19,459)	(72.99)
Utah	5,554	5,414	5,000	5,400	(154)	(2.77)
Vermont	7,942	9,194	11,282	12,705	4,763	59.97
Virginia	20,272	20,361	23,527	18,000	(2,272)	(11.21)
Washington	14,070	25,359	33,853	34,227	20,157	143.26
West Virginia	17,772	12,032	19,606	15,000	(2,772)	(15.60)
Wisconsin	58,049	50,351	49,742	45,569	(12,480)	(21.50)
Wyoming	1,666	4,165	4,902	4,500	2,834	170.08
<b>Average</b>	<b>\$ 27,826</b>	<b>\$ 25,749</b>	<b>\$ 25,730</b>	<b>\$ 25,908</b>	<b>\$ (1,918)</b>	<b>(6.89) %</b>

Source: State Legislator Compensation: A Trends Analysis, Council of State Governments, 2007

Kansas Legislative Research Department

July 27, 2007

**Attachment E**  
**LEGISLATIVE ANNUAL SALARIES IN KANSAS\***  
**1975-2005**



\*Excludes interim pay, leadership pay, and per diem living expenses.

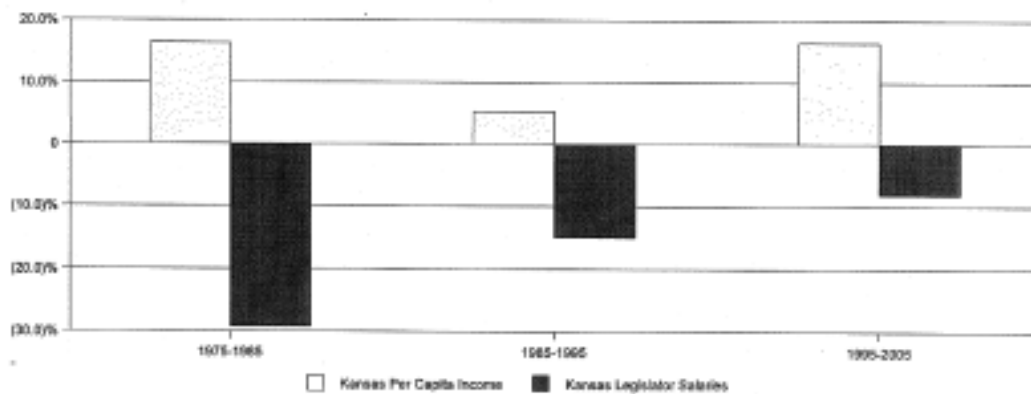
Source: *State Legislator Compensation: A Trends Analysis*, Council of State Governments, 2007

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Kansas Legislative Research Department

July 27, 2007

**Attachment F**  
**PERCENT CHANGE IN KANSAS PER CAPITA PERSONAL INCOME AND ANNUAL LEGISLATOR SALARIES**  
**1975-2005 (As Adjusted for Inflation)**



Source: *State Legislator Compensation: A Trends Analysis*, Council of State Governments, 2007

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