



OKLAHOMA
Office of Management
& Enterprise Services

Legislative Compensation Board

Oct. 17, 2023

Board of Legislative Compensation constitutional reference

Article 5 Section 21 of the Constitution

- “...Board shall each two years review the compensation paid to the members of the Legislature and shall be empowered to change such compensation.”
- “...such change to become effective on the fifteenth day following the succeeding general election...”
- Appointing authority
 - Governor – 5 members.
 - President pro tempore – 2 members.
 - Speaker of the House – 2 members.

Title 74 Section 291.2 sets the meeting date and time and establishes the term limits for the Board members.

- “...third Tuesday of October in every odd-numbered year at nine o'clock a.m.”
- “...the Board shall review the compensation paid to members of the State Legislature and, if necessary, change the compensation...”
- May “hold such additional meetings as are necessary.”
- “Any change in legislative compensation shall be made by the Board no later than the third Tuesday of November in said odd-numbered year.”



How salaries are determined statewide

State of Oklahoma Position

How is salary established?

Legislative

Legislators

Legislative Compensation Board

Executive

Governor

Set in Statute

Lt. Governor

Set in Statute

Corporate Commissioners

Set in Statute

Treasurer

Set in Statute

Auditor

Set in Statute

Insurance Commissioner

Set in Statute

Attorney General

Set in Statute

State Superintendent of Public Instruction

Set in Statute

Commissioner of Labor

Set in Statute

Judicial

Chief Justice of the Supreme Court

Board on Judicial Compensation

Associate Justice of the Supreme Court

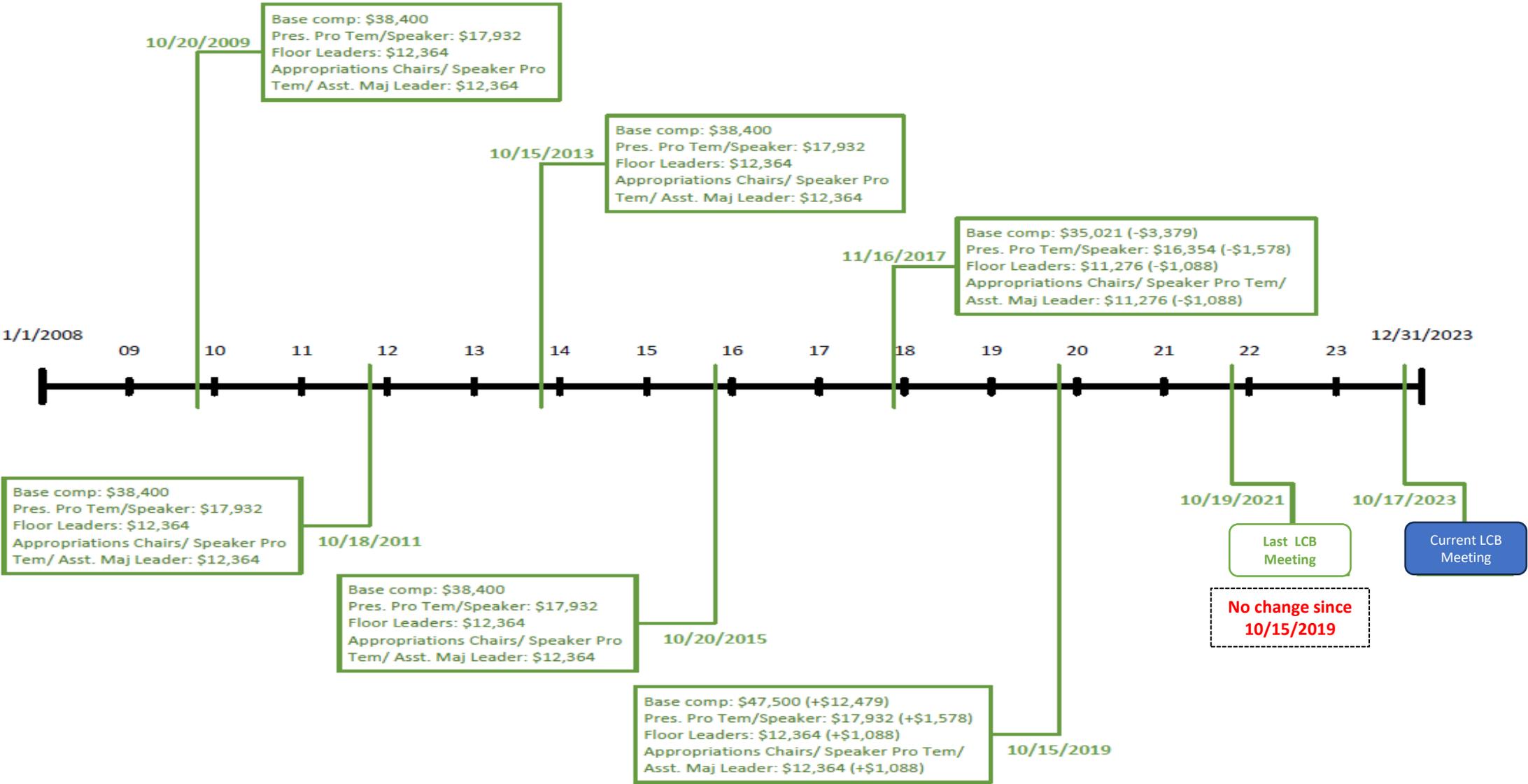
Board on Judicial Compensation

District Court Judge

Board on Judicial Compensation



Historic actions of Board: '08-'23



Important dates

Last day to change legislative compensation:

Nov. 21, 2023

Effective date of a legislative compensation change:

Nov. 20, 2024

Next biennial meeting:

Oct. 15, 2025, at 9 a.m.



Statewide survey of salaries 2023 and 2021

<u>State of Oklahoma Position</u>	<u>2023 Salary</u>	<u>2021 Salary</u>	<u>Change in Salary</u>
Legislative			
Legislators	\$47,500	\$47,500	0%
Executive			
Governor	\$147,000 ¹	\$147,000 ¹	0%
Lt. Governor	\$114,713 ¹	\$114,713 ¹	0%
Corporation Commissioner	\$114,713 ¹	\$114,713 ¹	0%
Treasurer	\$114,713 ¹	\$114,713 ¹	0%
Auditor	\$114,713 ¹	\$114,713 ¹	0%
Insurance Commissioner	\$126,713 ¹	\$114,713 ¹	10.5%
Attorney General	\$132,825 ¹	\$132,825 ¹	0%
State Superintendent of Public Instruction	\$124,373 ¹	\$124,373 ¹	0%
Commissioner of Labor	\$105,053 ¹	\$105,053 ¹	0%
Judicial			
Chief Justice of the Supreme Court	\$185,245 ²	\$172,049 ²	7.67%
Associate Justice of the Supreme Court	\$173,469 ²	\$161,112 ²	7.67%
District Court Judge	\$156,732 ³	\$145,567 ³	7.67%
Additional State Employment Information			
State Employee Benchmark Average	\$56,878 ⁴	\$50,051 ⁵	13.64%
Oklahoma Median Household Income, Calendar Year 2019	\$55,826 ⁶	\$54,449 ⁷	2.53%

Source: National Conference of State Legislatures, August 2023



2023 regional legislator pay assumptions

- Session lengths are calculated based on dates each state legislature convened and adjourned in 2023 and assumes a Monday through Thursday, four-day week.
- Most states provide legislators with an allowance for office supplies.
 - Note – other states in region (i.e., Missouri, Texas) receive defined amounts for staff salaries and supplies/office expenses.
- Session limits used when applicable; Special sessions not included.
 - Note – In the last six years, Oklahoma has had seven regular sessions and nine special sessions. Oklahoma does not include pay for special sessions.
- Per diem is authorized by the federal Government Services Administration (GSA) in its Federal Travel Regulation. Note – the per diem is not received by all legislators (see below).
[74 O.S. 291.1b](#) “..... Each member shall be entitled to mileage reimbursement [*\$0.655 per mile*] for one (1) round trip per week in traveling to and from the meeting of the Legislature. A member not claiming per diem reimbursement may elect to receive mileage for not to exceed as many trips as there are legislative days for a week..... provided that no single, round-trip mileage reimbursement may exceed the per diem allowance.”



2023 Oklahoma legislative compensation

Salary	Set by the Legislative Compensation Board	\$47,500/year
Per diem	Set in Statute: Title 74 Section 291.1 – Federal Allowable Rate	\$174/day (as of October 1, 2023)
Additional salaries for leadership positions	Set by the Legislative Compensation Board	\$17,932/year – President pro temp. and speaker of the House
		\$12,364/year – Appropriations chair; House speaker pro temp.; Sen. asst. majority leader; floor leaders
Mileage	Set in Statute: Title 74 Section 291.1b – Federal Allowable Rate (Sec. 500.4)	\$0.655/mile
Health, life, dental and disability insurance	Benefits allowance set by the Legislative Compensation Board	\$686.56/month (employee only)
Retirement benefits	Set by Statute: Title 74 Section 935.2	Legislators taking office after Nov. 1, 2015, will be placed in the defined contribution plan Pathfinder. Members will choose a contribution rate of 4.5% or greater which will be matched up to 7% and have the freedom to select or change their investments.

Source: National Conference of State Legislatures, August 2023



Oklahoma typical annualized compensation

\$47,500 Base salary – no leadership position.

\$11,136 Per diem – 64 days (2023 session).

\$8,238.72 Benefits allowance (\$686.56/month).

\$3,325 State retirement contribution (7%).

\$70,199.72



2023 regional data comparison

Source: National Conference of State Legislatures, August 2023

State	Salary	Per Diem	Additional Salaries for Leadership Positions	Office & Staffing	Benefits				Retirement
					Health	Dental	Disability	Life	
Arkansas	\$44,356/year	Within 50 miles of State Capitol: \$59/day; beyond 50 miles: \$155/day	\$50,661/year -House/Assembly Speaker Can be reimbursed for certain office expenses - Committee chairs	No information reported on Senate. House committee chairs and vice chairs can qualify for certain office reimbursement.	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, optional at legislator's expense	State Employee Plan	State pays in full for \$10k policy; Legislators pay for additional	Mandatory; 5% of salary
Colorado	Terms started in 2023 \$43,977/yr; Terms started in 2021 \$41,449/yr	Within 50 miles of State Capitol: \$45/day; beyond 50 miles: \$237/day	\$99/day - All leaders when in attendance at committee or working.	No funding for office supplies for legislators	State pays portion, legislator pays portion	State pays portion, legislator pays portion	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, State pays portion, legislator pays portion	Mandatory; 11%
Kansas	\$6,326.18/year	\$157/day	\$14,039/year - Presiding Officer	No funding is provided	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, State pays portion, legislator pays portion	Optional: 6% of annualized salary
			\$12,665/year - Majority Leader						
			\$12,665/year - Minority Leader						
			\$7,165/year - Vice President, assistant majority leaders, and assistant minority leaders						
			\$11,290/year - House Appropriation & Senate Ways & Means Chairs						
Louisiana	\$16,800/year	\$175/day	\$15,200/year - Presiding Officer	Senate and House receive \$1,000/month for office expenses	State Employee Plan, State pays full amount. Legislators are eligible to keep insurance once they leave office at varying rates.	State Employee Plan, optional at legislator's expense; Legislators are eligible for COBRA benefits for 18 months after they leave office.	State Employee Plan, optional at legislator's expense; Legislators are eligible for COBRA benefits for 18 months after they leave office.	State Employee Plan, State pays portion, legislator pays portion	None
			\$7,700/year - President Pro Tem						
			\$28,000/year - Joint Budget Chair						
Missouri	\$37,711/year	\$125.60/day	\$1,575/year - Majority Leader	Senators receive \$114,718/yr for staffing and \$24,100/yr for office expenses during regular or special session	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, State pays portion, legislator pays portion	Senate: State Employee Plan, State pays full amount; House: State Employee Plan, State pays portion, legislator pays portion	Mandatory: 26.33%
			\$1,575/year - Minority Leader						
			\$2,625/year - President Pro Tem						
New Mexico	\$0	\$59/day	None	No funding is provided	State Employee Plan, Optional at legislator's expense	Optional; \$600/year			
Texas	\$7,200/year	\$221/day	None	Senators receive \$63,000/month for staff salaries and travel; Representatives receive \$19,250/month for office expenses during regular or special session and \$17,500/month not during regular or special session.	State Employee Plan, State pays full amount.	State Employee Plan, State pays portion, legislator pays portion	State Employee Plan, optional at legislator's expense	State Employee Plan, optional at legislator's expense	Optional: 9.5%
Oklahoma	\$47,500	\$174/day	\$17,932/year - Presiding Officer	Senate provided \$1500/yr for office supplies; No staff funding is provided. Representatives provided \$2,000/yr for office supplies. No staff funding is provided.	Senate: State Employee Plan, State pays full amount. House: State Employee Plan, State pays portion, legislator pays portion, portion paid by member dependant on plan.	Senate: State Employee Plan, State pays full amount. House: State Employee Plan, State pays portion, legislator pays portion, portion paid by member dependant on plan.	Senate: State Employee Plan, State pays full amount. House: State Employee Plan, State pays portion, legislator pays portion, portion paid by member dependant on plan.	Senate: State Employee Plan, State pays full amount. House: State Employee Plan, State pays portion, legislator pays portion, portion paid by member dependant on plan.	Mandatory: OPERS 3.5%; starting after 11/1/15, 4.5%
			\$12,364/year - Majority Leader						
			\$12,364/year - Minority Leader						
			\$12,364/year - Assistant Majority Leader						



2023 regional data comparison – How do we compare?

<u>Oklahoma</u>	
• Salary	= \$47,500/year
• Per diem	= \$174/day (as of October 1, 2023)
• Additional salaries for leadership positions	= For speaker of House, president pro tempore of Senate and House, majority floor leader, minority floor leader, appropriations chair
Arkansas salary	= \$44,356/year (2nd highest in region behind Oklahoma)
Texas per diem	= \$221/day
Colorado per diem	= Beyond 50 miles of State Capitol \$237/day
Kansas additional salaries	= Covers additional leadership positions



2023 regional legislator retirement comparison

Oklahoma

- OPERS: Elected on or after 11/1/2011, 3.5% with 2% computation factor. = up to 5.5% of salary
- OPERS: Elected prior to 11/1/2011, up to 10.0% with 4.0% computation factor. = up to 14% of salary
- Pathfinder: Elected after 11/1/15, up to 7% or above employee and 7% employer match. = up to 14%+ of salary

Arkansas = 5% of salary

Colorado = 11% of salary

Kansas = 6% of salary (optional)

Louisiana = 0%

Missouri = 26.33% of salary

New Mexico = \$600 annually (optional)

Texas = 9.5% of salary (optional)



Consideration Timeline and Reminder

Last day to change legislative compensation:

Nov. 21, 2023

Effective date of a legislative compensation change:

Nov. 20, 2024

Next biennial meeting:

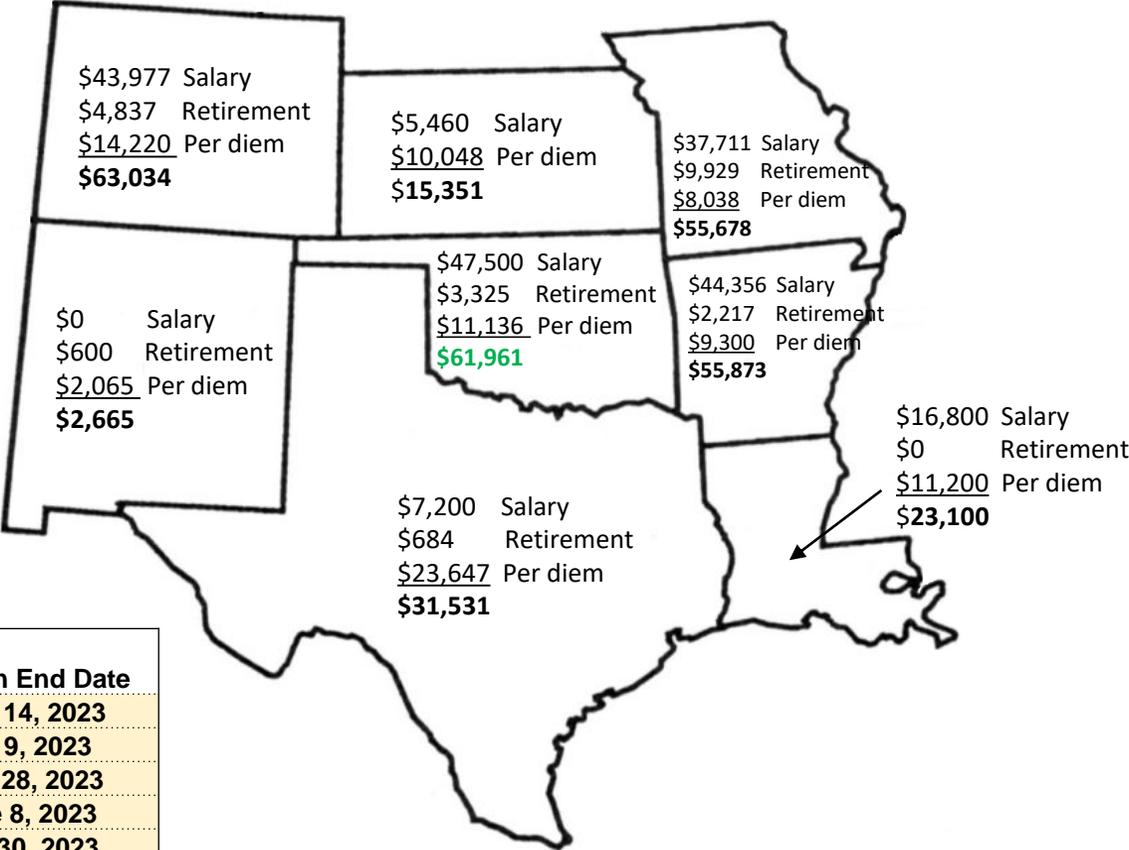
Oct. 21, 2025, at 9 a.m.



End of presentation



2023 legislative salaries and per diem rates: Oklahoma and surrounding states



State*	Session Length ³	Session Start Date	Session End Date
Arkansas ⁷	60	Jan. 9, 2023	Sept. 14, 2023
Colorado ⁹	60	Jan. 9, 2023	May 9, 2023
Kansas ¹⁵	63	Jan. 9, 2023	April 28, 2023
Louisiana	36	April 10, 2023	June 8, 2023
Missouri ²¹	84	Jan. 4, 2023	May 30, 2023
New Mexico ²⁶	35	Jan. 17, 2023	March 18, 2023
Oklahoma	64	Feb. 6, 2023	May 26, 2023
Texas ³⁵	107	Jan. 10, 2023	July 13, 2023

Note: Per diem rates are normalized to OK session length (64 days).



Additional notes

Arkansas had a raise in 2020 from \$41,394 to \$42,428.

Colorado's last salary raise was in 2019 to \$40,242.

Kansas pays a salary of \$88.66 per session day.

Louisiana hasn't raised the salary since before 2010.

Missouri's last salary raise was in 2009 to \$35,915.

New Mexico does not pay a salary and meets for 30 days in even-numbered years and 60 days in odd-numbered years.

Oklahoma had a raise in 2020 from \$35,021 to \$47,500

Texas meets biennially for a maximum of 140 regular session days; Members are paid \$600/month, or \$7,200/year.

Source: National Conference of State Legislatures, August 2023

