

2021 Legislative Compensation

State Legislature	Full-Time/Part-Time*	Travel Reimbursement	Per Diem	Salary
Arkansas	Part-time	56 cents/mile	For legislators residing within 50 miles of the capitol: \$55/day. For legislators residing more than 50 miles from the capitol: \$151/day.	\$42,428
Iowa	Part-time	39 cents/mile	\$172/day. Unvouchered. During the interim, hotel stays are covered for two-day meetings or with prior approval	\$25,000
Louisiana	Part-time	56 cents/mile	\$160/day. Tied to federal rate. Unvouchered.	\$16,800
Missouri	Part-time	37 cents/mile	\$121/day. Tied to federal rate. Unvouchered.	\$35,915
Oklahoma	Part-time	56 cents/mile; tied to federal rate	\$165/day. Tied to federal rate. Unvouchered.	\$47,500
Tennessee	Part-time	47 cents/mile	For legislators residing within 50 miles of the capitol: \$61/day. For legislators residing more than 50 miles from the capitol: \$295/day. Tied to federal rate. Unvouchered.	\$24,316

Source: 2021 Legislative Compensation and Travel Expense Allowances During Regular Sessions. National Conference of State Legislatures

*Hybrid--not full-time but more than 50% estimated proportion of a full-time job

Source: NCSL estimates about 74% of work time for hybrid legislators, in which that estimated proportion legislative work including time in session, constituent service, interim committee work, and election campaigns. 2014 NCSL survey, updated 2021

2021 Legislative Retirement Benefits

State	Participation	Requirements for regular retirement	Employee Contribution Rate
Arkansas	Mandatory for those legislators first elected in 2003 or after. Optional for those elected before 2003.	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 with 5 years of service or any age with 28 years of service. Members of the contributory plan established in 2005 must have a minimum of 10 years legislative service if they have only legislative state employment.	Legislator: 5%. State: 15.32%.
Iowa	Optional; same as state employees plan (IPEERS).	Age 65; age 62 with 20 years of service; Rule of 88; or age 55 with reduced benefits.	Legislator: 6.29%. State: 9.44%.
Louisiana	No retirement plan available.		
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.
Oklahoma	Mandatory; same as the state employee retirement plan. Some legislators may opt out.	Vesting at 8 years. If member joined plan before 11/1/11: Age 62 with 6 years of service. If member joined plan after 11/1/11: Age 65 with 6 years of service. Early retirement with reduced benefits at age 55 or 60 with 10 years of service.	Legislators qualifying for OPERS contribute 3.5% of total compensation. Those starting on or after 11/1/2015 participate in Pathfinder, a defined contribution plan. Mandatory contribution rate is 4.5%, but members can opt to contribute more.
Tennessee	Optional; same as state employees retirement plan.	Hybrid plan: Vesting at 5 years, age 60 or any combination of age and service to equal 80. Legacy plan: Vesting at 4 years, age 55.	State contributes 4% toward defined benefit, 5% into 401K. Member contributes 5% toward defined benefit, 2% into 401K. Legacy Plan: 19.66% for original members.

Source: 2021 Survey State Legislative Retirement Benefits. National Conference of State Legislatures (NCSL)

2021 Legislative Insurance Benefits

State	Health	Dental	Vision	Disability Insurance	Life Insurance Benefits
Arkansas	Same as state employees	Same as state employees	Same as state employees	Same as state employees	Same as state employees
Iowa	Same as state employees	Same as state employees	Same as state employees	Same as state employees	Same as state employees
Louisiana	Same as state employees; state pays portion and legislator pays portion	Same as state employees; legislator pays 100%	Same as state employees; legislator pays 100%	Optional at legislator's expense; legislator pays 100%	Optional at legislator's expense; legislator pays 100%
Missouri	Same as state employees	Same as state employees	Same as state employees	Same as state employees	Same as state employees
Oklahoma	Same as state employees	Same as state employees	Same as state employees	Same as state employees	Same as state employees
Tennessee	Same as state employees	Same as state employees	Same as state employees	None	State pays for first \$33,500 of the basic life insurance; remainder paid by legislator

Source: 2021 Survey Legislative Compensation: Insurance Benefits, National Conference of State Legislatures (NCSL)

2021 Legislative Additional Compensation

State	Additional Benefits - Office and Staffing	Additional Benefits - Senate Leadership	Additional Benefits - House Leadership
Arkansas	None	President pro tem: \$5,600/year. Up to \$3,600/year additional reimbursement for committee chairs, vice chairs and standing subcommittee chairs.	Presiding Officer: \$6,031/year; Committee chairs, vice chairs and standing subcommittee chairs: up to \$3,600/year additional reimbursement.
Iowa	\$300/month for district constituency postage, travel, telephone and other expenses.	\$12,500/year for Presiding Officer, Majority/Minority Leader; President pro tem: \$2,000/year.	\$12,500/year for Presiding Officer, Majority/Minority Leader; Speaker pro tem: \$2,000/year.
Louisiana	\$2,000/month for vouchered office expenses, rent and travel mileage in district. Newly elected members receive \$2,000 for office furniture allowance and \$500 for the same upon each re-election. Staff allowance based on promotional grade, beginning at \$27,300/year.	President pro tem: \$7,700/year. Joint budget chair: \$15,200/year.	Presiding Officer: \$15,200/year; speaker pro tem: \$13,700/year
Missouri	Senators receive \$94,464/year for staff salaries. Legislators in both chambers receive \$24,100/y for mailings, travel, supplies and other office expenses.	President pro tem: \$2,500/year; Maj/Min Leader: \$1,500/year	President pro tem: \$2,500/year; Maj/Min Leader: \$1,500/year
Oklahoma	Senators receive \$1,500/year and Representatives receive \$2,000/year for office supplies and expenses.	Presiding Officer: \$17,932/year; Maj/Min Leader, Assistant majority leader, Appropriations chair: \$12,634/year	Presiding Officer: \$17,932/year; Maj/Min Leader, Appropriations chair: \$12,634/year
Tennessee	\$1,000/month for in-district expenses.	None	Presiding Officer: \$72,948/year

Source: 2021 Survey Legislative Compensation and 2021 Survey: Additional Compensation House Leaders and Senate Leaders. National Center for State Legislatures (NCSL)