



WYOMING LEGISLATIVE SERVICE OFFICE

Short Report: Elected Official Compensation

15 SR 002

Date: November 5, 2015

by:

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PART I: INTRODUCTION

As part of their interim topics, the Joint Corporations, Elections and Political Subdivisions Committee was tasked with studying compensation parity of elected officials. The Committee asked LSO staff to prepare a report discussing legislative compensation both regionally and in comparison to other citizen legislatures. Additionally, the report looks at the compensation of other elected officials including at the state and local levels. LSO Research staff used information provided by the National Conference of State Legislatures (NCSL) and the Council of State Governments (CSG) Book of the States in preparing this report. Additionally, LSO staff worked with the Wyoming County Commissioners Association (WCCA) and the Wyoming Association of Municipalities (WAM) to provide information at the city/town and county level.

The report includes information on legislative compensation including salary, per diem rates, compensation for office supplies, district offices, staffing and insurance benefits. The report also includes a discussion of the constituent service allowance together with narratives from legislators. The report compares these issues for elected officials at the city and county level. Additionally, the report compares the salary of Wyoming's top five elected officials both regionally and nationally.

PART II. Legislative Compensation Comparisons

Part II addresses legislative compensation for citizen legislatures as well as states surrounding Wyoming.

According to NCSL, part time legislatures or citizen legislatures are those where legislators receive low compensation and have to have other means of work to make a living. They typically have small staffs and are found in smaller, more rural states. Table 1, on the next page, depicts the annual and per diem salaries, compensation for office supplies, staffing and insurance benefits for part time citizen legislatures. There are currently six legislatures considered by NCSL to be citizen legislatures including Montana, New Hampshire, North Dakota, South Dakota, Utah and Wyoming. Currently, Wyoming is the only citizen legislature to provide a constituent service allowance.

Table 1. Citizen Legislatures Compensation.

State	Per diem Salary	Session Per Diem Rate	Annual Salary	Compensation for Office Supplies, District Offices and Staffing	Insurance Benefits
Montana	\$82.64/legislative day	\$112.85/day unvouchered	N/A	N/A	State pays full amount for health and dental benefits. Vision is optional at legislator's expense. State pays \$14,000 term policy for life insurance. Additional at legislator's expense.
New Hampshire	N/A	N/A	\$200/two-year term	N/A	N/A
North Dakota	\$167/calendar day during legislative session	Lodging reimbursement up to \$1,569/month vouchered	N/A	N/A	State pays full amount for health benefits. Dental, vision and disability benefits are available at legislator's expense. State pays for \$1,300 term life policy.
South Dakota	\$129/day for interim committees	\$129/legislative day unvouchered	\$6,000/session	N/A	State pays full amount same as state employees for health and vision benefits. Dental benefits are available at legislator's expense. State pays for accidental death/dismemberment insurance only.
Utah	\$273/calendar day	Up to \$100 plus tax/calendar day vouchered for lodging reimbursement, tied to in-state travel reimbursement lodging rate for Salt Lake City metropolitan area; up to \$39/date meal reimbursement vouchered, tied to in-state travel meal reimbursement rates (includes tax and tips)	N/A	N/A	State pays a portion and legislator pays a portion of health and dental benefits. Vision benefits are available with optional group discounts; similar to state employees. State pays for disability insurance and life insurance benefits.
Wyoming	\$150/day during session	\$109/day vouchered, including travel days for those outside of Cheyenne	N/A	\$750/quarter through the constituent service allowance	N/A

Source: LSO Research staff summary of information provided by NCSL and CSG.

Table 2, below, compares base salary, session per diem, compensation for office supplies, district offices and staffing, and insurance benefits in states surrounding Wyoming. Currently, Wyoming is the only state in the region to not offer any insurance benefits to legislators. Regionally, Idaho and Wyoming are the only states to provide legislators with a constituent service allowance. Additionally, Nebraska is the only state in the region to provide legislators with individual staff members.

Table 2. Regional State Legislator Compensation.

State	Base Salary	Session Per Diem Rate	Compensation for Office Supplies, District Offices and Staffing	Insurance Benefits
Colorado	\$30,000/year	\$99/day for members living outside Denver vouchered. \$45/day for members who live 50 or fewer miles from the Capitol.	N/A	State pays part and legislator pays part for health and dental benefits. The amount differs according to the plan selected. State pays full amount for \$50,000 life insurance policy; additional is optional at legislator's expense.
Idaho	\$16,684 annually; \$20,438 for Speaker & Pro Tem	\$129/day for members establishing a second residence in Boise; \$49/day if no second residence is established and up to \$25/day travel vouchered.	\$1,875/year for unvouchered constituent expense. No staffing allowance.	State pays part and legislator pays part for health, dental, vision, disability and life insurance benefits.
Montana	\$82.64/day	\$112.85/day unvouchered	N/A	State pays full amount for health and dental benefits. Vision is optional at legislator's expense. State pays \$14,000 term policy for life insurance. Additional at legislator's expense.
Nebraska	\$12,000/year	\$129/day for members residing 50 miles or more from the Capitol; \$46/day for members inside the 50-mile radius.	No allowance; however, each member is provided with two full-time capitol staff year-round.	Health, dental, vision, disability and life insurance benefits are optional at legislator's expense.

Source: LSO Research staff summary of information provided by NCSL and CSG.

Table 2. Regional State Legislator Compensation, Cont'd.

State	Base Salary	Session Per Diem Rate	Compensation for office supplies, district offices and staffing	Insurance Benefits
South Dakota	\$6,000/session; \$129/day for interim committees	\$129/legislative day unvouchered	N/A	State pays full amount same as state employees for health and vision benefits. Dental benefits are available at legislator's expense. State pays for accidental death/dismemberment insurance only.
Utah	\$273/calendar day	Up to \$100 plus tax/calendar day vouchered for lodging reimbursement, tied to in-state travel reimbursement lodging rate for Salt Lake City metropolitan area; up to \$39/date meal reimbursement vouchered, tied to in-state travel meal reimbursement rates (includes tax and tips)	N/A	State pays a portion and legislator pays a portion of health and dental benefits. Vision benefits are available with optional group discounts; similar to state employees. State pays for disability insurance and life insurance benefits.
Wyoming	\$150/day during session	\$109/day vouchered, including travel days for those outside of Cheyenne	\$750/quarter through the constituent service allowance	N/A

Source: LSO Research staff summary of information provided by NCSL and CSG.

PART III: Legislator Constituent Service Allowance

Part III discusses Wyoming's constituent service allowance for legislators including narratives from individual legislators. Additionally, Part III includes maps and tables of House and Senate districts depicting the number of counties, school districts and incorporated municipalities in each legislative district.

In their study of legislative compensation, the Committee discussed the constituent service allowance of \$750 per quarter. Statute states:

W.S. 28-5-106(b): Each member of the legislature is entitled to receive a constituent service allowance as provided under this section. This allowance is intended to defray expenses incurred by each member in providing service to and on behalf of their constituents, which services are in addition to attending sessions of the legislature, attending meetings of interim committees and engaging in authorized interim work for which salary, per diem and mileage is authorized by law. The allowance is subject to the

following:

- (i) Repealed By Laws 2013, Ch. 37, § 2.
- (ii) Repealed By Laws 2013, Ch. 37, § 2.
- (iii) Repealed By Laws 2013, Ch. 37, § 2.
- (iv) The allowance of seven hundred fifty dollars (\$750.00) per calendar quarter or fractional portion thereof that the member is in office shall be paid quarterly to all incumbent legislators.

Tables 3 and 4, below, depict House and Senate districts including size, counties, school districts and incorporated municipalities.

Table 3. House District Composition.

House District	Square Miles	Counties	School Districts	Incorporated Municipalities
HD01	4169.16	2	3	6
HD02	4351.01	3	3	4
HD03	4212.95	2	2	3
HD04	2232.84	2	3	6
HD05	1433.36	1	3	5
HD06	2533.15	1	2	3
HD07	888.39	1	1	1
HD08	3.08	1	1	1
HD09	2.38	1	1	1
HD10	1288.10	2	2	4
HD11	3.92	1	1	1
HD12	190.18	1	1	1
HD13	1.63	1	1	1
HD14	2282.57	1	1	1
HD15	14.75	1	1	1
HD16	2.58	1	1	1
HD17	4144.70	1	2	2

Source: LSO Research staff.

Table 3. House District Composition, Cont'd.

House District	Square Miles	Counties	School Districts	Incorporated Municipalities
HD18	3960.91	3	6	7
HD19	1578.25	1	3	2
HD20	4120.46	1	2	3
HD21	2501.43	1	3	3
HD22	1930.68	3	3	2
HD23	3687.00	1	1	1
HD24	3608.29	1	1	1
HD25	150.12	1	1	1
HD26	1920.41	2	4	6
HD27	2940.90	2	3	3
HD28	5165.33	4	5	7
HD29	4.40	1	1	1
HD30	600.84	1	1	1
HD31	30.04	1	1	1
HD32	15.40	1	1	1
HD33	2991.17	1	6	2
HD34	4592.76	1	5	3
HD35	135.62	1	1	1
HD36	4.08	1	1	2
HD37	81.15	1	1	1
HD38	4451.48	1	1	1
HD39	27.13	1	2	1
HD40	4959.67	2	2	3
HD41	5.01	1	1	1
HD42	363.10	1	1	1
HD43	88.15	1	1	1

Source: LSO Research staff.

Table 3. House District Composition, Cont'd.

House District	Square Miles	Counties	School Districts	Incorporated Municipalities
HD44	4.43	1	1	1
HD45	11.32	1	1	1
HD46	1564.09	1	1	1
HD47	12188.90	3	4	13
HD48	5.54	1	1	1
HD49	8.03	1	1	1
HD50	1945.87	1	2	1
HD51	1122.81	1	2	3
HD52	2132.61	1	1	1
HD53	4.96	1	1	1
HD54	269.73	1	1	1
HD55	10.31	1	1	1
HD56	5.59	1	1	1
HD57	1.79	1	1	1
HD58	677.67	1	1	4
HD59	8.80	1	1	2
HD60	9.24	1	1	1

Source: LSO Research staff.

Table 4. Senate District Composition.

Senate District	Square Miles	Counties	School Districts	Incorporated Municipalities
SD01	6301.77	3	4	6
SD02	4766.00	2	4	8
SD03	5784.37	3	4	9
SD04	893.40	1	1	1
SD05	366.18	1	1	1
SD06	1290.48	2	3	4

Source: LSO Research staff.

Table 4. Senate District Composition, Cont'd.

Senate District	Square Miles	Counties	School Districts	Incorporated Municipalities
SD07	92.07	1	1	1
SD08	194.61	1	1	1
SD09	12.95	1	1	1
SD10	3846.66	1	1	1
SD11	12203.65	3	4	14
SD12	4150.23	1	2	2
SD13	36.37	1	2	2
SD14	8081.37	4	7	10
SD15	1586.27	1	3	3
SD16	4432.11	3	5	5
SD17	3689.57	1	1	1
SD18	5554.16	1	2	1
SD19	2070.53	2	4	8
SD20	8106.23	5	8	10
SD21	1127.21	1	2	3
SD22	5560.51	2	3	4
SD23	4242.99	2	2	4
SD24	20.36	1	1	1
SD25	3260.90	1	6	3
SD26	4603.07	1	5	3
SD27	139.70	1	1	2
SD28	7.38	1	1	1
SD29	89.96	1	1	2
SD30	5129.15	1	1	5

Source: LSO Research staff.

The Committee asked that legislators serving larger districts provide a narrative describing the challenge of travelling with a limited constituent allowance and possible ways to mitigate out of pocket costs. The narratives are as follows:

Ogden Driskill Senate District 1:

Northeastern corner of Wyoming including Crook County and parts of Campbell and Weston Counties.

Thanks for the request. I think it is definitely time to take a look at this. Having represented the largest district before redistricting and a fairly large one after, I have some definite thoughts on the allowance and how it works. When you represent a large district the challenges are unique. Not only are the travel distances long, many of the meetings are night meetings requiring travel late at night or overnight stays. In addition, the large districts all cover multiple counties that present much larger demands on constituent services. (i.e. I have 4 school districts, 3 county commissions, 10 towns, etc. in my district.) They all want as much participation as possible. Using the example of meeting with the previously mentioned groups, travel in my district amounts to roughly 1910 miles a quarter. In addition, over half of the phone calls are long distance. These are only for the base government agencies, etc. and do not include travel to functions such as county fairs, farm bureau, highway department, family services, library's, Sherriff office, hospitals, prisons etc. The list goes on and on. Over the last 5 years, my travel averages over 40,000 miles a year (counting trips to Cheyenne and committee meetings). Contrast this with single member districts that only have one of each of the above and travel that lies within 10-20 miles from their home. Fortunately for me after redistricting, I live near the center of my district and the furthest travel distance is around 100 miles one way as opposed to my first term when I had over 180 miles one way.

I think the fair way to compensate in large districts is to give the standard allowance to all legislators and then let the large districts apply for excess at actual travel costs and some overnight stays(with preapproval). There would need to be criteria and some type of cap on how much. No salary or per diem, just reimbursements for mileage. This would make it level for all constituent services.

Thank you Corporations for addressing this issue—it is an important one for large district representation.

Representative Michael Madden, House District 40:
Northcentral Wyoming including Johnson County and part of Sheridan County.

Thanks for the opportunity. I think that the underlying philosophy behind legislative compensation/expense reimbursement has traditionally been that the salary is to a degree token compensation - which I have no problem with.

However, I also believe that expense reimbursement policy has been carefully crafted in the past as needing to be ample in amount such that little or no out-of-pocket costs should be necessary. In recent years, this latter principle has been vacated from two standpoints:

1. The per-diem reimbursement of \$109, is so out of date and so low that it is no longer possible to entirely cover out of town meeting expenses. This requires legislators to pay the balance out-of-pocket. The alternative is to hunt for a hotel that offers extremely low rates without being of unreasonably low basic quality standards. If this were raised to \$135 to \$160, legislators would be adequately compensated in most Wyoming communities when it comes to travel expenses.
2. The Constituent Service Allowance needs to be re-defined and re-set. First, although House District 40 is a very large geographic area, extending from 40 miles north of Casper to Montana, the typical travel destinations are only to Clearmont a couple of times per year, Kaycee once or twice a month and to Sheridan often several times per month. I feel that if the \$250 per month were for only these trips it would be of an adequate amount in my personal circumstance.

However, as the chairman of the House Revenue Committee, my needs for servicing constituents totally transcends my legislative service district. In fact, I personally write off as out of pocket the expenses to travel to county commission, municipality, special district and other meetings with large business organizations. My constituent service allowance is woefully inadequate for these trips.

As examples, I was asked to participate on a panel of the Wyoming County Commissioners Assn. meeting in Laramie two weeks ago and I am now also scheduled to give a presentation to a Wyoming Association of Municipalities workshop in Jackson next week. These two unreimbursed trips alone have and will cost me hundreds of out-of-pocket dollars. However, on the other hand, I don't see how I would be serving these constituents well by refusing to attend their meetings because of cost.

In other words, the people of Wyoming do not look at a committee chairman's constituents as simply those living within his district - nor should they.

A: I guess if I had my way, I would suggest leaving the \$750 constituent service allowance as it is with the understanding that the

constituency to be served with this amount is limited to one's legislative district. However, I do acknowledge that other large geographic districts with multiple cities, towns and counties may find this amount inadequate.

B: However, I would add a provision for reimbursement for those legislators whose responsibilities clearly extend beyond their geographical district. Such reimbursement should be on a per-trip basis and according to travel distance and time away from home. I don't know if it should be limited to committee chairmen and other leadership positions or if there are other legislators who also encounter this significant added cost. All I know is that these types of sizeable expenses were not incurred by me until I became a committee chairman.

I think my idea in this regard could be integrated with the idea expressed by Senator Driskill in his memo to you.

Representative Jerry Paxton, House District 47:

Southcentral Wyoming including Carbon County and parts of Albany and Sweetwater Counties.

Senators and Representatives,

Here is the requested information. My district is similar to Ogden's and I would agree with everything he said. It is often necessary for me to spend the night especially when I go to Sweetwater County. My district has ten towns and eleven schools and covers parts of three counties. The following is Google Maps mileage and as we all know actual mileage is always more. This is round trip mileage. I am also including travel time as I think that should be a consideration. I try to attend two town council meetings per year and visit each school twice. There are several other meetings each year including political forums. **So far this year I have traveled 3,708.2 miles that have not been reimbursed**

Encampment to Rock River: 190.6 miles; travel time 3 hour 8 minutes

Encampment to Medicine Bow 151.6 miles; travel time one 2 hours 32 minutes

Encampment to Elk Mountain 127.8 miles; travel time 2 hours 12 minutes

Encampment to Hanna 116.8 miles; travel time 2 hours 8 minutes

Encampment to Saratoga 40 miles travel time 40 minutes

Encampment to Baggs (summer) 112.6 miles travel time 2hours 44 minutes

Encampment to Baggs (winter) 276 miles 4 hours 12 minutes

Encampment to Bairoil 195.4 miles 3 hours 16 minutes

Encampment to Wamsutter 202 miles 3 hours 6 minutes

Encampment to Farson/Eden 418 miles 6 hours 14 minutes

TOTAL MILES SUMMER: 1,554.8 MILES TRAVEL TIME: 26 HOURS
TOTAL MILES WINTER: 1718.2 Miles TRAVEL TIME: 27 hrs. 28 min.

In addition I feel it is important to stay tuned in to the County Commissioners so I try to attend a couple of meetings a year.

Encampment to Laramie: 177.6 miles travel time 3 hours 6 minutes

Encampment to Rawlins: 123 miles travel time 2 hours 8 minutes

Encampment to Green River 368 miles travel time 5 hours 24 minutes

TOTAL MILES: 668 MILES TRAVEL TIME: 10 HOURS 38 MINUTES 162.5

Representative Nathan Winters, House District 28:
Central Wyoming including parts of Big Horn, Hot Springs, Fremont and Park Counties.

Dear Committee Members,

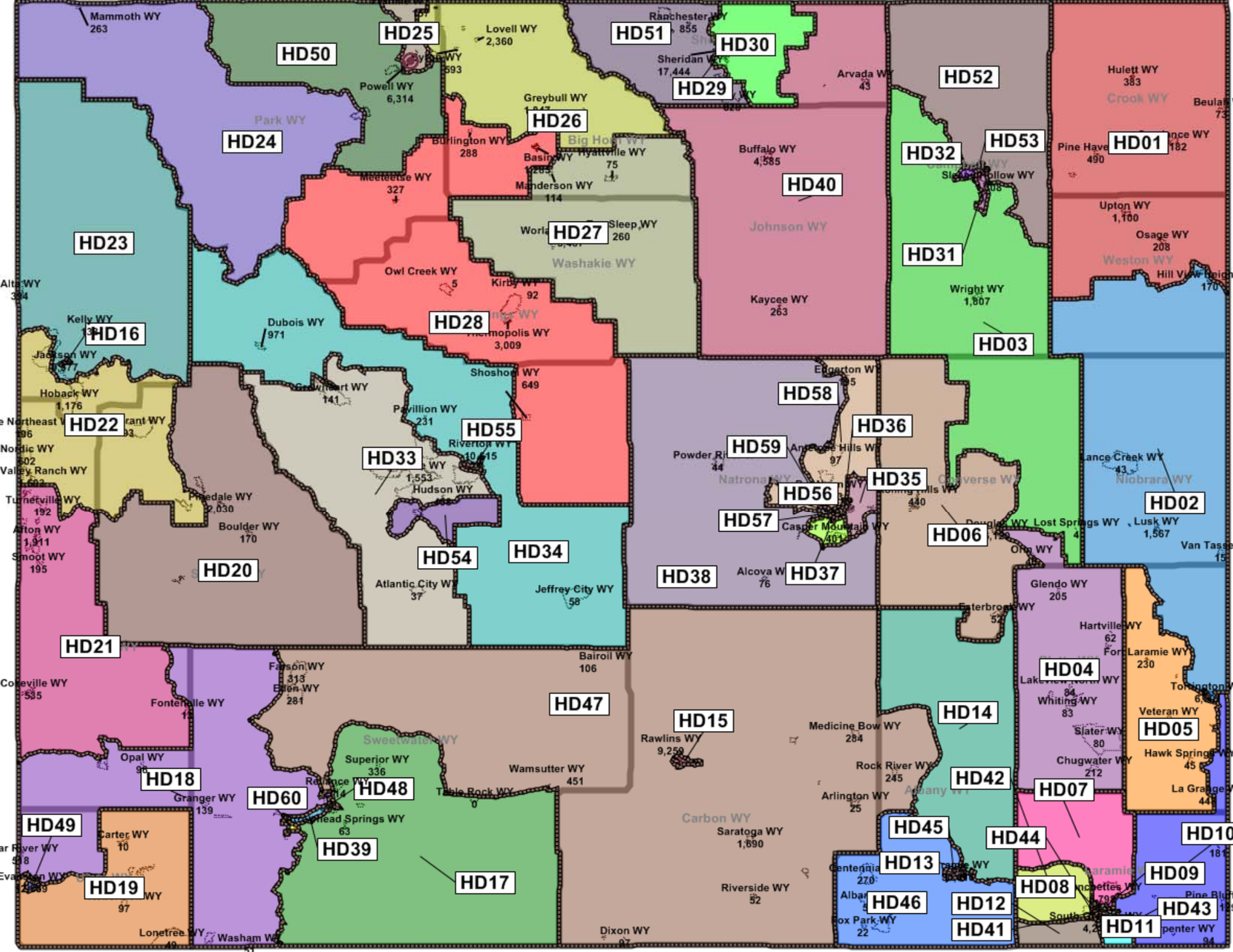
Thank you for your willingness to take a careful look at the cost of serving larger districts in our state.

- 1) With a district that is a little larger than the state of Connecticut and 7 communities stretched over 158 miles, the travel is significant. This involves working with 4 school districts, 4 county commissions and many other groups throughout the year.
- 2) Because of the number of small communities spread over such a large area, one must make many individual trips to each community several times a year.
- 3) Because my district only encompasses a portion of 3 of the 4 counties I represent, sometimes my travel takes me well beyond my district to attend various meetings.

I cannot imagine the cost of travel with some of the Senate districts like that of Senator Geis. His district encompasses all of mine plus all of Representative Greear's.

I believe that Senator Driskill's solution is a good one. Reimbursing mileage would be an equitable way to mitigate costs without overpayment.

I appreciate your work on this issue.



PART IV. Elected Official Compensation

Part IV discusses elected official compensation regionally, nationally and at the local and county levels.

Table 5, below, depicts the salary of the five elected officials in states surrounding Wyoming. Included are the high, low and average salaries for each position.

Table 5. Top 5 Elected Officials Regional Compensation

State	Governor Salary	Secretary of State Salary	Treasurer Salary	Auditor Salary	Superintendent of Schools/Education Salary
Colorado	\$90,000	\$68,500	\$65,000	\$140,000	\$225,000
Idaho	\$119,000	\$101,150	\$101,150	No specific chief official.	\$101,150
Montana	\$108,167	\$88,099	\$102,485	\$88,099	\$104,635
Nebraska	\$105,000	\$85,000	\$85,000	\$85,000	\$200,000
South Dakota	\$104,002	\$83,135	\$83,135	\$105,348	\$109,803
Utah	\$109,470	\$104,000	\$104,000	\$104,000	\$200,782
Wyoming	\$105,000	\$92,000	\$92,000	\$92,000	\$92,000
High	\$119,000 (Idaho)	\$104,000 (Utah)	\$104,000 (Utah)	\$140,000 (Colorado)	\$225,000 (Colorado)
Low	\$90,000 (Colorado)	\$68,500 (Colorado)	\$65,000 (Colorado)	\$85,000 (Nebraska)	\$92,000 (Wyoming)
Average	\$90,396	\$105,806	\$88,841	\$147,624	\$102,408

Source: LSO Research staff summary of information provided by CSG.

Table 6, below, depicts the salaries for Governor, Secretary of State, Treasurer, Auditor and Superintendent of Schools/Education for each state. Also listed below are the high, low and average salaries for each position. Wyoming’s ranking in each category is as follows:

- Governor – 42nd
- Secretary of State – 32nd
- Treasurer – 36th
- Auditor – 37th
- Education – 49th

Table 6. Top 5 Elected Official Salaries Nationally.

State	Governor	Secretary of State	Treasurer	Auditor	Education
Alabama	0	85,248	85,248	85,248	198,000
Alaska	145,000	68,556	122,928	133,908	136,350
Arizona	95,000	70,000	70,000	128,785	85,000
Arkansas	86,890	54,305	0	54,305	228,888
California	173,987	130,490	139,189	175,000	151,127
Colorado	90,000	68,500	68,500	140,000	225,000
Connecticut	150,000	110,000	110,000	161,210	185,000
Delaware	171,000	127,590	113,374	108,532	160,145
Florida	130,273	140,000	128,972	135,000	275,000
Georgia	139,339	130,690	163,125	159,215	127,500
Hawaii	143,748	0	140,220	133,536	150,000
Idaho	119,000	101,150	101,150	0	101,150
Illinois	177,412	156,541	135,669	151,035	203,445
Indiana	111,688	76,892	76,892	76,892	92,503
Iowa	130,000	103,212	103,212	103,212	147,000
Kansas	99,636	86,003	86,003	N.A.	170,000
Kentucky	138,012	117,329	117,329	117,329	225,000
Louisiana	130,000	115,000	115,000	132,620	275,000
Maine	70,000	69,264	69,264	81,556	102,689
Maryland	150,000	87,500	125,000	0	195,000
Massachusetts	151,800	130,262	127,917	137,425	159,135
Michigan	159,300	112,410	174,204	163,537	191,410
Minnesota	119,850	89,877	119,059	101,858	119,059
Mississippi	122,160	90,000	90,000	90,000	307,125
Missouri	133,821	107,746	107,746	107,746	185,904
Montana	108,167	88,099	102,485	88,099	104,635
Nebraska	105,000	85,000	85,000	85,000	200,000
Nevada	149,573	102,898	102,898	0	124,908

Source: LSO Research staff summary of information provided by CSG.

Table 6. Top 5 Elected Official Salaries Nationally, Cont'd.

State	Governor	Secretary of State	Treasurer	Auditor	Education
New Hampshire	121,896	105,930	105,930	0	114,553
New Jersey	175,000	141,000	141,000	141,793	141,000
New Mexico	110,000	85,000	85,000	85,000	126,250
New York	179,000	120,800	127,000	151,500	212,500
North Carolina	141,265	124,676	124,676	124,676	124,676
North Dakota	121,679	96,794	91,406	96,794	110,192
Ohio	148,886	109,986	109,986	109,985	192,504
Oklahoma	147,000	140,000	114,713	114,713	124,373
Oregon	98,600	76,992	72,000	147,324	241,122
Pennsylvania	187,818	135,228	156,264	156,264	150,253
Rhode Island	129,210	108,808	108,808	140,050	203,000
South Carolina	106,078	92,007	92,007	104,433	92,007
South Dakota	104,002	83,135	83,135	105,348	109,803
Tennessee	181,980	190,260	190,260	190,260	211,408
Texas	150,000	125,880	150,000	198,000	215,000
Utah	109,470	104,000	104,000	104,000	200,782
Vermont	145,538	95,139	92,269	95,139	124,010
Virginia	175,000	152,793	162,214	168,279	180,796
Washington	166,891	116,950	116,950	116,950	121,618
West Virginia	150,000	95,000	95,000	95,000	165,000
Wisconsin	144,423	68,566	68,566	114,351	121,307
Wyoming	105,000	92,000	92,000	92,000	92,000
High	\$187,818 (Pennsylvania)	\$190,260 (Tennessee)	\$190,260 (Tennessee)	\$198,000 (Texas)	\$307,125 (Mississippi)
Low	\$0 (Alabama)	\$0 (Hawaii)	\$0 (Arkansas)	\$0 (MD, NV, NH)	\$85,000 (Arizona)
Average	\$132,023	\$103,310	\$109,271	\$112,304	\$164,003

Source: LSO Research staff summary of information provided by CSG.

Tables 7-9 discuss Wyoming specific local government compensation.

Table 7, below, depicts the salaries of elected officials in each county in Wyoming for 2015. Also, the high, low and average salary of each position is listed below.

Table 7. County Elected Officials Salaries 2014.

County	Clerk	Sheriff	Attorney	Coroner	Commissioner
Albany	\$75,000	\$75,000	\$85,000	\$25,000	\$23,153
Big Horn	\$56,131	\$56,131	\$74,835	\$22,705	\$28,665
Campbell	\$100,000	\$100,000	\$100,000	\$100,000	\$37,500
Carbon	\$71,021	\$71,021	\$100,000	\$71,021	\$25,000
Converse	\$67,725	\$67,725	\$89,600	Contract	\$23,240
Crook	\$58,793	\$70,551	\$82,310	\$17,638	\$25,869
Fremont	\$75,000	\$75,000	\$85,327	\$63,945	\$33,763
Goshen	\$55,200	\$55,200	\$77,292	\$11,800	\$25,200
Hot Springs	\$60,646	\$62,285	\$83,594	\$12,566	\$15,407
Johnson	\$77,886	\$83,434	\$98,258	\$45,600	\$45,600
Laramie	\$75,000	\$75,000	N/A	\$53,000	\$40,516
Lincoln	\$65,093	\$67,985	\$83,897	Not sure	\$36,445
Natrona	\$75,000	\$75,000	\$90,000	\$75,000	\$25,000
Niobrara	\$53,431	\$53,431	\$46,752	\$7,767	\$16,030
Park	\$72,349	\$74,349	\$83,746	\$200/call	\$36,175
Platte	\$55,260	\$55,260	\$80,205	\$22,800	\$21,600
Sheridan	\$67,800	\$71,115	\$89,850	Contract	\$33,900
Sublette	\$82,688	\$82,688	\$93,173	\$27,563	\$32,500
Sweetwater	\$75,000	\$75,000	\$75,000	\$55,000	\$30,000
Teton	\$85,000	\$85,000	\$100,000	\$40,000	\$37,500
Uinta	\$70,050	\$70,050	\$82,150	\$11,008	\$29,460
Washakie	\$58,252	\$61,844	\$89,318	\$17,475	\$21,065
Weston	\$45,000	\$47,000	\$48,000	\$10,800	\$12,000
High	\$100,000 (Campbell)	\$100,000 (Campbell)	\$100,000 (Campbell, Carbon and Teton)	\$100,000 (Campbell)	\$45,600 (Johnson)
Low	\$45,000 (Weston)	\$47,000 (Weston)	\$46,752 (Niobrara)	\$7,767 (Niobrara)	\$12,000 (Weston)
Average	\$68,579	\$70,003	\$83,559	\$36,352	\$28,504

Source: LSO Research staff summary of information provided by WCCA.

WAM surveyed their membership regarding the annual salary and benefits for mayors and city council members. The tables below depict the salaries and benefits provided to elected officials at the local level, including mayor and city council positions. Table 8, below, depicts mayor salaries and benefits by city/town. The table shows a wide variety of salary and benefits across the state.

Table 8. Elected Officials Salaries and Benefits by City/Town.

City/Town	County	Population	MAYOR ANNUAL SALARY	MAYOR BENEFITS (Listed)
Afton	Lincoln	1,911	\$6,000.00	None
Albin	Laramie	181	No Reply	No Reply
Alpine	Lincoln	828	\$24,000.00	Insurance
Baggs	Carbon	440	\$3,000.00	None
Bairoil	Sweetwater	106	\$6,000.00	None
Bar Nunn	Natrona	2,213	\$4,800.00	None
Basin	Big Horn	1,285	\$1,800.00	None
Bear River	Uinta	518	\$1,800.00	None
Big Piney	Sublette	552	\$3,600.00; Mayor Pro Tem \$1,800	None
Buffalo	Johnson	4,585	\$15,000.00	City Insurance - they pay entire premium
Burlington	Big Horn	288	\$36,000.00	None
Burns	Laramie	301	\$300/month	None
Byron	Big Horn	593	\$170/meeting attended	None
Casper	Natrona	55,316	\$250/meeting attended	None
Cheyenne	Laramie	59,466	\$95,000.00	Pension, Health & Dental, Life Insurance, Use of vehicle (all or partially paid by the City), eligible to enroll in other City programs such as supplemental life insurance, disability insurance, deferred comp plan, flexible spending plan (premiums/cost paid by Mayor . Mayor also accrues vacation & sick leave.
Chugwater	Platte	212	\$200/month	None

Source: LSO Research staff summary of information provided by WAM.

Table 8. Elected Officials Salaries and Benefits by City/Town, Cont'd.

City/Town	County	Population	MAYOR ANNUAL SALARY	MAYOR BENEFITS (Listed)
Clearmont	Sheridan	142	\$200 monthly	None
Cody	Park	9,520	\$2,400.00	None
Cokeville	Lincoln	535	\$1,800.00	None
Cowley	Big Horn	635	\$800.00	None
Dayton	Sheridan	757	\$22,100.00	None
Deaver	Big Horn	178	\$4,500.00	None
Diamondville	Lincoln	737	\$1,200.00	None
Dixon	Carbon	97	\$480.00	None
Douglas	Converse	6,120	\$3,000.00	Volunteer Workers Comp. Coverage
Dubois	Fremont	971	\$4,800.00	Wyoming Retirement
East Thermopolis	Hot Springs	254	No Reply	No Reply
Edgerton	Natrona	195	\$2,400.00	Travel Expenses
Elk Mountain	Carbon	191	\$4,500.00	\$40 cell phone stipend, mileage to meeting at State rate per mile, \$20/meeting attended excluding regular council meetings
Encampment	Carbon	450	\$50/meeting attended	None
Evanston	Uinta	12,359	\$30,000.00	City pays 12.44% towards either WY Retirement or \$457/Deferred Comp. City pays 91.8% towards medical, dental & vision Insurance. They also receive a City paid \$50,000 life insurance policy.
Evansville	Natrona	2,544	\$1,000.00	None
Fort Laramie	Goshen	230	\$3,600.00	None
Frannie	Big Horn	157	\$3,000.00	None
Gillette	Campbell	29,087	\$18,000.00	Self-Pay Eligible & WRS
Glendo	Platte	205	\$600.00	None
Glenrock	Converse	2,576	\$4,800.00	None
Granger	Sweetwater	139	\$7,800.00	None

Source: LSO Research staff summary of information provided by WAM.

Table 8. Elected Officials Salaries and Benefits by City/Town, Cont'd.

City/Town	County	Population	MAYOR ANNUAL SALARY	MAYOR BENEFITS (Listed)
Green River	Sweetwater	12,515	\$1,500/month	None
Greybull	Big Horn	1,847	\$6,000.00	None
Guernsey	Platte	1,147	\$10,800.00	None
Hanna	Carbon	841	\$4,800.00	None
Hartville	Platte	62	No Reply	No Reply
Hudson	Fremont	458	\$400.00	None
Hulett	Crook	383	\$8,400.00	None
Jackson	Teton	9,577	\$30,000.00	Health, Vision, Dental, Life, WRS, including family coverage
Kaycee	Johnson	263	\$7,200.00	None
Kemmerer	Lincoln	2,656	\$5,400.00	None
Kirby	Hot Springs	92	\$1,800.00 –after the next election salary goes to \$200/month	None
LaBarge	Lincoln	551	\$4,800.00	None
LaGrange	Goshen	448	\$4,800.00	None
Lander	Fremont	7,487	\$21,000.00	Single Health insurance offered, if family is added they are responsible for that difference in premium
Laramie	Albany	30,816	\$120/meeting attended	None
Lingle	Goshen	468	\$5,400.00	None
Lost Springs	Converse	4	No Reply	No Reply
Lovell	Big Horn	2,360	\$7,200.00	None
Lusk	Niobrara	1,567	\$12,000.00	FICA
Lyman	Uinta	2,115	\$7,200.00	None
Manderson	Big Horn	114	\$960.00	None
Manville	Niobrara	95	\$4,800.00	None
Marbleton	Sublette	1,094	\$3,000.00	None

Source: LSO Research staff summary of information provided by WAM.

Table 8. Elected Officials Salaries and Benefits by City/Town, Cont'd.

City/Town	County	Population	MAYOR ANNUAL SALARY	MAYOR BENEFITS (Listed)
Medicine Bow	Carbon	284	\$1,200-\$24,000/year	None
Meeteetse	Park	327	\$250/month	None
Midwest	Natrona	404	\$4,200.00	None
Mills	Natrona	3,461	\$24,000.00	None
Moorcroft	Crook	1,009	\$14,400.00	None
Mountain View	Uinta	1,286	\$8,400.00	None
Newcastle	Weston	3,532	\$7,200.00	None
Opal	Lincoln	96	\$2,400.00	None
Pavillion	Fremont	231	No Reply	No Reply
Pine Bluffs	Laramie	1,129	\$3,000.00	None
Pine Haven	Crook	490	\$7,200.00	WRS
Pinedale	Sublette	2,030	\$2,400.00	None
Powell	Park	6,314	\$13,200.00	None
Ranchester	Sheridan	855	No Reply	No Reply
Rawlins	Carbon	9,259	\$750.00/month	None
Riverside	Carbon	52	\$50/meeting attended	None
Riverton	Fremont	10,615	\$18,000.00	13.94% WRS Contribution
Rock River	Albany	245	\$50/meeting attended	None
Rock Springs	Sweetwater	23,036	\$24,000.00	Required tax benefits, WY Retirement, Life Insurance, Reduced price golf memberships, free indoor rec. membership (value is included as taxable income).
Rolling Hills	Converse	440	\$6,000.00	None
Saratoga	Carbon	1,690	No Reply	No Reply
Sheridan	Sheridan	17,444	\$48,000.00	

Source: LSO Research staff summary of information provided by WAM.

Table 8. Elected Officials Salaries and Benefits by City/Town, Cont'd.

City/Town	County	Population	MAYOR ANNUAL SALARY	MAYOR BENEFITS (Listed)
Shoshoni	Fremont	649	\$4,800.00	None
Sinclair	Carbon	423	\$4,800.00	None
Star Valley Ranch	Lincoln	1,503	\$18,000.00	None
Sundance	Crook	1,182	\$10,000.00	None
Superior	Sweetwater	336	\$4,800.00	None
Ten Sleep	Washakie	260	No Reply	No Reply
Thayne	Lincoln	366	\$47/meeting attended	None
Thermopolis	Hot Springs	3,009	\$6,000.00	None
Torrington	Goshen	6,501	\$30,000.00	None
Upton	Weston	1,100	\$2,000.00	None
Van Tassell	Niobrara	15	No Reply	
Wamsutter	Sweetwater	451	\$400.00	None
Wheatland	Platte	3,627	\$9,000.00	None
Worland	Washakie	5,487	\$12,000.00	None
Wright	Campbell	1,807	No Reply	No Reply
Yoder	Goshen	151	No Reply	No Reply

Source: LSO Research staff summary of information provided by WAM.

Table 9, below, depicts city council members salary and benefits and the wide variation in them across the state.

Table 9. City Council Members Salary and Benefits by City/Town.

City/Town	County	Population	City Council Salary	City Council Benefits
Afton	Lincoln	1,911	\$1,200.00	None
Albin	Laramie	181	No Reply	No Reply
Alpine	Lincoln	828	\$900.00	None
Baggs	Carbon	440	\$960.00	None

Source: LSO Research staff summary of information provided by WAM.

Table 9. City Council Members Salary and Benefits by City/Town, Cont'd.

City/Town	County	Population	City Council Salary	City Council Benefits
Bairoil	Sweetwater	106	\$600.00	None
Bar Nunn	Natrona	2,213	\$1200-\$2400	None
Basin	Big Horn	1,285	\$150.00	None
Bear River	Uinta	518	\$150.00	None
Big Piney	Sublette	552	\$1,200.00	None
Buffalo	Johnson	4,585	\$3,600.00	City Insurance - they pay entire premium
Burlington	Big Horn	288	\$600.00	None
Burns	Laramie	301	\$20/meeting attended	None
Byron	Big Horn	593	\$40/meeting attended	None
Casper	Natrona	55,316	\$150/meeting attended	None
Cheyenne	Laramie	59,466	\$12,000.00	Health/dental & life insurance-all or partially paid, by City. Also eligible to enroll in other City programs such as supplemental life insurance, disability insurance & flexible spending plan-all cost paid by Council members.
Chugwater	Platte	212	\$50/meeting attended	None
Clearmont	Sheridan	142	\$20/meeting attended	None
Cody	Park	9,520	\$100/meeting attended	None
Cokeville	Lincoln	535	\$720.00	None
Cowley	Big Horn	635	\$400.00	None
Dayton	Sheridan	757	\$50 per advertised meeting	None
Deaver	Big Horn	178	\$35/meeting attended	None
Diamondville	Lincoln	737	\$2,700.00	None
Dixon	Carbon	97	\$480.00	None
Douglas	Converse	6,120	\$1,500.00	Volunteer Workers Comp. Coverage
Dubois	Fremont	971	\$1,200.00	Wyoming Retirement

Source: LSO Research staff summary of information provided by WAM.

Table 9. City Council Members Salary and Benefits by City/Town, Cont'd.

City/Town	County	Population	City Council Salary	City Council Benefits
East Thermopolis	Hot Springs	254	No Reply	No Reply
Edgerton	Natrona	195	\$20/meeting attended	None
Elk Mountain	Carbon	191	\$600.00	Mileage to meeting at the State rate per mile, \$20/meeting attended excluding regular council meetings
Encampment	Carbon	450	\$35/meeting attended	None
Evanston	Uinta	12,359	\$7,200.00	City pays 12.44% towards either WY Retirement or \$457/Deferred Comp. City pays 91.8% towards medical, dental & vision Insurance
Evansville	Natrona	2,544	\$75/meeting attended	None
Fort Laramie	Goshen	230	\$135/meeting attended	None
Frannie	Big Horn	157	\$240.00	None
Gillette	Campbell	29,087	\$6,000.00	Self-Pay Eligible & WRS
Glendo	Platte	205	\$600.00	None
Glenrock	Converse	2,576	\$600.00	None
Granger	Sweetwater	139	\$2,400.00	None
Green River	Sweetwater	12,515	\$1,000/month	None
Greybull	Big Horn	1847	\$50/meeting attended	None
Guernsey	Platte	1,147	\$1,200.00	None
Hanna	Carbon	841	\$25/meeting attended	None
Hartville	Platte	62		
Hudson	Fremont	458	\$50/meeting attended	None
Hulett	Crook	383	\$1,200.00	None
Jackson	Teton	9,577	\$25,000.00	Health, Vision, Dental, Life, WRS, including family coverage
Kaycee	Johnson	263	\$50/meeting attended	None
Kemmerer	Lincoln	2,656	\$25/meeting attended	None
Kirby	Hot Springs	92	\$24,000.00	None

Source: LSO Research staff summary of information provided by WAM.

Table 9. City Council Members Salary and Benefits by City/Town, Cont'd.

City/Town	County	Population	City Council Salary	City Council Benefits
LaBarge	Lincoln	551	\$600.00	None
LaGrange	Goshen	448	\$50/meeting attended	
Lander	Fremont	7,487	\$75/meeting attended	Single health insurance offered, if family is added they are responsible for that difference in premium
Laramie	Albany	30,816	\$120/meeting attended	None
Lingle	Goshen	468	\$45/meeting attended	None
Lost Springs	Converse	4	No Reply	No Reply
Lovell	Big Horn	2,360	\$1,800/meeting- \$75/meeting	None
Lusk	Niobrara	1,567	\$75/meeting attended	FICA
Lyman	Uinta	2,115	\$3,600.00	None
Manderson	Big Horn	114	\$1,440.00	None
Manville	Niobrara	95	\$900.00	None
Marbleton	Sublette	1,094	\$1,200.00	None
Medicine Bow	Carbon	284	\$300-\$500 @ \$25/meeting	None
Meeteetse	Park	327	\$25/meeting attended	None
Midwest	Natrona	404	\$200.00	None
Mills	Natrona	3461	\$50/meeting attended	None
Moorcroft	Crook	1,009	\$75/meeting attended	None
Mountain View	Uinta	1,286	\$1,800.00	None
Newcastle	Weston	3,532	\$150/meeting attended	None
Opal	Lincoln	96	\$600.00	None
Pavillion	Fremont	231	No Reply	No Reply
Pine Bluffs	Laramie	1,129	\$40/meeting attended	None
Pine Haven	Crook	490	\$1,500.00	None
Pinedale	Sublette	2,030	\$150/meeting attended	None
Powell	Park	6,314	\$110/meeting attended	None

Source: LSO Research staff summary of information provided by WAM.

Table 9. City Council Members Salary and Benefits by City/Town, Cont'd.

City/Town	County	Population	City Council Salary	City Council Benefits
Ranchester	Sheridan	855	No Reply	No Reply
Rawlins	Carbon	9,259	\$500/month	None
Riverside	Carbon	52	\$25/meeting attended	None
Riverton	Fremont	10,615	\$6,000.00	13.94% WRS Contribution
Rock River	Albany	245	\$30/meeting attended	None
Rock Springs	Sweetwater	23,036	Elected in 2015 - \$12000.00. Elected before 2015 - \$4,800.00	Required tax benefits, WY Retirement, Life Insurance, Reduced price golf memberships, free indoor rec. membership (value is included as taxable income). Benefit maximum of \$3,000 per year and if not utilized are allowed to receive tax value in cash
Rolling Hills	Converse	440	\$50/meeting attended in which there is a quorum	None
Saratoga	Carbon	1,690	No Reply	No Reply
Sheridan	Sheridan	17,444	\$6,000.00	Can have City/Dental benefits if they pay the full premium
Shoshoni	Fremont	649	\$1,250.00	None
Sinclair	Carbon	423	\$50/meeting & Work session attended	None
Star Valley Ranch	Lincoln	1,503	\$1,500.00	None
Sundance	Crook	1,182	\$150/meeting attended	None
Superior	Sweetwater	336	\$50/meeting attended	None
Ten Sleep	Washakie	260		
Thayne	Lincoln	366	\$25/meeting attended	None
Thermopolis	Hot Springs	3,009	\$50/meeting - \$1,200/year	None
Torrington	Goshen	6,501	\$50/meeting attended	None
Upton	Weston	1100	\$40/meeting attended	None
Van Tassell	Niobrara	15	No Reply	No Reply

Source: LSO Research staff summary of information provided by WAM.

Table 9. City Council Members Salary and Benefits by City/Town, Cont'd.

City/Town	County	Population	City Council Salary	City Council Benefits
Wamsutter	Sweetwater	451	\$100/meeting attended	None
Wheatland	Platte	3,627	\$150/meeting attended	None
Worland	Washakie	5,487	\$50/meeting attended and \$75/meeting attended for newly elected council members	
Wright	Campbell	1,807	No Reply	No Reply
Yoder	Goshen	151	No Reply	No Reply

Source: LSO Research staff summary of information provided by WAM.

If you need anything further, please contact LSO Research at 777-7881.