

## Legislator Salary and Fringe Benefits by Year of Service

<u>Years of Service</u>	<u>4</u>	<u>8</u>	<u>12</u>	<u>16</u>	<u>20</u>	<u>24+</u>
<b>Benefits While Serving</b>						
<b>Salary</b>	<b>\$43,500</b>	<b>\$43,500</b>	<b>\$43,500</b>	<b>\$43,500</b>	<b>\$43,500</b>	<b>\$43,500</b>
Less						
Retirement Contribution (5.0%)	-\$2,175	-\$2,175	-\$2,175	-\$2,175	-\$2,175	\$0
BC/BS PPO (Member and Spouse)	-2,057	-2,057	-2,057	-2,057	-2,057	-2,057
Prescription Drug (Non-retiree)	-799	-799	-799	-799	-799	-799
Dental PPO	-279	-279	-279	-279	-279	-279
<b>Subtotal</b>	<b>-\$5,310</b>	<b>-\$5,310</b>	<b>-\$5,310</b>	<b>-\$5,310</b>	<b>-\$5,310</b>	<b>-\$3,135</b>
<b>Adjusted Salary</b>	<b>\$38,190</b>	<b>\$38,190</b>	<b>\$38,190</b>	<b>\$38,190</b>	<b>\$38,190</b>	<b>\$40,365</b>
<b>Fringe Benefits (Assumes No Medicare)</b>						
Employer Retirement Subsidy (18.3%)	\$7,961	\$7,961	\$7,961	\$7,961	\$7,961	\$7,961
Employer Health Insurance Subsidy	8,228	8,228	8,228	8,228	8,228	8,228
Employer Prescription Drug Subsidy	3,197	3,197	3,197	3,197	3,197	3,197
Employer Dental PPO	279	279	279	279	279	279
<b>Total Fringe Benefits</b>	<b>\$19,665</b>	<b>\$19,665</b>	<b>\$19,665</b>	<b>\$19,665</b>	<b>\$19,665</b>	<b>\$19,665</b>
<b>Total Fringes and Salary</b>	<b>\$57,854</b>	<b>\$57,854</b>	<b>\$57,854</b>	<b>\$57,854</b>	<b>\$57,854</b>	<b>\$60,029</b>
<b>Benefits Upon Retirement</b>						
<b>Retirement Income</b>	<b>\$0</b>	<b>\$10,440</b>	<b>\$15,660</b>	<b>\$20,880</b>	<b>\$26,100</b>	<b>\$29,001</b>
Less						
Retiree Health Insurance Premium with Medicare (BC/BS PPO for Member and Spouse)	-\$3,428	-\$2,286	-\$1,143	-\$1,143	-\$1,143	-\$1,143
Retiree Prescription Drug Premium with Medicare	-1,773	-1,241	-709	-709	-709	-709
Retiree Premium Dental PPO	-419	-349	-279	-279	-279	-279
<b>Total</b>	<b>-\$5,620</b>	<b>-\$3,876</b>	<b>-\$2,131</b>	<b>-\$2,131</b>	<b>-\$2,131</b>	<b>-\$2,131</b>
<b>Adjusted Income</b>	<b>\$4,820</b>	<b>\$11,784</b>	<b>\$18,749</b>	<b>\$23,969</b>	<b>\$29,969</b>	<b>\$26,870</b>
<b>Retiree Health Benefit Subsidy</b>						
Retiree Health Insurance Premium with Medicare (BC/BS PPO for Member and Spouse)	\$2,286	\$3,428	\$4,571	\$4,571	\$4,571	\$4,571
Retiree Prescription Drug Premium with Medicare	1,064	1,596	2,127	2,127	2,127	2,127
Retiree Premium Dental PPO	140	209	279	279	279	279
<b>Subtotal</b>	<b>\$3,489</b>	<b>\$5,233</b>	<b>\$6,978</b>	<b>\$6,978</b>	<b>\$6,978</b>	<b>\$6,978</b>
<b>Total Retirement Benefit</b>	<b>\$8,309</b>	<b>\$17,018</b>	<b>\$25,727</b>	<b>\$30,947</b>	<b>\$30,947</b>	<b>\$33,848</b>

BC/BS: BlueCross/BlueShield  
PPO: Preferred Provider Organization

Source: Department of Legislative Services

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## Comparison of Benefits Between a Legislator and State Employee

<u>Years of Service</u>	Legislator (Current Resolution)	State Employee (Pre 2011 Reform)	State Employee (Post 2011 Reform)
	<u>12</u>	<u>12</u>	<u>12</u>
<b>Benefits While Serving</b>			
<b>Salary</b>	<b>\$43,500</b>	<b>\$43,500</b>	<b>\$43,500</b>
Less			
Retirement Contribution	-\$2,175	-\$3,045	-\$3,045
BC/BS PPO for Spouse	-2,057	-2,057	-2,057
Prescription Drug (Non-retiree)	-799	-799	-799
Dental PPO	-279	-279	-279
<i>Subtotal</i>	<i>-\$5,310</i>	<i>-\$6,180</i>	<i>-\$6,180</i>
<b>Adjusted Salary</b>	<b>\$38,190</b>	<b>\$37,320</b>	<b>\$37,320</b>
<b>Fringe Benefits (Assumes No Medicare)</b>			
Employer Retirement Subsidy (18.3%)	\$7,961	\$7,961	\$7,961
Employer Health Insurance Subsidy	8,228	8,228	8,228
Employer Prescription Drug Subsidy	3,197	3,197	3,197
Employer Dental PPO	279	279	279
<b>Total Fringe Benefits</b>	<b>\$19,665</b>	<b>\$19,665</b>	<b>\$19,665</b>
<b>Total Fringes and Salary</b>	<b>\$57,854</b>	<b>\$56,984</b>	<b>\$56,984</b>
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<b>Benefits Upon Retirement</b>			
<b>Retirement Income</b>	<b>\$15,660</b>	<b>\$9,396</b>	<b>\$7,830</b>
Less			
Retiree Health Insurance Premium with Medicare (BC/BS PPO for Member and Spouse)	-\$2,286	-\$2,286	-\$3,520
Retiree Prescription Drug Premium with Medicare	-1,241	-1,241	-1,815
Retiree Premium Dental PPO	-349	-349	-424
<b>Total</b>	<b>-\$3,876</b>	<b>-\$3,876</b>	<b>-\$5,760</b>
<b>Adjusted Income</b>	<b>\$11,784</b>	<b>\$5,520</b>	<b>\$2,070</b>
<b>Retiree Health Benefit Subsidy</b>			
Retiree Health Insurance Premium with Medicare (BC/BS PPO for Member and Spouse)	\$3,428	\$3,428	\$2,194
Retiree Prescription Drug Premium with Medicare	1,596	1,596	1,021
Retiree Premium Dental PPO	209	209	134
<i>Subtotal</i>	<i>\$5,233</i>	<i>\$5,233</i>	<i>\$3,349</i>
<b>Total Retirement Benefit</b>	<b>\$17,018</b>	<b>\$10,754</b>	<b>\$5,420</b>

BC/BS: BlueCross/BlueShield

PPO: Preferred Provider Organization

Source: Department of Legislative Services

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