

Board on Legislative Compensation

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Board on Legislative Compensation constitutional reference

Okla. Const. art. V, § 21:

- “... 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 – five members.
 - President Pro Tempore of the Senate – two members.
 - Speaker of the House of Representatives – two members.

Board on Legislative Compensation statutory reference

[74 O.S. § 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 to carry out its official duties.”
- “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 are salaries determined statewide?

State of Oklahoma position	How is salary established?
Legislative	
Legislators	Board on Legislative Compensation
Executive	
Governor	Set by statute
Lieutenant governor	
Corporation commissioners	
Treasurer	
Auditor	
Insurance commissioner	
Attorney general	
State superintendent of public instruction	
Commissioner of labor	
Judicial	
Chief justice of the Supreme Court	Board on Judicial Compensation
Associate justices of the Supreme Court	
District court judges	

Statewide survey of salaries: 2025, 2023 and 2021

State of Oklahoma position	2025 salary	2023 salary	2021 salary	Change in salary
Legislative				
Legislators	\$47,500	\$47,500	\$47,500	0%
Executive				
Governor	\$147,000	\$147,000	\$147,000	0%
Lieutenant governor	114,713	\$114,713	\$114,713	0%
Corporation commissioners	114,713	\$114,713	\$114,713	0%
Treasurer	114,713	\$114,713	\$114,713	0%
Auditor	114,713	\$114,713	\$114,713	0%
Insurance commissioner	126,713	\$126,713	\$114,713	0%
Attorney general	132,825	\$132,825	\$132,825	0%
State superintendent of public instruction	124,373	\$124,373	\$124,373	0%
Commissioner of labor	105,053	\$105,053	\$105,053	0%
Judicial				
Chief justice of the Supreme Court	198,212	\$185,245	\$172,049	15.20%
Associate justices of the Supreme Court	185,612	\$173,469	\$161,112	15.20%
District court judges	167,703	\$156,732	\$145,567	15.20%
Additional state employment information				
State employee benchmark average	\$67,845	\$56,878	\$50,051	35.55%
Oklahoma median household income, calendar year 2025	\$65,310	\$55,826	\$54,449	19.94%

Important dates

- Last day to change legislative compensation:
 - Nov. 18, 2025
- Effective date of a legislative compensation change:
 - Nov. 18, 2026
- Next biennial meeting:
 - Oct. 19, 2027, at 9 a.m.

2025 Oklahoma legislative compensation

Salary	Set by the Board on Legislative Compensation	\$47,500/year
Per diem	Set by statute: 74 O.S. § 291.1 – Per diem	\$196/day
Additional salaries for leadership positions	Set by the Board on Legislative Compensation	\$18,829/year – President Pro Tempore of the Senate and Speaker of the House of Representatives
		\$12,982/year – Chair of the Senate Appropriations Committee; chair of the House Committee on Appropriations and Budget; speaker pro tempore of the House of Representatives; and the majority floor leader, minority floor leader and one assistant majority floor leader of the Senate.
Mileage	Set by statute: 74 O.S. § 291.1b – Reimbursable trips (also references § 500.4)	\$0.70/mile
Health, life, dental and disability insurance	Benefits allowance set by the Board on Legislative Compensation	\$725.58/month (employee only)
Retirement benefits	Set by statute: 74 O.S. § 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 they will have the ability to select or change their investments.

Source: National Conference of State Legislatures, April 2025.

Oklahoma typical annualized compensation

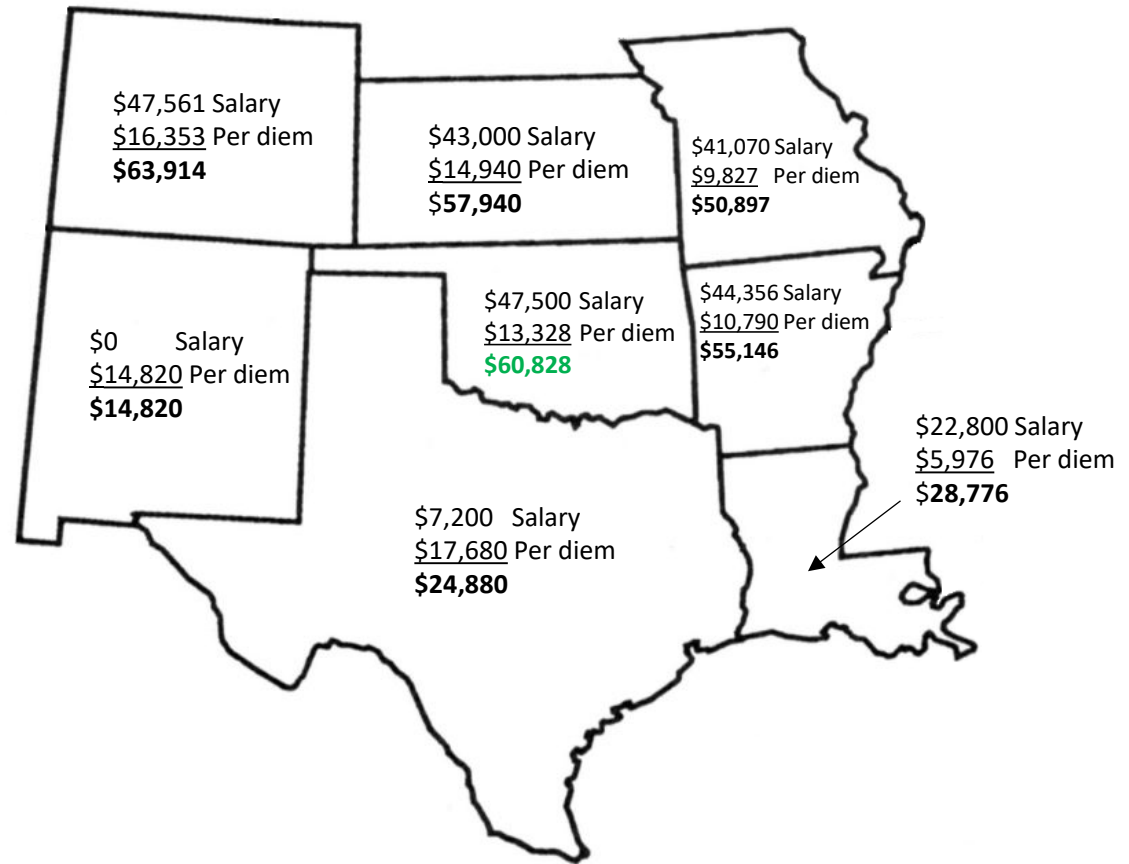
\$47,500	Base salary – no leadership position
\$13,328	Per diem – 68 days (2025 session)
\$8,707	Benefits allowance (\$725.58/month)
\$3,325	State retirement contribution (7%)
\$72,860	

2025 regional legislator pay assumptions

- Most states provide legislators with an allowance for office supplies. This amount is not included.
- Salary does not include benefit allowances or retirement contributions.
- Session-length calculations are based on the dates on which each state legislature convened and adjourned in 2025, and they assume a four-day workweek (Monday through Thursday) excluding holidays and recesses; session limits used when applicable; special sessions not included.

2025 legislative salaries and per diem rates: Oklahoma and surrounding states

Note: Per diem rates are normalized to Oklahoma session length (68 days).



2025 legislative salaries and per diem rates: Oklahoma and surrounding states

State	Annual salary	Per diem	Additional salary for leadership positions	Mileage	Benefits				Retirement
					Heath	Dental	Disability	Life	
AR	\$44,356	Within 50 miles of Capitol: \$59; beyond 50 miles: \$166	\$50,661/year: House/Assembly speaker	\$0.67	State employee plan: shared cost	State employee plan: optional, at legislator's expense	State employee plan	State pays for \$10k policy; legislator pays for additional.	Mandatory: 5.25%
CO	\$47,561	Within 50 miles of Capitol: \$45; beyond 50 miles: \$237	\$99/day: All leaders when in attendance at committee or working	\$0.59	Shared cost		State employee plan: Shared cost		Mandatory: 11%

- Note: Per diem rates are normalized to Oklahoma session length (68 days).*

2025 legislative salaries and per diem rates: Oklahoma and surrounding states, cont.

State	Annual salary	Per diem	Additional salary for leadership positions	Mileage	Benefits				Retirement
					Heath	Dental	Disability	Life	
KS	\$43,000	\$166	\$14,039/year: presiding officer	\$0.70	State employee plan: shared cost				Optional: 6%
LA	\$22,800	\$166	\$15,200/year: presiding officer	\$0.67	State pays 100% of the plan; legislators can keep coverage post-office at varying rates	Optional state employee plan at legislator's expense; 18 months COBRA eligibility post-office		State employee plan: shared cost; premium and coverage based on age	None

- Note: Per diem rates are normalized to Oklahoma session length (68 days).*

2025 legislative salaries and per diem rates: Oklahoma and surrounding states, cont.

State	Annual salary	Per diem	Additional salary for leadership positions	Mileage	Benefits				Retirement
					Heath	Dental	Disability	Life	
MO	\$41,070.14	\$132.80	\$1,575/year: majority leader	\$0.65.5	State employee plan: shared cost			Senate: state employee plan: state pays full amount; House: state employee plan: state/legislator split	Mandatory: 26.33%
NM	\$0	\$247	None	\$0.70	State employee plan: optional, at legislator's expense				Optional: 14% of the per diem rate

- *Note: Per diem rates are normalized to Oklahoma session length (68 days).*

2025 legislative salaries and per diem rates: Oklahoma and surrounding states, cont.

State	Annual salary	Per diem	Additional salary for leadership positions	Mileage	Benefits				Retirement
					Heath	Dental	Disability	Life	
TX	\$7,200	\$221	None	Reps.: \$0.65.5; Sens. (out-of-session): Car \$0.60, Air \$1.21	State employee plan: state pays 100%	State employee plan: shared cost	State employee plan: optional, at legislator's expense		Optional: 9.5%
OK	\$47,500	\$196	\$18,829/year - presiding officer	\$0.70	Senate: state employee plan, state pays 100%. House: state employee plan, shared cost; member portion varies by plan				Mandatory: OPERS 3.5%; starting after Nov. 1, 2015, optional: 4.5%

- *Note: Per diem rates are normalized to Oklahoma session length (68 days).*

Regional data highlights

Oklahoma	Regional comparison (higher)
Only one per diem rate: \$196/day	Colorado's per diem for those beyond 50 miles of the State Capitol is \$237/day; the per diem for those within 50 miles of the State Capitol is \$45/day.

2025 regional legislator retirement comparison

Oklahoma <ul style="list-style-type: none">• OPERS, elected on or after Nov. 1, 2011, 3.5% with 2% computation factor• OPERS, elected prior to Nov. 1, 2011, up to 10.0% with 4.0% computation factor• Pathfinder, elected after Nov. 1, 2015, up to 7.0% or above employee contribution and 7.0% employer match	<ul style="list-style-type: none">= up to 5.5% of salary= up to 14% of salary= 14% of salary and up
Arkansas	= 5.25% of salary
Colorado	= 11% of salary
Kansas	= 6% of salary (optional)
Louisiana	= 0%
Missouri	= No employee contribution, or 4% after Jan. 1, 2011
New Mexico	= \$600 annually (optional)
Texas	= 9.5% of salary (optional)

Additional notes

- New Mexico does not pay a salary.
- Oklahoma's salary remained the same at \$47,500.
- Texas meets biennially for a maximum of 140 regular session days; members are paid \$600/month, or \$7,200/year.

Thank you!

