| State or other jurisdiction | Governor | $\begin{gathered} \text { Governor } \\ \text { w/ Geo Salary } \\ \hline \end{gathered}$ | Lieutenant governor | $\begin{gathered} \text { Lt Governor } \\ w / \text { Geo Salary } \end{gathered}$ | Attorney General | $\begin{gathered} \text { Att General } \\ \text { w/ Geo Salary } \end{gathered}$ | Corrections | $\begin{gathered} \text { Corrections } \\ \text { w/ Geo Salary } \end{gathered}$ | Education | $\begin{gathered} \text { Education } \\ \text { w/ Geo Salary } \end{gathered}$ | Fish \& willife | Fish \& Wildlife w/ Geo Salary | Labor | $\begin{gathered} \text { Labor } \\ \text { w/ Geo Salary } \end{gathered}$ | Natural resources | Nat Resources w/ Geo Salary | Transportation | Transportation <br> w/ Geo Salary |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Average wall |  | 140,389 |  | 101,822 |  | 129,460 |  | 141,093 |  | 165,084 |  | 124,848 |  | 125,603 |  | 131,457 |  | 148,859 |
| Average Wo Territories |  | 143,895 |  | 102,353 |  | 130,834 |  | 144,917 |  | 169,148 |  | 127,800 |  | 128,238 |  | 134,659 |  | 152,250 |
| Alaska | 145,000 |  | 115,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  |
| Alabama | 0 (c) |  | 134,592 | 145,834 | 160,003 | 170,976 | 123,500 | 134,652 | 198,000 | 208,539 | 105,403 | 116,417 | 139,259 | 150,539 | 141,000 | 152,294 | 169,000 (a-29) | 179,803 |
| Arizona | 95,000 | 104,831 | 70,000 (a-2) | 79,916 | 90,000 | 99,849 | 160,000 | 170,615 | 85,000 | 94,867 | 160,000 | 170,615 | 126,069 | 136,429 | 131,500 | 142,023 | 130,000 | 140,478 |
| Arkansas | 86,890 | 102,316 | 41,896 | 53,913 | 72,408 | 87,269 | 133,034 | 150,424 | 224,400 | 243,403 | 123,546 | 140,518 | 117,308 | 134,005 | 103,611 | 119,705 | 154,960 (a-29) | 172,345 |
| California | 173,987 | 172,226 | 130,490 | 129,229 | 151,127 | 149,729 | 225,000 | 222,205 | 151,127 | 149,729 | 150,112 | 148,721 | 175,000 | 173,221 | 175,000 | 173,221 | 165,000 | 163,399 |
| Colorado | 90,000 | 93,518 | 68,500 | 72,893 | 80,000 | 84,044 | 150,000 | 151,896 | 225,000 | 225,272 | 144,876 | 146,820 | 146,040 | 147,973 | 146,040 | 147,973 | 151,840 | 153,717 |
| Connecticut | 150,000 | 147,012 | 110,000 | 108,926 | 110,000 | 108,926 | 151,000 | 147,965 | 185,000 | 179,848 | 117,439 (w) | 115,971 | 130,000 | 127,942 | 134,093 | 131,845 | 175,000 | 170,504 |
| Delaware | 171,000 | 178,601 | 78,553 | 86,815 | 145,207 | 153,176 | 147,370 | 155,320 | 160,145 | 167,906 | 98,990 | 106,755 | 119,040 | 126,680 | 127,590 | 135,337 | 137,995 | 145,873 |
| Florida | 130,273 | 141,110 | 124,851 | 135,704 | 128,972 | 139,812 | 140,000 | 150,808 | 275,000 | 284,161 | 129,430 | 140,269 | 140,000 | 150,808 | 140,000 | 150,808 | 140,000 | 150,808 |
| Georgia | 139,339 | 143,819 | 91,609 | 97,859 | 137,791 | 142,308 | 149,000 | 153,252 | 123,270 | 128,130 | 113,000 | 118,103 | 121,570 | 126,470 | 141,103 | 145,541 | 187,979 | 190,501 |
| Hawaii | 117,312 | 123,428 | 114,420 | 120,458 | 114,420 | 120,458 | 103,512 | 109,213 | 142,500 | 149,297 | 83,040 (b) | 88,072 | 103,512 | 109,213 | 103,512 | 109,213 | 108,972 | 114,852 |
| Idaho | 117,000 | 133,417 | 35,100 | 44,042 | 105,300 | 121,134 | 126,152 | 143,024 | 99,450 | 114,973 | 132,600 | 149,793 | 115,336 | 131,670 | 119,995 | 136,561 | 174,200 | 191,945 |
| Illinois | 177,412 | 193,133 | 135,669 | 150,055 | 156,541 | 171,626 | 150,228 | 165,120 | 191,964 | 208,338 | 133,273 (a-35) | 147,543 | 124,090 | 137,913 | 133,273 | 147,543 | 150,228 | 165,120 |
| Indiana | 111,688 | 121,909 | 85,881 | 95,678 | 89,722 | 99,560 | 117,300 | 127,749 | 89,722 | 99,560 | 79,050 | 88,775 | 105,000 | 115,002 | 109,200 | 119,320 | 137,800 | 149,081 |
| Iowa | 130,000 | 143,893 | 103,212 | 115,760 | 123,669 | 137,239 | 147,846 | 162,242 | 147,000 | 161,393 | 124,946 | 138,581 | 112,070 | 125,047 | 128,890 | 142,726 | 147,014 | 161,407 |
| Kansas | 99,636 | 117,163 | 54,000 | 66,982 | 98,901 | 116,375 | 125,000 | 144,033 | 170,000 | 190,266 | 73,320 | 88,582 | 108,000 | 126,024 | 111,490 | 129,721 | 110,000 | 128,143 |
| Kentucky (g) | 153,970* | 176,934 | 115,593* | 137,054 | 115,593 | 137,054 | 93,324 | 113,162 | 225,000 | 252,491 | 134,352 | 156,920 | 137,865* | 160,504 | 100,218 | 120,649 | 137,865 | 160,504 |
| Louisiana | 130,000 | 144,243 | 115,000 | 128,814 | 115,000 | 128,814 | 136,719 | 151,154 | 275,000 | 293,570 | 123,614 | 137,674 | 137,000 | 151,443 | 129,210 | 143,430 | 170,000 | 184,408 |
| Maine | 70,000 | 85,440 | (h) |  | 92,248 | 109,603 | 102,689 | 120,966 | 102,689 | 120,966 | 102,689 | 120,966 | 102,689 | 120,966 | 102,689 | 120,966 | 102,689 | 120,966 |
| Maryland | 150,000 | 153,993 | 125,000 | 128,493 | 125,000 | 128,493 | 166,082 (b) | 170,301 | 195,000 | 199,626 |  |  | 158,974 (b) | 163,093 | 148,778 (b) | 152,748 | 166,082 (b) | 170,301 |
| Massachusetts | 139,832 | 128,576 | 124,295 | 114,237 | 133,644 | 122,782 | 140,000 | 128,733 | 154,500 | 142,311 | 126,690 | 116,307 | 90,000 | 84,594 | 150,000 | 138,097 | 150,000 | 138,097 |
| Michigan | 159,300 | 170,619 | 111,510 | 120,499 | 112,410 | 121,437 | 146,450 | 156,982 | 189,515 | 202,680 | 120,164 (z) | 129,521 | 151,500 | 162,341 | 145,000 | 155,444 | 146,450 | 156,982 |
| Minnesota | 120,303 | 119,776 | 78,197 | 80,682 | 114,288 | 114,072 | 108,388 | 108,614 | 108,388 | 108,614 | 108,388 | 108,614 | 108,388 | 108,614 | 108,388 | 108,614 | 108,388 | 108,614 |
| Missisispi | 122,160 | 142,337 | 60,000 | 75,080 | 108,960 | 128,349 | 132,761 | 153,572 | 307,125 | 338,902 | 120,636 | 140,722 |  |  | 120,386 | 140,457 | 144,354 | 165,457 |
| Missouri | 133,821 | 150,248 | 86,484 | 101,373 | 116,437 | 132,158 | 120,000 | 135,866 | 185,400 | 201,912 | 90,048 (a) | 104,991 | 120,000 | 135,866 | 120,000 | 135,866 | 164,600 | 181,133 |
| Montana | 108,167 | 132,611 | 86,362 | 107,821 | 104,077 | 128,008 | 99,500 | 122,857 | 104,635 | 128,636 | 99,500 | 122,857 | 99,500 | 122,857 | 99,500 | 122,857 | 99,500 | 122,857 |
| Nebraska | 105,000 | 121,280 | 75,000 | 89,715 | 95,000 | 110,770 | 130,002 | 147,499 | 211,650 | 231,495 | 96,000 | 111,823 | 131,325 | 148,886 | 113,882 | 130,594 | 140,001 | 157,797 |
| Nevada | 149,573 | 158,795 | 63,648 | 70,724 | 141,086 | 150,160 | 124,528 | 133,274 | 121,785 | 130,476 | 114,104 | 122,643 | 95,453 | 103,512 | 124,528 | 133,274 | 124,528 | 133,274 |
| New Hampshire | 113,834 | 120,299 | (h) |  | 110,114 | 116,541 | 116,170 | 122,663 | 112,861 | 119,314 | 98,691 | 105,328 | 104,364 | 110,897 | 112,861 | 119,314 | 116,170 | 122,663 |
| New Jersey | 175,000 | 164,117 | 141,000 | 132,523 | 141,000 | 132,523 | 141,000 | 132,523 | 141,000 | 132,523 | 105,783 | 100,703 | 141,000 | 132,523 | 125,000 | 117,648 | 141,000 | 132,523 |
| New Mexico | 110,000 | 121,727 | 85,000 | 96,733 | 95,000 | 106,630 | 106,000 | 117,559 | 125,000 | 137,358 | 100,000 | 111,579 | 95,000 | 106,630 | 100,000 | 111,579 | N.A. |  |
| New York | 179,000 (e) | 184,613 | 151,500 | 157,478 | 151,500 | 157,478 | 136,000 | 141,842 | 212,500 | 217,906 | 136,000 | 141,842 | 127,000 | 132,697 | 136,000 | 141,842 | 136,000 | 141,842 |
| Norrth Carolina | 141,265 | 146,526 | 124,676 | 130,307 | 124,676 | 130,307 | N.A. |  | 124,676 | 130,307 | 116,886 | 122,690 | 124,676 | 130,307 | 128,000 | 133,556 | 135,000 | 140,400 |
| North Dakota | 116,999 | 131,298 | 90,828 | 103,978 | 138,159 | 153,450 | 110,292 | 124,276 | 105,954 | 119,735 | 113,856 | 128,007 | 89,112 | 102,192 |  |  | 135,984 | 151,173 |
| Ohio | 148,886 | 156,431 | 78,041 | 85,821 | 109,986 | 117,043 | 127,400 | 134,710 | 160,014 | 167,415 | 104,270 | 111,448 | 90,397 | 97,893 | 127,400 | 134,710 | 99,341 | 106,632 |
| Oklahoma | 147,000 | 168,648 | 114,713 | 134,793 | 132,850 | 154,216 | 132,309 | 153,664 | 124,373 | 145,154 | 121,986 | 142,594 | 105,053 | 124,433 | 86,310 | 104,208 | 133,200 | 154,573 |
| Oregon | 93,600 | 105,092 | 72,000 (a-2) | 82,748 | 77,200 | 88,127 | 164,928 | 179,339 | 72,000 | 82,748 | 136,320 | 150,202 | 72,000 | 82,748 | N.A. |  | 165,276 | 179,691 |
| Pennsylvania(i) | 187,256* | 204,783 | 157,293* | 173,476 | 155,797 | 171,913 | 149,804* | 165,655 | 149,804* | 165,655 | 119,150 (yy) | 133,097 | 149,804* | 165,655 | 142,314* | 157,834 | 149,804* | 165,655 |
| Rhode Island ( ${ }^{\text {) }}$ | 129,210 | 132,718 | 108,808 | 112,329 | 115,610 | 118,989 | 145,644 | 149,307 | 203,000 | 206,191 | 108,460 (a-23) | 111,993 | 130,152 (a-21) | 133,669 | 108,460 (a-23) | 111,993 | 130,000 | 133,515 |
| South Carolina | 106,078 | 121,453 | 46,545 | 57,527 | 92,007 | 106,502 | 154,879 | 172,639 | 92,007 | 106,502 | 129,877 | 146,710 | 124,973 | 141,506 | 129,877 | 146,710 | 156,220 | 174,019 |
| South Dakota | 100,972 | 120,903 | 61,800 (jij) | 80,338 | 100,876 | 120,800 | 103,000 | 123,075 | 106,605 | 126,936 | 107,120 | 127,487 | 103,000 | 123,075 | 103,000 | 123,075 | 95,790 | 115,405 |
| Tennessee | 178,356 (k) | 195,768 | 60,609 (h) | 72,794 | 173,352 | 190,710 | 156,216 | 173,390 | 208,284 | 226,721 | 156,216 | 173,390 | 156,216 | 173,390 | 156,216 | 173,390 | 156,216 | 173,390 |
| Texas | 150,000 | 152,889 | 7,200 (m) |  | 150,000 | 152,889 | 186,300 | 186,646 | 186,300 | 186,646 | 143,000 | 146,152 | 140,000 | 143,265 | 145,200 | 148,269 | 192,500 | 192,408 |
| Utah | 109,470 | 121,113 | 104,000 | 115,541 | 98,509 | 109,984 | 110,219 | 121,878 | 179,597 | 191,386 | 120,754 | 132,630 | 101,608 | 113,120 | 126,214 | 138,203 | 160,222 | 172,270 |
| Vermont | 142,542 | 156,219 | 60,507 | 73,054 | 113,901 | 127,141 | 105,290 | 118,385 | 121,701 | 135,073 | 93,018 | 106,124 | 98,946 | 112,031 | 121,701 | 135,073 | 121,701 | 135,073 |
| Virginia | 175,000 | 180,956 | 36,321 | 42,897 | 150,000 | 156,402 | 150,000 | 156,402 | 175,467 | 181,415 | 130,977 | 137,456 | 110,250 | 116,763 | 152,793 | 159,145 | 160,433 | 166,649 |
| Washington | 166,891 | 169,990 | 93,948 | 99,217 | 151,718 | 155,268 | 158,160 | 161,519 | 121,618 | 125,921 | 136,776 | 140,704 | 140,650 | 144,482 | 121,618 | 125,921 | N.A. |  |
| West Virginia | 150,000 | 170,124 | (h) |  | 95,000 | 112,502 | 80,000 | 96,166 | 165,000 | 185,394 | 75,000 | 90,721 | 70,000 | 85,276 | 75,000 | 90,721 | 99,999 | 117,911 |
| Wisconsin | 144,423 | 155,399 | 76,261 | 85,455 | 140,147 | 151,028 | 125,000 | 135,310 | 120,111 | 130,237 | 125,000 | 135,310 | 85,608 | 94,936 | 125,000 | 135,310 | 125,000 | 135,310 |

2013 Book of States Responses with Geographic Comparison to Anchorage, AK

| State or other jurisdiction | Governor | $\begin{aligned} & \text { Governor } \\ & \text { w/ Geo Salary } \end{aligned}$ | Lieutenant governor | Lt Governor <br> w/ Geo Salary | Attorney <br> General | Att General | Corrections | Corrections <br> w/ Geo Salary | Education | Education w/ Geo Salary | Fish \& Willlife | Fish \& Wildife w/ Geo Salary | Labor | $\begin{gathered} \text { Labor } \\ \text { w/ Geo Salary } \end{gathered}$ | Natural resources | Nat Resources w/ Geo Salary | Transporation | Transportation w/ Geo Salary |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Average wall |  | 140,389 |  | 101,822 |  | 129,460 |  | 141,093 |  | 165,084 |  | 124,848 |  | 125,603 |  | 131,457 |  | 148,859 |
| Average w/o Territories |  | 143,895 |  | 102,353 |  | 130,834 |  | 144,917 |  | 169,148 |  | 127,800 |  | 128,238 |  | 134,659 |  | 152,250 |
| Alaska | 145,000 |  | 115,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  |
| Wyoming | 105,000 | 124,647 | 92,000 (a-2) | 110,333 | 143,328 | 166,262 | 135,319 | 157,578 | 92,000 | 110,333 | 137,249 | 159,670 | 88,439 | 106,345 | 113,300 | 133,664 | 143,328 (a-29) | 166,262 |
| Guam | 90,000 | 113,921 | 85,000 | 108,449 | 105,286 | 130,089 | 67,150 | 88,912 | 82,025 | 105,192 | 60,850 | 82,017 | 73,020 | 95,337 | 60,850 | 82,017 |  |  |
| No. Mariana Islands | 70,000 | 86,583 | 65,000 | 81,176 | 80,000 | 97,397 | 40,800 (b) | 57,276 | 80,000 | 97,397 | 40,800 (b) | 57,276 | 45,000 | 61,406 | 52,000 | 68,289 | 40,800 (b) | 57,276 |
| Puerto Rico | 70,000 | 95,449 |  |  | N.A. |  | N.A. |  | N.A. |  | N.A. |  | N.A. |  | N.A. |  | N.A. |  |
| U.S. Virgin Islands | 80,000 | 97,341 | 75,000 | 91,925 | 76,500 | 93,550 | 76,500 | 93,550 | 76,500 | 93,550 | 76,500 | 93,550 | 76,500 | 93,550 | 76,500 | 93,550 | 65,000 | 81,094 |

Key:
N.A. - Not available.
... No specific chief administrative official or agency in charge of function.
(a) Chief administrative official or agency in charge of function:
(a-2) Secretary of state.
(a-21) Employment Services
(a-23) Environmental protection.
(a-29) Highways.
( $\mathrm{a}-35$ ) Natural resources.
(b) Salary ranges, top figure in ranges follow:

Hawaii: Employment Services, $\$ 118,212$;Energy, 118,212; Environmental Protection, $\$ 118,212$; Fish and Widldife, $\$ 118,212$; Highways, $\$ 118,212$; Information Systems, $\$ 118,212$;
Licensing, 112,596; Parks and Recreation, $\$ 118,212$; Planning, $\$ 125,436$; Post-Audit, $\$ 118,212 ;$ Pre-Audit, $\$ 112,296 ;$ Solid Waste Management, $\$ 112,596$; Welfare, $\$ 118,212$.
Maryland: For these positions the salary in the chart is the actual salary and the following are the salary ranges: Adjutant General, $\$ 107,196$ - $\$ 143,270$;
Administration, $\$ 107,196$ - $\$ 143,270$; Agriculture, $\$ 107,196-\$ 143,270$; Banking, $\$ 73,341$ - $\$ 117,751 ;$ Budget, $\$ 124,175-\$ 166,082$; Civil Rights, $\$ 86,161-\$ 115,000$;
Commerce, $\$ 124,175-\$ 166,082$; Consumer Affairs, $\$ 78,233$ - $\$ 125,743$; Corrections, $\$ 124,175$ - $\$ 166,082$; Economic Development, $\$ 124,175-\$ 166,082$;

Environmental Protection, $\$ 115,356$ - $\$ 154,235$; Finance, $\$ 124,175-\$ 166,082$; Health, $\$ 124,175-\$ 166,082$; Higher Education, $\$ 115,356$ - $\$ 154,235$; Information Services, $\$ 124,175-\$ 166,082 ;$
Insurance, $\$ 124,175-\$ 166,082 ;$ Labor, $\$ 124,175-\$ 166,082 ;$ Licensing, $\$ 86,161-\$ 115,000$; Mental Health shared duties, $\$ 143,767$ - $\$ 237,562$ (actual, $\$ 211,632$ ) and $\$ 92,640$ - $\$ 123-708$ (actual, $\$ 120,870)$;
Natural Resources, $\$ \$ 115,356-\$ 154,235$; Parks and Recreation, $\$ 86,161-\$ 115,000$; Personnel, $\$ 99,637$ - $\$ 133,112$; Planning $\$ 107,196-\$ 143,270$ : Pre-Audit $\$ 92,640$ - $\$ 123,708$;
Hic Liotay,
State Police, \$124,175-\$166,082; Tourism, \$92,640-\$123,708; Transportation, \$124,175-\$166,082; Welfare, \$124,175-\$166,082.
Non
Fish and Wildifie, Highways, Insurance, Mental Heatth and Rearcaaion, Parks and Recreation, Purchasing, SocialHuman Services, Transportation
(c) Governor Bentley is not accepting a salary until the unemployment rate in Alabama drops.
educed his salary by 5 percent:
(g) Positions with asterisk have taken a 10 percent salary reduction in the reported salary upon request of the Governor in recognition of budget problems
(h) In Maine, New Hampslire, Tennessee and West Niggia, the presidents (or speakers) of the Senate are next in line of succession to the governorship.
,
las part of the management pay freeze.
(i) A number of the employees receive a stipend for their length of service to the State (known as a longevity payment). This amount can vary significantly
show dramatic changes in actual salaries from year-to-year.

- dry to the state.
(m) Lieutenant Governor receives additional pay when serving as acting governor. The tool used to calculate the geographical differential will not accept a salary amount below minimum wage for the applicable base city (\$15,080 for Austin, TX ).
(w) Responsibilities shared between Director of Willdife, $\$ 123,973$ Director of Inland Fisheries, $\$ 107,210$ and Director of Marine Fisheries, $\$ 121,133$. (The amount used is an average of these salaries.)
(z) Responsibilities shared between Director, Dept. of Natural Resources, $\$ 145,000$ and Chief, Fish, $\$ 106,577$ and Chief, Wildlife, $\$ 108,915$. (The amount used is an average of these salaries.)
(aa) Responsibilities shared betwen Administrator, Division of Fisheries, Department of Conservation, $\$ 92,688$; Administrator, Division of Wildlife, same department, $\$ 87,408$. (The amount used is an average of these salaries.)
(yy) Responsibilities shared between Executive Director of (Fish), $\$ 120,450$ and Executive Director (Game), $\$ 117,849$. (The amount used is an average of these salaries.)
(iij) 861,800 - Part time

