

2015 Book of States Responses with Geographic Comparison to Anchorage, AK

State or other jurisdiction	Governor	Governor w/ Geo Salary	Lieutenant governor	Lt Governor w/ Geo Salary	Attorney General	Att General w/ Geo Salary	Corrections	Corrections w/ Geo Salary	Education	Education w/ Geo Salary	Fish & Wildlife	Fish & Wildlife w/ Geo Salary	Labor	Labor w/ Geo Salary	Natural resources	Nat Resources w/ Geo Salary	Transportation	Transportation w/ Geo Salary
Average w/all		144,794		101,886		132,732		149,235		175,576		129,462		130,996		138,468		154,888
Average w/o Territories		146,341		102,448		134,360		153,677		180,428		132,717		134,053		142,220		158,405
Alaska	145,000		115,000		137,712		137,712		137,712		137,712		137,712		137,712		137,712	
Alabama	0 (d)		69,503	81,766	168,002	178,723	71,712	84,943	250,000	261,178	113,479	125,364	139,859	151,666	141,000	152,793	169,000 (a-29)	179,682
Arizona	95,000	105,291	70,000 (a-2)	80,304	90,000	100,294	168,000	178,176	85,000	95,296	160,000	170,461	132,372	143,280	N.A.		136,500	147,506
Arkansas	87,759	104,073	42,315	54,646	73,132	88,769	149,017	166,959	231,177	249,975	137,729	155,946	128,850	146,928	111,639	129,001	170,300 (a-29)	187,724
California	177,467	174,775	133,100	131,281	154,150	151,975	243,360	239,159	154,150	151,975	157,704	155,453	183,852	181,018	183,852	181,018	183,852	170,752
Colorado	90,000	93,416	68,500	72,864	80,000	84,010	150,000	151,121	225,000	223,331	144,876	146,119	146,040	147,255	146,040	147,255	151,840	152,907
Connecticut	150,000	148,377	110,000	109,407	110,000	109,407	160,000	157,989	185,000	181,703	131,758 (c)	130,532	148,000	146,421	150,720	149,082	175,000	172,218
Delaware	171,000	178,329	79,053	87,900	145,707	153,801	147,870	155,898	160,645	168,287	99,040	107,477	119,540	127,754	128,090	136,276	138,945	147,096
Florida	130,273	143,717	124,851	138,257	128,972	142,407	160,000	172,321	276,000	286,801	140,737	154,145	141,000	154,393	150,000	162,885	141,000	154,393
Georgia	139,339	143,011	91,609	97,822	137,791	141,532	149,000	152,235	127,500	131,706	113,000	117,861	121,570	126,044	155,227	157,993	187,979	188,225
Hawaii	146,628	154,860	143,028	151,183	143,028	151,183	136,212	144,157	200,000	209,151	86,364 (b)	92,354	136,212	144,157	136,212	144,157	136,212	144,157
Idaho	120,785	139,135	42,275	53,053	124,000	142,534	139,984	159,029	102,667	119,982	132,600	151,626	119,995 (a-21)	138,300	129,771	148,635	178,942	197,810
Illinois	177,412	193,022	135,669	150,639	156,541	171,859	150,228	165,458	203,445	220,181	133,273 (a-35)	148,135	124,090	138,537	133,273	148,135	150,228	165,458
Indiana	111,688	122,172	88,543	98,673	92,503	102,668	130,000	141,128	92,503	102,668	81,421	91,488	105,000	115,277	115,000	125,601	137,500	148,892
Iowa	130,000	144,135	103,212	116,116	123,669	137,512	147,846	162,215	147,000	161,381	124,946	138,848	112,070	128,890	142,974	147,014	161,395	161,395
Kansas	99,636	118,584	54,000	67,542	98,901	117,806	125,000	145,403	170,000	190,555	73,320	89,594	108,000	127,428	111,490	131,118	110,000	129,542
Kentucky	151,643 (d)	175,364	118,217	141,338	118,217	141,338	94,258	115,913	227,250	254,366	125,000	148,530	139,244	162,985	101,220	123,318	139,244	162,985
Louisiana	130,000	144,317	115,000	129,094	115,000	129,094	136,719	151,136	275,000	291,774	123,614	137,836	137,000	151,422	129,210	143,516	170,000	183,666
Maine	70,000	85,805	63,654 (h) (e)	78,730	103,750	122,938	108,930	128,574	108,930	128,574	108,930	128,574	108,930	128,574	108,930	128,574	108,930	128,574
Maryland	150,000	152,982	125,000	127,779	125,000	127,779	166,082 (b)	169,084	195,000	198,038	...	...	158,974 (b)	161,967	148,778 (b)	151,753	166,082 (b)	169,084
Massachusetts	151,800	139,489	122,058	112,194	130,552	119,757	150,000	137,818	161,522	148,518	120,000	110,421	110,363	102,122	161,522	148,518	159,135	146,301
Michigan	159,300 (d)	171,842	111,510	122,066	112,410	123,003	146,450	158,451	195,238	209,291	115,350 (c)	126,064	150,000	162,150	150,000	162,150	146,450	158,451
Minnesota	123,427	123,879	80,226	82,958	117,270	117,844	149,427	149,361	149,427	149,361	125,112	125,530	144,435	144,469	154,398	154,209	154,398	154,209
Mississippi	122,160	142,983	60,000	75,715	108,960	129,113	132,761	154,040	300,000	328,387	126,668	147,720	...	...	129,347	150,534	139,700	160,955
Missouri	133,821	153,524	86,484	103,845	116,437	135,300	121,705	140,840	187,776	207,304	93,360 (c)	111,050	121,705	140,840	121,705	140,840	170,076	189,531
Montana	108,167	132,827	86,362	108,193	115,817	141,323	107,610	132,208	104,635	128,905	107,610	132,208	107,610	132,208	107,610	132,208	107,610	132,208
Nebraska	105,000	121,810	75,000	90,251	95,000	111,384	179,999	196,571	210,000	227,985	104,262	121,050	125,000	142,414	117,772	134,967	146,370	163,789
Nevada	149,573	159,056	63,648	71,074	141,086	150,574	127,721	137,133	124,908	134,304	117,030	126,381	97,901	106,828	127,721	137,133	127,721	137,133
New Hampshire	121,896	128,819	(e)	117,913	117,913	124,808	117,913	124,808	114,553	121,425	100,171	107,156	105,930	112,824	114,554	121,426	117,913	124,808
New Jersey	175,000	163,782	141,000	132,301	141,000	132,301	141,000	132,301	141,000	132,301	105,783	100,582	141,000	132,301	125,000	117,514	141,000	132,301
New Mexico	110,000	123,434	85,000	97,864	95,000	107,990	123,725	137,850	126,250	140,502	103,000	116,091	113,827	127,454	106,050	119,285	113,827	127,454
New York	179,000 (d)	185,147	151,500	158,124	151,500	158,124	N.A.	N.A.	N.A.	N.A.	136,000	142,524	N.A.	N.A.	136,000	142,524	136,000	142,524
North Carolina	142,265	147,648	125,676	131,641	125,676	131,641	N.A.	N.A.	125,676	131,641	129,575	135,403	125,676	131,641	129,000	134,848	136,000	141,603
North Dakota	125,330	137,636	97,295	108,835	147,996	160,528	128,724	141,115	113,498	125,508	121,968	134,190	96,408	107,917	...	...	155,328	167,737
Ohio	148,886	156,713	78,041	86,313	109,986	117,625	127,400	135,208	192,504	198,853	104,270	111,990	90,397	98,409	127,400	135,208	99,341	107,165
Oklahoma	147,000	169,040	114,713	135,520	132,825	154,838	160,000	182,066	124,373	145,914	123,032	144,471	105,053	125,127	126,508	148,211	139,000	161,025
Oregon	98,600	111,009	77,000 (a-2)	88,418	82,220	93,878	168,184	182,897	225,300	241,186	145,308	160,067	77,000	88,418	N.A.		176,193	190,889
Pennsylvania (f)	190,823*	207,010	160,289*	175,720	158,764	174,165	152,657*	167,937	152,657*	167,937	135,609 (c)	150,471	152,657*	167,937	145,025*	160,155	152,657*	167,937
Rhode Island (g)	129,210	131,862	108,808	111,727	115,610	118,308	145,644	148,240	203,000	204,577	108,460 (a-23)	111,395	130,152 (a-21)	132,801	108,460 (a-23)	111,395	130,000	132,649
South Carolina	106,078	122,509	46,545	57,854	92,007	107,508	154,879	172,910	92,007	107,508	129,877	147,580	124,973	129,877	142,414	129,877	156,220	174,256
South Dakota	107,121	128,414	63,654 (h)	82,862	107,009	128,295	109,272	130,701	113,097	134,768	113,643	135,349	103,000	124,032	109,272	130,701	109,272	130,701
Tennessee	184,632 (d)	201,991	62,652 (e)	75,474	179,640	196,944	158,556	175,912	200,004	217,875	168,708	186,039	152,256	169,628	168,708	186,039	158,556	175,912
Texas	150,000	152,634	7,200 (i)	150,000	152,634	260,000	256,934	215,000	212,337	180,000	179,676	165,900	166,966	175,940	176,016	273,000	269,818	269,818
Utah	109,470	121,720	104,000	116,138	98,509	110,553	122,345	134,863	225,014	237,048	115,669	128,048	104,686	116,837	130,042	142,719	158,121	170,383
Vermont	145,538	161,727	104,000	116,138	98,509	110,553	122,345	134,863	225,014	237,048	115,669	128,048	104,686	116,837	130,042	142,719	158,121	170,383
Virginia	175,000	180,245	36,321	42,906	150,000	156,273	153,000	159,149	202,419	206,894	135,547	142,099	124,225	130,904	155,849	161,881	163,642	169,354
Washington	166,891	172,932	97,000	103,944	151,718	158,188	163,056	169,205	127,772	134,547	141,012	147,685	148,500	155,061	124,050	130,853	163,056	169,205
West Virginia	150,000	170,279	(e)	95,000	95,000	113,656	80,000	97,138	230,000	253,448	75,000	91,632	70,000	86,126	75,000 (a-25)	91,632	99,999	11

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<i>State or other jurisdiction</i>	<i>Governor</i>	<i>Governor w/ Geo Salary</i>	<i>Lieutenant governor</i>	<i>Lt Governor w/ Geo Salary</i>	<i>Attorney General</i>	<i>Att General w/ Geo Salary</i>	<i>Corrections</i>	<i>Corrections w/ Geo Salary</i>	<i>Education</i>	<i>Education w/ Geo Salary</i>	<i>Fish & Wildlife</i>	<i>Fish & Wildlife w/ Geo Salary</i>	<i>Labor</i>	<i>Labor w/ Geo Salary</i>	<i>Natural resources</i>	<i>Nat Resources w/ Geo Salary</i>	<i>Transportation</i>	<i>Transportation w/ Geo Salary</i>
<i>Average w/all</i>		144,794		101,886		132,732		149,235		175,576		129,462		130,996		138,468		154,888
<i>Average w/o Territories</i>		146,341		102,448		134,360		153,677		180,428		132,717		134,053		142,220		158,405
Alaska	145,000		115,000		137,712		137,712		137,712		137,712		137,712		137,712		137,712	
Wyoming	105,000	123,427	92,000 (a-2)	109,419	153,614	173,670	141,413	161,307	92,000	109,419	143,427	163,348	90,436	107,685	117,834	136,887	150,130 (a-29)	170,140
Guam	130,000	155,342	85,000	108,513	105,286	129,875	67,150	89,183	82,025	105,292	60,850	82,360	73,020	95,540	60,850	82,360	...	
No. Mariana Islands	70,000	85,152	65,000	79,938	80,000	95,587	40,800 (b)	56,806	80,000	95,587	40,800 (b)	56,806	45,000	60,821	52,000	67,512	40,800 (b)	56,806
Puerto Rico	70,000	94,554	...		N.A.		N.A.		N.A.		N.A.		N.A.		N.A.		N.A.	
U.S. Virgin Islands	150,000	169,870	75,000	91,360	76,500	92,971	76,500	92,971	76,500	92,971	76,500	92,971	76,500	92,971	76,500	92,971	65,000	80,624

Sources: The Council of State Governments' survey of state personnel agencies and state Web sites March 2015.

Key:

N.A. — Not available.

... — No specific chief administrative official or agency in charge of function.

(a-2) Secretary of state.

(a-21) Employment Services

(a-23) Environmental protection.

(a-25) Fish and wildlife

(a-29) Highways.

(a-35) Natural resources.

(a-36) Parks and recreation.

(b) Salary ranges, top figure in ranges follow:

Hawaii: Employment Services, \$124,596; Energy, 124,596; Environmental Protection, \$124,596; Fish and Wildlife, \$124,596; Highways,124,596; Information Systems, 124,596;

Licensing, 118680; Parks and Recreation,\$124,596; Post-Audit, \$124,596; Pre-Audit, \$124,596; ; Solid Waste Management, 118,680; Welfare, \$136,164.

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;

Elections Administration, \$86,161-\$115,000; Emergency Management, \$99,637-\$133,112; Workforce Development, \$92,640-\$123,708; Energy, \$99,637 - \$133,112;

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;

Public Library, \$86,161-\$115,000; Purchasing \$80,160 - \$106,940; Revenue, \$92,460-\$123,708; Social Services, \$124,175-\$166,082; Solid Waste Management, \$86,161-\$115,000;

State Police, \$124,175-\$166,082; Tourism, \$92,640 - \$123,708; Transportation, \$124,175-\$166,082; Welfare, \$124,175-\$166,082.

Northern Mariana Islands: \$49,266 top of range applies to the following positions: Treasurer, Banking, Comptroller, Corrections, , Employment Services,

Fish and Wildlife, Highways, Insurance, Mental Health and Retardation, Parks and Recreation, Purchasing, Social/Human Services, Transportation.

(c) Responsibilities shared between:

Connecticut - Auditor - Responsibilities shared between John C. Geragosian, \$158,676 and Robert M. Ward, \$163,744.

Connecticut - Fish And Wildlife - Responsibilities shared between Director of Wildlife, \$137,388 Director of Inland Fisheries, \$121,558 and Director of Marine Fisheries, \$136,328. (The amount used is an average of these salaries.)

Connecticut - Mental Health - Responsibilities shared between Commissioner, Mental Health: \$147,800 and Commissioner, Retardation: \$150,000.

Michigan - Elections Administration -Responsibilities shared between Secretary of State Ruth Johnson, \$112,410 and Bureau Director Christopher Thomas, \$125,709

Michigan - Fish and Wildlife - Responsibilities shared between Chief of fisheries, \$115,803 and Chief of Wildlife, \$114,897. (The amount used is an average of these salaries.)

Missouri - Fish and Wildlife - Responsibilities shared between Administrator, Division of Fisheries, Department of Conservation, \$101,352; Administrator, Division of Wildlife, same department, \$85,368 (The amount used is an average of these salaries.)

Pennsylvania - Fish and Wildlife - Responsibilities shared between Executive Director of (Fish), \$135,609 and Executive Director (Game), \$135,609. (The amount used is an average of these salaries.)

(d) These individuals have voluntarily taken no salary or a reduced salary:

Alabama - Gov. Robert Bentley is not accepting his salary,\$120,395 until the unemployment rate in Alabama drops.

Kentucky - Gov. Beshear takes a voluntary 10% cut in his salary.

Michigan -Gov. Rick Snyder returns all but \$1.00 of his salary.

New York - Governor Andrew Cuomo has reduced his salary by 5 percent;

Tennessee - Governor Haslam returns his salary to the state.

(e) In Maine, New Hampshire, Tennessee and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship.

In Tennessee and West Virginia, the speaker of the Senate bears the statutory title of lieutenant governor.

(f) The Pennsylvania entries with asterisks denote that 1.7 percent of the officeholders' salary is being repaid as part of the management pay freeze.

(g) 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

among employees and, depending on state turnover, can show dramatic changes in actual salaries from year-to-year.

(h) \$63,654 Part time

(i) Lieutenant Governor receives additional pay when serving as acting governor.