## 2017 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 Salarv	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		148,910		107,733		138,108		156,304		179,488	~	135,668		135,416		146,237	•	163,896
Average w/o Territories		150,773		108,681		140,080		161,092		184,488		139,234		138,683		150,496		167,783
Alaska	145,000		115,000		141,156		141,156		141,156		141,156		141,156		141,156		141,156	
Alabama	119950	132,927	60,830	73,282	168,002	179,398	71,712	84,643	250,000	261,201	113,479	126,514	139,859	152,657	141,000	153,778	169,000 (a-29)	180,345
Arizona	95,000	106,786	52,637 (a-2)	61,755	90,000	101,649	185,000	196,115	85,000	96,512	160,000	172,171	150,000	162,593	175,000	186,537	150,000	162,593
Arkansas	141,000	161,071	42,315	54,803	130,000	150,199	150,507	170,246	233,488	253,316	134,056	154,370	130,138	150,343	112,756	132,176	183,924 (a-29)	202,609
California	190,103	188,060	142,577	141,541	165,126	163,642	250,656	247,206	165,126	163,642	166,500	164,985	194,105	191,973	194,105	191,973	183,013	181,129
Colorado	90,000	94,266	150,000	152,287	80,000	84,703	131,688	134,447	245,688	244,431	151,464	153,708	158,064	159,913	158,076	159,925	161,112	162,779
Connecticut	150,000	150,605	110,000	110,952	110,000	110,952	167,500	167,403	192,500	191,228	136,492 (c)	137,185	157,000	157,396	155,767	156,221	190,750	189,560
Delaware	171,000	179,266	79,053	88,692	145,707	155,030	147,870	157,103	160,645	169,344	99,040	108,575	119,540	128,997	128,090	137,523	138,945	148,348
Florida	130, 273	146,165	124,851	140,640	128,972	144,839	160,000	174,764	276,000	288,802	140,737	156,586	141,000	156,834	150,000	165,327	141,000	156,834
Georgia	139,339	144,388	91,609	98,973	139,169	144,227	160,000	163,602	123,270	129,110	135,000	140,263	122,786	128,650	175,000	177,278	250,000	250,093
Hawaii	152,544	161,921	148,800	158,128	148,800	158,128	141,720	150,901	200,000	210,045	102,192(b)	109,841	141,720	150,901	141,720	150,901	141,720	150,901
Idaho	122,597	143,003	42,909	54,326	124,000	144,486	139,984	160,801	104,207	123,569	136,572	157,461	126,152 (a-21)	146,760	129,771	150,585	184,849	204,919
Illinois	177,412	192,808	135,669	151,009	156,541	171,955	150,228	165,647	225,000	242,037	133,273 (a-35)	148,630	124,090	139,008	133,273	148,526	150,228	165,647
Indiana	121,331	133,873	93,296	104,908	97,468	109,201	148,500	161,556	97,468	109,201	87,252	98,688	112,519	124,741	123,235	135,846	165,000	177,703
Iowa	130,000	145,531	103,212	117,536	123,669	138,915	142,500	158,261	140,000	155,821	102,690	116,987	112,070	126,793	128,890	144,371	147,014	162,666
Kansas	99,636	119,646	54,000	67,953	98,901	118,873	135,000	156,655	175,000	195,969	84,000	102,296	113,400	134,136	111,490	132,126	110,000	130,557
Kentucky	142976	167,927	121550	146,319	121,550	146,319	132,161	157,287	240,000	267,820	141,750	166,721	137000	162,048	100,000	123,442	137,000	162,048
Louisiana	130,000	144,519	115,000	129,473	115,000	129,473	136,719	151,259	275,000	289,984	123,614	138,114	137,000	151,541	129,210	143,727	176,900	189,815
Maine	70,000	86,438	(e)		119,038	140,465	131,705	154,123	121,347	142,964	131,706	154,124	131,706	154,124	131,706	154,124	131,706	154,124
Maryland	170,000	173,900	141,500	145,359	141,500	145,359	159,072 (b)	162,975	153,532 (b)	157,437	116,185 (b)	119,899	161,975 (b)	165,878	159,312 (b)	163,215	174,419 (b)	178,318
Massachusetts	151,800	141,293	122,058	113,574	136,402	126,817	150,000	139,601	161,522	150,433	129,000	119,858	119,060	110,928	161,522	150,433	161,522	150,433
Michigan	159,300 (d)	172,716	111,510	123,493	112,410	124,423	155,000	168,315	206,040	220,699	124,240 (c)	136,658	155,000	168,315	155,000	168,135	155,000	168,135
Minnesota	127,629	130,175	82,959	86,693	121,248	123,836	150,002	152,403	150,002	152,403	131,941	134,459	144,991	147,424	154,992	157,255	154,992	157,255
Mississippi	122,160	143,667	60,000	76,300	108,960	129,920	132,761	154,635	300,000	326,458	126,668	148,362	N.O.		129,347	151,152	157,000	178,291
Missouri	133,821	155,563	86,484	105,653	116,437	137,416	124,139	145,518	191,544	212,664	95,220 (c)	115,048	124,140	145,519	124,139	145,518	118,579	139,669
Montana	111,569	137,369	86,362	108,995	123,499	150,541	126,624	153,953	104,635	129,713	109,690	135,294	109,690	135,294	109,690	135,294	109,690	135,294
Nebraska	105,000	122,685	75,000	90,827	95,000	112,233	184,321	200,919	220,725	238,918	110,502	128,312	130,880	149,152	148,483	166,366	148,481	166,364
Nevada	149,573	160,314	63,648	71,837	141,086	151,929	128,998	139,798	128,998	139,798	118,200	128,962	98,880	109,176	128,998	139,798	128,998	139,798
New Hampshire	127,443	136,055	(e)		117,913	126,448	117,913	126,448	114,553	123,061	100,171	108,562	105,930	114,368	114,554	123,062	117,913	126,448
New Jersey	175,000	165,435	141,000	133,764	140,000	132,836	141,000	133,764	141,000	133,764	105,783	101,655	141,000	133,764	125,000	118,903	141,000	133,764
New Mexico	110,000	125,649	85,000	99,375	95,000	109,852	115,000	130,940	126,250	142,844	103,000	118,242	113,827	129,699	N.A.		125,000	141,521
New York	179,000 (d)	187,233	151,500	160,157	151,500	160,157	178,772	187,009	250,000	257,758	136,000	144,520	127,000	135,273	136,000	144,520	136,000	144,520
North Carolina	144,349	151,496	127,561	135,282	127,561	135,282	N.A.		127,561	135,282	141,382	148,630	127,561	135,282	130,935	138,541	195,352	197,797
North Dakota	132,964	147,467	103,221	116,693	157,009	171,257	135,240	149,821	120,410	134,484	128,136	142,474	102,000	115,400	N.O.		171,144	185,037
Ohio	148,304	158,310	150,404	160,331	109,553	119,097	133,764	143,772	192,504	200,863	110,344	119,903	82,326	91,785	137,113	147,185	84,988	94,452
Oklahoma	147,000	170,086	114,713	136,887	132,825	156,096	185,000	207,993	124,373	147,250	135,644	158,879	105,053	126,523	126,508	149,541	156,128	179,095
Oregon	98,600	112,062	168,276 (a-2)	183,809	82,220	94,591	176,690	192,125	157,581	173,239	152,652	168,367	77,000	89,023	N.A.		185,103	200,440
Pennsylvania (f)	193,304	209,764	162373	178,393	160,828	176,837	154,642	170,605	154,642	170,605	141,321 (c)	157,184	154,642	170,605	146,910	162,815	154,642	170,605
Rhode Island (g)	132,710	136,427	117,637	121,407	124,991	128,735	145,644	149,316	212,106	214,624	135,000 (a-23)	138,709	135,000 (a-21)	138,709	135,000 (a-23)	138,709	135,000	138,709
South Carolina	106,078	124,291	46,545	58,397	92,007	109,201	168,043	187,361	92,007	109,201	135,072	154,671	116,795	135,545	135,072	154,671	187,200	206,609
South Dakota	112,214	134,726	68,680 (h)	88,671	112,096	134,603	124,462	147,516	123,864	146,892	124,462	147,516	112,805	135,343	119,675	142,517	124,462	147,516
Tennessee	187,680 (d)	206,466	88,001 (e)	104,055	182,688	201,360	152,256	171,218	200,004	219,069	168,708	187,500	152,256	171,218	168,708	187,500	158,556	177,453
Texas	153,750	157,672	9,612 (i)		153,750	157,672	266,500	264,632	220,375	219,056	195,749	195,272	179,500	180,725	210,695	209,491	299,812	297,548
Utah	109,900	124,099	104,405	118,445	104,405	118,445	125,091	139,729	230,069	243,762	118,269	132,710	107,037	121,153	132,974	147,840	160,222	174,390
Vermont	166,046	184,195	70,470	85,357	126,048	144,181	118,394	136,158	133,453	151,943	94,931	111,460	118,394	136,158	133,453	151,943	133,453	151,943
Virginia	175,000	181,700	36,321	43,143	150,000	157,923	156,060	163,687	206,467	212,262	140,208	148,409	135,580	143,829	158,966	166,450	166,915	174,011
Washington	173,617	181,961	101,889	110,766	159,395	168,137	167,952	176,455	134,212	143,331	153,612	162,515	155,700	164,545	132,858	141,972	167,952	176,455
West Virginia	150,000	170,770	20,000 (e)	24,637	95,000	114,663	90,504	109,671	230,000	252,834	75,000	92,454	70,504	87,461	75,000 (a-25)	92,454	120,000	140,668
Wisconsin	147,328	161,987	77,795	88,988	142,966	157,664	131,997	146,372	121,307	135,120	127,026 (a-35)	141,140	101,130	113,841	127,026	141,140	127,026	141,140

Prepared by J. Hahnlen, HR Consultant, DOPLR EPIC

Source: 2017 Book of States; ERI Geographic Assessor G:\...\Projects\State Off Comp Comm\2017 SOCC\2017 Book of State with Geo Diff

## 2017 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  Average w/o Territories		148,910 150,773		107,733 108,681		138,108 140,080		156,304 161,092		179,488 184,488		135,668 139,234		135,416 138,683		146,237 150,496		163,896 167,783
Average wio Territories		150,775		100,001		140,000		101,032		104,400		133,234		130,003		130,430		107,703
Alaska	145,000		115,000		141,156		141,156		141,156		141,156		141,156		141,156		141,156	
Wyoming	105,000	123,130	61,747 (a-2)	75,444	175,000	193,943	148,628	167,679	92,000	109,155	148,593	167,644	61,747	75,444	123,257	141,994	156,000 (a-29)	175,021
Guam	130,000	154,578	85,000	108,677	105,286	129,725	67,150	89,333	82,025	105,453	60,850	82,506	73,020	95,695	60,850	82,506	N.O.	
No. Mariana Islands	70,000	84,426	65,000	79,365	80,000	94,777	40,800 (b)	56,556	80,000	94,777	40,800 (b)	56,556	45,000	60,514	52,000	67,112	40,800 (b)	56,556
Puerto Rico	70,000	95,981	N.O.		N.A.		N.A.		N.A.		N.A.		N.A.		N.A.		N.A.	
U.S. Virgin Islands	150,000	169,399	75,000	91,588	76,500	93,212	76,500	93,212	76,500	93,212	76,500	93,212	76,500	93,212	76,500	93,212	65,000	80,759

Sources: The Council of State Governments' survey of state personnel agencies and state Web sites March 2017.

N.A. — Not available

N.O. - 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 (b) Salary ranges, top figure in ranges follow:

Hawaii: Employment Services, \$170,100; Energy, \$170,100; Environmental Protection, \$170,100; Fish and Wildlife, \$170,100; Highways, \$170,100;

Licensing, \$161,976; Parks and Recreation, \$170,100; Post-Audit., \$170,100; Pre-Audit, \$170,100; Solid Waste Management, \$161,976; Welfare, \$161,976.

Maryland: For these positions the salary in the chart is the actual salary and the following are the salary ranges: Adjutant General, \$114,874 - \$153,532;

Administration, \$114,874 - \$153,532; Agriculture, \$114,874 - \$153,532; Banking, \$73,612 - \$118,197; Budget, \$133,069 - \$177,977; Civil Rights, \$92,333 - \$123,236;

Commerce, \$133,069-\$177,977; Consumer Affairs, \$83,836 - \$134,749; Corrections, \$133,069 - \$177,977; Economic Development, \$\$133,069 - \$177,977;

Elections Administration, \$99,275 - \$132,569; Emergency Management, \$114,784 - \$153,532; Workforce Development, \$123,618 - \$165,281; Energy, \$99,275 - \$132,569;

Environmental Protection, \$123,618 - \$165,281; Finance, \$133,069 - 177,977; Fish and Wildlife - \$92,333 - \$123,236; Health, \$133,069-\$177,977; Higher Education, \$123,618 - \$165,281; Information Services, \$133,069-\$177,977;

Insurance, \$133,069-\$177,977; Labor, \$123,618 - \$165,281; Licensing, \$92,333 - \$123,236; Mental Health shared duties, \$154,064 - \$254,576 (vacant at press time) and \$114,874 - \$153,532 (actual, \$140,526);

Natural Resources, \$123,618 - \$165,281; Parks and Recreation, \$78,596 - \$126,186; Personnel, \$106,773 - \$142,646; Planning, \$114,874 - \$153,532; Post-Audit, \$53,193 - \$85,401; Pre-Audit, \$99,275 - \$132,569;

Public Library, \$92,333 - \$123,236; Public Utility Regulation - \$153,027 - \$256,866, Purchasing \$85,902 - 114,600 (vacant at press time); Revenue, \$99,275 - \$132,569; Social Services, \$133,069 - \$177,977; Solid Waste Management, \$106,773 - \$142,646;

State Police, \$133,069 - \$177,977; Tourism, \$106,773 - \$142,646; Transportation, \$133,069 - \$177,977; Welfare, \$92,333 - \$123,236. 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, \$173,389 and Robert J. Kane. \$145,886.

Connecticut - Fish And Wildlife - Responsibilities shared between Director of Wildlife, \$144,021 Director of Inland and Marine Fisheries, \$128,962. (The amount used is an average of these salaries.)

Connecticut - Mental Health - Responsibilities shared between Commissioner, Mental Health: \$160,000 and Commissioner, Retardation: \$145,588.

Michigan - Elections Administration - Responsibilities shared between Secretary of State Ruth Johnson, \$112,410 and Bureau Director Christopher Thomas, \$133,055,

Michigan - Fish and Wildlife - Responsibilities shared between Chief of Fisheries, Jim Dexter, \$124.850 and Chief of Wildlife, James Russ Mason, \$123,630. (The amount used is an average of these salaries.)

Missouri - Fish and Wildlife - Responsibilities shared between Larry Yamnitz, Administrator, Division of Fisheries, Department of Conservation, \$103,380; Jason Sumners, Administrator, Division of Wildlife, same department, \$87,060. (The amount used is an average of these salaries.)

Pennsylvania - Fish and Wildlife - Responsibilities shared between Executive Director (Fish), \$141,321 and Executive Director (Game), \$141,321. (The amount used is an average of these salaries.)

Rhode Island - Higher Education - Serves a dual role as Commissioner of Higher Education and as the President of the Community College of Rhode Island.

Rhode Island - Social Services - Responsibilities shared between Commissioner, Office of Health and Human Services, \$141,828 and Director of the Dept. Human Service, \$135,000, and reports to the Commissioner, Office of Health and Human Services.

South Carolina - Environmental protection - Responsibilities shared between Commissioner Catherine Heigel \$196,560 (BS) and Director Alvin Taylor \$135,072 (B).

South Carolina - Mental Health - Responsibilities shared between Director for Disabilities and Special Needs, Beverly Buscemei \$161,262 and Director of Mental Health, John Magill \$214,901. Texas - Elections Administration - Responsibilities shared between Secretary of State, \$132,924; and Division Director, \$125,447.

U.S. Virgin Islands - Community Affairs -Responsibilities for St. Thomas, \$74,400; St. Croix, \$76,500; St. John, \$74,400.

Virginia - Public Utility Regulation - Functions shared between Communications, Vacant; Energy Regulation, William F. Stephens, \$170000; Utility and Railroad Safety, Massoud Tahamtani, \$167,121.

Wyoming - Mental Health - Responsibilities shared between State Hospital, Heather Babbitt, \$116,527 and Life Resource Center, Richard Dunkley, \$120,000.

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

New York - Howard A. Zemsky - takes \$1 of his salary of \$120,800. He is the chair and Commissioner of Empire State Development, which oversees Commerce, Economic Development, Planning and Tourism.

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.

(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) \$68,680 part time.

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