Attachment C
2010 Book of States Responses with Geographic Comparison to Anchorage, AK

| State or other jurisdiction | Governor | Governor <br> Geo Salary | Lieutenant governor | Lt Governor Geo Salary | Attorney general | ttorney Gene Geo Salary | Corrections | Corrections Geo Salary | Education | Education <br> Geo Salary | Fish \& wildlife | Fish \& Wildlife Geo Salary | Labor | $\begin{gathered} \text { Labor } \\ \text { Geo Salary } \end{gathered}$ | Natural <br> Resources | itural Resourc Geo Salary | $\begin{array}{ll} \text { rces } & \text { T } \\ \text { Transportation } \end{array}$ | Transportation Geo Salary |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Average w/all |  | 142,312 |  | 102,641 |  | 128,895 |  | 137,768 |  | 168,902 |  | 127,264 |  | 125,028 |  | 128,702 |  | 143,221 |
| Average w/o Territories |  | 144,876 |  | 103,176 |  | 130,210 |  | 141,313 |  | 173,128 |  | 130,664 |  | 127,617 |  | 131,670 |  | 146,846 |
| Alaska | 125,000 |  | 100,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  | 135,000 |  |
| Alabama | 112,895 | 127,259 | 73,488 | 85,292 | 168,003 | 185,947 | 119,543 | 134,339 | 197,965 | 217,856 | 117,142 | 131,782 | 91,013 | 103,955 | 91,013 | 103,955 | 91,013 (a-29) | 103,955 |
| Arizona | 95,000 | 105,186 | 70000 (a-2) | 78,996 | 90,000 | 99,933 | 145,985 | 158,749 | 85,000 | 94,680 | 160,000 | 173,473 | 126,069 | 137,826 | 131,500 | 143,542 | 130,000 | 141,956 |
| Arkansas | 87,352 | 102,776 | 42,219 | 54,398 | 72,794 | 86,792 | 134,944 | 155,032 | 219,999 | 248,421 | 120,768 | 139,467 | 115,007 | 133,141 | 101,579 | 118,397 | 149,058 | 170,529 |
| California | 173987(0) | 173,612 | 130,490 | 130,918 | 151,127 | 151,174 | 225,000 | 223,682 | 151,127 | 151,174 | 150,112 | 150,178 | 175,000 | 174,608 | 175,000 | 174,606 | 150,112 | 150,178 |
| Colorado | 90,000 | 93,632 | 68,500 | 72,632 | 80,000 | 83,728 | 146,040 | 149,139 | 223,860 | 226,217 | 144,876 | 147,986 | 146,040 | 149,139 | 146,040 | 149,139 | 146,040 | 149,139 |
| Connecticut | 150,000 | 146,318 | 110,000 | 108,124 | 110,000 | 108,124 | \$116,573 (r) | 114,400 | 180,353 | 175,300 | 124,271 | 127751 aa | 132,613 | 129,716 | 138,123 | 134,977 | 169,745 | 165,171 |
| Delaware (e) | 171,000 | 186,843 | 74,345 | 84,409 | 137,425 | 151,260 | 139,475 | 153,433 | 151,565 | 166,246 | 93,260 | 104,454 | 112,660 | 125,014 | 120,755 | 133,594 | 130,600 | 144,026 |
| Florida | 130,273 | 141,831 | 124,851 | 136,266 | 128,972 | 140,495 | 128,750 | 140,267 | 275,000 | 290,376 | 129,430 | 140,965 | 120,000 | 131,287 | 123,295 | 134,669 | 120,000 | 131,287 |
| Georgia | 139,339 | 147,052 | 91,609 | 98,456 | 137,791 | 145,476 | 130,000 | 137,543 | 123,269 | 130,690 | 107,732 | 114,871 | 121,570 | 128,960 | 141,103 | 148,848 | 182504 (a-29) | 191,000 |
| Hawaii | 117,312 | 122,637 | 114,420 | 119,636 | 114,420 | 119,636 | 103,512 | 108,315 | 150,000 | 156,563 | 83,040 (b) | 87,067 | 103,512 | 108,315 | 103,512 | 108,315 | 108,972 | 113,981 |
| Idaho | 115,348 | 132,499 | 30,400 | 38,265 | 103,984 | 119,939 | 123,676 | 141,704 | 93,756 | 108,635 | 129,043 | 147,636 | 111,945 | 128,738 | 112,798 | 129,681 | 165,000 | 187,377 |
| Illinois | 177,500 | 202,316 | 135,700 | 154,974 | 156,600 | 178,645 | 150,300 | 171,509 | 189,996 | 216,468 | 133,300 (a-35) | 152,255 | 124,100 | 141,836 | 133,300 | 152,255 | 150,300 | 171,509 |
| Indiana | 95,000 | 105,854 | 79,192 | 88,919 | 82,734 | 92,714 | 101,000 | 112,281 | 82,734 | 92,714 | 77,000 | 86,571 | 99,180 | 110,332 | 105,000 | 116,566 | 118,000 | 130,493 |
| Iowa | 130,000 | 146,600 | 103,212 | 117,423 | 123,669 | 139,705 | 127,895 | 144,307 | 148,526 | 166,779 | 117,728 | 133,234 | 112,069 | 127,070 | 106,090 | 120,558 | 147,909 | 166,107 |
| Kansas | 110,707 | 130,319 | 100,000 | 118,180 | 98,901 | 116,934 | 124,611 | 146,082 | 160,000 | 186,203 | 73,330 | 87,944 | 107,990 | 127,238 | 111,490 | 131,206 | 107,990 | 127,238 |
| Kentucky (k) | 145,885* | 173,582 | 108,720* | 131,027 | 108,720 | 131,027 | 93,324 | 113,286 | 225,000 | 265,017 | 134,352 | 160,563 | 137,865* | 164,611 | 95,445 | 115,730 | 125,332* | 150,169 |
| Louisiana | 130,000 | 147,941 | 115,000 | 131,471 | 115,000 | 131,471 | 136,719 | 155,319 | 341,458 | 380,113 | 123,614 | 140,929 | 137,000 | 155,628 | 129,210 | 147,074 | 125,000 | 142,451 |
| Maine | 70,000 | 86,040 | (d) |  | 92,248 | 111,112 | 102,689 | 122,878 | 102,689 | 122,878 | 98,737 | 118,424 | 102,689 | 122,878 | 89,523 | 108,041 | 102,689 | 122,878 |
| Maryland (f) | 150,000 | 157,552 | 125,000 | 131,886 | 125,000 | 131,886 | 92,640 (b) | 98,664 | 195,000 | 203,750 |  |  | 143,270 (b) | 150,642 | 148,7787 (b) | 156,306 | 166,082 (b) | 174,062 |
| Massachusetts | 140,535 | 131,669 | 124,920 | 117,462 | 133,644 | 125,399 | 143,986 | 134,808 | 154,500 | 144,374 | 123,000 | 115,715 | 125,000 | 117,535 | 150,000 | 140,280 | 150,000 | 140,280 |
| Michigan | 177,000 | 190,829 | 123,900 | 133,691 | 124,900 | 134,767 | 145,000 | 156,396 | 183,945 | 198,302 | 120,918 | 130482 ff | 140,000 | 151,015 | 140,000 | 151,015 | 140,000 | 141,015 |
| Minnesota | 120,303 | 120,580 | 78,197 | 79,761 | 114,288 | 114,744 | 108,388 | 109,020 | 108,388 | 109,020 | 108,367 | 108,999 | 108,388 | 109,020 | 108,388 | 109,020 | 108,388 | 109,020 |
| Mississippi | 122,160 | 145,261 | 61,714 | 76,400 | 108,960 | 130,179 | 132,761 | 157,373 | 307,125 | 356,595 | 120,636 | 143,520 |  |  | 120,386 | 143,234 | 144,354 | 170,619 |
| Missouri | 133,821 | 150,701 | 86,484 | 100,482 | 116,437 | 132,258 | 120,000 | 136,038 | 185,400 | 205,421 | 90,048 | 104263 jj | 120,000 | 136,038 | 120,000 | 136,038 | 158,244 | 176,611 |
| Montana | 100,121 | 124,690 | 79,007 | 99,513 | 89,602 | 112,147 | 98,426 | 122,669 | 104,635 | 130,072 | 96,963 | 120,924 | 96,967 | 120,929 | 96,967 | 120,929 | 96,968 | 120,930 |
| Nebraska | 105,000 | 124,624 | 75,000 | 90,666 | 95,000 | 113,305 | 121,328 | 143,107 | 207,500 | 240,650 | 102,209 | 121465 hh | 118,000 | 139,340 | 107,532 | 127,490 | 135,000 | 158,583 |
| Nevada** | 141,000 | 152,792 | 60,000 | 67,476 | 133,000 | 144,319 | 108,850 | 118,732 | 113,295 | 123,442 | 117,030 | 127,399 | 88,799 | 97,489 | 127,721 | 138,726 | 115,847 | 126,145 |
| New Hampshire** | 113,834 | 121,313 | (d) |  | 110,114 | 117,524 | 116,170 | 123,693 | 112,861 | 120,322 | 98,691 | 165,888 | 104,364 | 111,667 | 112,861 | 120,322 | 116,170 | 123,693 |
| New Jersey | 175,000 | 165,884 | 141,000 | 134,329 | 141,000 | 134,329 | 141,000 | 134,329 | 141,000 | 134,329 | 105,783 | 101,643 | 141,000 | 134,329 | 123,600 | 118,180 | 141,000 | 101,643 |
| New Mexico | 110,000 | 123,982 | 85,000 | 97,480 | 95,000 | 104,900 | 111,746 | 125,833 | 173,859 | 191,680 | 93,101 | 106,068 | 105,000 | 118,682 | 133,280 | 148,662 | 112,701 | 126,846 |
| New York** | 179,000 | 186,607 | 151,500 | 158,629 | 151,500 | 158,629 | 136,000 | 142,860 | 170,165 | 177,618 | 136,000 | 142,860 | 127,000 | 133,704 | 136,000 | 142,860 | 136,000 | 142,860 |
| North Carolina | 139,590 | 146,723 | 123,198 | 130,331 | 123,198 | 130,331 | 120,363 | 127,497 | 123,198 | 130,331 | 105,000 | 112,134 | 123,198 | 130,331 | 120,363 | 127,457 | 120,363 | 127,457 |
| North Dakota | 105,036 | 123,516 | 81,540 | 97,425 | 91,716 | 108,725 | 99,000 | 116,814 | 95,112 | 112,496 | 102,216 | 120,385 | 79,596 | 95,266 | ... |  | 122,076 | 142,439 |
| Ohio | 144,269 | 155,046 | 142,501 | 153,204 | 109,554 | 118,883 | 119,454 | 129,196 | 194,501 | 207,372 | 98,155 | 107,009 | 87,547 | 95,959 | 128,003 | 138,102 | 98,300 | 107,160 |
| Oklahoma | 147,000 | 173,412 | 114,713 | 136,618 | 132,850 | 157,287 | 132,309 | 156,671 | 124,373 | 147,627 | 123,033 | 146,100 | 105,053 | 125,609 | 86,310 | 104,250 | 133,200 | 157,686 |
| Oregon | 93,600 | 105,742 | 72000 (a-2) | 82,372 | 77,200 | 87,998 | 164,928 | 182,914 | 72,000 | 82,372 | 136,320 | 151,962 | 72,000 | 82,372 | 127,884 | 142,835 | 165,276 | 183,291 |
| Pennsylvania (g) | 174,914 | 196,672 | 146,926 | 165,588 | 145,529 | 164,036 | 139,931 | 157,819 | 139,931 | 157,819 | 118,084 | 133,555 | 139,931 | 157,819 | 132,934 | 150,048 | 139,931 | 157,813 |
| Rhode Island (h) | 117,817 | 123,236 | 99,214 | 104,464 | 105,416 | 110,722 | 145,644 | 151,316 | 203,000 | 209,193 | 130152 (a-23) | 135,683 | 127440(a-21) | 132,946 | 130152 (a-23) | 135,683 | 130,000 | 135,530 |
| South Carolina | 106,078 | 123,586 | 100,000 | 116,771 | 92,007 | 107,806 | 144,746 | 166,943 | 92,007 | 107,809 | 121,380 | 140,744 | 116,797 | 135,605 | 121,380 | 140,744 | 146,000 | 168,349 |

Source: 2010 Book of States, ERI Geographic Assessor
g:\Reporting\Projects\State Off Comp Comm\2010|Book of States with Geo Diff
Prepared by CPreecs, HRS, DOPLR, EPIC

Attachment C
2010 Book of States Responses with Geographic Comparison to Anchorage, AK

| State or other jurisdiction | Governor | Governor Geo Salary | Lieutenant governor | Lt Governor Geo Salary | Attorney general | ttorney Gener Geo Salary | Corrections | Corrections Geo Salary | Education | Education Geo Salary | Fish \& wildlife | Fish \& Wildlife Geo Salary | Labor | Labor Geo Salary | Natural Resources | itural Resourc Geo Salary | Transportation | Transportation Geo Salary |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| South Dakota | 115,331 | 138,363 | 17,699 (j) | 23,912 | 97,928 | 118,941 | 113,455 | 136,270 | 110,000 | 132,414 | 115,607 | 138,671 | 113,448 | 136,262 | 116,531 | 139,702 | 103,000 | 124,601 |
| Tennessee | 170,340 (1) | 191,259 | 57,027 (d) | 68,101 | 165,336 | 185,805 | 150,000 | 169,092 | 180,000 | 201,786 | 135,000 | 152,746 | 135,000 | 152,746 | 135,000 | 152,746 | 150,000 | 169,092 |
| Texas | 150,000 | 157,996 | 7,200 (m) | too low to enter | 150,000 | 157,996 | 186,300 | 194,595 | 186,300 | 194,595 | 143,000 | 150,939 | 140,000 | 147,914 | 145,200 | 153,157 | 192,500 | 200,847 |
| Utah | 109,900 | 122,303 | 104,405 | 116,487 | 104,405 | 116,487 | 116,803 | 129,609 | 178,503 | 194,913 | 116,803 | 129,609 | 101,999 | 113,941 | 126,700 | 140,084 | 160,839 | 176,217 |
| Vermont (i) | 142,542* | 156,970 | 60,507* | 71,952 | 108,202* | 121,240 | 98,550 | 111,197 | 113,402 | 126,651 | 79,290 | 91,158 | 93,870 | 106,328 | 104,499 | 117,387 | 115,606 | 128,944 |
| Virginia | 175,000 | 186,084 | 36,32 | 43,156 | 150,000 | 160,175 | 147,321 | 157,399 | 167,111 | 177,908 | 124,740 | 133,997 | 125,759 | 135,053 | 152,793 | 136,070 | 152,793 | 163,070 |
| Washington | 166,891 | 171,446 | 93,948 | 98,939 | 151,718 | 156,364 | 147,000 | 151,674 | 121,618 | 126,443 | 141,000 | 145,740 | 139,320 | 144,040 | 121,618 | 126,443 | 163,056 | 167,634 |
| West Virginia | 150,000 | 176,912 | (d) |  | 95,000 | 113,62 | 80,000 | 96,370 | 175,000 | 205,677 | 77,772 | 93,807 | 70,000 | 84,864 | 75,000 | 90,617 | 99,999 | 119,381 |
| Wisconsin | 137,092 | 149,719 | 72,394 | 80,998 | 133,033 | 145,407 | 123,628 | 135,418 | 109,587 | 120,504 | 130,623 | 142,848 | 106,031 | 116,727 | 130,623 | 142,848 | 126,412 | 138,375 |
| Wyoming | 105,000 | 131,153 | 92000 (a-2) | 115,459 | 137,150 | 169,965 | 135,319 | 167,754 | 92,000 | 115,459 | 138,249 | 171,292 | 88,439 | 111,160 | 43,842 | 57,773 | 125417 (a-29) | 155,801 |
| Guam | 90,000 | 113,844 | 85,000 | 107,960 | 101,237 | 127,066 | 67,150 | 86,956 | 82,025 | 104,459 | 60,850 | 79,594 | 73,020 | 93,863 | 60,850 | 79,594 | 88,915 | 112,567 |
| No. Mariana Islands** | 70,000 | 88,778 | 65,000 | 82,912 | 80,000 | 100,509 | 40,800 (b) | 57,983 | 80,000 | 100,509 | 40,800 (b) | 57,983 | 45,000 | 62,263 | 52,000 | 69,398 | 40,800 (b) | 57,983 |
| U.S. Virgin Islan | 80,000 | 8,659 | 5,000 | 2,940 | 76,500 | 94,656 | 76,500 | 94,656 | 76,500 | 94,656 | 76,500 | 94,656 | 76,500 | 94,65 | 76,50 | 94,65 | 65,000 | 81,50 |

Sources: The Council of State Governments' survey of state personnel agencies and state Web sites March 2010 .
Note: **The data for New Hampshire, New York and Nevada are from 2009. The data for Northern Mariana Islands and U.S. Virgin Islands are from 200
Key:
N.A.
.. - No specific chief administrative official or agency in charge of function.
(a-2) Secretary of state.
${ }_{\text {a }}$ (a-23) Envirommental protection
(a-29) Highways.
(a-35) Natural resources.
(b) Salary ranges, top figure in ranges follow
Alabama: Employment Serves
.
Parks and Recreation, $\$ 118,212$; Planning, $\$ 125,436$; Post-Audit, $\$ 118,212$; Pre-Audit, $\$ 118,212$; Solid Waste Management, $\$ 112,596$; Welfare, $\$ 118,212$.
Maryland: Corrections (top figure in range), $\$ 123,708$; Purchasing (top figure in range), $\$ 106,940$. For these positions in Maryland the salary in the chart is the actual salary
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, $\$ 86,161-\$ 115,000$;
Comerce, $\$ 124,175-\$ 166,082$; Consumer Affairs, $\$ 78,233$ - $\$ 125,74$; 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, $\$ 107,196-\$ 143,270$; Licensing, $\$ 86,161-\$ 115,000$; Mental Health shared duties, $\$ 143,767-\$ 237,562$ and $\$ 92,640-\$ 123-708$

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, $\$ 86,161-\$ 115,000$ Pubic Lobrary, s86,111-\$115,000; Purchasing $\$ 80,160-\$ 10,940 ;$ Revenue, $\$ 92,400-1123$, ,08; Social Services, $\$ 124,175-$-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.
(a) In Maine, New Hampshire, Tennessee and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship.
(f) The salaries provided are regular (non-reduced), however all of these positions, with the exception of the stautory officers (governor, lieutenant governor, comptroller, attorney general, secretary
of state, treasurer and superintendent of education) are currently under a mandatory salary reduction plan.
(g) A management pay freeze lias been institute
(h) 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.
Source: 2010 Book of States, ERI Geographic Assessor
Source. 2010 Book of States, ERI Geographic Assessor
Prepared by CPreecs, HRS, DOPLR, EPIC

# 2010 Book of States Responses with Geographic Comparison to Anchorage, AK 


cut became permanent on July 5,2009 . All of the salaries re
(i) Annual salary for duties as presiding officer of the Senate.
(k) Positions with asterisk have taken a 10 percent salary reduction in the reported salary upon request of the Governor in recognition of budget problems.
(1) Governor Bredesen returns his salary to the state.
pay when serving as acting governor
(o) Governor Schwarzenegger waives his salary.
(r) Retired commissioner holding position at reduced salary until permanent replacement named. Prior salary as full-time commissioner was $\$ 167,496$
(aa) Responsibilities shared between Director of Wildifie, $\$ 123,973$ Director of Inland Fisheries, $\$ 127,707$ and Director of Marine Fisheries, $\$ 121,133$
(ff) Responsibilities shared between Director, Dept. of Natural Resources, $\$ 140,000$ and Chief, Fish, $\$ 118,470$ and Chief, Willdife, $\$ 104,283$.
Responsibilitites shared between Director, Dept. of Natural Resources, $\$ 140,000$ and Chief, Fish, $\$ 118,470$ and Chief, Wildilife, $\$ 104,283$
(hh) Responsibilities shared between Game \& Parks Director-\$124,097; Fish \& Willdife Asst Dir.- $\$ 95,580$; Wildlife Division Administrator- $\$ 86,950$.
(ji) Responsibilities shared between Administrator, Division of Fisheries, Department of Conservation, $\$ 92,688$; Administrator, Division of Wildlife, same department, $\$ 87,408$

