Attachment C

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

State or other		Governor	Lieutenant	Lt Governor	Attorney	ttorney Gener	al	Corrections		Education	Fish &	Fish & Wildlife	?	Labor	Natural	ıtural Resour	ces .	Transportation
jurisdiction	Governor	Geo Salary	governor	Geo Salary	general	Geo Salary	Corrections	Geo Salary	Education	Geo Salary	wildlife	Geo Salary	Labor	Geo Salary	Resources	Geo Salary	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(o)	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

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State or other		Governor	Lieutenant	Lt Governor	Attorney	ttorney Gener	al	Corrections		Education	Fish &	Fish & Wildlife		Labor	Natural	ıtural Resour	rces T	Transportation
jurisdiction	Governor	Geo Salary	governor	Geo Salary	general	Geo Salary	Corrections	Geo Salary	Education	Geo Salary	wildlife	Geo Salary	Labor	Geo Salary	Resources	Geo Salary	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	36,321	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	113,629	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 Islands**	80,000	98,659	75,000	92,940	76,500	94,656	76,500	94,656	76,500	94,656	76,500	94,656	76,500	94,656	76,500	94,656	65,000	81,503

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 2007

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-29) Highways.

(a-35) Natural resources.

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

Alabama: Employment Services, \$109,642

Hawaii: Employment Services, \$118,212; Energy, \$118,212; Fish and Wildlife, \$118,212; Highways, \$129,180; Information Systems, \$118,212;

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 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; Economic Development, \$124,175-\$166,082;

Elections Administration, \$86,161-\$115,000; Emergency Management, \$99,637-\$133,112; Workforce Development, \$86,161-\$115,000;

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;

 $Natural\ Resources, \$\$115,356 - \$154,235; Parks\ and\ Recreation, \$86,161 - \$115,000;\ Personnel, \$99,637 - \$133,112;\ Planning\ \$107,196 - \$143,270:\ Pre-Audit\ \$92,640 - \$123,708;\ Pre-Audit\ \$92,708 - \$123,708;\ Pre-A$ 

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.

(d) 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.

(e) Per the FY 2010 Budget Act, most salaries were reduced in FY32010 by ~2.5%

- (f) The salaries provided are regular (non-reduced), however all of these positions, with the exception of the statutory 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 has been instituted.
- (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 g:\Reporting\Projects\State Off Comp Comm\2010\Book of States with Geo Diff Prepared by CPreecs,HRS,DOPLR,EPIC

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State or other		Governor	Lieutenant	Lt Governor	Attorney	ttorney Genera	al	Corrections		Education	Fish &	Fish & Wildlife		Labor	Natural atural Resource	es Transportation
jurisdiction	Governor	Geo Salary	governor	Geo Salary	general	Geo Salary	Corrections	Geo Salary	Education	Geo Salary	wildlife	Geo Salary	Labor	Geo Salary	Resources Geo Salary	Transportation Geo Salary

- (i) As part of a budget rescission the Governor imposed a five percent pay cut for all non-elected Executive Branch exempt employees making over \$60,000 per annum on January 15, 2009; This pay
- cut became permanent on July 5, 2009. All of the salaries represented in this table were affected. The officials who voluntarily took the five percent reduction are marked with an \*.
- (j) 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.
- (m) Lieutenant Governor Dewhurst receives additional pay when serving as acting governor.
- (n) This agency is now a self-directed state agency.
- (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 Wildlife, \$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, Wildlife, \$104,283.
- (gg) Responsibilities shared between, Auditor of Public Accounts-\$85,000; Director of Administration-\$128,816 and State Tax Commissioner-\$139,437.
- (hh) Responsibilities shared between Game & Parks Director-\$124,097; Fish & Wildlife Asst Dir. -\$95,580; Wildlife Division Administrator-\$86,950.
- (jj) Responsibilities shared between Administrator, Division of Fisheries, Department of Conservation, \$92,688; Administrator, Division of Wildlife, same department, \$87,408.