

EXECUTIVE BRANCH**Table 4.11****SELECTED STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES BY REGION**

<i>State or other jurisdiction</i>	<i>Governor</i>	<i>Lieutenant governor</i>	<i>Secretary of state</i>	<i>Attorney general</i>	<i>Treasurer</i>	<i>Adjutant general</i>	<i>Administration</i>	<i>Agriculture</i>	<i>Auditor</i>	<i>Banking</i>
Eastern Region										
Connecticut	\$150,000	\$110,000	\$110,000	\$110,000	\$110,000	\$157,880	\$134,587	\$116,699	(c)	\$125,179
Delaware	132,500	7,625	123,850	140,950	110,050	118,250	...	115,550	105,350	108,150
Maine	70,000	(d)	71,302	90,438	71,032	100,672	100,672	96,803	83,845	94,661
Massachusetts	140,535	124,920	130,916	133,644	130,916	142,661	150,000	120,000	130,916	123,204
New Hampshire	108,990	(d)	94,584	105,396	94,584	94,584	105,396	89,388	...	94,584
New Jersey	175,000 (e)	(d)	141,000	141,000	141,000	141,000	...	141,000	136,000	130,625
New York	179,000	151,500	120,800	151,500	124,811	120,800	...	120,800	151,500	127,000
Pennsylvania	170,150	142,924	122,509	141,565	141,565	122,509	142,847	122,509	141,565	122,509
Rhode Island (f)	117,817	99,214	99,214	105,416	99,214	94,769	115,837	93,872	183,021	107,773
Vermont	150,051	63,690	95,139	113,901	95,139	91,666	135,803	115,149	95,139	101,109
Regional average	139,404	69,987	110,931	123,381	111,831	118,479	88,514	113,177	120,813	113,479
Midwestern Region										
Illinois	158,000	120,000	139,400	139,400	120,800	105,500	129,200	121,000	118,000	125,800
Indiana	95,000	76,000	66,000	79,400	66,000	119,164	96,915	107,679	66,000	101,517
Iowa	130,000	103,212	103,212	123,669	103,212	139,311	144,200	103,212	103,212	105,183
Kansas	108,007	30,549	83,905	96,489	83,905	103,799	111,413	105,370	...	91,800
Michigan	177,000	123,900	124,900	124,900	174,204	139,118	129,842	129,842	148,135	112,199
Minnesota	120,303	78,197	90,227	114,288	(g)	150,628	108,388	108,388	102,257	91,809
Nebraska	105,000	75,000	85,000	95,000	85,000	86,399	90,640	96,499	85,000	95,006
North Dakota	96,183	74,668	76,511	83,991	72,256	146,220	...	78,599	76,511	85,800
Ohio	144,830	142,500	109,986	109,986	109,986	108,929	125,008	111,072	109,986	99,008
South Dakota	111,972	16,833 (h)	76,080	95,076	76,080	95,000	94,760	94,760	95,481	96,835
Wisconsin	137,092	72,394	65,079	133,033	65,079	100,769	130,000	113,318	115,788	98,088
Regional average	125,762	83,023	92,755	108,657	96,810	117,712	105,488	106,340	92,761	100,277
Southern Region										
Alabama	112,895	61,714	79,580	161,794	79,580	87,936	112,892	79,026	79,580	152,058
Arkansas	80,848	39,075	50,529	67,373	50,529	97,872	129,623	97,334	50,529	115,908

Florida	132,932	127,399	120,000	131,604	131,604	146,228	120,000	131,604	135,000	(a-4)
Georgia	135,281	88,941	120,036	133,778	126,500	153,616	140,000	118,016	146,726	128,700
Kentucky	137,506	101,596	101,596	101,596	101,596	131,105	(i)	101,596	101,596	94,500
Louisiana	130,000	115,000	115,000	115,000	115,000	170,851	204,402	115,000	132,620	115,024
Maryland	150,000	125,000	67,345 (b)	125,000	125,000	97,683 (b)	105,094 (b)	105,094 (b)	...	67,345 (b)
Mississippi	122,160	60,000	90,000	108,960	90,000	124,443	132,158	90,000	90,000	133,721
Missouri	129,923	83,965	104,608	113,046	104,608	87,487	120,356	103,948	104,608	...
North Carolina	135,854	119,901	119,901	119,901	119,901	100,883	117,142	119,901	119,901	119,901
Oklahoma	140,000	109,250	94,500	126,500	109,250	150,615	90,451	87,005	109,250	137,239
South Carolina	106,078	46,545	92,007	92,007	92,007	92,007	150,458	92,007	N.A.	91,843
Tennessee	159,960	54,372 (d)	180,000	154,800	180,000	135,000	180,000	135,000	180,000	135,000
Texas	150,000	7,200 (bb)	117,516	150,000	(a-14)	115,000	N.A.	137,500	198,000	136,191
Virginia	175,000	36,321	146,916	150,000	128,371	126,830	146,916	N.A.	153,757	132,192
West Virginia	95,000	(d)	70,000	85,000	75,000	75,000	85,000	75,000	75,000	70,000
Regional average	130,840	73,517	104,346	121,022	111,184	118,285	114,773	99,252	104,785	110,077
Western Region										
Alaska	125,000	100,000	(a-1)	122,640	102,480	127,236	122,640	85,716	87,800	99,036
Arizona	95,000	(a-2)	70,000	90,000	70,000	104,825	154,654	102,260	128,785	110,650
California	212,179 (j)	159,134	159,134	184,301	169,743	195,606	...	156,840	175,000	142,965
Colorado	90,000	68,500	68,500	80,000	68,500	140,000	140,000	140,004	119,064	109,344
Hawaii	117,600	105,000	(a-1)	114,708	(a-10)	200,129	(k)	98,316	109,248	92,988
Idaho	105,560	27,820	85,800	95,160	85,800	126,173	100,006	90,002	...	94,994
Montana	100,121	79,007	79,123	89,602	(a-6)	93,597	93,597	93,586	79,642	94,185
Nevada	141,000	60,000	97,000	133,000	97,000	110,323	122,809	103,332	...	94,136
New Mexico	110,000	85,000	85,000	95,000	85,000	162,997	109,148	147,290	85,000	89,253
Oregon	93,600	(a-2)	72,000	77,200	72,000	165,624	N.A.	136,320	118,092	...
Utah	107,200	101,840	(a-1)	101,840	101,840	97,134	102,542	97,134	86,000	108,263
Washington	163,618	92,106	114,657	148,744	114,657	146,940	116,848	118,680	114,657	116,840
Wyoming	105,000	(a-2)	92,000	125,000	92,000	108,420	104,472	88,848	92,000	86,172
Regional Average	120,452	85,570	94,620	112,092	97,067	136,846	89,747	112,179	91,945	95,294
Regional Average without California	112,808	79,439	89,243	106,075	91,010	131,950	97,226	108,457	85,024	91,322
Guam	90,000	85,000	...	90,000	49,026	N.A.	88,915	60,850	100,000	74,096
No. Mariana Islands	70,000	65,000	...	80,000	40,800 (b)	...	54,000	40,800 (b)	80,000	40,800 (b)
U.S. Virgin Islands	80,000	75,000	(a-1)	76,500	76,500	85,000	76,500	76,500	76,500	75,000

SELECTED OFFICIALS: ANNUAL SALARIES — Continued

<i>State or other jurisdiction</i>	<i>Budget</i>	<i>Civil rights</i>	<i>Commerce</i>	<i>Community affairs</i>	<i>Comptroller</i>	<i>Consumer affairs</i>	<i>Corrections</i>	<i>Economic development</i>	<i>Education</i>	<i>Election administration</i>
Eastern Region										
Connecticut	\$159,135	\$123,600	\$140,080	\$159,135	\$110,000	\$123,599	\$162,671	\$140,080	\$175,100	\$128,935
Delaware	143,050	72,150	(a-2)	...	143,050	106,994	143,050	123,850	155,450	78,750
Maine	88,587	68,058	(a-17)	(a-17)	88,587	94,661	100,672	100,672	100,672	78,021
Massachusetts	130,592	103,560	150,000	140,000	148,720	125,000	143,986	150,000	175,000	130,916
New Hampshire	105,396	72,072	102,365	...	89,388	82,774	105,396	81,984	89,388	(a-2)
New Jersey	133,507	117,672	99,075	141,000	141,000	104,397 (l)	141,000	176,000	141,000	99,211 (l)
New York	175,680	109,800	120,800	120,800	151,500	101,600	136,000	120,800	170,165	154,511
Pennsylvania	164,069	117,223	129,313	115,345	128,627	109,262	136,120	129,313	136,120	84,264
Rhode Island*	152,540	71,421	(a-17)	N.A.	132,134	(a-3)	142,610	101,598	155,843	93,742
Vermont	(a-24)	92,518	109,990	83,470	(a-24)	92,518	103,730	89,398	126,992	(a-2)
Regional average	134,695	94,807	117,774	86,042	122,740	104,622	131,524	121,370	142,573	103,807
Midwestern Region										
Illinois	124,000	105,000	134,000	(a-12)	120,800	(a-3)	134,000	(a-12)	159,996	120,000
Indiana	123,727	103,545	124,500	91,552	(a-8)	...	111,657	(a-12)	79,400	N.A.
Iowa	140,595	94,615	105,183	91,104	...	125,133	137,966	141,564	144,000	94,616
Kansas	(a-6)	74,611	103,305	67,500	95,000	80,500	121,571	(a-12)	165,000	(m)
Michigan	135,252	129,842	135,000	...	116,591	...	135,252	...	168,300	(n)
Minnesota	(g)	108,388	108,388	(a-17)	(g)	86,568	108,388	108,388	108,388	(a-2)
Nebraska	121,541	69,291	103,000	88,279	105,995	(a-3)	113,375	103,000	180,448	71,999
North Dakota	95,388	68,088	127,644	...	95,388	82,920	90,660	N.A.	87,108	35,340
Ohio	126,402	96,408	115,689	95,014	126,401	95,014	119,454	142,500	217,838	109,986
South Dakota	(a-24)	N.A.	(a-44)	(a-48)	(a-40)	61,800	108,150	(a-48)	156,424	53,560
Wisconsin	112,132	91,649	109,244	...	103,648	80,839	120,851	(o)	109,587	107,689
Regional average	120,222	85,585	115,640	73,237	92,208	77,016	118,302	92,655	143,317	79,971
Southern Region										
Alabama	171,271	...	159,500	87,936	136,990	77,573	119,543	(a-13)	191,270	56,938
Arkansas	107,088	...	(a-17)	N.A.	92,341	91,982	124,119	116,364	208,598	(a-2)
Florida	138,600	131,741	120,000	120,000	(a-4)	92,000	128,750	120,000	275,000	89,673

Georgia	132,600	102,138	150,000	141,831	N.A.	110,400	128,993	(a-12)	117,333	N.A.
Kentucky	155,000	97,000	130,038	115,500	103,260	84,415	101,530	225,000	175,000	107,230
Louisiana	180,000	79,170	245,744	85,000	204,402	92,000	136,719	245,744	273,597	105,580
Maryland	121,740 (b)	84,471 (b)	121,740 (b)	...	125,000	76,699 (b)	90,823 (b)	121,740 (b)	195,000	78,588 (b)
Mississippi	(a-6)	...	90,000	72,741	(a-6)	82,000	129,004	176,500	307,125	(p)
Missouri	98,619	65,124	103,941	N.A.	92,513	(a-3)	103,954	103,941	180,000	75,000
North Carolina	(a-24)	74,256	117,142	92,821	149,216	N.A.	117,142	114,712	119,901	114,255
Oklahoma	74,000	64,386	112,500	N.A.	90,000	61,337	132,309	112,500	118,450	97,815
South Carolina	119,515	91,947	152,000	N.A.	92,007	101,295	139,474	(a-12)	92,007	84,375
Tennessee	106,620	84,996	180,000	(a-17)	180,000	69,780	150,000	180,000	180,000	115,008
Texas	156,779	82,288	...	117,516	150,000	104,313	181,500	...	180,000	(q)
Virginia	145,796	70,279	146,916	113,860	128,819	78,001	141,655	220,000	184,525	82,904
West Virginia	94,572	55,000	87,108	95,000	(a-8)	104,406	80,000	(a-13)	175,000	(a-2)
Regional average	129,952	67,675	127,062	81,480	117,707	83,703	125,345	137,436	185,800	84,779
Western Region										
Alaska	112,008	114,744	122,640	(a-12)	99,036	(a-12)	122,640	(a-12)	127,236	88,824
Arizona	120,000	127,685	130,543	128,525	109,180	128,525	144,161	(a-12)	85,000	(a-2)
California	(a-24)	...	...	136,156	169,743	156,840	225,000	...	184,301	128,040
Colorado	150,000	118,080	N.A.	124,800	120,360	(a-3)	140,004	140,000	171,032	96,576
Hawaii	109,248	95,856	109,248	...	109,248	92,988	98,316	103,776	150,000	...
Idaho	94,307	67,704	99,653	62,400	85,800	95,160	122,450	62,400	85,800	85,800
Montana	98,694	66,232	93,597	72,565	78,309	63,111	95,002	99,998	99,274	65,000
Nevada	(a-6)	84,937	122,809	...	97,000	94,136	122,809	112,529	120,104	(r)
New Mexico	115,498	84,854	120,000	N.A.	110,250	78,751	111,353	120,000	173,249	85,000
Oregon	118,092	92,664	150,252	129,900	123,924	150,252	165,624	150,252	72,000	118,092
Utah	127,389	78,175	105,360	105,360	105,360	105,360	111,228	117,429	188,755	76,057
Washington	N.A.	108,000	137,160	137,160	158,000	(a-3)	137,160	137,160	119,234	95,463
Wyoming	101,904	63,108	151,716	151,716	(a-8)	151,716	118,584	(a-12)	92,000	72,444
Regional average	109,753	84,772	103,306	90,094	112,170	115,978	131,872	111,419	128,307	83,506
Regional average without California	105,829	91,837	111,915	86,256	107,372	112,573	124,111	120,704	123,640	79,795
Guam	88,915	88,915	75,208	...	75,576	51,662	67,150	74,096	125,000	61,939
No. Mariana Islands	54,000	49,000	52,000	52,000	40,800 (b)	52,000	40,800 (b)	45,000	80,000	53,000
U.S. Virgin Islands	76,500	60,000	76,500	(s)	76,500	76,500	76,500	85,000	76,500	76,500

SELECTED OFFICIALS: ANNUAL SALARIES — Continued

<i>State or other jurisdiction</i>	<i>Emergency management</i>	<i>Employment services</i>	<i>Environmental Energy</i>	<i>Environmental protection</i>	<i>Finance</i>	<i>Fish & wildlife</i>	<i>General services</i>	<i>Health</i>	<i>Higher education</i>	<i>Highways</i>
Eastern Region										
Connecticut	\$131,128	\$128,750	\$117,617	\$135,001	\$159,135	(t)	\$134,587	\$157,880	\$173,040	N.A.
Delaware	80,050	92,500	55,790	(a-35)	143,050	95,650	83,350	165,000	94,605	(a-49)
Maine	N.A.	81,224	88,587	96,803	(a-10)	96,803	81,411	142,771	N.A.	(a-49)
Massachusetts	124,659	150,000	120,000	130,000	150,000	123,000	118,671	138,216	189,540	125,658
New Hampshire	75,857	94,584	75,857	102,365	(a-10)	89,388	(a-6)	81,984	70,867	(a-49)
New Jersey	132,300	117,000	113,873	141,000	127,200	103,783	(u)	141,000	135,620	126,000
New York	128,570	127,000	120,800	136,000	151,500	136,000	136,000	136,000	170,165	136,000
Pennsylvania	121,428	122,446	121,741	136,120	164,069	114,641	129,313	136,120	121,917	129,311
Rhode Island*	(a-5)	113,833	105,881	130,152	(a-10)	86,480	N.A.	134,975	167,095	143,000
Vermont	83,346	98,821	101,358	85,779	94,390	83,470	94,058	104,229	...	(a-49)
Regional average	97,211	112,616	102,150	121,707	134,795	105,474	100,154	133,818	112,285	112,169
Midwestern Region										
Illinois	105,000	129,200	(a-12)	129,200	(a-10)	(a-35)	(a-6)	134,000	191,100	(a-49)
Indiana	(v)	104,559	80,788	111,657	(a-10)	77,551	(a-6)	(v)	149,288	(a-49)
Iowa	99,939	141,564	...	114,296	128,336	114,296	106,288	124,259	...	146,016
Kansas	(w)	(a-32)	63,476	95,035	...	58,906	(a-6)	86,784	193,000	(a-49)
Michigan	119,802	110,531	...	140,452	(a-10)	(x)	...	135,252	103,655	(a-49)
Minnesota	108,388	101,080	108,388	108,388	108,388 (g)	107,574	(a-6)	108,388	340,000	(a-1)
Nebraska	79,764	86,680	71,348	107,856	(y)	(z)	83,219	123,602	156,942	116,391
North Dakota	68,784	85,284	86,700	84,756	95,388	93,600	116,275	149,160	170,000	(a-49)
Ohio	97,489	141,981	78,520	125,008	(aa)	94,827	101,566	154,378	196,019	140,005
South Dakota	69,316	(a-37)	(a-48)	(a-35)	123,600	111,240	(a-6)	112,137	312,000	(cc)
Wisconsin	94,403	97,159	92,599	116,548	112,132	116,548	130,000	120,000	332,940	116,548
Regional average	84,821	109,703	76,872	113,212	105,965	99,506	98,002	113,451	194,995	116,893
Southern Region										
Alabama	74,159	71,962	94,459	139,320	87,936	109,642	87,658	225,021	179,664	87,936
Arkansas	81,088	122,594	95,110	108,486	(a-14)	110,552	110,101	183,232	131,310	(a-49)
Florida	116,220	120,000	90,000	123,295	(a-4)	129,430	120,000	120,000	231,750	124,381

Georgia	N.A.	89,626	113,060	128,993	126,513	102,583	95,991	156,060	425,000	(a-49)
Kentucky	88,600	N.A.	95,000	N.A.	130,038	122,358	N.A.	151,878	297,150	120,555
Louisiana	138,075	106,631	109,907	137,196	(a-6)	123,614	(a-6)	235,996	255,946	(a-49)
Maryland	84,471 (b)	84,471 (b)	97,683 (b)	113,094 (b)	121,740 (b)	N.A.	(a-6)	121,740 (b)	110,876 (b)	156,723
Mississippi	107,868	135,315	127,996	114,653	(a-6)	120,636	...	230,000	341,250	(a-49)
Missouri	84,456	100,830	...	92,338	96,748	(dd)	88,245	110,574	144,612	(a-49)
North Carolina	94,680	133,161	90,167	110,375	144,873	...	117,142	166,896	463,250	150,800
Oklahoma	75,705	93,190	N.A.	99,922	108,045	120,033	90,451	191,205	367,000	(a-49)
South Carolina	93,524	125,330	99,444	151,942	150,458	121,380	105,000	136,441	N.A.	(a-49)
Tennessee	90,576	135,000	103,260	135,000	180,000	135,000	135,000	153,540	183,792	150,000
Texas	130,695	137,350	...	145,200	(a-14)	130,000	115,000	175,000	150,000	(a-49)
Virginia	110,240	119,943	78,241	144,440	146,916	103,289	135,799	168,983	184,525	182,000
West Virginia	65,000	75,000	95,000	(a-22)	(a-6)	75,504	76,200	95,000	(ee)	(a-49)
Regional average	89,710	103,150	80,583	114,953	132,878	99,531	99,130	163,848	225,155	124,409
Western Region										
Alaska	92,136	99,036	84,000	122,640	106,596	122,640	...	127,236	300,000	110,304
Arizona	90,685	110,002	...	133,162	(a-14)	156,684	114,999	132,638	184,000	121,025
California	136,156	142,965	122,424	156,840	156,840	142,965	150,112	165,000	(ff)	(a-49)
Colorado	124,800	N.A.	120,000	128,760	120,360	136,680	124,044	139,992	140,004	131,400
Hawaii	85,535	79,848 (b)	87,300 (b)	79,848 (b)	(gg)	79,848 (b)	(a-14)	109,248	360,000	87,300 (b)
Idaho	59,966	99,653	73,798	90,002	94,994	117,000	...	130,000	108,713	(a-49)
Montana	75,022	85,998	N.A.	93,597	78,309	93,597	77,701	(a-45)	203,862	(a-49)
Nevada	91,971	122,809	95,574	119,022	(a-14)	112,529	...	112,529	23,600 (hh)	(a-49)
New Mexico	115,760	120,750	120,750	115,500	143,324	104,738	109,148	174,999	157,499	115,762
Oregon	88,200	150,252	123,660	N.A.	(a-4)	N.A.	(a-6)	166,584	219,504	118,092
Utah	64,665	123,985	114,297	111,228	105,360	108,263	105,360	186,250	123,985	(a-49)
Washington	123,732	137,160	N.A.	137,160	158,000	137,160	(a-6)	137,160	N.A.	(a-49)
Wyoming	79,000	102,000	65,256	105,000	(a-8)	130,000	76,000	181,224	113,736	(a-49)
Regional average	94,433	105,728	77,466	107,135	111,016	110,931	76,796	140,399	162,569	121,469
Regional average without California	90,956	102,624	73,720	102,993	107,198	108,262	69,446	140,955	161,242	119,677
Guam	68,152	73,020	55,303	60,850	88,915	60,850	54,475	74,096	174,787	88,915
No. Mariana Islands	45,000	40,800 (b)	45,000	58,000	54,000	40,800 (b)	54,000	80,000	80,000	40,800 (b)
U.S. Virgin Islands	71,250	76,500	69,350	76,500	76,500	76,500	76,500	76,500	76,500	65,000

SELECTED OFFICIALS: ANNUAL SALARIES — Continued

<i>State or other jurisdiction</i>	<i>Information systems</i>		<i>Insurance</i>	<i>Labor</i>	<i>Licensing</i>	<i>Mental health & retardation</i>	<i>Natural resources</i>	<i>Parks & recreation</i>	<i>Personnel</i>	<i>Planning</i>	<i>Post audit</i>
Eastern Region											
Connecticut	\$153,831	\$139,050	\$128,750	\$101,897	(ii)	\$134,100	\$123,987	\$134,587	\$117,617	(a-8)	
Delaware	155,450	105,350	115,550	94,850	(jj)	123,850	96,350	108,850	92,363	(a-8)	
Maine	94,661	94,661	96,803	82,971	(a-45)	100,672	(a-35)	79,789	88,587	N.A.	
Massachusetts	135,000	127,326	125,000	107,332	(kk)	150,000	135,000	133,000	150,000	130,916	
New Hampshire	100,814	94,584	89,128	...	89,388	102,365	68,775	89,388	...	(a-14)	
New Jersey	130,380	132,263	141,000	...	(ll)	123,600	104,831 (l)	141,000	95,697	...	
New York	149,350	127,000	127,000	145,482 (mm)	136,000	136,000	127,000	120,800	120,800	151,500	
Pennsylvania	134,006	122,509	136,120	111,316	122,211	129,313	112,157	126,066	143,062	(a-8)	
Rhode Island*	126,541	106,996	(a-21)	(nn)	126,582	107,243	(a-35)	131,846	101,499	N.A.	
Vermont	90,397	101,109	98,821	78,957	104,229	109,990	83,470	87,006	...	(a-8)	
Regional average	127,043	115,085	117,201	72,281	122,979	121,713	105,949	115,233	90,963	89,465	
Midwestern Region											
Illinois	(a-6)	(a-9)	112,700	(a-9)	(a-45)	121,000	(a-35)	(a-6)	...	(a-8)	
Indiana	107,679	96,427	96,291	88,842	102,316	95,413	77,551	111,657	...	95,842	
Iowa	149,777	101,488	108,805	83,387	146,016	103,000	99,320	114,296	...	...
Kansas	110,130	83,905	105,356	72,866	(oo)	108,771	58,905	90,167	...	110,091	
Michigan	146,017	112,199	135,000	116,591	122,198	135,252	109,315	146,143	...	148,135	
Minnesota	122,400	94,148	108,388	76,108	(a-45)	108,388	108,367	108,388	N.A.	(a-8)	
Nebraska	118,302	96,032	87,705	94,143	88,067	105,061	99,904	93,436	90,640	(a-8)	
North Dakota	101,664	76,511	68,088	...	83,040	...	78,179	80,400	...	83,640	
Ohio	125,008	128,564	97,468	(pp)	(qq)	128,033	97,177	95014	124,009	109,986	
South Dakota	133,068	80,597	109,144	N.A.	100,507	112,137	80,578	103,335	N.A.	(a-8)	
Wisconsin	99,314	112,000	95,413	94,158	103,980	116,548	69,948	97,152	...	(a-8)	
Regional average	122,051	100,697	102,214	68,354	107,892	103,055	90,931	106,290	19,514	96,747	
Southern Region											
Alabama	158,858	87,936	87,936	...	140,383	87,936	94,459	147,458	(a-13)	212,293	
Arkansas	117,559	108,963	107,322	...	100,699	92,987	101,771	92,341	...	134,030	
Florida	112,000	(a-4)	120,000	107,171	(rr)	123,295	109,279	100,000	120,000	(a-4)	
Georgia	N.A.	116,888	118,029	N.A.	124,431	128,993	108,175	145,000	132,600	(a-8)	

Kentucky	105,000	95,000	107,448	...	105,000	107,447	114,446	130,038	130,038	101,596
Louisiana	167,898	115,000	137,000	...	235,996	129,210	111,176	111,592	84,282	N.A.
Maryland	121,740 (b)	121,740 (b)	105,094 (b)	84,471 (b)	(b)	113,094 (b)	84,471 (b)	97,683 (b)	105,094 (b)	N.A.
Mississippi	160,047	90,000	...	...	164,357	114,653	120,636	106,661	80,385	(a-8)
Missouri	117,129	110,574	103,944	79,269	110,561	103,954	92,338	88,245	98,619	(a-8)
North Carolina	149,126	119,901	119,901	...	131,430	117,142	104,111	117,142	N.A.	(a-8)
Oklahoma	101,500	121,250	100,050	...	133,455	86,310	86,310	80,955	...	...
South Carolina	132,870	137,136	116,796	116,797	(ss)	121,380	112,504	108,651	N.A.	95,727
Tennessee	150,000	135,000	135,000	85,008	135,000	135,000	83,628	135,000	N.A.	(a-14)
Texas	175,000	163,800	137,500	123,750	163,200	145,200	130,000	N.A.	159,779	198,000
Virginia	146,916	132,192	120,922	122,235	182,000	146,916	123,081	132,649	145,796	153,757
West Virginia	109,999	92,500	70,000	...	95,000	75,000	76,164	81,660	(a-13)	81,400
Regional average	126,603	117,468	105,434	44,919	137,485	114,282	103,284	104,692	76,977	109,415
Western Region										
Alaska	99,036	99,036	122,640	99,036	63,180	127,236	88,824	95,928	...	102,744
Arizona	115,027	115,650	146,713	...	91,183	132,000	128,444	114,831	120,000	...
California	133,968	169,743	156,840	142,965	(tt)	156,840	142,965	142,965	...	...
Colorado	120,000	105,000	127,200	118,092	109,344	140,004	136,680	120,220	150,000	119,064
Hawaii	79,848 (b)	95,472	103,776	76,056 (b)	(uu)	103,776	71,028 (b)	98,316	84,744 (b)	79,848 (b)
Idaho	100,006	90,002	99,653	65,000	...	93,288	91,915	86,008	...	(a-14)
Montana	107,744	79,642	93,597	84,958	89,317	93,597	71,505	80,935	99,998	115,749
Nevada	119,022	112,529	94,136	...	119,022	122,809	...	103,332	...	...
New Mexico	112,349	107,690	120,750	N.A.	N.A.	120,750	88,820	104,998	...	85,000
Oregon	123,924	150,252	72,000	97,020	136,596	118,092	129,900	123,924	...	118,092
Utah	123,985	97,134	91,997	91,997	97,134	114,297	102,542	114,297	(a-10)	86,000
Washington	137,160	114,657	135,000	116,840	N.A.	119,234	116,840	137,160	(a-24)	N.A.
Wyoming	94,000	89,000	77,496	63,252	140,748	39,156	86,184	87,540	90,576	(a-8)
Regional average	112,775	109,677	110,908	73,478	85,540	113,929	96,588	108,496	63,901	73,691
Regional average without California	111,008	104,672	107,080	67,688	78,919	110,353	92,724	105,624	69,226	80,391
Guam	88,915	74,096	73,020	74,096	67,150	60,850	60,850	88,915	75,208	100,000
No. Mariana Islands	45,000	40,800 (b)	45,000	45,360	40,800 (b)	52,000	40,800 (b)	60,000	45,000	80,000
U.S. Virgin Islands	71,250	75,000	76,500	76,500	70,000	76,500	76,500	76,500	76,500	55,000

SELECTED OFFICIALS: ANNUAL SALARIES — Continued

<i>State or other jurisdiction</i>	<i>Pre-audit</i>	<i>Public library development</i>	<i>Public utility regulation</i>	<i>Purchasing</i>	<i>Revenue</i>	<i>Social services</i>	<i>Solid waste management</i>	<i>State police</i>	<i>Tourism</i>	<i>Transportation</i>	<i>Welfare</i>
Eastern Region											
Connecticut	(a-14)	\$110,218	\$158,401	\$114,088	\$162,617	\$154,501	\$123,664	\$151,410	\$92,682	N.A.	\$154,501
Delaware	(a-8)	81,350	93,250	(a-26)	120,950	(vv)	155,000	145,750	62,869	133,950	111,650
Maine	(a-14)	85,467	109,949	70,054	79,934	102,024	70,054	94,661	(a-17)	100,672	(a-45)
Massachusetts	130,916	104,020	115,968 (ww)	118,671	142,939	136,619	130,000	151,778	108,248	150,000	133,056
New Hampshire	(a-14)	81,984	99,778	62,712	105,396	108,990	89,388	94,584	81,984	105,396	94,024
New Jersey	...	...	141,000	117,500	124,765	(xx)	104,557	132,300	96,616	141,000	127,200
New York	151,500	170,165	127,000	136,000	127,000	136,000	136,000	121,860	120,800	136,000	136,000
Pennsylvania	(a-4)	115,795	131,093	114,778	129,313	N.A.	102,729	129,313	115,345	136,120	136,120
Rhode Island*	(a-14)	111,984	110,045	126,237	130,000	115,837	91,783	148,937	N.A.	(a-29)	(a-45)
Vermont	(a-24)	90,022	122,824	94,058	93,954	128,170	85,779	112,528	83,387	121,701	106,017
Regional average	104,383	95,101	120,931	103,745	121,687	128,788	108,895	128,312	86,260	116,784	121,643
Midwestern Region											
Illinois	(a-14)	91,968	119,400	(a-6)	129,200	134,000	N.A.	120,300	(a-12)	134,000	129,200
Indiana	66,000	94,906	106,080	88,842	111,657	120,295	90,012	126,876	82,914	111,657	(a-45)
Iowa	91,021	122,075	115,562	99,320	144,200	149,793	99,320	121,540	99,320	143,603	...
Kansas	75,088	96,297	89,186	81,600	105,356	109,993	84,843	105,356	80,938	105,356	73,789
Michigan	...	127,296	113,612	N.A.	116,591	130,050	122,198	129,842	...	140,000	(a-45)
Minnesota	(a-8)	N.A.	(yy)	101,080	108,388	108,388	108,388	103,341	108,388	(zz)	(a-45)
Nebraska	105,995	88,560	103,607	83,219	130,295	123,602	63,084	100,776	69,127	116,391	123,602
North Dakota	...	...	78,599	66,084	83,039	119,856	66,072	78,000	81,360	111,800	119,856
Ohio	126,401	N.A.	109,595	101,566	126,401	(aaa)	95,992	128,544	85,010	89,814	141,980
South Dakota	76,080	65,000	88,728	61,353	106,090	111,204	81,401	85,858	129,775	94,209	(a-45)
Wisconsin	(a-8)	104,404	112,000	88,606	115,000	120,000	101,468	99,278	(bbb)	116,548	91,772
Regional average	79,948	79,051	102,256	81,897	116,020	114,965	82,980	109,065	86,700	105,762	104,558
Southern Region											
Alabama	(a-14)	104,094	96,609	127,181	136,990	160,479	107,009	87,936	87,936	(a-29)	(a-45)
Arkansas	N.A.	91,384	101,328	92,341	115,388	100,698	N.A.	98,940	79,222	139,620	(a-45)
Florida	(a-4)	95,545	132,464	97,531	120,000	138,720	95,000	127,500	120,000	120,000	113,300
Georgia	(a-8)	123,355	113,060	140,000	134,132	165,000	100,767	128,993	112,827	183,735	129,540
Kentucky	130,038	95,000	116,660	89,250	110,250	N.A.	103,267	100,494	115,093	134,520	N.A.

Louisiana	118,768	100,922	110,000	98,862	124,446	125,252	111,696	134,351	130,000	N.A.	101,469
Maryland	90,823(b)	84,471 (b)	188,700	78,588 (b)	90,823 (b)	113,094 (b)	84,471 (b)	121,740 (b)	90,823 (b)	121,740 (b)	113,094 (b)
Mississippi	(a-8)	108,000	141,505	79,633	126,600	141,426	78,008	122,179	91,662	144,354	141,426
Missouri	92,513	81,624	85,696	88,245	110,574	110,568	77,340	104,064	75,190	147,732	94,464
North Carolina	(a-8)	103,929	133,531	98,800	117,142	114,056	107,158	114,264	98,980	117,142	87,476
Oklahoma	(a-14)	77,805	(ccc)	78,296	111,933	162,750	98,793	101,030	86,310	117,705	162,750
South Carolina	(a-14)	N.A.	148,400	100,086	125,113	N.A.	151,942	112,068	112,504	N.A.	N.A.
Tennessee	105,588	115,008	150,000	70,296	150,000	150,000	86,880	135,000	135,000	135,000	150,000
Texas	(a-14)	95,000	115,500	117,000	(a-14)	168,000	N.A.	157,500	N.A.	192,500	200,000
Virginia	128,819	127,779	N.A.	123,507	131,544	137,933	144,440	140,180	160,000	146,916	137,933
West Virginia	(a-8)	72,000	85,000	96,036	92,500	81,204	75,984	85,000	70,000	92,500	95,000
Regional average	106,236	92,245	113,569	98,478	121,715	116,824	88,922	116,952	97,847	117,588	111,727
Western Region											
Alaska	...	102,744	85,716	99,312	127,236	127,236	99,036	122,640	67,668	122,640	99,036
Arizona	(a-14)	123,352	120,124	100,939	139,971	139,050	96,510	139,549	120,627	135,599	139,050
California	(a-14)	...	137,100	(a-26)	142,965	165,000	124,572	156,840	...	142,965	156,840
Colorado	(a-14)	108,216	109,344	109,344	140,000	140,391	109,344	132,876	79,841	140,000	N.A.
Hawaii	79,848 (b)	100,000	85,535	81,463	109,248	103,776	76,056 (b)	...	240,000	109,248	...
Idaho	(a-14)	87,152	85,222	N.A.	79,009	130,000	...	87,214	76,024	134,992	98,405
Montana	115,749	80,800	81,299	77,701	93,597	93,597	93,597	85,037	80,273	93,598	93,597
Nevada	...	(ddd)	119,022	94,136	122,809	122,809	(a-23)	122,809	112,529	122,809	112,529
New Mexico	85,810	71,999	90,000	92,548	125,998	115,544	74,252	115,760	110,248	115,762	135,539
Oregon	(a-10)	N.A.	137,748	97,272	150,252	157,740	N.A.	143,064	N.A.	165,276	157,740
Utah	(a-24)	105,360	91,997	105,360	105,360	123,985	111,228	105,360	98,846	123,985	123,985
Washington	(a-4)	97,536	116,840	98,736	137,160	158,000	137,160	137,160	N.A.	162,560	(a-45)
Wyoming	(a-8)	85,644	98,256	68,316	101,448	91,464	94,260	98,256	97,908	114,300	(a-45)
Regional average	92,046	82,010	104,477	90,403	121,158	128,353	87,311	111,274	83,382	129,518	105,091
Regional average without California	85,571	88,845	101,759	85,427	119,341	125,299	84,205	107,477	90,330	128,397	100,779
Guam	100,000	55,303	N.A.	54,475	74,096	74,096	88,915	74,096	55,303	88,915	74,096
No. Mariana Islands	54,000	45,000	80,000	40,800 (b)	45,000	40,800 (b)	54,000	54,000	70,000	40,800 (b)	52,000
U.S. Virgin Islands	76,500	53,350	54,500	76,500	76,500	76,500	76,500	76,500	76,500	65,000	76,500

Sources: The Council of State Governments' survey of state personnel agencies, February 2008.

Note: The chief administrative officials responsible for each function were determined from information given by the states for the same function as listed in State

Administrative Officials Classified by Function, 2007, published by The Council of State Governments.

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-1) Lieutenant governor.

(a-2) Secretary of state.

(a-3) Attorney general.

(a-4) Treasurer.

(a-5) Adjutant general

(a-6) Administration.

(a-7) Agriculture

(a-8) Auditor

(a-9) Banking

(a-10) Budget.

(a-11) Civil rights

(a-12) Commerce.

(a-13) Community affairs.

(a-14) Comptroller.

(a-15) Consumer affairs.

(a-16) Corrections

(a-17) Economic development.

(a-18) Education (chief state school officer).

(a-19) Election administration

(a-20) Emergency administration

(a-21) Employment Services

(a-22) Energy.

(a-23) Environmental protection.

(a-24) Finance.

(a-25) Fish and wildlife

(a-26) General services.

(a-27) Health

(a-28) Higher education

(a-29) Highways.

(a-30) Information systems

(a-31) Insurance

(a-32) Labor.

(a-33) Licensing

- (a-34) Mental Health
- (a-35) Natural resources.
- (a-36) Parks and recreation.
- (a-37) Personnel.
- (a-38) Planning
- (a-39) Post audit.
- (a-40) Pre-audit.
- (a-41) Public library development
- (a-42) Public utility regulation.
- (a-43) Purchasing.
- (a-44) Revenue.
- (a-45) Social services.
- (a-46) Solid waste management
- (a-47) State police
- (a-48) Tourism.
- (a-49) Transportation.
- (a-50) Welfare.

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

Alabama: Employment Services, \$109,642

Hawaii: Employment Services, \$113,664; Energy, \$124,212, Environmental Protection, \$113,664; Fish and Wildlife, \$113,664; Highways, \$124,212; Information Systems, \$113,664; Licensing, \$108,264; Parks and Recreation, \$105,096; Planning, \$120,612; Post-Audit, \$113,664; Pre-Audit, \$113,664; Solid Waste Management, \$108,264.

Maryland: Interim Secretary of State, \$108,134; Adjutant general, \$130,501; Administration, \$140,460; Agriculture, \$140,460;

Banking, \$108,134; Budget, \$162,825; Civil rights, \$112,745; Commerce, \$162,825; Consumer affairs, \$123,277; Corrections, \$121,282; Economic development, \$162,825;

Election administration, \$104,843; Emergency management, \$112,745; Employment services, \$112,745; Energy, \$130,501; Environmental protection, \$151,210; Finance, \$162,825;

General Services, \$140,460; Health, \$162,825; Higher education, \$151,210; Information systems, \$162,825; Insurance, \$162,825; Labor, \$140,460; Licensing, \$112,745; Mental Health, responsibilities shared between Executive director of Mental Hygiene Administration, range \$140,948-\$232,903 and Director of Developmental Disabilities Administration, range

\$90,823-\$121,282; Natural resources, \$151,210; Parks and recreation, \$112,745; Personnel, \$130,501; Planning, \$140,460; Pre Audit, \$121,282; Public library development, \$112,745;

Purchasing, \$104,843; Revenue, \$121,282; Social services, \$151,210; Solid waste management, \$112,745; Police, \$162,825; Tourism, \$121,282; Transportation, \$162,825;

Welfare, \$151,210.

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 Kevin Johnston, \$180,792 and Robert Jaekle, \$180,792.

(d) In Maine, New Hampshire, New Jersey, 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) Governor Corzine accepts \$1 in salary.

(f) 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.

(g) State Treasurer position was abolished in January 2003. Functions now served by The Department of Finance, Commissioner, \$108,388.

- (h) Annual salary for duties as presiding officer of the Senate.
- (i) Position is vacant due to reorganization.
- (j) Governor Schwarzenegger waives his salary.
- (k) There is no one single agency for Administration. The functions are divided amongst the Director of Budget and Finance, Director of Human Resources Development and the Comptroller.
- (l) Acting salary.
- (m) Responsibilities shared between Secretary of State, \$83,905 and Deputy Secretary of State, \$76,500.
- (n) Responsibilities shared between Secretary of State, \$124,900 and Bureau Director, \$110,531.
- (o) The salary range for this position is \$65, 778 to \$101,957. The person serving as acting administrator is paid \$65,116
- (p) Responsibilities shared between Assistant Secretary of State, \$84,000 and Senior Counsel for Elections, \$83,000.
- (q) Responsibilities shared between Secretary of State, \$117,516; and Division Director, \$109,952.
- (r) Responsibilities shared between Secretary of State, \$97,000; Deputy Secretary of State for Elections, \$103,332 and Chief Deputy Secretary of State, \$112,529.
- (s) Responsibilities for St. Thomas, \$74,400; St. Croix, \$76,500; St. John, \$74,400.
- (t) Responsibilities shared between Director of Wildlife, \$12,987, Director of Inland Fisheries, \$123,987 and Director of Marine Fisheries, \$128,595.
- (u) Responsibilities shared between Director, Division of Purchasing, Dept. of the Treasury, \$117,500 (acting salary) and Director, Division of Property and Management, Dept. of the Treasury, \$120,000.
- (v) Contractual.
- (w) Responsibilities shared between Adjutant General, \$103,799 and deputy director, \$76,500.
- (x) Responsibilities shared between Director, Dept. of Natural Resources, \$135,200 and Chief, Fish, \$110,531 and Chief, Wildlife, \$99,606.
- (y) Responsibilities shared between, State Auditor-\$85,000; Director of Administration-\$121,541 and State Tax Commissioner-\$130,295.
- (z) Responsibilities shared between Game & Parks Director-\$99,904; Game & Parks Asst Dir-Fish & Wildlife-\$79,188; Wildlife Division Administrator-\$72,650.
- (aa) Responsibilities shared between Assistant Director of Budget, Payroll and Revenue Estimating, \$95,014 and Deputy Director of Accounting, \$110,011.
- (bb) Lieutenant Governor Dewhurst receives additional pay when serving as acting governor.
- (cc) See state police, \$85,858.
- (dd) Responsibilities shared between Administrator, Department of Conservation, \$92,112; Administration, Division of Protection, same department, \$84,852.
- (ee) Responsibilities shared between Community and Technical, \$131,222 and Higher Education Policy Commission, \$147,500.
- (ff) Responsibilities shared between Chancellor of California Community Colleges, \$191,976 and California Post Secondary Education Commission \$165,000.
- (gg) Responsibilities shared between Director of Budget and Finance, \$109,248 and Comptroller, \$109,248.
- (hh) James Rogers, the Interim Chancellor only accepts the minimum amount of pay permitted through FLSA, \$23,660.
- (ii) Responsibilities shared between Commissioner Thomas Kirk, Mental Health: \$162,617 and Commissioner Peter O'Meara, Retardation: \$162,617.
- (jj) Responsibilities shared between Director, Division of Substance Abuse and Mental Health, Department of Health and Social Services, \$137,250 and Director, Division of Developmental Disabilities Service, same department, \$111,550.
- (kk) Responsibilities shared between Commissioners Barbara Leadholm, \$136,000 and Elin M. Howe, \$135,000.
- (ll) Responsibilities shared between Director, Division of Mental Health Services, Dept. of Human Services, \$127,673 and Director, Division of Developmental Disabilities, Dept. of Human Services, \$126,000.
- (mm) Responsibilities shared between Commissioner, State Education Department, \$170,165; Secretary of State, Department of State, \$120,800.
- (nn) Varies by department.
- (oo) Responsibilities shared between Director of Mental Health, vacant and Director of Community Support, \$72,257.

- (pp) Numerous licensing boards, no central agency.
- (qq) Responsibilities shared between Director of Dept. of Mental Retardation and Developmental Disabilities, \$126,089 and Acting Director of Dept. of Mental Health, \$126,006.
- (rr) Responsibilities shared between, Director of Mental Health, Department of Children and Family Services, \$105,594; and Director, Substance Abuse, same department, \$105,575.
- (ss) Responsibilities shared between Director for Disabilities and Special Needs, \$157,765 and Director of Mental Health, \$155,787.
- (tt) Responsibilities shared between Director of Mental Health, \$165,000 and Director of Developmental Services, \$165,000.
- (uu) Responsibilities shared between Deputy Director of Mental Health, \$100,500 and Deputy Director of Retardation, \$100,500.
- (vv) Function split between two cabinet positions: Secretary, Dept. of Health and Social Services : \$143,050 and Secretary, Dept. of Svcs. for Children, Youth and their Families, \$128,850.
- (ww) Responsibilities shared by Chairman Paull Hibbard \$115,360 and Commissioner Sharon Gillett \$116,575
- (xx) Responsibilities shared between Acting Commissioner, Department of Human Services, \$141,000 and Commissioner, Department of Children and Families, \$141,000.
- (yy) Responsibilities shared between five commissioner's with salaries of \$88,448 each.
- (zz) Lieutenant Governor Molnau served as the Commissioner of Transportation until February 28, 2008. Her assistant Bob McFarlin is serving as acting commissioner.
- (aaa) Responsibilities shared between Director, Dept. of Job and Family Services, \$141,980; Superintendent of Dept. of Education, \$217,838; Executive Director of Rehabilitation Services Commission, \$116,251 and Director of Dept. of Aging, \$105,684.
- (bbb) This position is vacant at press time. The salary range is \$82,864 to \$128,441.
- (ccc) Responsibilities shared between three Commissioners, \$89,875, \$109,250 and \$109,250 and General Administrator, \$86,205.
- (ddd) Responsibilities shared between Director, Department of Cultural Affairs, \$ \$112,529 and Division Administrator, Library and Archives, \$94,136.