

2023 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		169,012		125,794		162,629		199,627		215,287		173,074		173,139		183,448		213,589
Alaska	145,000		114,991		169,708		141,160		159,432		141,160		141,160		141,160		141,160	
Alabama	131,800	148,040	71,924	87,495	201,444	212,261	194,910	205,645	299,900	311,958	189,610	200,278	185,866 (a-21)	196,907	189,610 (a-25)	200,278	230,460	241,643
Arizona	95,000	109,633	70,000 (a-2)	82,260	90,000	104,158	240,000	252,055	85,000	98,684	186,560	198,026	165,000	178,575	210,000	221,582	215,000	226,661
Arkansas	158,739	183,110	46,705	60,296	146,355	171,520	210,000	233,560	250,000	273,982	145,706	170,913	171,127	194,703	127,575	153,800	243,490	267,404
California	224,020	213,761	168,015	162,470	194,587	186,195	290,556	279,311	194,587	186,195	209,729	199,715	232,858	222,468	232,858	222,468	214,332	204,216
Colorado	90,000	90,503	164,009	158,396	118,000	117,042	185,772	176,793	300,684	287,497	175,800	168,364	207,900	195,499	207,900	195,499	195,060	184,645
Connecticut	226,711 (d)	226,396	206,062	206,729	206,062	206,729	201,880	202,746	230,958	230,441	157,165 (c)	159,248	182,887	184,306	128,572	130,654	220,000	220,004
Delaware	171,000	180,639	83,884	95,912	155,949	166,968	157,457	168,338	182,826	108,241	120,958	135,327	147,662	139,371	151,649	151,649	149,059	160,710
Florida	141,400	164,994	135,515	159,575	139,988	163,694	193,636	214,047	299,574	318,725	194,891	215,287	147,000 (a-17)	170,151	204,701 (a-23)	224,981	283,500	302,842
Georgia	180,000	180,001	96,609	102,924	144,169	147,966	188,000	187,057	155,000	157,951	129,657	134,323	138,000	142,166	225,000	222,407	455,000	453,321
Hawaii	184,860	192,568	183,804	191,496	183,804	191,496	175,056	182,615	200,000 (b)	207,945	122,532 (b)	128,160	175,056	182,615	175,056	182,615	175,056	182,615
Idaho	151,400	169,370	52,990	64,438	146,730	165,091	186,035	201,228	128,690	147,721	164,507	181,379	173,680	189,783	152,755	170,611	248,144	264,841
Illinois	205,700 (d)	217,621	163,500	176,302	186,400	197,866	197,200	208,826	243,100	256,319	171,300 (a-35)	183,647	179,300	191,180	171,300	183,647	200,400	212,137
Indiana	134,051	148,017	109,118	122,525	113,965	127,480	180,000	191,655	195,707	206,908	108,693	122,090	134,778	148,760	154,707	167,953	177,500	189,312
Iowa	130,000	146,182	103,212	117,957	123,669	139,519	154,300	170,341	154,300	170,341	117,458	132,983	112,070	127,313	128,890	145,014	154,300	170,341
Kansas	110,707	134,150	170,130	192,800	98,901	121,542	161,700	184,813	253,575	278,265	97,650	120,206	135,000	159,516	123,000	147,279	141,258	165,445
Kentucky	164355	190,424	139,725	167,137	139,725	167,137	135,000	162,670	280,800	310,787	147,000	174,015	146880	173,902	113,400	140,431	146,880	173,902
Louisiana	125,185	138,583	110,741	124,407	115,000	128,587	156,395	168,366	285,002	296,542	139,753	152,881	148,179	160,782	139,734	152,863	202,363	211,963
Maine	70,000	88,688	(e)		143,499	170,208	158,808	184,792	158,808	184,792	158,808	184,792	158,808	184,792	158,808	184,792	158,808	184,792
Maryland	184,000	183,750	165,000	164,735	165,000	164,735	215,000 (b)	214,864	337,006	337,710	145,804 (b)	145,798	215,000 (b)	214,864	215,000 (b)	214,864	250,000 (b)	250,105
Massachusetts	222,185	205,959	198,165	183,950	222,639	206,372	187,200	173,874	181,722	168,840	171,600	159,539	188,991	175,520	181,722 (a-22)	168,840	181,722	168,840
Michigan	159,300	177,335	111,510	128,242	112,410	129,200	198,916	216,932	246,726	265,605	129,099 (c)	146,965	189,444	207,289	189,444	207,289	189,444	207,289
Minnesota	127,629	132,732	82,959	86,987	121,248	126,198	150,002	155,608	150,002	155,608	151,505	157,074	144,991	150,510	154,992	160,473	154,992	160,473
Mississippi	122,160	145,824	60,000	78,142	108,960	132,267	145,200	167,857	300,000	324,250	145,000	167,674	N.O.		143,000	165,851	183,000	202,638
Missouri	140,596	167,294	90,862	115,409	122,332	149,531	187,181	211,579	233,136	257,722	119,622 (c)	146,617	162,510	187,742	160,821	186,166	286,430	311,233
Montana	118,397	141,968	90,140	110,734	145,566	169,219	145,184	168,861	116,808	140,245	131,144	155,679	131,144	155,679	131,144	155,679	131,144	155,679
Nebraska	105,000	126,264	75,000	92,510	95,000	115,406	210,001	230,678	242,019	263,655	174,177 (a-36)	194,355	147,522	169,420	220,002	240,978	183,000	202,867
Nevada	170,062	181,457	72,367	82,428	160,412	172,353	145,217	158,018	145,217	158,018	133,060	145,888	111,313	123,760	145,217	158,018	145,217	158,018
New Hampshire	146,172	157,773	(e)		141,390	153,162	142,090	153,873	123,120	134,599	119,820	131,246	127,720	139,272	121,187	132,635	138,138 (a-29)	149,857
New Jersey	175,000	165,785	175,000	165,785	175,000	165,785	175,000	165,785	175,000	165,785	158,125	150,579	175,000	165,785	137,031 (c)	131,331	175,000	165,785
New Mexico	110,000	131,137	85,000	103,270	95,000	114,721	169,614	190,209	200,000	219,971	169,614	190,209	169,614	190,209	200,000	219,971	158,340	179,618
New York	250,000	259,789	210,000	220,013	220,000	229,957	212,500	222,499	324,000	333,374	220,000	229,957	205,000	215,041	220,000	229,957	220,000	229,957
North Carolina	165,750	166,737	146,421	150,001	146,421	150,001	195,082	191,593	146,421	150,001	192,762	189,627	146,421	150,001	159,131	161,128	234,548	229,085
North Dakota	143,646	161,953	111,727	128,086	169,162	186,704	171,660	189,127	130,323	148,310	137,700	156,185	114,996	131,641	N/A	200,004	200,004	217,352
Ohio	171,059	184,046	186,867	199,330	126,360	139,798	175,386	188,230	184,995	197,520	134,410	148,148	130,395	143,984	185,016	197,541	168,709	181,774
Oklahoma	147,000	171,036	114,713	137,447	132,825	157,056	275,000	301,863	124,373	148,029	162,266	186,093	105,053	126,865	235,000 (a-48)	260,553	185,000	208,914
Oregon	98,600	111,490	77,000 (a-2)	87,873	82,220	93,580	249,241	263,104	163,932	177,952	222,804	236,227	77,000	87,873	N.O.		270,912	285,137
Pennsylvania (f)	229,642	247,973	192897	210,459	191,061	208,584	183,712	201,081	183,712	201,081	163,091 (c)	180,399	183,712	201,081	174,527	191,858	183,712	201,081
Rhode Island (g)	163,295	164,940	137,510	140,414	146,107	148,792	171,367	172,358	260,809	259,458	192,131 (a-23)	191,441	185,305	185,168	192,131 (a-23)	191,441	182,684	182,759
South Carolina	106,078	125,815	46,545	58,874	208,000	227,188	250,000	270,301	214,000	233,347	187,000	205,631	190,000	208,711	187,000	205,631	298,000	319,572
South Dakota	139,100	164,738	120787	147,368	133,750	159,986	163,324	186,255	186,287	207,654	139,370	164,978	168,238	190,620	152,944 (a-7)	177,035	165,000	187,744
Tennessee	204,336	216,877	72,948 (e)	83,791	199,332	211,799	171,744	184,686	212,160	224,817	178,968	191,618	171,744	184,686	178,968	191,618	171,744	184,686
Texas	153,750	150,800	7,200	7,200	153,750	150,800	275,501	261,596	220,375	207,649	215,412	202,792	200,494	189,964	223,277 (a-23)	210,489	344,000	328,630
Utah	182,900	189,520	164,610	172,906	173,755	181,213	241,508	247,872	242,902	249,290	241,508	247,872	210,017	215,842	241,508	247,872	241,508	247,872
Vermont	201,136	224,796	81,390	99,479	152,714	177,185	141,835	166,614	161,699	185,915	128,502	153,470	143,478 (a-21)	168,210	161,699	185,915	162,032	186,239
Virginia	175,000	178,587	36,321	42,227	150,000	156,246	206,000	207,106	204,587	205,678	167,178	171,597	204,587	205,678	204,587	205,678	204,587	205,678
Washington	198,257	211,882	124,127	136,937	187,543	201,428	234,504	247,249	161,905	176,061	207,972	221,361	207,972	221,361	161,905	176,061	234,504	247,249
West Virginia	150,000	172,425	20,000 (e)	26,887	95,000	117,598	120,000	143,604	230,000	252,071	100,000	122,890	85,000	106,212	100,000 (a-25)	122,890	140,000	163,250

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<i>State or other jurisdiction</i>	<i>Governor</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>Education</i>	<i>Fish & Wildlife</i>	<i>Fish & Wildlife w/ Geo Salary</i>	<i>Labor</i>	<i>Natural resources</i>	<i>Nat Resources w/ Geo Salary</i>	<i>Transportation</i>					
<i>Average w/all</i>	169,012		125,794		162,629		199,627		215,287		173,074		173,139		183,448		213,589	
Alaska	145,000		114,991		169,708		141,160		159,432		141,160		141,160		141,160		141,160	
Wisconsin	165,568	178,999	87,423	99,396	160,680	174,401	155,813	169,822	132,351	146,984	124,821	139,149	155,813	169,822	155,813	169,822	155,813	169,822
Wyoming	140,000	159,237	160,000 (a-2)	178,321	193,815	212,075	165,691	183,751	125,000	143,987	205,546	224,848	158,400 (a-21)	176,794	136,530	155,926	140,634	159,842

Source : The Council of State Governments' survey of state personnel agencies and state salary databases, 2023.

Key :

N/A - Not available.

N.O. - No specific chief administrative official or agency in charge of function.

(a)

(a-2) - Secretary of state

(a-7) - Agriculture

(a-17) - Economic development

(a-21) - Employment Services

(a-22) - Energy

(a-23) - Environmental protection

(a-25) - Fish and wildlife

(a-29) - Highways

(a-35) - Natural resources

(a-36) - Parks and recreation

(a-48) - Tourism

(b) - Salary ranges, Lower figure appears in the table and top figure in the range is listed below:

Hawaii:Hawaii: Education-Chief Officer, \$250,000; Fish and Wildlife, \$196,152.

Maryland: For these positions the salary in the chart is the actual salary and the following are the salary ranges: Corrections, \$180,958 - \$316,022; Fish and Wildlife - \$111,371 - \$160,898; Labor, \$180,958 - \$316,022; Natural Resources, \$180,958 - \$316,022; Transportation, \$180,958 - \$316,022.

(c) - Responsibilities shared between:

Connecticut - Fish And Wildlife - Responsibilities shared between Director of Wildlife, \$154,187 and Director of Inland and Marine Fisheries, \$160,142.

Michigan - Fish and Wildlife - Responsibilities shared between chief of fisheries, \$142,000 and chief of wildlife, \$116,197.

Missouri - Fish and Wildlife - Responsibilities shared between administrator, Division of Fisheries, Department of Conservation, , \$113,832 and administrator, Division of Wildlife, same department, \$125,412.

New Jersey - Natural Resources - Responsibilities shared between assistant commissioner, Division of State Parks, Dept. of Environmental Protection, \$115,937 and assistant commissioner, Division of Fish and Wildlife, Dept. of Environmental Protection, \$158,125.

Pennsylvania - Fish and Wildlife - Responsibilities shared between executive director (Fish), \$163,091 and executive director (Game), \$163,091.

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

Connecticut - Governor Ned Lamont will forego his salary.

(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.