

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

State or other jurisdiction	Governor	Lieutenant governor	Secretary of state	Attorney general	Treasurer	Adjutant general	Administration	Agriculture	Auditor	Banking
<b>Eastern Region</b>										
Connecticut	\$150,000	\$110,000	\$110,000	\$110,000	\$110,000	\$140,272	N.A.	\$110,913	(mm)	\$110,914
Delaware (h)	114,000	62,400	106,000	116,700	94,000	91,800	98,800	98,800	89,900	95,700
Maine	70,000	(s)	N.A.	78,062	71,032	91,208	91,208	87,692	84,302	85,758
Massachusetts	135,000 (jj)	120,000 (jj)	120,000	122,500	120,000	N.A.	118,000	92,104	120,000	107,053
New Hampshire	100,690	(s)	65,540	85,753	76,603	81,191	85,753	64,036	89,250	81,191
New Jersey	157,000	(s)	137,165	137,165	137,165	137,165	N.A.	137,165	120,000	137,165
New York	179,000	151,500	120,800	151,500	97,000	120,800	120,800	120,800	151,500	127,000
Pennsylvania	144,416	121,309	103,980	120,154	120,154	103,980	125,000	103,980	120,154	103,980
Rhode Island	105,194	88,584	88,584	94,121	88,584	85,067	110,321	54,864	137,418	77,867
Vermont	127,456	54,080	80,808	96,752	80,808	74,901	113,901	96,574	80,808	85,010
Regional average	128,276	101,125	103,653	111,271	99,535	102,932	107,973	96,695	112,924	101,164
<b>Midwest Region</b>										
Illinois	150,691	115,235	132,963	132,963	115,235	98,135	120,861	113,114	112,533	115,601
Indiana	95,000	76,000	66,000	79,400	66,000	98,046	89,962	74,431	83,070	87,126
Iowa	107,482	76,698	87,990	105,430	87,990	98,411	117,458	87,990	87,990	80,000
Kansas	98,331	111,523	76,389	76,389	76,389	91,232	91,350	91,362	96,804	80,185
Michigan	177,000	123,900	124,900	124,900	167,504	123,204	124,848	124,848	135,500	114,444
Minnesota	120,311	78,196	90,222	114,297	108,388 (v)	108,388	108,388	108,388	102,249	103,627
Nebraska	85,000	60,000	65,000	75,000	60,000	79,649	85,141	87,340	60,000	83,659
North Dakota	85,506	66,380	68,108	74,668	64,236	1,203,000	...	69,874	68,108	64,260
Ohio	126,485	73,715 (b)	90,725	93,434	93,434	101,670	73,715 (b)	66,851 (b)	97,501	54,974 (b)
South Dakota	95,389	12,635 (ee)	64,812	80,995	64,813	92,248	89,918	89,918	76,787	84,302
Wisconsin	122,406	69,579	62,549	127,868	62,549	92,000	122,000	100,800	105,229	123,451
Regional average	114,873	78,533	84,514	98,668	87,867	198,726	102,364	92,265	93,252	90,148
<b>Southern Region</b>										
Alabama	96,361	45,360	71,500	163,429	71,500	76,336	76,336	71,003	71,500	132,000
Arkansas	75,296	36,392	47,060	62,746	47,060	91,097	121,491	80,090	47,060	108,363
Florida	120,171	115,112	116,056	118,957	118,957	112,594	113,877	119,415	129,240	118,957
Georgia	127,303	83,148	112,776	125,871	117,893	123,069	117,892	110,247	125,000	117,893
Kentucky	125,130	91,075	91,075	91,075	91,075	125,000	109,907	91,075	91,075	N.A.
Louisiana	94,532	85,000	85,000	85,000	85,000	129,130	171,724	85,000	114,518	85,400
Maryland	135,000	112,500	78,750	112,500	112,500	85,594 (b)	99,379 (b)	99,379 (b)	119,128	63,020 (b)
Mississippi	122,160	60,000	90,000	108,960	90,000	88,000	93,500	90,000	90,000	98,175
Missouri	120,087	77,184	96,455	104,332	96,455	80,472	111,156	95,846	96,455	N.A.
North Carolina	118,430	104,523	104,523	104,523	104,523	87,944	102,119	104,523	104,523	104,523
Oklahoma	110,298	85,500	90,000	103,109	87,875	109,162	...	76,000	87,876	110,000
South Carolina	106,078	46,545	92,007	92,007	92,007	92,007	148,000	92,007	101,794	(a-4)
Tennessee	85,000	49,500 (s)	131,124	121,728	131,124	92,268	131,124	92,376	131,124	92,376
Texas	115,345	97,200	117,546	92,217	(a-9)	94,832	115,000	92,217	96,200	118,427
Virginia	124,855	36,321	131,370	110,667	115,188	100,277	131,370	92,359	137,487	130,158
West Virginia	90,000	(s)	65,000	80,000	70,000	75,000	75,000	70,000	82,000	60,000
Regional average	110,378	75,024	95,013	104,820	92,817	98,034	116,186	91,277	99,590	102,015
<b>Western Region</b>										
Alaska	85,776	80,040	(a-1)	91,200	91,200	91,200	91,200	81,774	87,800	N.A.
Arizona	95,000	(a-2)	70,000	90,000	70,000	101,450	149,000	95,000	111,450	101,450
California	175,000	131,250	123,750	148,750	140,000	146,785	123,255	131,412	131,412	123,255
Colorado	90,000	68,500	68,500	80,000	68,500	121,200	121,200	121,200	120,850	95,796
Hawaii	94,780	90,041	(a-1)	85,302	(a-6)	159,600	(a-9)	85,302	85,302	74,655
Idaho	98,500	26,750	82,500	91,500	82,500	102,440	82,098	85,072	...	84,178
Montana	93,089	66,724	72,085	81,919	83,932	77,563	(a-4)	83,932	72,285	71,143
Nevada	117,000	50,000	80,000	110,000	80,000	91,304	107,433	82,451	94,182	80,499
New Mexico	110,000	85,000	85,000	95,000	85,000	886,000	(a-16)	115,000	85,000	75,733
Oregon	93,600	(a-2)	72,000	77,200	72,000	101,844	123,756	101,844	102,000	N.A.
Utah	100,600	78,200	(a-1)	84,600	78,200	86,736	99,702	86,736	80,700	86,736
Washington	139,087	72,705	89,004	126,443	97,446	112,594	106,130	106,130	99,708	106,130
Wyoming	130,000	(a-2)	110,000	89,067	77,000	87,719	84,067	73,568	77,000	64,800
Regional Average	109,418	77,016	84,702	96,229	85,468	166,649	103,502	96,109	95,641	87,670
Regional Average without California	103,953	72,497	81,448	91,853	80,923	168,304	101,856	93,167	92,389	84,112
Guam	90,000	85,000	...	90,000	58,199	68,152	74,096	60,850	82,025	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)	85,000	65,000	65,000	65,000	65,000	...	(a-1)

Sources: The Council of State Governments' survey of state personnel agencies, January 2004 and January 2003. The National Association of State Auditors, Comptrollers and Treasurers, 2003, provided some auditor information.

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, 2002, 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.

**EXECUTIVE BRANCH**

**SELECTED OFFICIALS: ANNUAL SALARIES — Continued**

State or other jurisdiction	Budget	Civil rights	Commerce	Community affairs	Comptroller	Consumer affairs	Corrections	Economic development	Education	Election administration
<b>Eastern Region</b>										
Connecticut	\$136,624	\$94,828	\$83,298	\$178,001	\$110,000	N.A.	\$140,272	\$123,961	\$98,872	\$106,950
Delaware (h)	113,400	63,200	(a-2)	...	113,400	92,696	113,400	106,000	133,600	69,100
Maine	80,267	61,672	(a-11)	N.A.	80,267	75,171	91,208	91,208	91,208	67,330
Massachusetts	93,024	84,893	(a-11)	108,000	122,367	108,000	122,366	108,000	164,767	(a-2)
New Hampshire	85,753	54,932	85,753	69,322	67,473	67,473	83,477	64,036	85,753	(a-2)
New Jersey	120,000	107,391	137,165	137,165	(a-6)	110,000	137,165	150,000	137,165	105,365
New York	161,949	109,800	120,800	(a-2)	151,500	101,600	136,000	120,800	170,165	109,800
Pennsylvania	134,000	107,541	109,756	85,379	123,032	91,619	115,533	109,756	115,533	64,763
Rhode Island	106,679	N.A.	N.A.	N.A.	95,874	(a-3)	118,914	N.A.	135,516	N.A.
Vermont	(a-15)	76,898	90,002	70,013	(a-15)	76,898	87,006	75,005	108,000	(a-2)
Regional average	110,870	84,573	103,554	109,811	106,092	90,842	114,534	105,418	124,058	87,740
<b>Midwest Region</b>										
Illinois	126,240	98,135	120,861	(a-7)	115,235	(a-3)	127,576	(a-7)	225,000	115,128
Indiana	93,561	69,147	79,950	77,083	(a-23)	70,000	96,193	73,125	79,400	(m)
Iowa	126,175	73,549	N.A.	78,187	N.A.	98,039	105,000	126,125	126,175	67,517
Kansas	86,528	39,354	(a-1)	64,349	79,590	70,410	93,887	(o)	137,280	(p)
Michigan	130,050	N.A.	121,500	N.A.	104,199	N.A.	130,050	...	159,885	(e)
Minnesota	108,388 (v)	108,388	108,388	(a-11)	108,388 (v)	76,943	108,388	108,388	108,388	(a-2)
Nebraska	100,697	86,558	90,000	68,707	93,009	(a-3)	98,677	90,000	127,271	60,910
North Dakota	66,912	61,812	117,312	69,874	(kk)	71,340	76,404	(a-7)	77,436	26,460
Ohio	73,715 (b)	60,611 (b)	73,715 (b)	82,326	(a-4)	124,779	73,715 (b)	(b)	190,008	45,198 (b)
South Dakota	(a-15)	N.A.	84,760	(a-11)	(a-23)	44,643	81,619	77,250	92,248	51,188
Wisconsin	91,417	83,000	101,899	N.A.	96,025	97,992	107,664	73,441	107,432	99,777
Regional average	100,012	75,617	100,991	83,003	90,569	86,211	99,925	91,322	130,048	71,797
<b>Southern Region</b>										
Alabama	144,979	...	130,000	76,336	118,921	110,404	95,000	(a-8)	170,754	53,775
Arkansas	99,919	...	(a-11)	(a-27)	121,491	80,767	116,897	108,798	119,768	(ll)
Florida	119,982	104,553	...	112,797	118,957	80,000	110,639	(a-28)	118,957	88,000
Georgia	120,000	N.A.	141,755	135,000	N.A.	102,648	N.A.	(a-7)	112,777	81,000
Kentucky	125,000	99,446	125,000	110,000	94,533	(a-3)	91,660	162,270	191,075	N.A.
Louisiana	113,484	65,707	(a-11)	N.A.	(a-5)	78,000	102,003	135,200	180,000	N.A.
Maryland	115,456 (b)	79,458 (b)	115,456 (b)	79,458 (b)	112,500	71,952 (b)	85,594 (b)	115,456 (b)	135,000	73,777 (b)
Mississippi	93,500	...	90,000	58,151	93,500	70,000	93,500	152,700	234,000	(q)
Missouri	90,840	67,068	95,832	75,903	85,164	(a-3)	95,844	95,832	147,924	57,888
North Carolina	(a-15)	58,501	102,119	80,916	130,078	N.A.	102,119	86,285	104,523	90,626
Oklahoma	90,000	59,220	105,660	N.A.	77,000	56,316	110,000	N.A.	95,898	73,957
South Carolina	105,168	85,000	(c)	N.A.	92,007	N.A.	124,698	(a-7)(c)	92,007	78,000
Tennessee	94728	74,028	98,316	(a-11)	131,124	62,004	92,376	98,316	98,316	N.A.
Texas	100,000	56,958	112,352	112,352	92,217	(a-3)	150,000	(a-7)	164,748	(ff)
Virginia	119,609	80,982	131,370	101,813	107,251	92,359	126,666	118,726	146,535	74,131
West Virginia	72,396	45,000	70,000	175,000	70,000	75,756	75,000	(a-8)	110,500 (gg)	65,000
Regional average	108,785	72,993	104,124	101,337	108,052	82,739	104,800	122,212	138,924	73,798
<b>Western Region</b>										
Alaska	105,732	98,124	91,200	91,200	97,128	...	91,200	87,852	91,200	73,752
Arizona	99,000	106,270	122,000	(a-7)	89,170	106,270	130,000	(a-7)	85,000	(a-2)
California	131,412	108,753	N.A.	108,753	140,000	123,255	131,412	N.A.	148,750	131,250
Colorado	121,200	99,036	121,200	121,200	112,968	80,000	121,200	121,200	162,000	85,908
Hawaii	(a-9)	86,041	85,302	77,966	85,302	N.A.	85,302	85,302	150,000	77,966
Idaho	(a-15)	64,438	N.A.	56,971	82,500	(a-3)	89,960	63,918	82,500	82,500
Montana	80,704	52,039	83,932	65,577	68,839	50,232	83,932	98,800	80,425	44,701
Nevada	(a-5)	70,725	107,433	70,700	80,000	73,000	107,433	94,893	107,433	(oo)
New Mexico	82,998	71,999	89,999	71,999	...	72,001	89,999	89,999	120,001	57,628
Oregon	117,840	72,576	112,272	101,844	101,844	112,272	N.A.	112,272	72,000	101,844
Utah	101,769	68,612	86,736	93,542	(a-15)	78,571	101,769	93,542	138,361	44,454
Washington	81,723	82,512	106,130	106,128	(a-4)	119,700	106,130	106,130	99,462	84,972
Wyoming	71,294	54,746	130,000	130,000	77,000	60,267	81,567	130,000	77,000	51,920
Regional average	97,737	79,682	103,291	93,683	92,053	87,915	101,659	100,492	108,779	76,030
Regional average without California	94,931	77,260	103,291	92,427	87,694	84,381	98,954	100,492	105,449	71,248
Guam	88,915	...	75,208	...	68,152	46,596	67,150	82,025	98,430	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	65,000	(a-3)	65,000	(hh)	(a-4)	65,000	(a-3)	85,000	65,000	55,000

- (a-4) Treasurer.
- (a-5) Administration.
- (a-6) Budget.
- (a-7) Commerce.
- (a-8) Community affairs.
- (a-9) Comptroller.
- (a-10) Consumer affairs.
- (a-11) Economic development.
- (a-12) Education (chief state school officer).
- (a-13) Energy.
- (a-14) Environmental protection.
- (a-15) Finance.
- (a-16) General services.
- (a-17) Highways.
- (a-18) Labor.
- (a-19) Natural resources.

SELECTED OFFICIALS: ANNUAL SALARIES — Continued

State or other jurisdiction	Emergency management	Employment services	Energy	Environmental protection	Finance	Fish & wildlife	General services	Health	Higher education	Highway
<b>Eastern Region</b>										
Connecticut .....	\$89,249	\$110,917	\$100,000	\$123,961	\$178,001	\$102,544	\$140,272	\$123,961	\$140,000	\$140,272
Delaware (h) .....	69,800	81,800	47,870	(a-19)	113,400	84,200	(a-5)	141,600	71,900	(a-29)
Maine .....	64,667	N.A.	80,267	91,208	(a-5)	91,208	80,267	91,208	N.A.	(a-29)
Massachusetts .....	82,156	96,125	92,806	110,496	(a-5)	98,334	(a-5)	116,811	180,000	102,080
New Hampshire .....	66,837	76,603	58,483	83,477	(a-5)	64,036	85,753	76,603	54,886	(a-29)
New Jersey .....	120,000	113,000	90,000	137,165	106,742	95,000	(pp)	137,165	121,900	113,000
New York .....	117,549	(a-18)	120,800	136,000	(a-9)	136,000	136,000	136,000	(a-12)	(a-29)
Pennsylvania .....	115,000	105,000	102,944	102,690	134,000	107,541	109,756	115,533	87,355	118,300
Rhode Island .....	68,311	108,460	77,867	108,460	(a-6)	108,460	N.A.	110,321	134,639	(a-29)
Vermont .....	71,053	80,018	85,010	75,005	77,002	70,013	85,946	103,002	...	(a-29)
Regional average .....	86,462	99,880	85,605	107,446	116,229	95,734	107,088	115,220	120,106	109,995
<b>Midwest Region</b>										
Illinois .....	98,135	120,861	(a-7)	113,114	(a-6)	(a-19)	(a-5)	127,576	225,000	(a-29)
Indiana .....	90,480	84,766	51,831	90,090	(a-6)	74,919	(a-5)	111,286	136,000	(a-29)
Iowa .....	70,246	113,580	104,497	93,766	(a-9)	102,003	(a-5)	118,000	126,141	124,696
Kansas .....	57,948	92,086	47,789	86,525	...	46,509	(a-5)	80,000	149,025	(a-29)
Michigan .....	95,788	104,040	...	135,050	(a-6)	(w)	N.A.	130,050	95,789	(a-29)
Minnesota .....	N.A.	94,106	99,994	81,620	108,388 (v)	(l)	(a-5)	108,388	249,046	(a-1)
Nebraska .....	70,030	70,529	63,859	96,535	(z)	(aa)	64,482	100,501	121,550	97,995
North Dakota .....	65,988	72,498	...	68,676	84,000	72,600	86,000	83,820	N.A.	(a-29)
Ohio .....	54,974 (b)	73,715 (b)	49,941 (b)	73,715 (b)	(a-6)	54,974 (b)	54,974 (b)	73,715 (b)	190,445	(a-29)
South Dakota .....	59,987	68,390	38,396	(a-19)	96,445	68,390	(a-5)	89,918	157,869	97,240
Wisconsin .....	82,294	90,000	82,000	101,435	98,000	78,198	105,836	101,778	N.A.	87,000
Regional average .....	74,587	89,506	73,241	94,053	99,165	80,811	90,589	102,276	161,207	100,036
<b>Southern Region</b>										
Alabama .....	125,000	81,999	77,997	120,942	76,336	95,178	65,686	186,036	146,380	76,336
Arkansas .....	74,999	114,762	92,959	101,258	(a-9)	103,236	107,863	172,808	123,106	(a-29)
Florida .....	90,000	112,148	55,123	112,797	(a-9)	113,522	113,877	152,000	N.A.	118,589
Georgia .....	119,156	73,518	106,103	N.A.	120,000	76,213	90,663	162,289	272,950	(a-29)
Kentucky .....	51,496 (b)	N.A.	51,496 (b)	97,572	125,000	105,823	109,906	101,568 (b)	233,000	62,312 (b)
Louisiana .....	81,058	42,827 (b)	N.A.	N.A.	(a-5)	96,795	(a-5)	123,136	202,238	(a-29)
Maryland .....	55,219 (b)	58,988 (b)	67,335 (b)	107,106 (b)	107,106 (b)	58,988 (b)	(a-5)	115,456 (b)	107,106 (b)	99,379 (b)
Mississippi .....	71,500	90,000	85,951	98,175	93,500	104,000	...	160,600	260,000	121,755
Missouri .....	72,672	88,392	N.A.	85,000	81,768	(y)	80,196	111,156	110,076	125,004
North Carolina .....	78,603	96,260	78,603	87,472	121,435	98,292	(a-5)	138,563	299,860	129,670
Oklahoma .....	70,000	83,000	N.A.	82,000	90,000	87,000	74,520	180,000	N.A.	(a-29)
South Carolina .....	80,730	112,500	90,132	132,000	148,000	111,127	126,632	116,199	N.A.	(a-29)
Tennessee .....	80,484	109,284	80,868	92,376	131,124	92,376	92,376	136,416	155,748	92,376
Texas .....	75,504	120,000	81,120	132,000	(a-9)	115,000	115,000	112,352	115,000	(a-29)
Virginia .....	89,582	107,251	119,936	130,369	115,188	108,607	119,224	151,103	137,332	132,925
West Virginia .....	45,000	70,000	85,000	(a-13)	(a-5)	65,760	59,756	90,000	252,500	(a-29)
Regional average .....	78,813	90,729	82,509	104,576	111,803	94,635	101,928	138,105	185,792	116,152
<b>Western Region</b>										
Alaska .....	84,816	73,752	...	91,200	84,816	91,200	...	87,852	106,194	91,200
Arizona .....	115,000	99,700	...	124,500	102,198	122,273	110,000	126,450	172,500	80,436 (b)
California .....	108,753	123,255	117,818	131,412	131,412	123,255	123,255	123,255	152,060	131,412
Colorado .....	96,060	121,200	110,004	103,008	105,600	119,496	121,200	121,200	121,200	121,200
Hawaii .....	77,966	93,384	102,036	77,966	(a-6)	99,072	(a-25)	85,302	442,008	102,036
Idaho .....	78,333	86,278	70,054	86,528	84,178	99,091	...	99,029	104,998	(a-29)
Montana .....	68,787	83,932	57,200	83,932	(a-6)	77,800 (nn)	66,769	83,932	144,500	83,932
Nevada .....	72,792	88,456	91,703	105,016	(a-9)	107,433	N.A.	88,455	210,912	(a-29)
New Mexico .....	88,445	86,446	89,999	88,445	96,998	85,001	88,445	88,445	76,001	86,500
Oregon .....	69,156	112,272	92,436	101,844	(a-4)	101,844	(a-5)	112,272	190,008	122,376
Utah .....	80,743	107,908	68,612	101,769	105,903	89,993	89,993	110,873	N.A.	(a-29)
Washington .....	89,352	87,228	69,756	106,130	131,246	106,130	(a-5)	112,216	128,942	(a-29)
Wyoming .....	62,443	79,565	75,229	86,570	77,000	86,195	(a-5)	79,567	85,646	(a-29)
Regional average .....	84,050	95,644	85,895	99,102	94,269	100,676	98,650	101,450	161,247	108,033
Regional average without California .....	81,991	93,343	82,703	96,409	91,173	98,794	95,916	99,633	162,083	106,085
Guam .....	68,152	73,020	55,303	60,850	88,915	60,850	47,918	74,096	160,000	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 .....	60,000	(a-18)	65,000	65,000	(a-4)	(a-14)	(a-5)	79,500	65,000	65,000

(a-20) Parks and recreation.  
 (a-21) Personnel.  
 (a-22) Post audit.  
 (a-23) Pre-audit.  
 (a-24) Public utility regulation.  
 (a-25) Purchasing.  
 (a-26) Revenue.  
 (a-27) Social services.

(a-28) Tourism.  
 (a-29) Transportation.  
 (a-30) Welfare.  
 (a-31) Auditor  
 (b) Salary ranges and top figure in ranges follow: Florida: Salary range for Information Systems: \$48,539 - 98,912. Kentucky: Minimum figure in range: top of range follows: Election administration \$84,950; Emergency management, \$84,950; Energy, \$84,950; Health, \$162,504; Highways, \$102,794; Li-

**EXECUTIVE BRANCH**

**SELECTED OFFICIALS: ANNUAL SALARIES — Continued**

State or other jurisdiction	Information systems	Insurance	Labor	Licensing	Mental health & retardation	Natural resources	Parks & recreation	Personnel	Planning	Post audit
<b>Eastern Region</b>										
Connecticut	\$123,961	\$110,913	\$123,961	\$87,896	(d)	\$115,673	\$102,833	\$123,961	\$110,913	...
Delaware (h)	133,600	89,900	95,500	75,600	(f)	106,000	85,000	106,000	81,600	(a-31)
Maine	82,451	91,208	91,208	75,171	91,208	91,208	40,134	80,267	80,267	82,659
Massachusetts	119,149	105,792	108,000	96,992	(u)	110,496	N.A.	115,307	N.A.	N.A.
New Hampshire	85,753	85,753	64,036	...	81,191	85,753	64,036	76,603	69,322	(a-9)
New Jersey	108,000	137,165	137,165	110,758	(qq)	110,000	81,995	137,165	90,000	120,000
New York	(a-16)	127,000	127,000	(bb)	(ii)	(a-14)	127,000	120,800	(a-11)	(a-9)
Pennsylvania	119,042	103,980	115,533	85,000	105,000	115,533	107,541	119,042	90,000	120,154
Rhode Island	85,067	N.A.	N.A.	N.A.	N.A.	108,460	68,311	95,874	68,311	N.A.
Vermont	85,010	85,010	70,013	75,213	81,162	90,002	70,013	75,005	...	80,808
Regional average	108,203	104,080	103,602	94,014	110,659	106,913	82,985	105,002	88,002	101,785
<b>Midwest Region</b>										
Illinois	(a-5)	113,114	105,366	105,366	(a-27)	113,114	(a-19)	(a-5)	...	(a-31)
Indiana	81,971	79,852	88,505	(n)	83,187	90,090	74,802	84,142	...	83,070
Iowa	126,175	103,618	89,958	76,211	107,723	105,781	75,483	94,848	...	(a-31)
Kansas	96,425	76,389	92,086	63,665	N.A.	94,311	51,272	72,100	N.A.	98,254
Michigan	146,017	112,199	(a-7)	104,900	(x)	124,848	97,223	136,578	...	135,500
Minnesota	116,114	(a-7)	108,388	94,106	108,388	108,388	96,424	108,388	N.A.	(a-31)
Nebraska	115,398	81,860	78,497	84,260	97,394	114,080	91,428	83,628	85,141	60,000
North Dakota	110,160	68,018	61,812	(a-2)	60,228	68,784	69,501	68,400	...	...
Ohio	60,611 (b)	66,851 (b)	101,442	54,974 (b)	73,715 (b)	73,715 (b)	54,974 (b)	73,715 (b)	(a-6)	93,434
South Dakota	107,682	84,760	79,602	43,493	80,000	89,918	65,124	82,451	(a-15)	76,889
Wisconsin	143,995	92,000	107,146	90,000	94,000	108,000	79,774	90,000	(a-6)	105,229
Regional average	111,401	89,732	94,027	76,644	95,424	99,184	79,011	92,283	86,680	95,515
<b>Southern Region</b>										
Alabama	134,565	76,336	76,336	...	134,566	76,366	70,686	137,498	(a-8)	152,305
Arkansas	109,981	101,715	100,144	...	89,347	58,469	94,829	85,831	...	123,721
Florida	48,539 (b)	(a-4)	111,718	96,411	(i)	(a-14)	(j)	85,000	119,982	123,000
Georgia	N.A.	110,234	110,260	86,415	N.A.	117,464	92,996	117,918	(a-6)	(a-31)
Kentucky	N.A.	N.A.	N.A.	51,495 (b)	N.A.	95,593	N.A.	125,000	125,000	91,075
Louisiana	114,275	85,000	102,752	58,240 (b)	98,196	91,866	N.A.	64,272 (b)	52,458 (b)	123,735
Maryland	92,220 (b)	99,379 (b)	99,379 (b)	79,458 (b)	(t)	107,106 (b)	63,020 (b)	85,594 (b)	99,379 (b)	119,128
Mississippi	120,481	90,000	...	...	127,726	98,175	104,000	95,750	75,000	90,000
Missouri	108,144	95,904	95,844	66,000	92,928	95,808	83,676	85,164	N.A.	(a-31)
North Carolina	130,000	104,523	104,523	...	113,000	102,119	78,603	102,119	N.A.	104,523
Oklahoma	89,000	98,875	80,749	...	125,000	74,000	74,000	75,000	...	N.A.
South Carolina	107,000	100,074	104,423	(a-18)	(dd)	111,127	103,000	98,476	85,214	88,496
Tennessee	231,756	92,376	109,284	88,056	98,316	92,376	90,996	92,376	N.A.	(a-9)
Texas	120,000	163,800	125,000	76,000	140,000	132,000	115,000	85,968	(a-6)	96,200
Virginia	131,370	130,158	108,127	91,423	151,103	131,370	110,057	118,613	(a-6)	137,487
West Virginia	68,556	60,000	60,000	...	90,000	70,000	70,000	55,000	(a-5)	76,000
Regional average	114,706	101,822	99,181	79,792	111,824	97,915	90,313	94,349	95,271	111,883
<b>Western Region</b>										
Alaska	84,816	87,852	91,200	87,852	87,852	91,200	78,756	91,156	...	87,852
Arizona	97,000	109,650	116,064	...	N.A.	108,450	111,398	94,000	(a-6)	N.A.
California	123,255	140,000	131,412	(a-10)	123,255	131,412	123,255	106,440	N.A.	N.A.
Colorado	N.A.	102,269	121,200	121,200	100,284	121,200	119,500	121,200	121,200	120,850
Hawaii	93,384	74,655	85,302	(a-7)	80,664	85,302	86,448	85,302	99,072	(k)
Idaho	82,098	78,250	86,278	55,994	N.A.	86,507	75,005	82,098	N.A.	82,500
Montana	105,040	72,285	83,932	71,104	81,154	83,932	65,799	66,491	80,704	108,343
Nevada	107,433	95,000	107,433	...	104,805	107,433	...	92,000	...	...
New Mexico	86,500	82,499	86,446	86,446	72,203	89,999	79,135	82,998	...	85,000
Oregon	136,416	112,272	72,000	72,576	106,992	79,908	101,844	92,436	N.A.	101,844
Utah	105,903	86,736	86,736	78,571	87,592	97,635	97,635	99,702	(a-6)	80,700
Washington	106,811	90,617	110,015	106,130	98,556	99,462	104,515	100,589	(a-15)	92,500
Wyoming	73,126	69,567	64,637	84,067	111,467	71,567	64,000	72,477	71,567	N.A.
Regional average	100,149	92,435	95,589	88,409	95,893	96,462	92,274	92,593	101,375	93,877
Regional average without California	98,048	88,471	92,604	84,924	93,157	93,550	89,458	90,037	100,651	93,877
Guam	74,096	74,096	73,020	74,096	67,150	60,850	60,850	74,096	75,208	82,025
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	60,000	(a-1)	65,000	(a-10)	79,500	(a-14)	65,000	65,000	55,000	60,000

encing, \$ 84,950; Solid waste management, \$70,209. Louisiana: Minimum figure in range: top of range follows :Employment services,\$79,622; Historic preservation, \$69,555; Licensing, \$103,355; Personnel, \$119,496 Planning, \$97,552; Pre-audit, \$97,522; Welfare, \$104,374. Maryland: Minimum figure in range: top of range follows: Adjutant general, \$115,014; Administration, \$133,538; Agriculture, \$133,538; Banking, \$98,396; Budget, \$155,141; Civil rights, \$106,769; Commerce, \$155,141; Community affairs, \$106,769; Consumer affairs, \$112,454; Corrections, \$115,014; Economic

development, \$155,141; Election administration, \$99,136; Emergency management, \$86,118; Employment services, \$92,049; Energy, \$105,183; Environmental protection, \$143,922; Finance, \$143,922; Fish and Wildlife, \$92,049; Health, \$155,141; Higher education, \$143,922; Highway, \$133,538; Historic preservation, \$99,136; Information systems, \$123,919; Insurance, \$133,538; Labor, \$133,538; Licensing, \$106,769; Natural resources, \$143,922; Parks and recreation, \$98,396; Personnel, \$115,014; Planning, \$133,538; Public library development, \$106,769; Purchasing, \$99,136; Revenue,

SELECTED OFFICIALS: ANNUAL SALARIES — Continued

State or other jurisdiction	Pre-audit	Public library development	Public utility regulation	Purchasing	Revenue	Social services	Solid waste management	State police	Tourism	Transportation	Welfare
<b>Eastern Region</b>											
Connecticut	(a-9)	\$88,647	\$136,635	\$106,950	\$140,264	\$140,272	\$88,060	\$140,272	\$106,950	\$140,272	140,272
Delaware (h)	(a-31)	68,200	77,900	75,600	106,900	(g)	135,750	130,720	66,300	106,000	98,400
Maine	(a-9)	77,438	101,420	69,326	85,758	91,208	58,573	80,267	69,326	91,208	73,590
Massachusetts	(a-9)	86,592	84,441	112,142	122,366	119,149	110,496	133,976	93,443	112,500	112,018
New Hampshire	(a-9)	64,036	85,753	50,291	85,753	85,753	76,603	76,603	64,036	85,753	83,477
New Jersey	...	...	137,165	115,000	103,000	137,165	93,974	120,000	90,000	137,165	100,000
New York	(a-9)	(a-12)	127,000	(a-16)	127,000	136,000	(a-14)	127,000	(a-11)	136,000	136,000
Pennsylvania	(a-4)	90,172	112,256	80,783	109,756	100,695	102,944	109,756	56,763	115,533	115,533
Rhode Island	(a-9)	85,067	106,679	99,471	110,278	110,321	68,311	124,114	N.A.	117,337	...
Vermont	(a-15)	76,502	104,354	85,946	79,997	105,019	75,005	91,166	65,000	90,002	71,157
Regional average	101,615	89,647	107,360	93,151	107,107	113,528	94,572	113,387	81,402	113,177	103,383
<b>Midwestern Region</b>											
Illinois	(a-9)	93,636	113,836	(a-5)	120,861	127,576	(a-14)	113,114	(a-7)	127,576	120,861
Indiana	66,000	74,802	88,120	55,246	88,120	82,000	74,724	111,118	74,802	90,636	78,448
Iowa	97,510	99,559	104,497	91,790	126,175	126,175	82,410	102,794	85,218	126,173	95,826
Kansas	(r)	77,557	81,200	80,000	91,350	94,856	75,795	82,215	60,900	91,350	72,000
Michigan	N.A.	122,400	109,242	96,820	103,000	130,050	108,428	124,848	N.A.	135,000	(a-27)
Minnesota	(a-31)	N.A.	88,447	94,106	108,388	108,400	108,388	100,391	104,316	(a-1)	108,388
Nebraska	93,009	79,264	92,297	64,482	90,526	107,276	56,462	81,297	53,314	97,995	100,787
North Dakota	84,000	66,300	69,874	48,024	78,821	106,560	57,348	72,444	67,008	96,996	106,560
Ohio	(a-22)	60,611 (b)	73,715 (b)	54,974	73,715 (b)	106,683	58,968 (b)	73,715 (b)	69,805	73,715 (b)	73,715 (b)
South Dakota	64,813	53,518	75,587	49,587	79,602	89,585	58,444	75,026	84,760	97,240	95,035
Wisconsin	96,025	75,763	114,303	105,834	100,291	106,400	81,092	88,000	94,000	102,000	85,150
Regional average	87,376	80,341	91,920	78,339	96,441	107,778	79,561	93,178	81,498	101,534	96,984
<b>Southern Region</b>											
Alabama	(a-9)	82,750	86,801	110,404	76,336	139,310	82,000	76,336	76,336	(a-17)	(a-27)
Arkansas	59,596	84,927	77,356	85,831	91,972	125,804	51,153	91,874	94,829	130,290	(a-27)
Florida	(a-26)	98,911	119,743	88,699	114,800	N.A.	90,079	107,000	95,479	118,589	92,109
Georgia	(a-31)	119,887	106,103	91,731	117,000	N.A.	88,686	120,957	117,800	153,595	114,920
Kentucky	(a-15)	94,077	106,433	(a-5)	N.A.	N.A.	42,559 (b)	N.A.	125,000	125,000	N.A.
Louisiana	52,458 (b)	113,544	78,000	83,241	104,042	87,734	93,242	87,740	75,920	131,425	56,139 (b)
Maryland	79,458 (b)	79,458 (b)	114,400	73,777 (b)	79,458 (b)	107,106 (b)	68,518 (b)	107,106 (b)	79,458 (b)	115,456 (b)	107,106 (b)
Mississippi	90,000	80,500	107,350	65,000	111,000	93,500	64,253	88,000	87,062	121,755	85,000
Missouri	N.A.	75,000	94,029	80,196	102,024	98,004	61,104	80,040	73,000	125,004	86,988
North Carolina	(a-31)	86,285	116,405	N.A.	102,119	99,428	83,600	97,692	71,819	102,119	N.A.
Oklahoma	(a-9)	72,000	(cc)	71,200	85,000	125,000	77,697	85,000	74,000	110,000	125,000
South Carolina	(a-9)	79,403	N.A.	82,281	123,874	129,484	132,000	80,295	103,000	129,780	129,484
Tennessee	93,804	118,044	92,376	86,352	92,376	92,376	80,868	92,376	92,376	92,376	92,376
Texas	(a-9)	85,000	92,000	115,000	(a-9)	150,000	N.A.	102,000	112,352	155,000	150,000
Virginia	(a-9)	114,258	130,158	(a-16)	121,389	134,970	(a-14)	123,337	118,726	131,370	(a-27)
West Virginia	(a-5)	63,252	70,000	75,348	75,000	66,624	66,624	75,000	70,000	90,000	90,000
Regional average	93,849	90,456	98,273	89,213	99,240	111,488	80,850	94,317	91,697	119,256	109,229
<b>Western Region</b>											
Alaska	...	N.A.	84,276	84,852	91,200	91,200	N.A.	84,816	87,852	91,200	87,852
Arizona	(a-9)	112,025	97,450	82,000	130,674	130,000	86,450	126,450	108,000	121,450	99,748
California	(a-9)	108,744	117,818	123,255	123,255	123,255	117,818	131,412	106,440	123,255	123,255
Colorado	(a-9)	106,248	112,149	91,200	121,200	121,200	91,116	114,000	90,420	121,200	N.A.
Hawaii	93,384	85,000	77,966	72,886	85,302	85,302	88,824	...	(a-11)	85,302	90,420
Idaho	(a-9)	56,742	81,120	67,434	70,304	15,646	...	83,075	63,898	130,000	81,182
Montana	...	65,428	75,141	46,615	83,932	83,932	83,932	66,853	47,458	83,932	83,932
Nevada	98,052	90,247	99,537	81,181	107,433	107,892	...	102,521	94,893	107,433	101,232
New Mexico	79,135	62,400	N.A.	73,729	88,499	N.A.	...	88,445	86,446	(a-17)	101,982
Oregon	(a-6)	92,436	106,932	79,908	112,272	123,756	101,844	117,888	83,868	123,504	123,756
Utah	(a-15)	78,571	N.A.	89,993	93,542	110,873	92,418	89,993	73,915	110,873	107,908
Washington	(a-4)	98,553	106,130	80,892	112,216	131,246	85,296	111,000	66,060	153,472	(a-27)
Wyoming	(a-9)	68,389	75,067	62,221	79,567	79,567	78,062	68,760	81,775	83,563	(a-27)
Regional average	99,400	85,399	93,962	79,705	99,954	100,322	91,751	98,768	82,794	109,360	101,007
Regional average without California	95,340	83,276	91,577	76,076	98,012	98,238	88,493	95,800	80,824	108,202	98,984
Guam	74,096	55,303	12,000	74,096	74,096	74,096	88,915	74,096	74,000	74,096	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	(a-4)	65,000	54,500	(a-5)	65,000	65,000	65,000	65,000	(a-7)	(a-5)	65,000

\$106,769; Social services, \$143,922; Solid waste management, \$92,069; Police, \$143,922; Tourism, \$106,769; Transportation, \$155,141; Welfare, \$143,922. New Mexico: Minimum figure in range: top of range follows:134,060. Ohio: Minimum figure in range: top of range follows: Lieutenant Governor, \$132,350; Administration, \$132,350; Agriculture, \$122,574; Banking, \$102,918; Budget, \$132,350; Civil Rights, \$112,320; Commerce, \$132,350; Corrections, \$132,350; Economic development, \$132,350; Elections administration, \$86,258; Emergency Management, \$ 102,918; Employment services, \$132,350; Energy, \$94,182; Environmental protection, \$132,350; Fish and Wildlife, \$102,918; General services, \$102,918; Health, \$132,350; Information systems, \$112,320; Insurance, \$122,574; Licensing, \$102,918; Mental health and retardation, \$132,350; Natural resources, \$132,350; Parks and recreation, \$102,918; Personnel, \$102,918; Public library development, \$112,320; Public utility regulation, \$132,350; Purchasing

## EXECUTIVE BRANCH

### SELECTED OFFICIALS: ANNUAL SALARIES — Continued

- ing, \$102,918; Revenue, \$132,350; Solid waste management, \$81,598; State police, \$132,350; Transportation, \$132,350; Welfare, \$132,350 Insurance, \$74,514; Licensing, \$58,828; Parks & recreation, \$65,369; Personnel, \$91,745; Post audit, \$58,828; Public library development, \$105,529; Purchasing, \$95,188; Revenue, \$105,529; Solid waste management, \$81,404; Tourism, \$65,369; Welfare, \$74,514 Utah: Minimum figure in range: top of range follows: Administration, \$102,600; Agriculture, \$87,500; Banking, \$87,500; Budget, \$102,600; Civil rights, \$80,433; Commerce, \$87,500; Community affairs, \$94,300; Consumer affairs, \$76,190; Corrections, \$102,600; Elections administration, \$41,433; Emergency management, \$94,723; Employment services, \$111,800; Energy, \$64,750; Environmental protection, \$102,600; Finance, \$102,670; Fish & wildlife, \$94,723; General services, \$97,260; Health, \$111,800; Higher education, \$160,000; Highways, \$111,800; Historic preservation, \$80,433; Information systems, \$105,500; Insurance, \$87,500; Labor, \$87,500; Licensing, \$82,640; Mental health & retardation, \$94,723; Natural resources, \$102,600; Parks & recreation, \$94,723; Personnel, \$102,600; Planning, \$102,600; Pre-audit, \$102,670; Public library development, \$80,433; Public utility regulation, \$94,300; Purchasing, \$97,260; Revenue, \$94,300; Social services, \$111,800; Solid waste management, \$124,155; State police, \$94,723; Transportation, \$111,800; Welfare, \$111,800 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) The present Secretary of Commerce forgoes regular salary and receives \$1 in compensation.
- (d) Responsibilities shared between Commissioner, Mental Health: \$124,272 and Commissioner, Retardation: \$140,272.
- (e) Responsibilities shared between Secretary of State, \$124,900 and Bureau Director, \$102,143.
- (f) Responsibilities shared between Director, Division of Substance Abuse and Mental Health, Department of Health and Social Services, \$121,800; and Director, Division of Developmental Disabilities Service, same department, \$98,300.
- (g) Function split between two cabinet positions: Secretary, Dept. of Health and Social Services: \$113,400 (if incumbent holds a medical license, amount is increased by \$12,000) and Secretary, Dept. of Svcs. for Children, Youth and their Families, \$106,000: if a Board-certified physician, a supplement of \$3,000 is added.
- (h) Salaries represent those reflected for the position in section 10a of FY2004 Budget Act effective 7/21/2003.
- (i) Responsibilities shared between, Director of Mental Health, Department of Children and Family Services, \$83,890; and Director, Substance Abuse, same department, \$77,738.
- (j) Department of Fish And Wildlife, \$113,522.
- (k) Responsibilities shared between State Auditor, Office of the Auditor, \$85,302; and Division Head, Division of Audit, Department of Accounting & General Services, vacant, salary unavailable.
- (l) Responsibilities shared between Director of Fisheries, Department of Natural Resources, \$96,424 and Director of Wildlife, Dept. of Natural Resources, \$92,424.
- (m) Responsibilities shared between Co-Directors, Election Commission, \$50,500.
- (n) Responsibilities shared between Executive Director, Health Professions Bureau, \$54,274; and Executive Director, Professional Licensing Agency, \$61,915.
- (o) Responsibilities shared between Lieutenant Governor, \$111,523; Director, Business Development Division, same department, \$86,275; and President, Kansas Inc., salary unavailable.
- (p) Responsibilities shared between Secretary of State, \$76,389 and Deputy Secretary of State, \$62,301.
- (q) Responsibilities shared between Assistant Secretary of State, \$74,600 and Senior Counsel for Elections, \$68,600.
- (r) Responsibilities shared between Central Account Service Manager, Division of Accounts & Reports, Department of Administration, \$70,428; and Team Leader, Audit Services, same division and department, \$57,948.
- (s) 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, the speaker of the Senate bears the statutory title of lieutenant governor.
- (t) Responsibilities shared between Director, Mental Hygiene Administration, \$85,594-\$115,014; and Director, Developmental Disabilities Administration, Department of Health and Mental Hygiene, \$85,594 - \$115,014.
- (u) Responsibilities shared between Commissioner, Department of Mental Retardation, \$182,831; and Commissioner, Department of Mental Health, Executive Office of Human Services, \$110,496; and Commissioner Gerald Morrissey, \$114,258.
- (v) State Treasurer Position was abolished in January 2003. Functions now served by The Department of Finance, Commissioner.
- (w) Responsibilities shared between Director, Dept. of Natural Resources, \$124,848 and Chief, Fish, \$102,142 and Chief, Wildlife, \$91,045.
- (x) Responsibilities shared between Director, Dept. of Community Health, \$130,050 and Chief Deputy Director, Mental Health and Substance Abuse Services, \$114,000.
- (y) Responsibilities shared between Administrator, Department of Conservation, \$77,508; Administration, Division of Protection, same department, \$86,976.
- (z) Responsibilities shared between State Tax Commissioner, Department of Revenue, \$90,526; Administrator, Budget Division, Department of Administrative Services, \$100,697; and Auditor of Public Accounts, \$60,000.
- (aa) Responsibilities shared between Director, Game & Parks Commission, \$91,428; Administrator, Wildlife Division, same commission, \$65,023; and Assistant Director, Fish & Wildlife, same commission, \$70,874.
- (bb) Responsibilities shared between Commissioner, State Education Department, \$170,165; Secretary of State, Department of State, \$120,800.
- (cc) Responsibilities shared between Commissioners, Corporations Commission, varying salary levels for four commissioners, \$72,000; \$84,000; \$87,875; and \$87,875.
- (dd) Responsibilities shared between Director for Mental Retardation, \$138,396 and Director of Mental Health, \$140,000.
- (ee) Annual salary for duties as presiding officer of the Senate.
- (ff) Responsibilities shared between Secretary of State, \$117,546; and Division Director, \$86,811.
- (gg) Responsibilities shared between Secretary, Department of Education and the Arts, \$75,000; and Superintendent, Department of Education, \$146,000.
- (hh) Responsibilities for St. Thomas, \$60,000; St. Croix, \$65,000; St. John, \$60,000.
- (ii) Responsibilities shared between Commissioner of Mental Health, \$136,000 and Commissioner of Mental Retardation, \$136,000.
- (jj) Governor Romney and Lieutenant Governor Healey waive their salaries.
- (kk) Responsibilities shared between Director of Fiscal Management, \$84,000 and Director of Management and Budget, \$86,000.
- (ll) Responsibilities shared between Secretary of State, \$47,060 and State Elections Director, \$51,816.
- (mm) Responsibilities shared between Kevin Johnston, \$135,903 and Robert Jaekle, \$135,903.
- (nn) Responsibilities shared between Administrator, \$71,683 and director, \$83,932.
- (oo) Responsibilities shared between Secretary of State, \$80,000; Deputy Secretary of State for Elections, \$78,319 and Chief Deputy Secretary of State, \$86,153.
- (pp) Responsibilities shared between Director, Division of Purchasing, Dept. of the Treasury, \$115,000, and Director, Division of Property and Management, Dept. of the Treasury, \$103,000.
- (qq) Responsibilities shared between Director, Division of Mental Health Services, Dept. of Human Services, \$110,365 and Director, Division of Developmental Disabilities, Dept. of Human Services, \$120,000.