

**EXECUTIVE AND JUDICIAL
SALARY SURVEY**

**WESTERN LEGISLATIVE
FISCAL OFFICERS ASSOCIATION**

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(Salaries as of September 1, 2004)**

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Governor

<u>State</u>	<u>Salary</u>	
California	\$175,000	
Washington	\$145,132	
Nevada	\$117,000	1
Texas	\$115,345	2
Oklahoma	\$110,290	
New Mexico	\$109,999	
Iowa	\$107,482	
Wyoming	\$105,000	
South Dakota	\$103,222	
Utah	\$101,600	
Idaho	\$101,500	
Kansas	\$101,281	3
Arizona	\$95,000	4
Hawaii	\$94,780	5
Oregon	\$93,600	
Montana	\$93,089	
Colorado	\$90,000	
North Dakota	\$87,216	
Alaska	\$85,776	
Nebraska	\$85,000	
Average	\$105,866	

All of the governors generally have automobile and housing (mansion) provided and are covered by fringe benefits available to other state employees. The governor of California is included in legislators' retirement program; Arizona's governor is covered by an elected officials' retirement program; Utah's governor has a specific retirement program.

The following states report personal expense or contingent accounts: California - \$40,000, Colorado - \$20,000, New Mexico - (amount not specified), Oregon - \$12,000, and Utah - \$25,000.

1 Approximately \$236,000 for mansion, vehicle and food.

2 Housing Staff.

3 Official hospitality account.

4 Full-time car and driver, security, airplane.

5 \$60,000 Residence allowance, 2 automobiles.

Lieutenant Governor *

<u>State</u>	<u>Salary</u>
California	\$131,250
Hawaii	\$90,041
New Mexico	\$84,999
Alaska	\$80,040
Utah	\$79,000
Iowa	\$76,698
Washington	\$75,865
Oklahoma	\$75,530
Colorado	\$68,500 ¹
North Dakota	\$67,708
Montana	\$66,724
Nebraska	\$60,000
Average	\$79,696

The Lieutenant Governor acts as chief executive in the absence of the Governor and is also first in succession to governorship. Assigned executive or administrative duties as determined by the governor or by statute. The Lieutenant Governor may be a member of various state boards and/or commissions.

* Salaries listed are for those states with full-time Lieutenant Governors. The following states have part-time positions with the indicated salaries: Idaho - \$26,750; Kansas - \$28,647 plus \$1,875 expense allowance and mileage; Nevada - \$50,000; South Dakota - \$14,083; and Texas - \$7,200.

¹ \$5,000 Discretionary Fund.

Secretary of State

<u>State</u>	<u>Salary</u>
California	\$131,250
Texas	\$117,516
Washington	\$101,702
Wyoming	\$92,000
Iowa	\$87,990
New Mexico	\$84,999
Idaho	\$82,500
Nevada	\$80,000
Kansas	\$78,680 ¹
Montana	\$72,085
Oregon	\$72,000 ²
South Dakota	\$70,135
Arizona	\$70,000
Colorado	\$68,500 ³
North Dakota	\$68,018
Oklahoma	\$65,000
Nebraska	\$65,000
Average	\$82,787

The duties of the Secretary of State include some or all of the following major functions: custodian or recorder of official documents, state elections officer, registrar of lobbyists and charitable organizations, commissions notaries, administers commercial code, files articles of incorporation, and publishes and/or files agency reports, rules, and regulations.

1 Official hospitality account.

2 \$3,000 Expense allowance.

3 \$5,000 Discretionary Fund.

Attorney General

<u>State</u>	<u>Salary</u>
California	\$148,750
Washington	\$131,938
Nevada	\$110,000
Iowa	\$105,430
Hawaii	\$105,000 ¹
Oklahoma	\$103,109
Wyoming	\$97,850
New Mexico	\$95,000
Texas	\$92,217
Idaho	\$91,500
Alaska	\$91,200
Arizona	\$90,000
Kansas	\$87,845 ²
South Dakota	\$87,646
Utah	\$85,400
Montana	\$82,549
Colorado	\$80,000 ³
Oregon	\$77,200 ⁴
Nebraska	\$75,000
North Dakota	\$74,668
Average	\$95,615

The Attorney General has the responsibility to act as legal advisor to the Governor and all of the executive branch agencies.

1 \$326/mo. Auto allowance; \$2,500 protocol fund.

2 Official hospitality account.

3 \$5,000 Discretionary Fund.

4 \$3,000 Expense allowance.

State Auditor

<u>State</u>	<u>Salary</u>
California	\$140,000
Colorado	\$127,000
Arizona	\$112,450
Oregon	\$101,844
Washington	\$101,702
Kansas	\$101,204
Texas	\$96,200
Nevada	\$95,885
Wyoming	\$92,000
Alaska	\$91,152
Iowa	\$87,990
New Mexico	\$84,999
Idaho	\$82,500
Oklahoma	\$82,004
Utah	\$81,500
Montana	\$72,285
South Dakota	\$70,135
North Dakota	\$68,018
Nebraska	\$60,000
Average	\$92,046

The State Auditor is responsible for financial post-auditing of state agencies and institutions and examines and certifies the financial statements of the state.

State Treasurer

<u>State</u>	<u>Salary</u>	
California	\$140,000	
Washington	\$101,702	
Hawaii	\$100,000	1
Alaska	\$94,380	
Wyoming	\$92,000	
Iowa	\$87,990	
New Mexico	\$84,999	
Idaho	\$82,500	
Oklahoma	\$82,004	
Nevada	\$80,000	
Utah	\$79,000	
Kansas	\$78,680	2
Oregon	\$72,000	3
South Dakota	\$70,135	
Arizona	\$70,000	
Colorado	\$68,500	4
North Dakota	\$64,233	
Nebraska	\$60,000	
Average	\$83,785	

The State Treasurer is the chief financial officer responsible for the care and custody of all state funds and financial instruments including investment of idle and surplus funds.

1 \$326/mo. Auto allowance; \$2,500 protocol fund.

2 Official hospitality account.

3 \$3,000 Expense allowance.

4 \$5,000 Discretionary Fund.

Chief Justice, Supreme Court

<u>State</u>	<u>Salary</u>
California	\$184,118
Nevada	\$140,000 ²
Washington	\$137,276
Arizona	\$129,150
Iowa	\$127,040
Kansas	\$121,389
Nebraska	\$119,276
Colorado	\$118,788
Alaska	\$118,476
Utah	\$117,250
Hawaii	\$116,779 ¹
Texas	\$115,000
Oklahoma	\$110,299
South Dakota	\$107,765
Oregon	\$107,600
Idaho	\$105,700
Wyoming	\$105,000
North Dakota	\$102,021
New Mexico	\$101,169
Montana	\$96,999
Average	\$119,055

1 \$326/mo. Auto allowance.

2 Additional 2% of base salary for each year of service after 4 years, with 22% maximum.

Associate Justice, Supreme Court

<u>State</u>	<u>Salary</u>
California	\$175,575
Nevada	\$140,000 ¹
Washington	\$137,276
Arizona	\$126,525
Iowa	\$122,500
Nebraska	\$119,276
Kansas	\$118,212
Alaska	\$117,900 ²
Colorado	\$116,251
Hawaii	\$115,547
Utah	\$115,250
Texas	\$113,000
Oklahoma	\$106,706
South Dakota	\$105,765
Oregon	\$105,200
Wyoming	\$105,000
Idaho	\$104,200
New Mexico	\$99,170
North Dakota	\$99,122
Montana	\$95,493
Average	\$116,898

1 Additional 2% of base salary for each year of service after 4 years, with 22% maximum.

2 Salary Depends on Geographic Location.

District Court Judge

<u>State</u>	<u>Salary</u>
California	\$164,604
Nevada	\$130,000 ¹
Arizona	\$120,750
Washington	\$118,458
Iowa	\$112,010
Nebraska	\$110,330
Alaska	\$109,032 ²
Colorado	\$107,044
Utah	\$104,750
Kansas	\$103,232
Texas	\$101,700
Hawaii	\$100,761
Wyoming	\$100,000
South Dakota	\$98,788 ³
Idaho	\$97,600
Oklahoma	\$95,898
North Dakota	\$90,671
New Mexico	\$89,500
Montana	\$88,164
Average	\$107,542

Trial court level with jurisdiction over criminal, civil, equity, probate, and domestic relations cases.

1 Additional 2% of base salary for each year of service after 4 years, with 22% maximum.

2 Salary Depends on Geographic Location.

3 Presiding judge receives additional \$2,000.

Juvenile Court Judge

<u>State</u>	<u>Salary</u>	
California	\$139,088	1
Nevada	\$130,000	2
Arizona	\$120,750	
Nebraska	\$110,330	
Colorado	\$107,044	
Utah	\$104,750	
Hawaii	\$100,761	
Iowa	\$97,610	
Oregon	\$95,800	
New Mexico	\$89,500	
Oklahoma	\$86,688	3
Alaska	\$81,804	4
Average	\$105,344	

Juvenile court judges have jurisdiction over felony matters, misdemeanors, neglect and dependency, and endangering conditions which involve minors.

- 1 Salary shown is midpoint of minimum and maximum.
- 2 Additional 2% of base salary for each year of service after 4 years, with 22% maximum.
- 3 Salary shown is midpoint of minimum and maximum.
- 4 Salary shown is midpoint of minimum and maximum; Depends on Geographic Location.

Adjutant General

<u>State</u>	<u>Salary</u>
California	\$167,740
Hawaii	\$143,879 ¹
Colorado	\$135,660
Washington	\$123,072
North Dakota	\$120,300
Arizona	\$112,000
Idaho	\$106,500
Iowa	\$102,075
Oregon	\$101,844
Wyoming	\$99,425
Texas	\$98,625
Nevada	\$93,130
Kansas	\$92,700
New Mexico	\$91,258
Alaska	\$91,200
Utah	\$88,385
South Dakota	\$84,371
Nebraska	\$81,242
Montana	\$77,563
Average	\$105,840

The Adjutant General is responsible for the organization, training, and logistical support of the state's Army and Air National Guard.

¹ \$2,500 protocol fund.

Commissioner of Agriculture

<u>State</u>	<u>Salary</u>
California	\$131,412
Colorado	\$130,896
Washington	\$102,996
Oregon	\$101,844
South Dakota	\$97,677
Kansas	\$94,103
Texas	\$92,217
Arizona	\$90,300
Hawaii	\$90,000 ¹
Nebraska	\$89,087
Utah	\$88,385
Iowa	\$87,990
Nevada	\$87,464
Idaho	\$86,800
Montana	\$83,930
Alaska	\$82,127
Oklahoma	\$77,400
Wyoming	\$75,767
North Dakota	\$69,874
Average	\$92,646

The Agriculture Commissioner is responsible for state programs relating to production, processing, and marketing of agricultural commodities. Also responsible for regulatory and consumer protection services pertaining to foods, fibers and other products.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Department of Natural Resources

<u>State</u>	<u>Salary</u>
California	\$131,412
Colorado	\$129,684
Nebraska	\$116,362
Nevada	\$109,582
Arizona	\$109,450
Iowa	\$105,781
Washington	\$103,785
Utah	\$102,792
South Dakota	\$97,677
Kansas	\$97,140
New Mexico	\$95,700
Hawaii	\$95,000 ¹
Texas	\$92,217
Alaska	\$91,200
Montana	\$83,932
Wyoming	\$80,855
North Dakota	\$72,600
Oklahoma	\$61,584
Average	\$98,709

The Director administers and coordinates the policies and programs of an "umbrella" department which includes the functions of energy coordination; geological and mineral survey; oil, gas, and mining; outdoor recreation development; state parks and recreation; state lands; forestry and fire control; water rights; water resources; and wildlife resources.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Department of Environmental Quality

<u>State</u>	<u>Salary</u>
North Dakota	\$132,600
Texas	\$132,000
California	\$131,412
Colorado	\$130,896
Arizona	\$125,950
Nevada	\$107,116
Washington	\$106,128
Utah	\$102,792
Oregon	\$101,844
Nebraska	\$98,463
South Dakota	\$97,677
Kansas	\$94,091
Wyoming	\$92,702
New Mexico	\$92,600
Alaska	\$91,200
Idaho	\$88,200
Montana	\$83,933
Oklahoma	\$83,400
Hawaii	\$61,484
Average	\$102,868

The Director is responsible for the oversight of the department dealing with air quality; clean drinking water; wastewater; and solid, hazardous, and radioactive wastes. The department often is the primary regulatory agency acting for the federal EPA.

Director, Planning and Budget

<u>State</u>	<u>Salary</u>
Texas	\$134,160
California	\$131,412
Washington	\$131,244
Iowa	\$126,175
Oregon	\$123,756
Colorado	\$121,200
Nevada	\$109,582
Alaska	\$108,756
New Mexico	\$102,935
Nebraska	\$102,710
South Dakota	\$97,027
Arizona	\$96,100
Utah	\$95,964
North Dakota	\$94,000
Oklahoma	\$90,000
Kansas	\$89,124
Idaho	\$89,000
Wyoming	\$82,400
Montana	\$80,704
Average	\$105,592

The Director is responsible for state level central planning and budget functions, i.e., analyzing and coordinating short and long term policy development, coordinating state and local planning efforts, preparing the executive budget for recommendation to the legislature, revenue forecasting, monitoring budget execution, etc.

Director, Department of Administrative Services

<u>State</u>	<u>Salary</u>
Arizona	\$150,000
Colorado	\$130,896
Oregon	\$123,756
California	\$123,255
Iowa	\$117,458
Texas	\$115,000
Washington	\$102,996
Utah	\$102,792
Hawaii	\$100,000 ¹
Kansas	\$94,091
New Mexico	\$92,600
Alaska	\$91,200
South Dakota	\$88,242
Wyoming	\$87,550
Nebraska	\$86,844
Idaho	\$84,500
Montana	\$83,932
Oklahoma	\$75,920
North Dakota	\$48,024
Average	\$99,950

The Department of Administrative Services includes the following major central functions: finance and accounting, purchasing, data processing, archives and record services, motor pool, printing, and facilities construction and management.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Department of Human Resources

<u>State</u>	<u>Salary</u>
Texas	\$189,000
California	\$123,255
Utah	\$102,792
Washington	\$100,589
Arizona	\$95,000
Nevada	\$93,840
Oregon	\$92,436
Hawaii	\$90,000 ¹
South Dakota	\$89,565
New Mexico	\$85,488
Nebraska	\$85,300
Idaho	\$82,100
Oklahoma	\$76,400
Wyoming	\$74,651
Kansas	\$74,624
North Dakota	\$68,400
Montana	\$66,000
Average	\$93,496

The Director administers the state level department of human resources or personnel management. Responsible for development and promulgation of state's human resource policies, rules, and regulations.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Alcoholic Beverage Control

<u>State</u>	<u>Salary</u>
California	\$123,255
Colorado	\$105,864
Alaska	\$92,720
Oregon	\$92,436
Texas	\$91,000
Iowa	\$90,434
Utah	\$88,385
Arizona	\$82,000
Idaho	\$80,900
Washington	\$79,476
New Mexico	\$74,160
Oklahoma	\$71,400
Wyoming	\$71,302
Kansas	\$63,860
Nebraska	\$61,500
Average	\$84,579

Under policy direction of a part-time commission, the Director supervises the daily operations of the state liquor agency including purchasing, warehousing, and retail sales. Also licenses private package agencies and private clubs.

Director, Department of Commerce

<u>State</u>	<u>Salary</u>
Wyoming	\$142,320
California	\$123,255
Arizona	\$122,000
North Dakota	\$117,312
Kansas	\$114,869
Nevada	\$109,582
Oklahoma	\$107,060
Hawaii	\$100,000 ¹
Idaho	\$94,900
Utah	\$88,385
Montana	\$83,932
Oregon	\$69,156
Average	\$106,064

The Commerce Department is responsible for the administration of laws regarding business regulation and public utilities. This includes the divisions of public utilities, securities, real estate, and registration and licensing of certain professions.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Chairman, Labor Commission

<u>State</u>	<u>Salary</u>
California	\$131,412
Arizona	\$117,064
Washington	\$113,009
Hawaii	\$95,000 ¹
South Dakota	\$94,918
Kansas	\$94,091
New Mexico	\$90,039
Utah	\$88,385
Wyoming	\$87,550
Montana	\$83,932
Texas	\$76,000
Oregon	\$72,000 ²
Average	\$95,283

The Labor Commission is responsible for administration of labor, safety, and workers' compensation laws. The Labor Commission may also include the state's OSHA functions.

1 \$326/mo. Auto allowance; \$2,500 protocol fund.

2 \$3,000 Expense allowance.

Director, Department of Workforce Services

<u>State</u>	<u>Salary</u>
Colorado	\$130,896
Texas	\$125,000
California	\$123,255
Arizona	\$122,000
Iowa	\$113,580
Utah	\$112,460
Oregon	\$112,272
Nevada	\$109,582
Alaska	\$91,200
Washington	\$89,316
Wyoming	\$85,490
New Mexico	\$83,000
Oklahoma	\$80,750
Nebraska	\$78,497
North Dakota	\$72,498
Average	\$101,986

The Director administers the department charged with implementing the state's welfare reform efforts. The programs of the department include Temporary Assisitance to Needy Families (TANF), Job Service, child care, and any other program associated with the employment of individuals.

Commissioner of Insurance

<u>State</u>	<u>Salary</u>
Texas	\$163,800
California	\$140,000
Arizona	\$110,650
Iowa	\$103,618
Colorado	\$102,264
Washington	\$101,702
Nevada	\$96,900
Oregon	\$92,436
Utah	\$88,385
Oklahoma	\$87,875 ¹
Alaska	\$87,852
New Mexico	\$84,974
Nebraska	\$83,290
Idaho	\$79,800
Wyoming	\$78,795
Kansas	\$78,680 ²
Hawaii	\$75,426 ³
South Dakota	\$74,299
North Dakota	\$68,018
Average	\$94,672

The Commissioner is responsible for regulating the insurance industry in the state, by examining and licensing both companies and agents.

1 Additional \$12,000 for Other Duties.

2 Official hospitality account.

3 Salary shown is midpoint of minimum and maximum.

Commissioner of Financial Institutions

<u>State</u>	<u>Salary</u>
California	\$123,255
Texas	\$118,427
Oklahoma	\$113,656 ¹
Washington	\$107,820
Arizona	\$102,450
Colorado	\$99,852
Oregon	\$92,436
South Dakota	\$89,268
Utah	\$88,385
Alaska	\$87,852
Idaho	\$86,300
Nebraska	\$83,659
Nevada	\$82,109
Iowa	\$80,000
New Mexico	\$78,701
North Dakota	\$74,004
Montana	\$73,143
Wyoming	\$72,049
Average	\$91,854

The Commissioner is responsible for the administration and examination of financial institutions in the state, reviews and acts on applications for charters for financial institutions, and administers the state's uniform consumer credit code.

¹ Salary shown is midpoint of minimum and maximum.

Chairman, Public Service Commission

<u>State</u>	<u>Salary</u>
California	\$117,818
Kansas	\$117,134
Texas	\$111,800
Oregon	\$106,932
Iowa	\$104,497
Nevada	\$101,528
Utah	\$94,482
New Mexico	\$90,000
Wyoming	\$88,374
Colorado	\$87,060
South Dakota	\$81,794
Arizona	\$79,500
Alaska	\$78,828
Hawaii	\$75,426 ¹
Montana	\$75,141
North Dakota	\$69,874
Nebraska	\$50,000
Average	\$90,011

The Public Service Commission is responsible for the supervision and regulation of all public utilities operating within the state.

¹ Salary shown is midpoint of minimum and maximum.

Chairman, Tax Commission

<u>State</u>	<u>Salary</u>
Arizona	\$131,674
California	\$131,250
Iowa	\$126,175
Oregon	\$112,272
Nevada	\$109,582
Hawaii	\$100,000 ¹
Washington	\$99,996
South Dakota	\$94,918
Utah	\$94,482
Kansas	\$94,091
New Mexico	\$93,652
Texas	\$92,217
Alaska	\$91,200
Nebraska	\$90,526
Wyoming	\$86,475
Oklahoma	\$85,000
Montana	\$83,932
North Dakota	\$73,821
Idaho	\$71,700
Average	\$98,051

The Tax Commission is responsible for the administration and supervision of the tax laws of the state. Assess mines and public utilities. Assists, audits, and provides training for county assessors and hears appeals from actions of county boards of equalization.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Department of Community and Economic Development

<u>State</u>	<u>Salary</u>
Iowa	\$126,125
Arizona	\$122,000
Colorado	\$121,200
Kansas	\$114,869
Texas	\$112,352
Oregon	\$112,272
Oklahoma	\$107,060
Washington	\$106,140
South Dakota	\$102,607
New Mexico	\$98,842
Montana	\$98,800
Nevada	\$96,791
Hawaii	\$95,000 ¹
Utah	\$94,482
Nebraska	\$91,865
Alaska	\$91,200
Average	\$105,725

The Director administers and coordinates the policies and programs of an "umbrella" department which includes the functions of economic and industrial development, state history, fine arts, expositions (state fair), community development, and Indian affairs.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Department of Transportation

<u>State</u>	<u>Salary</u>
Texas	\$155,000
Washington	\$153,468
Colorado	\$130,896
Idaho	\$130,000
Iowa	\$126,173
Oregon	\$123,504
California	\$123,255
Arizona	\$122,500
Utah	\$112,460
Oklahoma	\$111,400
Nevada	\$109,582
Hawaii	\$100,000 ¹
Nebraska	\$99,954
South Dakota	\$97,027
North Dakota	\$96,996
Kansas	\$94,091
Wyoming	\$92,700
Alaska	\$91,200
New Mexico	\$90,596
Montana	\$83,932
Average	\$112,237

The Director is responsible for general administrative supervision of state transportation systems, covering statewide highways and nautical and aeronautical transportation. It is also responsible for the planning, research, design, construction, maintenance, and safety of those systems.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Commissioner of Public Safety

<u>State</u>	<u>Salary</u>
California	\$131,412
Arizona	\$127,450
Colorado	\$121,200
Oregon	\$117,888
Washington	\$114,996
Nevada	\$109,582
Iowa	\$105,781
Utah	\$102,792
Texas	\$102,000
New Mexico	\$92,600
Alaska	\$91,200
Hawaii	\$90,000 ¹
Idaho	\$87,200
Oklahoma	\$87,000
South Dakota	\$84,371
Nebraska	\$82,954
North Dakota	\$72,444
Average	\$101,228

The Commissioner administers highway safety and state law enforcement programs. The Department includes highway patrol, driver licensing, law enforcement planning, liquor law enforcement, and peace officer training functions.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Department of Corrections

<u>State</u>	<u>Salary</u>
Texas	\$150,000
Arizona	\$131,000
Colorado	\$127,260
Oregon	\$123,756
California	\$123,255
Oklahoma	\$111,400
Wyoming	\$111,240
Nevada	\$109,582
Washington	\$106,140
Idaho	\$105,000
Iowa	\$105,000
Utah	\$102,792
Nebraska	\$100,651
Kansas	\$96,704
New Mexico	\$93,721
Alaska	\$91,200
South Dakota	\$90,699
Montana	\$83,932
North Dakota	\$76,404
Average	\$107,355

The Director is responsible for adult correction functions, including state prisons, adult probation and parole, and diagnostic and community centers.

Director, Department of Health

<u>State</u>	<u>Salary</u>
Oklahoma	\$181,400
Texas	\$155,000
Arizona	\$127,450
California	\$123,255
Iowa	\$122,720
Utah	\$112,898
Oregon	\$112,272
Washington	\$108,888
Idaho	\$105,000
Hawaii	\$100,000 ¹
Nebraska	\$99,424
Nevada	\$98,543
South Dakota	\$97,677
Kansas	\$94,091
Wyoming	\$91,670
Alaska	\$91,200
New Mexico	\$91,000
Montana	\$83,932
Average	\$110,912

The Director is responsible for state health policy, health promotion and disease prevention services, environmental health, communicable and chronic disease control, state health laboratory and medical examiner services, and administers the state medical assistance (Medicaid) program.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

Director, Department of Human Services

<u>State</u>	<u>Salary</u>
Texas	\$150,000
California	\$131,412
Washington	\$131,244
Arizona	\$131,000
Colorado	\$130,896
Iowa	\$126,175
Oklahoma	\$125,000
Oregon	\$123,756
Utah	\$112,460
Nevada	\$110,050
North Dakota	\$106,560
New Mexico	\$106,057
Nebraska	\$100,500
Kansas	\$97,702
Hawaii	\$95,000 ¹
Wyoming	\$87,550
South Dakota	\$86,903
Average	\$114,839

The Director administers and coordinates the policies and programs of an "umbrella" department which includes the major functions of youth corrections, mental health, alcoholism and substance abuse, public assistance, and services for families, the aged, and individuals with disabilities.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

State Superintendent of Instruction

<u>State</u>	<u>Salary</u>
Colorado	\$166,050
Texas	\$164,748
Utah	\$156,978
Hawaii	\$150,000 ¹
California	\$148,750
South Dakota	\$144,200
Kansas	\$141,419
Nebraska	\$135,000
Iowa	\$126,175
New Mexico	\$123,600
Nevada	\$109,582
Washington	\$103,785
Oklahoma	\$95,898
Wyoming	\$92,000
Alaska	\$91,200
Arizona	\$85,000
Idaho	\$82,500
Montana	\$80,425
North Dakota	\$77,436
Oregon	\$72,000 ²
Average	\$117,337

The Superintendent is the executive office of the state Board of Education and is responsible for developing policy recommendations and executing the policy of the Board regarding elementary and secondary education, including vocational education.

¹ \$326/mo. Auto allowance; \$2,500 protocol fund.

² \$3,000 Expense allowance.

Commissioner of Higher Education

<u>State</u>	<u>Salary</u>	
Hawaii	\$442,000	1
Alaska	\$259,250	2
Oklahoma	\$251,200	3
North Dakota	\$175,000	
Arizona	\$173,500	
Utah	\$173,400	
Texas	\$150,000	
Kansas	\$149,025	
Montana	\$144,500	
Colorado	\$132,000	
Washington	\$128,940	
Iowa	\$126,141	
Nebraska	\$121,550	
New Mexico	\$100,000	
Nevada	\$8,060	4
Average	\$168,971	

The Commissioner is the chief executive of a state board of regents or similar body which is the governing authority for the state's universities, colleges, and technical colleges. The Commissioner is responsible for seeing that the policies and programs of the state board are properly executed and for providing state level leadership of the state's system of higher education.

- 1 Protocol fund and incentive fund.
- 2 Merit Bonus, Maintenance, Housekeeping.
- 3 \$94,000 Maintenance allowance.
- 4 The newly appointed Chancellor has accepted the minimum salary required to comply with FLSA.

State Fire Marshal

<u>State</u>	<u>Salary</u>
California	\$109,753
Colorado	\$99,768
Iowa	\$98,966
Alaska	\$87,852
Oregon	\$83,952
Utah	\$83,791
Nevada	\$83,514
Texas	\$78,000
Wyoming	\$71,655
Arizona	\$67,400
New Mexico	\$64,919
Kansas	\$62,727
Nebraska	\$62,117
Idaho	\$60,300
Oklahoma	\$57,449
North Dakota	\$51,684
Montana	\$47,167
South Dakota	\$45,962
Average	\$73,165

The Fire Marshal is responsible for the state code, rules and regulations for protection of life and property from perils of fire, explosion, and panic. Reviews plans for fire and life safety on all remodeling and new construction of state buildings, including institutions of higher education. Inspects for fire and life safety in all state-owned buildings. Establishes and conducts statewide training classes. Also conducts fire and arson investigations.

Director, Retirement

<u>State</u>	<u>Salary</u>
Texas	\$175,000
California	\$165,000
Utah	\$150,000
Arizona	\$148,150
Kansas	\$147,780
Iowa	\$133,890
Oregon	\$123,756
Nevada	\$118,155
New Mexico	\$110,540
Washington	\$107,820
North Dakota	\$100,644
Nebraska	\$96,335
South Dakota	\$94,600
Idaho	\$89,200
Montana	\$85,270
Wyoming	\$76,220
Alaska	\$75,936
Hawaii	\$75,426 ¹
Average	\$115,207

The Director administers the statewide retirement systems, including those for state and school employees, public safety, firemen, and judges. Manages investments of retirement funds.

¹ Salary shown is midpoint of minimum and maximum.

Benefit Summary

<u>Position</u>	<u>Number of Positions Reported with:</u>				<u>Average Reported:</u>		
	<u>Housing</u>	<u>Vehicle</u>	<u>Medical</u>	<u>Dental</u>	<u>Retirement Contribution</u>	<u>Number Vacation</u>	<u>Number Holidays</u>
Governor	17	15	20	18	6.86%	17	11
Lieutenant Governor *	0	4	16	14	5.56%	19	11
Secretary of State	0	3	17	15	5.73%	15	11
Attorney General	0	3	20	18	7.16%	17	11
State Auditor	0	3	19	17	6.76%	16	11
State Treasurer	0	3	18	17	6.52%	17	11
Chief Justice, Supreme Court	0	2	19	17	9.55%	17	11
Associate Justice, Supreme Court	0	1	19	17	9.55%	17	11
District Court Judge	0	1	18	16	8.58%	17	11
Juvenile Court Judge	0	1	12	12	5.03%	19	11
Adjutant General	0	4	19	17	8.21%	17	11
Commissioner of Agriculture	0	1	19	17	7.17%	17	11
Director, Department of Natural Resources	0	2	18	16	6.71%	17	11

<u>Position</u>	<u>Number of Positions Reported with:</u>				<u>Average Reported:</u>		
	<u>Housing</u>	<u>Vehicle</u>	<u>Medical</u>	<u>Dental</u>	<u>Retirement Contribution</u>	<u>Number Vacation</u>	<u>Number Holidays</u>
Director, Department of Environmental Quality	0	1	19	17	7.71%	17	11
Director, Planning and Budget	0	1	19	17	7.61%	16	11
Director, Department of Administrative Services	0	1	19	17	7.48%	17	11
Director, Department of Human Resources	0	1	17	15	7.21%	17	11
Director, Alcoholic Beverage Control	0	1	15	14	6.04%	16	11
Director, Department of Commerce	0	1	12	11	5.40%	17	10
Chairman, Labor Commission	0	1	12	11	5.35%	17	11
Director, Department of Workforce Services	0	1	16	14	6.42%	16	11
Commissioner of Insurance	0	1	19	17	6.81%	17	11
Commissioner of Financial Institutions	0	1	19	17	7.61%	16	11
Chairman, Public Service Commission	0	1	17	15	7.45%	17	11
Chairman, Tax Commission	0	2	18	16	6.64%	17	11
Director, Department of Community and Economic Development	0	0	16	15	5.63%	17	11
Director, Department of Transportation	0	3	20	18	8.00%	17	11

<u>Position</u>	<u>Number of Positions Reported with:</u>				<u>Average Reported:</u>		
	<u>Housing</u>	<u>Vehicle</u>	<u>Medical</u>	<u>Dental</u>	<u>Retirement Contribution</u>	<u>Number Vacation</u>	<u>Number Holidays</u>
Commissioner of Public Safety	0	5	18	16	8.53%	18	11
Director, Department of Corrections	0	4	19	17	7.61%	16	11
Director, Department of Health	0	1	18	17	7.09%	17	11
Director, Department of Human Services	0	2	17	15	7.11%	17	11
State Superintendent of Instruction	0	3	20	18	7.17%	17	11
Commissioner of Higher Education	5	4	17	15	6.00%	18	11
State Fire Marshal	0	2	18	16	7.64%	16	11
Director, Retirement	0	1	18	16	7.42%	17	11