

**EXECUTIVE AND JUDICIAL  
SALARY SURVEY**

**WESTERN LEGISLATIVE  
FISCAL OFFICERS ASSOCIATION**

**September 2005  
(Salaries as of September 1, 2005)**

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## COMPARISON OF SURVEY AVERAGES

<u>Positions</u>	<u>2001</u> <u>Survey</u>	<u>2002</u> <u>Survey</u>	<u>2003</u> <u>Survey</u>	<u>2004</u> <u>Survey</u>	<u>2005</u> <u>Survey</u>	00-04 <u>% Inc./</u> <u>(Dec.)</u>
Governor	102,255	102,255	106,249	105,866	107,913	6.28%
Lieutenant Governor (full-time only)	73,007	75,921	79,457	79,696	82,461	6.41%
Secretary of State	78,622	78,791	81,905	82,787	84,482	8.96%
Attorney General	90,886	91,406	94,348	95,615	98,179	7.97%
State Auditor	85,233	87,878	91,161	92,046	99,272	11.41%
State Treasurer	79,783	79,954	81,878	83,785	85,719	7.10%
Chief Justice, Supreme Court	112,657	114,622	117,710	119,055	126,591	10.62%
Associate Justice, Supreme Court	110,631	112,610	115,496	116,898	124,174	10.64%
District Court Judge	101,501	103,121	106,165	107,542	114,038	10.58%
Juvenile Court Judge	99,986	101,758	104,861	105,344	115,050	9.17%
Adjutant General	100,057	102,893	103,702	105,840	109,638	14.44%
Commissioner, Department of Agriculture	88,068	91,065	92,845	92,646	95,140	9.97%
Director, Department of Natural Resources	91,650	94,229	95,288	98,709	102,088	10.36%
Director, Department of Environmental Quality	94,857	100,465	101,236	102,868	105,091	12.07%
Director, Planning and Budget	99,815	101,745	102,611	105,592	107,682	10.89%
Director, Dept. of Administrative Services	95,785	95,886	97,406	99,950	102,682	12.67%
Director, Department of Human Resources	92,736	94,056	94,087	93,496	96,675	8.52%
Director, Alcoholic Beverage Control Comm.	83,303	83,842	81,442	84,579	86,803	7.89%
Director, Department of Commerce	100,124	101,415	104,055	106,064	108,496	20.53%
Chairman, Labor Commission	86,725	88,529	92,244	95,283	96,901	13.97%
Director, Department of Workforce Services	95,458	101,043	99,880	101,986	104,650	11.08%
Commissioner, Department of Insurance	88,438	92,045	93,995	94,672	100,040	11.63%
Commissioner, Dept. of Financial Institutions	85,632	88,310	88,675	91,854	95,721	11.14%
Chairman, Public Service Commission	85,287	86,782	90,935	90,011	91,890	9.94%
Chairman, Tax Commission	92,928	94,671	96,186	98,051	100,422	10.79%
Director, Department of Community and Economic Development	99,320	100,893	103,247	105,725	106,855	11.18%
Director, Department of Transportation	107,247	109,011	110,898	112,237	113,738	14.01%
Commissioner, Department of Public Safety	95,302	98,592	100,396	101,228	107,784	9.84%
Director, Department of Corrections	100,862	102,930	105,503	107,355	110,503	11.28%
Director, Department of Health	104,218	108,919	110,959	110,912	120,604	12.45%
Director, Department of Human Services	107,674	110,445	112,122	114,839	118,197	11.87%
State Superintendent of Instruction	102,364	109,851	111,615	117,337	118,726	18.92%
Commissioner, Higher Education	168,983	170,134	169,809	168,971	171,586	15.42%
State Fire Marshal	69,616	72,215	73,541	73,165	76,732	13.07%
Director, Retirement	103,714	109,172	112,292	115,207	119,333	18.45%

# Governor

<u>State</u>	<u>Salary</u>	
California	\$175,000	
Washington	\$148,035	
Iowa	\$130,000	1
Nevada	\$117,000	2
Texas	\$115,345	3
New Mexico	\$112,354	
Oklahoma	\$110,290	
South Dakota	\$105,544	
Wyoming	\$105,000	
Utah	\$104,100	
Kansas	\$102,547	4
Idaho	\$101,500	
Montana	\$96,462	
Arizona	\$95,000	5
Hawaii	\$94,780	6
Oregon	\$93,600	
Colorado	\$90,000	
North Dakota	\$88,926	
Alaska	\$87,776	
Nebraska	\$85,000	
<b>Average</b>	<b>\$107,913</b>	

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 Driver and security.

2 Approximately \$280,000 for mansion, vehicle and food.

3 Housing Staff.

4 Official hospitality account; salary scheduled to increase by 1.25 % on 12/4/05.

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

6 \$60,000 Residence allowance, 2 automobiles; salary increases to \$112,000 on 7/1/06.

## Lieutenant Governor \*

<u>State</u>	<u>Salary</u>
California	\$131,250
Iowa	\$103,212
Hawaii	\$90,041 <sup>1</sup>
New Mexico	\$86,819
Utah	\$81,000
Alaska	\$80,040
Washington	\$77,382
Oklahoma	\$75,530
North Dakota	\$69,035
Colorado	\$68,500 <sup>2</sup>
Montana	\$66,724
Nebraska	\$60,000
<b>Average</b>	<b>\$82,461</b>

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 - \$29,005 (scheduled to increase by 1.25% on 12/4/05) plus \$1,875 expense allowance and mileage; Nevada - \$50,000; South Dakota - \$14,400; and Texas - \$7,200.

1 Salary increases to \$100,000 on 7/1/06.

2 \$5,000 Discretionary Fund.

## Secretary of State

<u>State</u>	<u>Salary</u>	
California	\$131,250	
Texas	\$117,516	
Washington	\$103,736	
Iowa	\$103,212	
Wyoming	\$92,000	
New Mexico	\$86,819	
Idaho	\$82,500	
Nevada	\$80,000	
Kansas	\$79,664	1
Montana	\$76,539	
Oregon	\$72,000	2
South Dakota	\$71,713	
North Dakota	\$70,739	
Arizona	\$70,000	
Colorado	\$68,500	3
Oklahoma	\$65,000	
Nebraska	\$65,000	
<b>Average</b>	<b>\$84,482</b>	

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; salary scheduled to increase by 1.25 % on 12/4/05.

2 \$3,000 Expense allowance.

3 \$5,000 Discretionary Fund.

# Attorney General

<u>State</u>	<u>Salary</u>	
California	\$148,750	
Washington	\$134,577	
Iowa	\$123,669	
Nevada	\$110,000	
Hawaii	\$105,000	1
Oklahoma	\$103,109	
Wyoming	\$100,786	
Utah	\$98,895	
New Mexico	\$97,034	
Texas	\$92,217	
Kansas	\$91,611	2
Idaho	\$91,500	
Alaska	\$91,200	
Arizona	\$90,000	
South Dakota	\$89,618	
Montana	\$85,762	
Colorado	\$80,000	3
North Dakota	\$77,655	
Oregon	\$77,200	4
Nebraska	\$75,000	
<b>Average</b>	<b>\$98,179</b>	

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; salary increases to \$109,242 on 7/1/06.

2 Official hospitality account; salary scheduled to increase by 1.25 % on 12/4/05.

3 \$5,000 Discretionary Fund.

4 \$3,000 Expense allowance.

# State Auditor

<u>State</u>	<u>Salary</u>
Texas	\$180,000
California	\$140,000
Colorado	\$132,080
Arizona	\$118,073
Oregon	\$103,884
Washington	\$103,736
Iowa	\$103,212
Kansas	\$102,469 <sup>1</sup>
Nevada	\$97,410
Alaska	\$93,576
Wyoming	\$92,000
Oklahoma	\$87,875
New Mexico	\$86,819
Utah	\$83,500
Idaho	\$82,500
Montana	\$76,579
South Dakota	\$71,713
North Dakota	\$70,739
Nebraska	\$60,000
<b>Average</b>	<b>\$99,272</b>

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

<sup>1</sup> Salary scheduled to increase by 1.25 % on 12/4/05.

# State Treasurer

<u>State</u>	<u>Salary</u>	
California	\$140,000	
Washington	\$103,736	
Iowa	\$103,212	
Hawaii	\$102,000	1
Alaska	\$95,118	
Wyoming	\$92,000	
Oklahoma	\$87,875	
New Mexico	\$86,819	
Idaho	\$82,500	
Utah	\$81,000	
Nevada	\$80,000	
Kansas	\$79,664	2
Oregon	\$72,000	3
South Dakota	\$71,713	
Arizona	\$70,000	
Colorado	\$68,500	4
North Dakota	\$66,802	
Nebraska	\$60,000	
<b>Average</b>	<b>\$85,719</b>	

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; salary increases to \$104,040 on 7/1/06.
- 2 Official hospitality account; salary scheduled to increase by 1.25 % on 12/4/05.
- 3 \$3,000 Expense allowance.
- 4 \$5,000 Discretionary Fund.

## Chief Justice, Supreme Court

<u>State</u>	<u>Salary</u>
California	\$184,118
Nevada	\$170,800
Texas	\$152,500
Washington	\$141,394
Hawaii	\$140,000 <sup>1</sup>
Iowa	\$132,720
Arizona	\$129,150
Utah	\$124,150
Kansas	\$122,906 <sup>2</sup>
Nebraska	\$122,854
Colorado	\$122,352
Alaska	\$118,476 <sup>3</sup>
Oklahoma	\$117,571
Wyoming	\$111,400
South Dakota	\$110,145
New Mexico	\$109,414
Oregon	\$107,600
North Dakota	\$106,102
Idaho	\$105,700
Montana	\$102,461
<b>Average</b>	<b>\$126,591</b>

1 \$326/mo. Auto allowance.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

3 Salary depends on geographic location.

## Associate Justice, Supreme Court

<u>State</u>	<u>Salary</u>	
California	\$175,575	
Nevada	\$170,800	
Texas	\$150,000	
Washington	\$141,394	
Hawaii	\$135,000	
Iowa	\$128,000	
Arizona	\$126,525	
Nebraska	\$122,854	
Utah	\$122,150	
Colorado	\$119,739	
Kansas	\$119,690	1
Alaska	\$117,900	2
Oklahoma	\$113,571	
Wyoming	\$111,400	
South Dakota	\$108,145	
New Mexico	\$107,370	
Oregon	\$105,200	
Idaho	\$104,200	
North Dakota	\$103,087	
Montana	\$100,880	
<b>Average</b>	<b>\$124,174</b>	

1 Salary scheduled to increase by 1.25 % on 12/4/05.

2 Salary depends on geographic location.

## District Court Judge

<u>State</u>	<u>Salary</u>	
California	\$164,604	
Nevada	\$158,600	
Texas	\$125,000	
Washington	\$122,012	
Arizona	\$120,750	
Iowa	\$117,040	
Nebraska	\$116,712	
Hawaii	\$114,600	
Utah	\$111,050	
Colorado	\$110,255	
Alaska	\$109,032	1
Wyoming	\$106,100	
Kansas	\$104,522	2
Oklahoma	\$102,529	
South Dakota	\$101,010	3
Idaho	\$97,600	
New Mexico	\$96,900	
North Dakota	\$94,298	
Montana	\$94,099	
<b>Average</b>	<b>\$114,038</b>	

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

1 Salary depends on geographic location.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

3 Presiding judge receives additional \$2,000.

## Juvenile Court Judge

<u>State</u>	<u>Salary</u>
Nevada	\$158,600
California	\$139,088 <sup>1</sup>
Arizona	\$120,750
Nebraska	\$116,712
Hawaii	\$114,600
Utah	\$111,050
Colorado	\$110,255
Iowa	\$102,000
Alaska	\$101,856
Oregon	\$95,800
Oklahoma	\$94,839
<b>Average</b>	<b>\$115,050</b>

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

<sup>1</sup> Salary shown is midpoint of minimum and maximum.

# Adjutant General

<u>State</u>	<u>Salary</u>
California	\$167,740
Hawaii	\$143,879 <sup>1</sup>
Colorado	\$133,575
Washington	\$127,620
North Dakota	\$125,112
Oregon	\$123,756
Idaho	\$120,200
Nevada	\$106,080
Iowa	\$105,681
Wyoming	\$102,906
Arizona	\$101,500
New Mexico	\$100,097
Texas	\$98,625
Alaska	\$94,380
Kansas	\$93,859 <sup>2</sup>
Utah	\$90,598
South Dakota	\$86,270
Nebraska	\$83,679
Montana	\$77,563
<b>Average</b>	<b>\$109,638</b>

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.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

## Commissioner of Agriculture

<u>State</u>	<u>Salary</u>
California	\$131,412
Colorado	\$130,896
Washington	\$114,996
Oregon	\$103,884
Iowa	\$103,212
South Dakota	\$99,874
Arizona	\$97,623
Nevada	\$97,410
Kansas	\$95,279 <sup>1</sup>
Texas	\$92,217
Hawaii	\$91,800 <sup>2</sup>
Utah	\$90,598
Nebraska	\$90,125
Idaho	\$86,800
Montana	\$83,932
Oklahoma	\$78,100
Wyoming	\$78,040
North Dakota	\$72,669
Alaska	\$68,796
<b>Average</b>	<b>\$95,140</b>

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 Salary scheduled to increase by 1.25 % on 12/4/05.

2 \$326/mo. Auto allowance; \$2,500 protocol fund; salary increases to \$93,636 on 7/1/06.

## Director, Department of Natural Resources

<u>State</u>	<u>Salary</u>
Colorado	\$133,575
California	\$131,412
Texas	\$125,000
Nebraska	\$119,853
Nevada	\$115,770
Arizona	\$109,500
Iowa	\$105,781
Washington	\$103,788
Utah	\$102,500
South Dakota	\$99,874
New Mexico	\$99,075
Kansas	\$98,354 <sup>1</sup>
Hawaii	\$96,900 <sup>2</sup>
Alaska	\$91,200
Montana	\$83,932
Wyoming	\$83,281
North Dakota	\$75,504
Oklahoma	\$62,284
<b>Average</b>	<b>\$102,088</b>

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 Salary scheduled to increase by 1.25 % on 12/4/05.

2 \$326/mo. Auto allowance; \$2,500 protocol fund; salary increases to \$98,838 on 7/1/06.

## Director, Department of Environmental Quality

<u>State</u>	<u>Salary</u>
North Dakota	\$137,904
Colorado	\$134,820
Texas	\$132,000
California	\$131,412
Arizona	\$125,500
Washington	\$113,004
Nevada	\$112,200
Utah	\$105,360
Oregon	\$103,884
Nebraska	\$101,420
South Dakota	\$99,874
New Mexico	\$98,054
Wyoming	\$95,472
Kansas	\$95,267 <sup>1</sup>
Alaska	\$91,200
Oklahoma	\$89,450
Idaho	\$84,500
Montana	\$83,932
Hawaii	\$61,484
<b>Average</b>	<b>\$105,091</b>

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.

<sup>1</sup> Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Planning and Budget

<u>State</u>	<u>Salary</u>
Texas	\$134,160
California	\$131,412
Washington	\$131,244
Colorado	\$124,836
Iowa	\$121,553
Nevada	\$115,770
New Mexico	\$112,356
Alaska	\$110,733
Nebraska	\$105,792
South Dakota	\$104,171
Arizona	\$102,000
Kansas	\$100,744 <sup>1</sup>
Oklahoma	\$98,400
Utah	\$98,366
North Dakota	\$97,760
Oregon	\$94,284
Idaho	\$89,000
Montana	\$88,500
Wyoming	\$84,872
<b>Average</b>	<b>\$107,682</b>

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.

<sup>1</sup> Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Department of Administrative Services

<u>State</u>	<u>Salary</u>	
Arizona	\$150,000	
Colorado	\$134,823	
Oregon	\$126,000	
California	\$123,255	
Iowa	\$123,053	
Texas	\$115,000	
Washington	\$110,004	
Hawaii	\$102,000	1
Utah	\$101,498	
Kansas	\$100,744	2
New Mexico	\$98,056	
Wyoming	\$91,768	
Alaska	\$91,200	
South Dakota	\$90,227	
Nebraska	\$89,449	
Idaho	\$84,600	
Montana	\$83,932	
Oklahoma	\$76,620	
North Dakota	\$58,728	
<b>Average</b>	<b>\$102,682</b>	

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; salary increases to \$104,040 on 7/1/06.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Department of Human Resources

<u>State</u>	<u>Salary</u>
Texas	\$189,000
California	\$123,255
Washington	\$113,004
Arizona	\$108,000
Utah	\$105,360
Nevada	\$97,410
Oregon	\$94,284
Hawaii	\$91,800 <sup>1</sup>
South Dakota	\$91,580
Nebraska	\$87,859
New Mexico	\$85,328
Idaho	\$82,100
Oklahoma	\$77,100
Wyoming	\$76,890
Kansas	\$75,556 <sup>2</sup>
Montana	\$73,806
North Dakota	\$71,136
<b>Average</b>	<b>\$96,675</b>

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; salary increases to \$93,636 on 7/1/06.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Alcoholic Beverage Control

<u>State</u>	<u>Salary</u>
California	\$123,255
Arizona	\$110,800
Texas	\$105,000
Colorado	\$103,320
Iowa	\$100,006
Alaska	\$94,572
Oregon	\$94,284
Utah	\$90,598
Idaho	\$80,900
New Mexico	\$77,263
Wyoming	\$73,441
Oklahoma	\$72,100
Kansas	\$66,016 <sup>1</sup>
Nebraska	\$62,730
Washington	\$47,760
<b>Average</b>	<b>\$86,803</b>

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.

<sup>1</sup> Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Department of Commerce

<u>State</u>	<u>Salary</u>	
Wyoming	\$146,590	
Colorado	\$134,820	
California	\$123,255	
Arizona	\$123,000	
North Dakota	\$122,016	
Nevada	\$115,770	
Oklahoma	\$107,760	
Hawaii	\$102,000	1
Kansas	\$95,276	2
Idaho	\$94,900	
Utah	\$90,598	
Montana	\$83,932	
Oregon	\$70,536	
<b>Average</b>	<b>\$108,496</b>	

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; salary increases to \$104,040 on 7/1/06.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

## Chairman, Labor Commission

<u>State</u>	<u>Salary</u>	
California	\$131,412	
Arizona	\$123,000	
Washington	\$117,996	
Texas	\$112,500	
South Dakota	\$97,053	
New Mexico	\$97,034	
Hawaii	\$96,900	1
Kansas	\$95,267	2
Utah	\$90,598	
Wyoming	\$90,176	
Nevada	\$88,740	
Montana	\$83,932	
Oregon	\$72,000	3
North Dakota	\$60,000	
<b>Average</b>	<b>\$96,901</b>	

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; salary increases to \$98,838 on 7/1/06.
- 2 Salary scheduled to increase by 1.25 % on 12/4/05.
- 3 \$3,000 Expense allowance.

## Director, Department of Workforce Services

<u>State</u>	<u>Salary</u>
Texas	\$135,000
Colorado	\$134,820
California	\$123,255
Arizona	\$123,000
Nevada	\$115,770
Utah	\$115,278
Oregon	\$114,516
Iowa	\$113,580
Alaska	\$91,200
Washington	\$89,316
Wyoming	\$88,055
New Mexico	\$87,335
Nebraska	\$82,470
Oklahoma	\$80,750
North Dakota	\$75,408
<b>Average</b>	<b>\$104,650</b>

The Director administers the department charged with implementing the state's welfare reform efforts. The programs of the department include Temporary Assistance 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
Washington	\$135,984
Arizona	\$109,650
South Dakota	\$107,128
Nevada	\$106,080
Colorado	\$105,576
Oklahoma	\$99,875
Oregon	\$94,284
Iowa	\$92,000
New Mexico	\$91,848
Utah	\$90,598
Alaska	\$87,852
Nebraska	\$85,792
Idaho	\$83,300
Wyoming	\$81,159
Kansas	\$79,664 <sup>1</sup>
Hawaii	\$75,426 <sup>2</sup>
North Dakota	\$70,739
<b>Average</b>	<b>\$100,040</b>

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

1 Official hospitality account; salary scheduled to increase by 1.25 % on 12/4/05.

2 Salary shown is midpoint of minimum and maximum.

## Commissioner of Financial Institutions

<u>State</u>	<u>Salary</u>
Texas	\$136,191
California	\$123,255
Oklahoma	\$113,656
Washington	\$108,996
Colorado	\$103,428
Arizona	\$102,450
Oregon	\$94,284
South Dakota	\$91,277
Utah	\$90,598
Nevada	\$88,740
Alaska	\$87,852
Nebraska	\$87,550
Idaho	\$86,300
Iowa	\$80,340
Montana	\$79,679
North Dakota	\$76,968
Wyoming	\$75,689
<b>Average</b>	<b>\$95,721</b>

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.

## Chairman, Public Service Commission

<u>State</u>	<u>Salary</u>	
Kansas	\$118,598	<sup>1</sup>
California	\$117,818	
Nevada	\$112,200	
Texas	\$111,800	
Oregon	\$109,080	
Iowa	\$104,759	
Utah	\$96,593	
Colorado	\$96,504	
New Mexico	\$91,927	
Wyoming	\$87,524	
South Dakota	\$83,635	
Arizona	\$79,500	
Montana	\$78,269	
Alaska	\$75,828	
Hawaii	\$75,426	<sup>2</sup>
North Dakota	\$72,669	
Nebraska	\$50,000	
<b>Average</b>	<b>\$91,890</b>	

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

1 Salary scheduled to increase by 1.25 % on 12/4/05.

2 Salary shown is midpoint of minimum and maximum.

## Chairman, Tax Commission

<u>State</u>	<u>Salary</u>
Arizona	\$132,000
California	\$131,250
Iowa	\$126,175
Nevada	\$115,770
Oregon	\$114,516
Washington	\$111,996
Hawaii	\$102,000 <sup>1</sup>
New Mexico	\$100,098
South Dakota	\$97,053
Utah	\$96,841
Kansas	\$95,267 <sup>2</sup>
Nebraska	\$95,105
Texas	\$92,217
Alaska	\$91,200
Wyoming	\$89,116
Oklahoma	\$85,000
Montana	\$83,932
North Dakota	\$76,774
Idaho	\$71,700
<b>Average</b>	<b>\$100,422</b>

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; salary increases to \$104,040 on 7/1/06.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Department of Community and Economic Development

<u>State</u>	<u>Salary</u>	
Iowa	\$140,000	
Colorado	\$128,581	
Arizona	\$123,000	
Washington	\$115,000	
Texas	\$112,352	
Oklahoma	\$107,760	
New Mexico	\$107,247	
Nevada	\$106,080	
South Dakota	\$104,916	
Utah	\$97,593	
Hawaii	\$96,900	1
Oregon	\$96,072	2
Kansas	\$95,276	3
Nebraska	\$94,621	
Montana	\$93,088	
Alaska	\$91,200	
<b>Average</b>	<b>\$106,855</b>	

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; salary increases to \$98,838 on 7/1/06.

2 Salary shown is midpoint of salary range.

3 Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Department of Transportation

<u>State</u>	<u>Salary</u>	
Texas	\$175,000	
Washington	\$153,468	
Colorado	\$134,823	
Idaho	\$130,000	
Iowa	\$126,173	
California	\$123,255	
Arizona	\$122,500	
Nevada	\$115,770	
Utah	\$115,278	
Oklahoma	\$112,100	
Wyoming	\$103,000	
Nebraska	\$102,953	
New Mexico	\$102,139	
Hawaii	\$102,000	1
North Dakota	\$100,880	
Oregon	\$96,072	2
Kansas	\$95,267	3
Alaska	\$91,200	
South Dakota	\$88,957	
Montana	\$83,932	
<b>Average</b>	<b>\$113,738</b>	

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; salary increases to \$104,040 on 7/1/06.

2 Salary shown is midpoint of salary range.

3 Salary scheduled to increase by 1.25 % on 12/4/05.

## Commissioner of Public Safety

<u>State</u>	<u>Salary</u>
Texas	\$150,000
Washington	\$135,000
California	\$131,412
Arizona	\$130,000 <sup>1</sup>
Colorado	\$128,581
Oregon	\$120,240
Nevada	\$115,770
Iowa	\$105,781
Utah	\$105,360
New Mexico	\$100,098
Nebraska	\$94,260
Hawaii	\$91,800 <sup>2</sup>
Alaska	\$91,200
Oklahoma	\$88,400
Idaho	\$87,200
South Dakota	\$86,270
North Dakota	\$70,950
<b>Average</b>	<b>\$107,784</b>

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.

<sup>1</sup> Uniform allowance of \$425/year.

<sup>2</sup> \$326/mo. Auto allowance; \$2,500 protocol fund; salary increases to \$93,636 on 7/1/06.

## Director, Department of Corrections

<u>State</u>	<u>Salary</u>
Texas	\$165,000
Colorado	\$131,076
Arizona	\$131,000
Oregon	\$126,000
California	\$123,255
Oklahoma	\$120,009
Nevada	\$115,770
Washington	\$115,008
Wyoming	\$114,577
Nebraska	\$106,606
Utah	\$105,360
Idaho	\$105,000
Iowa	\$105,000
New Mexico	\$100,098
Kansas	\$97,913 <sup>1</sup>
South Dakota	\$92,740
Alaska	\$91,200
Montana	\$83,932
North Dakota	\$70,008
<b>Average</b>	<b>\$110,503</b>

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

<sup>1</sup> Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Department of Health

<u>State</u>	<u>Salary</u>
Oklahoma	\$182,100
Wyoming	\$175,100
Texas	\$175,000
Nebraska	\$126,779
Arizona	\$125,000
California	\$123,255
Iowa	\$122,720
Utah	\$115,696
Washington	\$114,996
Oregon	\$114,516
New Mexico	\$112,356
Nevada	\$106,080
Idaho	\$105,000
Hawaii	\$102,000 <sup>1</sup>
South Dakota	\$99,874
Kansas	\$95,267 <sup>2</sup>
Alaska	\$91,200
Montana	\$83,932
<b>Average</b>	<b>\$120,604</b>

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; salary increases to \$104,040 on 7/1/06.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Department of Human Services

<u>State</u>	<u>Salary</u>	
Oklahoma	\$155,000	
Washington	\$141,000	
Texas	\$141,000	
Arizona	\$134,999	
Colorado	\$134,820	
California	\$131,412	
Iowa	\$126,175	
Nevada	\$115,770	
Utah	\$115,696	
New Mexico	\$113,376	
North Dakota	\$110,820	
Nebraska	\$105,584	
Oregon	\$103,854	1
Kansas	\$99,459	2
Hawaii	\$96,900	3
South Dakota	\$93,301	
Wyoming	\$90,177	
<b>Average</b>	<b>\$118,197</b>	

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 Salary shown is midpoint of salary range.

2 Salary scheduled to increase by 1.25 % on 12/4/05.

3 \$326/mo. Auto allowance; \$2,500 protocol fund; salary increases to \$98,838 on 7/1/06.

## State Superintendent of Instruction

<u>State</u>	<u>Salary</u>
Colorado	\$171,032
Texas	\$164,748
Utah	\$157,581
Nebraska	\$151,277
Hawaii	\$150,000 <sup>1</sup>
California	\$148,750
South Dakota	\$147,445
New Mexico	\$130,742
Kansas	\$130,361 <sup>2</sup>
Iowa	\$118,000
Nevada	\$112,200
Washington	\$103,785
Oklahoma	\$95,898
Wyoming	\$92,000
Alaska	\$91,200
Montana	\$89,472
Arizona	\$85,000
Idaho	\$82,500
North Dakota	\$80,531
Oregon	\$72,000 <sup>3</sup>
<b>Average</b>	<b>\$118,726</b>

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 Salary scheduled to increase by 1.25 % on 12/4/05.

3 \$3,000 Expense allowance.

## Commissioner of Higher Education

<u>State</u>	<u>Salary</u>	
Hawaii	\$325,008	1
Alaska	\$259,250	
Oklahoma	\$250,000	
South Dakota	\$191,572	
North Dakota	\$183,750	
Utah	\$179,469	
Arizona	\$160,000	
Kansas	\$157,247	2
Texas	\$150,000	
Montana	\$145,000	
Nebraska	\$144,000	
Washington	\$140,004	
Colorado	\$134,823	
Iowa	\$130,000	
Nevada	\$23,660	3
<b>Average</b>	<b>\$171,586</b>	

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 Salary scheduled to increase by 1.25 % on 12/4/05.

3 The Chancellor has accepted the minimum salary required to comply with FLSA.

## State Fire Marshal

<u>State</u>	<u>Salary</u>
California	\$109,753
Iowa	\$104,978
Colorado	\$103,428
Washington	\$93,084
Nevada	\$88,740
Alaska	\$87,852
Utah	\$86,088
Texas	\$85,800
Oregon	\$85,632
Arizona	\$75,000
Wyoming	\$73,804
New Mexico	\$66,472
Kansas	\$64,831 <sup>1</sup>
Nebraska	\$63,982
Idaho	\$60,300
Oklahoma	\$58,149
North Dakota	\$53,748
South Dakota	\$48,171
Montana	\$48,097
<b>Average</b>	<b>\$76,732</b>

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.

<sup>1</sup> Salary scheduled to increase by 1.25 % on 12/4/05.

## Director, Retirement

<u>State</u>	<u>Salary</u>
Texas	\$175,000
California	\$165,000
Utah	\$160,000
Kansas	\$152,131 <sup>1</sup>
Iowa	\$142,709
Arizona	\$136,000
Oregon	\$125,793
Nevada	\$120,743
North Dakota	\$117,732
Washington	\$115,008
New Mexico	\$113,184
South Dakota	\$99,630
Nebraska	\$99,224
Idaho	\$97,300
Montana	\$95,993
Alaska	\$78,613
Wyoming	\$78,504
Hawaii	\$75,426 <sup>2</sup>
<b>Average</b>	<b>\$119,333</b>

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

<sup>1</sup> Salary scheduled to increase by 1.25 % on 12/4/05.

<sup>2</sup> 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	18	17	20	17	6.90%	16	11
Lieutenant Governor *	0	6	16	13	5.17%	18	11
Secretary of State	1	3	17	14	6.06%	14	11
Attorney General	0	4	20	17	6.90%	16	11
State Auditor	0	3	19	16	6.53%	15	11
State Treasurer	0	3	18	16	6.24%	16	11
Chief Justice, Supreme Court	0	2	20	17	10.37%	16	11
Associate Justice, Supreme Court	0	1	20	17	10.37%	16	11
District Court Judge	0	1	19	16	8.78%	16	11
Juvenile Court Judge	0	1	11	10	5.06%	19	11
Adjutant General	0	4	19	16	8.00%	16	11
Commissioner of Agriculture	0	2	19	16	6.90%	16	11
Director, Department of Natural Resources	0	2	18	15	6.36%	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	18	15	7.40%	17	11
Director, Planning and Budget	0	1	18	15	7.30%	16	11
Director, Department of Administrative Services	0	1	18	15	7.16%	17	11
Director, Department of Human Resources	0	1	17	14	6.89%	17	11
Director, Alcoholic Beverage Control	0	2	14	12	6.02%	16	11
Director, Department of Commerce	0	1	13	12	6.26%	17	10
Chairman, Labor Commission	0	1	14	13	5.82%	17	11
Director, Department of Workforce Services	0	1	15	12	6.42%	16	11
Commissioner of Insurance	0	1	18	15	6.55%	17	11
Commissioner of Financial Institutions	0	1	17	14	6.47%	16	11
Chairman, Public Service Commission	0	1	16	13	7.14%	17	11
Chairman, Tax Commission	0	2	18	15	6.38%	17	11
Director, Department of Community and Economic Development	0	0	16	14	5.37%	17	11
Director, Department of Transportation	0	3	20	17	7.69%	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	7	18	15	8.27%	18	11
Director, Department of Corrections	0	4	19	16	7.30%	16	11
Director, Department of Health	0	1	18	16	7.13%	17	11
Director, Department of Human Services	0	2	17	14	6.79%	17	11
State Superintendent of Instruction	0	3	20	17	6.90%	17	11
Commissioner of Higher Education	5	5	16	13	5.30%	20	11
State Fire Marshal	0	2	19	16	7.68%	17	11
Director, Retirement	0	1	18	15	7.11%	17	11