

Western States Legislative
Fiscal Officers Association

Executive and Judicial Salary Survey

November 2006
(Salaries as of September 1, 2006)

Office of the Legislative Fiscal Analyst
Utah State Legislature
W310 State Capitol Complex
PO BOX 145310
Salt Lake City, Utah 84114-5310



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COMPARISON OF SURVEY AVERAGES

Position	2002 Survey	2003 Survey	2004 Survey	2005 Survey	2006 Survey	% Chg. '02-'06
Governor	102,255	106,249	105,866	107,913	113,365	10.87%
Lieutenant Governor*	75,921	79,457	79,696	82,461	90,236	18.86%
Secretary of State	78,791	81,905	82,787	84,482	85,412	8.40%
Attorney General	91,406	94,348	95,615	98,179	103,306	13.02%
State Auditor	87,878	91,161	92,046	99,272	101,022	14.96%
State Treasurer	79,954	81,878	83,785	85,719	88,159	10.26%
Chief Justice Supreme Court	114,622	117,710	119,055	126,591	132,459	15.56%
Assoc. Justice Supreme Court	112,610	115,496	116,898	124,174	129,621	15.11%
District Court Judge	103,121	106,165	107,542	114,038	119,213	15.60%
Juvenile Court Judge	101,758	104,861	105,344	115,043	118,511	16.46%
Adjutant General	102,893	103,702	105,841	109,638	115,306	12.06%
Commissioner of Agriculture	91,065	92,845	92,646	95,140	100,848	10.74%
Director, Dept. of Natural Resources	94,229	95,288	98,709	102,088	106,848	13.39%
Director, Dept. of Environmental Quality	100,466	101,236	102,868	105,091	109,171	8.67%
Director, Planning and Budget	101,745	102,611	105,592	107,682	116,206	14.21%
Director, Dept. of Administrative Services	95,886	97,406	99,950	102,682	109,701	14.41%
Director, Dept. of Human Resources	94,056	94,087	93,496	96,675	101,750	8.18%
Director, Alcoholic Beverage Control	83,842	81,442	84,579	86,803	89,259	6.46%
Director, Dept. of Commerce	101,415	104,055	106,064	108,496	112,019	10.46%
Chairman, Labor Commission	88,529	92,244	95,283	96,901	99,183	12.03%
Director, Dept. of Workforce Services	101,043	99,880	101,986	104,650	109,779	8.65%
Commissioner of Insurance	92,045	93,995	94,672	100,040	101,329	10.09%
Commissioner of Financial Services	88,310	88,675	91,854	95,721	98,482	11.52%
Chairman, Public Service	86,782	90,935	90,011	91,890	94,867	9.32%
Chairman, Tax Commission	94,671	96,186	98,051	100,424	110,590	16.81%
Director, Dept. of Commerce & Economic Development	100,893	103,247	105,725	106,855	116,092	15.06%
Director, Dept. of Transprt.	109,011	110,898	112,237	113,738	119,994	10.08%
Commissioner of Public Safety	98,592	100,396	101,228	107,784	115,354	17.00%
Director, Dept. of Corrections	102,930	105,503	107,355	110,503	116,927	13.60%
Director, Dept. of Health	108,919	110,959	110,912	120,604	131,544	20.77%
Director, Dept. of Human Svcs.	110,445	112,122	114,839	118,197	124,283	12.53%
State Superintendent of Instruction	109,851	111,615	117,337	118,726	128,027	16.55%
Commissioner of Higher Education	170,134	169,809	168,971	171,586	175,583	3.20%
State Fire Marshal	72,215	73,541	73,165	76,732	82,050	13.62%
Director, Retirement	109,173	112,292	115,207	119,333	135,070	23.72%

*Full-time only.

Note: States included in averages are listed in Appendix I.

Governor

State	Salary
California	\$175,000
Washington	\$150,995
Oklahoma	\$140,000
Iowa	\$130,000 ¹
Alaska	\$125,000
Nevada	\$117,000
Texas	\$115,345 ²
New Mexico	\$112,354
Hawaii	\$112,000 ³
South Dakota	\$108,711
Kansas	\$105,889 ⁴
Wyoming	\$105,000
Utah	\$104,100
Montana	\$96,462
Arizona	\$95,000 ⁵
Oregon	\$93,600
North Dakota	\$92,483
Colorado	\$90,000
Nebraska	\$85,000
AVERAGE	\$113,365

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.

¹Driver and security.

²Housing staff.

³\$60,000 residence allowance, 2 automobiles.

⁴Official hospitality account.

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

Lieutenant Governor*

<u>State</u>	<u>Salary</u>
California	\$131,250
Oklahoma	\$109,250
Iowa	\$103,212
Hawaii	\$100,000
Alaska	\$100,000
Utah	\$98,895
New Mexico	\$86,819
Washington	\$78,930
Montana	\$74,173
North Dakota	\$71,797
Colorado	\$68,500 ¹
Nebraska	\$60,000
AVERAGE	\$90,236

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: Kansas - \$29,005, Nevada - \$50,000, South Dakota - \$14,833, 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	\$105,811
Iowa	\$103,212
Wyoming	\$92,000
New Mexico	\$86,819
Kansas	\$82,260
Nevada	\$80,000
Montana	\$76,539
South Dakota	\$73,865
North Dakota	\$73,568
Oregon	\$72,000 ¹
Arizona	\$70,000
Colorado	\$68,500 ²
Oklahoma	\$68,250
Nebraska	\$65,000
AVERAGE	\$85,412

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\$3,000 expense account.

²\$5,000 discretionary fund.

Attorney General

<u>State</u>	<u>Salary</u>
California	\$148,750
Washington	\$137,268
Texas	\$125,000
Alaska	\$124,752
Iowa	\$123,669
Nevada	\$110,000
Hawaii	\$109,242 ¹
Oklahoma	\$108,264
Wyoming	\$104,313
Utah	\$98,895
New Mexico	\$97,034
Kansas	\$94,597
South Dakota	\$92,307
Arizona	\$90,000
Montana	\$85,762
North Dakota	\$80,761
Colorado	\$80,000 ²
Oregon	\$77,200 ³
Nebraska	\$75,000
AVERAGE	\$103,306

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

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

²\$5,000 discretionary fund.

³\$3,000 expense account.

State Auditor

<u>State</u>	<u>Salary</u>
Texas	\$180,000
California	\$140,000
Arizona	\$122,675
Colorado	\$119,064
Oklahoma	\$109,250
Washington	\$105,811
Kansas	\$105,306
Iowa	\$103,212
Nevada	\$101,306
Alaska	\$95,448
Wyoming	\$92,000
Oregon	\$90,000
New Mexico	\$86,819
Utah	\$83,500
Montana	\$76,579
South Dakota	\$73,865
North Dakota	\$73,568
Nebraska	\$60,000
AVERAGE	\$101,022

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
Oklahoma	\$109,250
Washington	\$105,811
Hawaii	\$104,040 ¹
Iowa	\$103,212
Alaska	\$100,476
Wyoming	\$92,000
New Mexico	\$86,819
Kansas	\$82,260
Utah	\$81,000
Nevada	\$80,000
South Dakota	\$73,865
Oregon	\$72,000 ²
Arizona	\$70,000
North Dakota	\$69,474
Colorado	\$68,500 ³
Nebraska	\$60,000
AVERAGE	\$88,159

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

²\$5,000 discretionary fund.

³\$3,000 expense account.

Chief Justice, Supreme Court

<u>State</u>	<u>Salary</u>
California	\$192,897
Nevada	\$170,800
Texas	\$152,500
Iowa	\$150,110
Washington	\$145,636
Oklahoma	\$140,000
Hawaii	\$140,000 ¹
Arizona	\$129,150
Utah	\$127,850
Kansas	\$126,912
Nebraska	\$126,846
Alaska	\$126,132 ²
Colorado	\$125,656
New Mexico	\$117,040
South Dakota	\$113,389
Wyoming	\$111,400
North Dakota	\$110,346
Oregon	\$107,600
Montana	\$102,461
AVERAGE	\$132,459

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

²Salary depends on geographic location.

Associate Justice, Supreme Court

<u>State</u>	<u>Salary</u>
California	\$183,946
Nevada	\$170,800
Texas	\$150,000
Washington	\$145,636
Iowa	\$144,000
Hawaii	\$135,000
Oklahoma	\$131,000
Nebraska	\$126,846
Arizona	\$126,525
Utah	\$125,850
Alaska	\$125,520 ¹
Kansas	\$123,590
Colorado	\$122,972
New Mexico	\$115,040
Wyoming	\$111,400
South Dakota	\$111,390
North Dakota	\$107,210
Oregon	\$105,200
Montana	\$100,880
AVERAGE	\$129,621

¹Salary depends on geographic location.

District Court Judge

<u>State</u>	<u>Salary</u>
California	\$172,452
Nevada	\$158,600
Iowa	\$126,020
Washington	\$125,672
Texas	\$125,000
Arizona	\$120,750
Oklahoma	\$118,950
Nebraska	\$117,333
Alaska	\$116,076 ¹
Kansas	\$114,813
Hawaii	\$114,600
Utah	\$114,400
Colorado	\$113,232
Wyoming	\$106,100
New Mexico	\$105,629
South Dakota	\$104,041
North Dakota	\$98,070
Montana	\$94,099
AVERAGE	\$119,213

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

¹Salary depends on geographic location.

Juvenile Court Judge

<u>State</u>	<u>Salary</u>
Nevada	\$158,600
California	\$150,696
Washington	\$131,988
Arizona	\$120,750
Nebraska	\$117,333
Hawaii	\$114,600
Utah	\$114,400
Colorado	\$113,232
Iowa	\$111,000
Oklahoma	\$109,250
New Mexico	\$105,629
Alaska	\$97,368
Oregon	\$95,800
AVERAGE	\$118,511

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

Adjutant General

<u>State</u>	<u>Salary</u>
California	\$177,333
Hawaii	\$143,879 ¹
Colorado	\$139,092
Oregon	\$131,484
Washington	\$130,172
North Dakota	\$130,116
Iowa	\$126,045
Alaska	\$124,752
Nevada	\$110,323
New Mexico	\$106,446
Wyoming	\$106,095
Arizona	\$101,500
Texas	\$98,625
Kansas	\$96,918
Utah	\$90,598
South Dakota	\$88,858
Montana	\$86,870
Nebraska	\$86,399
AVERAGE	\$115,306

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>
Colorado	\$140,424
California	\$131,412
Texas	\$125,000
Washington	\$117,296
Oregon	\$109,128
Iowa	\$103,212
South Dakota	\$102,870
Nevada	\$101,306
Kansas	\$98,385
Arizona	\$97,623
Nebraska	\$94,054
Hawaii	\$93,636 ¹
Utah	\$90,598
Wyoming	\$88,848
Montana	\$86,870
Oklahoma	\$82,005
Alaska	\$77,015
North Dakota	\$75,576
AVERAGE	\$100,848

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Department of Natural Resources

<u>State</u>	<u>Salary</u>
Colorado	\$139,092
California	\$131,412
Texas	\$125,000
Alaska	\$124,752
Iowa	\$121,490
Nevada	\$120,401
Arizona	\$114,400
New Mexico	\$107,198
Washington	\$105,864
Utah	\$105,360
South Dakota	\$102,870
Kansas	\$101,560
Hawaii	\$98,838 ¹
Nebraska	\$97,334
North Dakota	\$90,000
Montana	\$86,870
Wyoming	\$86,196
Oklahoma	\$64,620
AVERAGE	\$106,848

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Department of Environmental Quality

<u>State</u>	<u>Salary</u>
North Dakota	\$143,424 ¹
California	\$131,412
Arizona	\$127,600
Colorado	\$126,204
Alaska	\$124,752
Nevada	\$116,688
Washington	\$115,264
Texas	\$111,792
New Mexico	\$105,402
Utah	\$105,360
Wyoming	\$105,061
Nebraska	\$104,715
Oregon	\$103,884
South Dakota	\$102,870
Kansas	\$98,372
Oklahoma	\$93,922
Montana	\$86,870
Hawaii	\$61,484
AVERAGE	\$109,171

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.

¹State Health Officer, salary also reported under Health Department Director (p. 31).

Director, Planning and Budget

State	Salary
Colorado	\$145,896
Texas	\$139,526
Washington	\$133,868
Alaska	\$131,964
California	\$131,412
Iowa	\$130,183
New Mexico	\$126,491
Nevada	\$120,401
Arizona	\$109,500
Nebraska	\$109,229
South Dakota	\$107,296
Utah	\$106,196
North Dakota	\$104,603
Kansas	\$104,027
Oklahoma	\$103,320
Wyoming	\$101,911
Oregon	\$94,284
Montana	\$91,599
AVERAGE	\$116,206

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	\$152,600
Colorado	\$140,391
Iowa	\$137,061
Oregon	\$132,564
Alaska	\$124,752
California	\$123,255
Texas	\$115,000
Washington	\$112,204
Utah	\$106,196
Wyoming	\$104,478
New Mexico	\$104,358
Hawaii	\$104,040 ¹
Kansas	\$104,027
South Dakota	\$92,934
Nebraska	\$92,357
Montana	\$86,870
Oklahoma	\$80,451
North Dakota	\$61,080
AVERAGE	\$109,701

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Department of Human Resources

<u>State</u>	<u>Salary</u>
Texas	\$200,000
California	\$123,255
Washington	\$115,264
Utah	\$105,360
Arizona	\$104,800
Oregon	\$103,884
Nevada	\$101,306
New Mexico	\$94,858
South Dakota	\$94,328
Hawaii	\$93,636 ¹
Alaska	\$93,305
Nebraska	\$90,715
Kansas	\$88,301
Wyoming	\$87,540
Oklahoma	\$80,955
Montana	\$76,389
North Dakota	\$75,852
AVERAGE	\$101,750

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Alcoholic Beverage Control

<u>State</u>	<u>Salary</u>
California	\$123,255
Iowa	\$112,207
Colorado	\$105,588
Texas	\$105,000
Arizona	\$102,450
Alaska	\$100,716
Utah	\$90,598
Wyoming	\$83,612
New Mexico	\$81,119
Oklahoma	\$75,705
Nebraska	\$66,712
Kansas	\$64,690
Washington	\$48,715
AVERAGE	\$89,259

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 Commerce

<u>State</u>	<u>Salary</u>
Wyoming	\$151,721
Colorado	\$129,996
Arizona	\$129,868
California	\$123,255
North Dakota	\$122,724
Nevada	\$120,401
Oklahoma	\$108,744
Hawaii	\$104,040 ¹
Kansas	\$98,382
Utah	\$90,598
Montana	\$86,870
Oregon	\$77,628
AVERAGE	\$112,019

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

Chairman, Labor Commission

<u>State</u>	<u>Salary</u>
California	\$131,412
Arizona	\$127,784
Washington	\$120,356
Texas	\$112,500
New Mexico	\$105,402
Wyoming	\$101,986
South Dakota	\$99,965
Hawaii	\$98,838 ¹
Kansas	\$98,372
Nevada	\$92,290
Utah	\$88,546
Oklahoma	\$87,150
Montana	\$86,870
Oregon	\$72,000 ²
North Dakota	\$64,272
AVERAGE	\$99,183

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

²\$3,000 expense account.

Director, Department of Workforce Services

<u>State</u>	<u>Salary</u>
Colorado	\$140,391 ¹
Texas	\$135,000
Arizona	\$129,868
Alaska	\$124,752
California	\$123,255
Nevada	\$120,401
Oregon	\$120,192
Utah	\$115,278
South Dakota	\$99,965
Iowa	\$98,430
New Mexico	\$93,354
Wyoming	\$91,137
Washington	\$91,102
Nebraska	\$85,150
North Dakota	\$78,408
AVERAGE	\$109,779

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 Services, child care, and any other programs associated with the employment of individuals.

¹Salary also reported under Director of Human Services (p. 32).

Commissioner of Insurance

<u>State</u>	<u>Salary</u>
Texas	\$163,800
California	\$140,000
Washington	\$138,704
Nevada	\$110,323
Arizona	\$109,650
Colorado	\$108,408
Oklahoma	\$106,839
Iowa	\$98,532
New Mexico	\$94,858
Oregon	\$94,284
Alaska	\$93,576
Utah	\$90,598
Wyoming	\$89,009
Nebraska	\$88,581
Kansas	\$82,260
Hawaii	\$75,426 ¹
North Dakota	\$73,568
South Dakota	\$65,501
AVERAGE	\$101,329

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

¹Salary shown is the midpoint of salary range.

Commissioner of Financial Institutions

<u>State</u>	<u>Salary</u>
Texas	\$136,191
California	\$123,255
Washington	\$115,000
Colorado	\$105,588
Utah	\$104,609
Arizona	\$102,450
Wyoming	\$101,458
South Dakota	\$94,015
Alaska	\$93,576
Nevada	\$92,290
Iowa	\$91,669
Nebraska	\$90,395
Montana	\$87,416
North Dakota	\$82,500
Oregon	\$81,504
New Mexico	\$73,790
AVERAGE	\$98,482

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	\$124,463
California	\$117,818
Nevada	\$116,688
Iowa	\$112,196
Texas	\$111,800
Oregon	\$109,080
Colorado	\$104,340
Wyoming	\$98,257
Utah	\$97,219
New Mexico	\$91,927
South Dakota	\$86,144
Alaska	\$84,036
Arizona	\$79,500
Montana	\$78,269
North Dakota	\$75,576
Hawaii	\$75,426 ¹
Nebraska	\$50,000
AVERAGE	\$94,867

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

¹Salary shown is the midpoint of salary range.

Chairman, Tax Commission

<u>State</u>	<u>Salary</u>
Arizona	\$135,894
Washington	\$135,000
Iowa	\$132,600
California	\$131,250
Texas	\$125,000
Alaska	\$124,752
Nevada	\$120,401
Oregon	\$120,192
New Mexico	\$110,372
Hawaii	\$104,040 ¹
Wyoming	\$101,458
South Dakota	\$99,965
Kansas	\$98,372
Nebraska	\$98,135
Utah	\$97,219
Oklahoma	\$89,250
Montana	\$86,870
North Dakota	\$79,845
AVERAGE	\$110,590

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Dept. of Community & Economic Development

<u>State</u>	<u>Salary</u>
Iowa	\$142,800
New Mexico	\$137,035
Colorado	\$133,891
Arizona	\$129,868
Alaska	\$124,752
Texas	\$121,930 ¹
South Dakota	\$119,995
Washington	\$117,300
Oregon	\$114,516
Nevada	\$110,323
Hawaii	\$98,838 ²
Kansas	\$98,382
Nebraska	\$97,690
Utah	\$97,593
Montana	\$96,461
AVERAGE	\$116,092

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.

¹Salary shown is the midpoint of salary range.

²Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Department of Transportation

<u>State</u>	<u>Salary</u>
Texas	\$175,000
Washington	\$156,537
Colorado	\$140,388
Arizona	\$131,650
Iowa	\$130,790
Oregon	\$125,964
Alaska	\$124,752
California	\$123,255
Nevada	\$120,401
Oklahoma	\$118,755
Utah	\$115,278
Wyoming	\$114,307
New Mexico	\$110,685
Nebraska	\$106,300
North Dakota	\$104,916
Hawaii	\$104,040 ¹
Kansas	\$98,372
South Dakota	\$91,626
Montana	\$86,871
AVERAGE	\$119,994

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

Commissioner of Public Safety

<u>State</u>	<u>Salary</u>
Texas	\$150,000
Washington	\$137,700
Colorado	\$133,896
Arizona	\$131,650 ¹
California	\$131,412
Alaska	\$124,752
Iowa	\$121,490
Nevada	\$120,401
Oregon	\$120,240
Oklahoma	\$111,133
New Mexico	\$110,664
Utah	\$105,360
Nebraska	\$97,840
Hawaii	\$93,636 ²
South Dakota	\$80,492
North Dakota	\$75,000
AVERAGE	\$115,354

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\$325 uniform allowance.

²Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Department of Corrections

<u>State</u>	<u>Salary</u>
Texas	\$165,000
Arizona	\$143,400
Colorado	\$136,488
Oklahoma	\$126,009
Oregon	\$126,000
Alaska	\$124,752
California	\$123,255
Iowa	\$121,489
Nevada	\$120,401
Wyoming	\$118,587
Washington	\$117,308
Nebraska	\$106,606
New Mexico	\$106,467
Utah	\$105,360
Kansas	\$101,104
South Dakota	\$95,522
Montana	\$88,173
North Dakota	\$78,768
AVERAGE	\$116,927

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	\$194,250
Wyoming	\$181,229
Utah	\$178,649
Texas	\$175,000
North Dakota	\$143,424 ¹
Oregon	\$142,476
Iowa	\$131,433
Arizona	\$131,000
Colorado	\$130,236
Alaska	\$124,752
California	\$123,255
New Mexico	\$117,972
Washington	\$117,296
Nevada	\$110,323
Nebraska	\$105,884
Hawaii	\$104,040 ²
South Dakota	\$102,870
Kansas	\$98,372
Montana	\$86,870
AVERAGE	\$131,544

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.

¹Salary also reported under Department Director of Environmental Quality (p. 15).

²Monthly auto allowance (\$326) and \$2,500 protocol fund.

Director, Department of Human Services

<u>State</u>	<u>Salary</u>
Oklahoma	\$170,500
Washington	\$143,820
Iowa	\$141,214
Texas	\$141,000
Colorado	\$140,391 ¹
Arizona	\$138,944
California	\$131,412
New Mexico	\$129,581
Oregon	\$126,228
Nevada	\$120,401
Utah	\$115,696
North Dakota	\$115,248
Nebraska	\$105,582
Kansas	\$102,701
Wyoming	\$102,666
Hawaii	\$98,838 ²
South Dakota	\$88,580
AVERAGE	\$124,282

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.

¹Salary also reported under Director of Workforce Services (p. 22).

²Monthly auto allowance (\$326) and \$2,500 protocol fund.

State Superintendent of Instruction

<u>State</u>	<u>Salary</u>
Utah	\$176,800
Colorado	\$175,290
Texas	\$164,748
Nebraska	\$159,567
South Dakota	\$151,868
Hawaii	\$150,000 ¹
California	\$148,750
New Mexico	\$145,450
Kansas	\$140,000
Iowa	\$132,065
Alaska	\$124,752
Oklahoma	\$118,450
Nevada	\$116,688
Washington	\$105,861
Wyoming	\$92,000
Montana	\$89,472
Arizona	\$85,000
North Dakota	\$83,753
Oregon	\$72,000 ²
AVERAGE	\$128,027

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.

¹Monthly auto allowance (\$326) and \$2,500 protocol fund.

²\$3,000 expense account.

Commissioner of Higher Education

<u>State</u>	<u>Salary</u>
Hawaii	\$325,008 ¹
Alaska	\$259,250
Oklahoma	\$250,000
Oregon	\$219,504
South Dakota	\$191,572
North Dakota	\$185,904
Utah	\$185,750
Kansas	\$163,000
Arizona	\$160,000
Nebraska	\$152,371
New Mexico	\$150,587
Montana	\$150,075
Texas	\$150,000
Iowa	\$145,430
Washington	\$142,804
Colorado	\$129,992
Nevada	\$23,660 ²
AVERAGE	\$175,583

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.

¹Protocol and incentive funds.

²The Chancellor has accepted the minimum salary required for FLSA compliance.

State Fire Marshall

<u>State</u>	<u>Salary</u>
Iowa	\$116,314
California	\$109,753
Colorado	\$105,588
Alaska	\$96,934
Washington	\$94,946
Utah	\$93,496
Nevada	\$92,290
Oregon	\$89,892
Texas	\$85,800
Arizona	\$82,568
Wyoming	\$76,387
Oklahoma	\$73,625
New Mexico	\$71,013
Kansas	\$66,944
Nebraska	\$66,061
North Dakota	\$55,896
Montana	\$49,780
South Dakota	\$49,616
AVERAGE	\$82,050

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>
California	\$238,992
Texas	\$180,000
Utah	\$180,000
Arizona	\$170,000
Kansas	\$162,131
North Dakota	\$159,996
Iowa	\$150,010
New Mexico	\$133,006
Nevada	\$131,430
Oregon	\$131,040
Washington	\$117,308
South Dakota	\$102,619
Nebraska	\$99,224
Alaska	\$90,054
Wyoming	\$89,380
Montana	\$85,580
Hawaii	\$75,426 ¹
AVERAGE	\$135,070

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

¹Salary shown is the midpoint of salary range.

BENEFIT SUMMARY

Position	Number Positions Reported with:				Average Reported:		
	Housing	Vehicle	Medical	Dental	Retirement Contribution	Number Vacation	Number Holidays
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	10.97%	16	11
Assoc. Justice Supreme Court	0	1	20	17	10.97%	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, Dept. of Natural Resources	0	2	18	15	6.36%	17	11
Director, Dept. of Environmental Quality	0	1	18	15	7.40%	17	11
Director, Planning and Budget	0	1	18	15	7.30%	16	11
Director, Dept. of Administrative Services	0	1	18	15	7.16%	17	11
Director, Dept. of Human Resources	0	1	17	14	6.89%	17	11
Director, Alcoholic Beverage Control	0	2	14	12	6.02%	16	11
Director, Dept. of Commerce	0	1	13	12	6.26%	17	10
Chairman, Labor Commission	0	1	14	13	5.82%	17	11
Director, Dept. 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	0	1	17	14	6.47%	16	11
Chairman, Public Service	0	1	16	13	7.14%	17	11
Chairman, Tax Commission	0	2	18	15	6.38%	17	11
Director, Dept. of Commerce & Economic Development	0	0	16	14	5.37%	17	11
Director, Dept. of Trnsprt.	0	3	20	17	7.69%	17	11
Commissioner of Public Safety	0	7	18	15	8.27%	18	11
Director, Dept. of Corrections	0	4	19	16	7.30%	16	11
Director, Dept. of Health	0	1	18	16	7.13%	17	11
Director, Dept. of Human Svcs.	0	2	17	14	6.79%	17	11
State Superintendent of Instruction	0	3	20	17	6.90%	17	11
Commissioner of Higher	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

*As of September 1, 2005.

**Full-time only.



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APPENDIX

State Responses by Position and Year

	Governor			Lt. Governor			Secretary of State			Attorney General			State Auditor			State Treasurer			Chief Justice Supreme Court						
	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06
AK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
AZ	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
HI	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ID	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
IA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KS	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NB	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NV	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NM	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ND	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OR	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
SD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TX	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
UT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WY	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

State Responses by Position and Year (continued from previous page)

	Assoc. Justice Supreme Court			District Court Judge			Juvenile Court Judge			Adjutant General			Commissioner of Agriculture			Director, Dept. of Natural Resources			Director, Dept. of Environmental Qual.			
	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06		
AK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
AZ	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
HI	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ID	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
IA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KS	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NB	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NV	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NM	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ND	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OR	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
SD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TX	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
UT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WY	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

State Responses by Position and Year (continued from previous page)

	Director, Planning and Budget			Director, Dept. of Administrative Svcs.			Director, Dept. of Human Resources			Director, Alcoholic Beverage Control			Director, Dept. of Commerce			Chairman, Labor Commission			Director, Dept. of Workforce Services		
	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	
AK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
AZ	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
HI	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ID	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
IA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KS	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NB	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NV	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NM	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ND	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OR	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
SD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TX	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
UT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WY	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

State Responses by Position and Year (continued from previous page)

	Commissioner of Insurance			Commissioner of Financial Institutions			Chairman, Public Service Commission			Chairman, Tax Commission			Director, Dept. of Comm. & Econ. Dev.			Director, Dept. of Transportation			Commissioner of Public Safety						
	02	03	04	05	06	02	03	04	05	06	02	03	04	05	06	02	03	04	05	06	02	03	04	05	06
AK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
AZ	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
HI	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ID	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
IA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KS	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NB	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NV	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NM	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ND	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OR	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
SD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TX	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
UT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WY	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

State Responses by Position and Year (continued from previous page)

	Director, Dept. of Corrections			Director, Dept. of Health			Director, Dept. of Human Services			State Supt. of Instruction			Commissioner of Higher Education			State Fire Marshal			Director, Retirement		
	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	'02	'03	'04	'05	'06	
AK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
AZ	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
CO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
HI	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ID	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
IA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KS	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NB	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NV	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NM	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ND	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OK	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
OR	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
SD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TX	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
UT	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WY	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

