

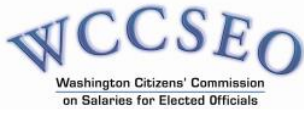


The 12 Comparable States

Prior commissions have considered data from the 12 states utilized by Washington State Human Resources in its salary and benefits studies. The states were selected on the basis of economic comparability and location with Washington. They are:

- Arizona
- California
- Colorado
- Connecticut
- Idaho
- Maryland
- Montana
- Nevada
- New Mexico
- Oregon
- Utah
- Wyoming

These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington's survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation). The data is most current available; 2021 salaries are reflected.



Salaries of Governor in the 12 Comparable States

State	Salary
California	209,747
Washington	187,353
Maryland	180,000
Utah	165,600
Nevada*	163,474
Connecticut*	150,000
Idaho	138,302
Montana	118,397
New Mexico	110,000
Wyoming	105,000
Oregon	98,600
Arizona	95,000
Colorado	92,700

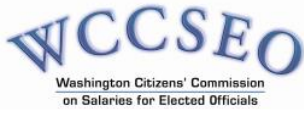
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Notes:

*In Connecticut the Governor will forgo their salary of \$150,000.

*In Nevada the Governor pledged to donate their salary to K-12 schools all four years of their term.

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column “Governor”)



Salaries of Lieutenant Governor in the 12 Comparable States

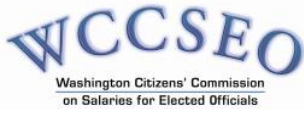
State	Salary
Colorado	164,009
California	157,310
Maryland	149,500
Utah	149,040
Washington	117,300
Connecticut	110,000
Wyoming*	92,000
Montana	90,140
New Mexico	85,000
Oregon*	77,000
Arizona*	70,000
Nevada	69,563
Idaho	48,406

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Notes:

*In Arizona, Oregon, and Wyoming the position of Lieutenant Governor is equivalent to that of Secretary of State (SOS salaries were entered).

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column “Lieutenant Governor”)



Salaries of Secretary of State in the 12 Comparable States

State	Salary
California	157,310
Utah*	149,040
Washington	134,640
Idaho	117,557
Nevada	112,462
Connecticut	110,000
Maryland	105,000
Montana	98,104
Colorado	93,360
Wyoming	92,000
New Mexico	85,000
Oregon	77,000
Arizona	70,000

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Notes:

*In Utah the position of Secretary of State is equivalent to that of Lieutenant Governor (Lieutenant Governor salary is entered).

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column “Secretary of State”)



Salaries of in the Treasurer in the 12 Comparable States

State	Salary
California	157,310
Washington	153,615
Maryland	149,500
Utah	149,040
Montana*	145,000
Idaho	117,557
Nevada	112,462
Connecticut	110,000
Colorado	93,360
Wyoming	92,000
New Mexico	85,000
Oregon	77,000
Arizona	70,000

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Notes:

*In Montana there is no treasurer; instead those duties are performed by the Director of the Department of Administration.

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column “Treasurer”)

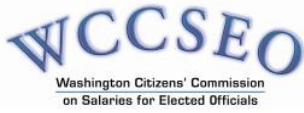


Salaries of Attorney General in the 12 Comparable States

State	Salary
California	182,189
Wyoming	177,000
Washington	172,259
Utah	157,320
Nevada	154,198
Maryland	149,500
Montana	141,023
Idaho	134,000
Connecticut	110,000
Colorado	107,672
New Mexico	95,000
Arizona	90,000
Oregon	82,220

These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington’s survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation. The data is most current available; 2021 salaries are reflected.

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column “Attorney General”)



Salaries of Auditor in the 12 Comparable States

State	Salary
California	217,292
Connecticut	197,050
Oregon	192,048
Colorado	188,808
Idaho	153,462
Utah	149,040
Washington	132,212
Arizona	130,000
Montana	97,412
Wyoming	92,000
New Mexico	85,000
Maryland*	No Auditor
Nevada*	No Auditor

These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington's survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation. The data is most current available; 2021 salaries are reflected.

Notes:

*In Maryland and Nevada there is no Auditor.

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column "Auditor")



Salaries of Superintendent of Public Instruction in the 12 Comparable States

State	Salary
Colorado	283,416
Maryland	275,000
Utah	235,830
Connecticut	192,500
California	182,189
New Mexico	156,000
Oregon	155,124
Washington	153,000
Nevada	143,779
Idaho	117,557
Montana	116,378
Wyoming	92,000
Arizona	85,000

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Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column “Education”)

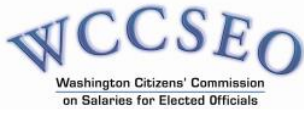


Salaries of Insurance Commissioner in the 12 Comparable States

State	Salary
Oregon	191,244
Connecticut	175,000
Maryland	174,621
California	167,796
Colorado	159,660
New Mexico	156,000
Utah	156,000
Washington	138,375
Nevada	131,743
Arizona	131,000
Wyoming	124,904
Idaho	123,490
Montana	98,104

These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington’s survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation. The data is most current available; 2021 salaries are reflected.

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column “Insurance”)



Salaries of Public Lands in the 12 Comparable States

State	Salary
California	217,292
Colorado	175,104
Arizona	175,000
Maryland	166,427
Utah	158,870
Connecticut	156,516
New Mexico	156,000
Washington	153,000
Nevada	143,779
Idaho	139,069
Montana	130,000
Wyoming	125,257
Oregon*	No Public Lands Commissioner

These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington's survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation. The data is most current available; 2021 salaries are reflected.

Notes:

*In Oregon there is no Public Lands Commissioner.

Source of Data: [The Book of the States 2021](#) Published 1/7/2022 (Chapter 4: State Executive Branch TABLE 4.11 Selected State Administrative Officials: Annual Salaries, Column "Natural Resources")