



## 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

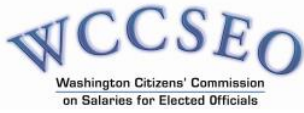
These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington's survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation). The data is most current available; 2022 salaries are reflected.



## Salaries of Governor in the 12 Comparable States

| State       | Salary  |
|-------------|---------|
| California  | 218,556 |
| Washington  | 190,632 |
| 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    | 90,000  |

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: 2022 salaries are reflected.



## Salaries of Lieutenant Governor in the 12 Comparable States

| State       | Salary  |
|-------------|---------|
| Colorado    | 164,009 |
| California  | 163,910 |
| Maryland    | 149,500 |
| Utah        | 149,040 |
| Washington  | 119,353 |
| Connecticut | 110,000 |
| Montana     | 90,140  |
| New Mexico  | 85,000  |
| Nevada      | 69,563  |
| Idaho       | 48,406  |
| Arizona     | N/A     |
| Oregon      | N/A     |
| Wyoming     | N/A     |

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; 2022 salaries are reflected.



**Salaries of Secretary of State in the 12 Comparable States**

| State       | Salary  |
|-------------|---------|
| Connecticut | 206,062 |
| California  | 168,015 |
| Utah        | 164,610 |
| Wyoming     | 160,000 |
| Washington  | 136,996 |
| Idaho       | 128,690 |
| Nevada      | 116,994 |
| Maryland    | 112,500 |
| Colorado    | 102,000 |
| Montana     | 101,718 |
| New Mexico  | 85,000  |
| Oregon      | 77,000  |
| Arizona     | 70,000  |

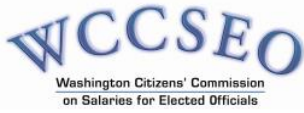
These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington’s survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation. The data is most current available; 2022 salaries are reflected.



## Salaries of in the Treasurer in the 12 Comparable States

| State       | Salary  |
|-------------|---------|
| California  | 174,843 |
| Washington  | 156,303 |
| 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  |

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; 2022 salaries are reflected.



## Salaries of Attorney General in the 12 Comparable States

| State       | Salary  |
|-------------|---------|
| California  | 189,841 |
| Wyoming     | 177,000 |
| Washington  | 175,274 |
| Utah        | 157,320 |
| Nevada      | 154,198 |
| Maryland    | 149,500 |
| Montana     | 145,566 |
| Idaho       | 134,000 |
| Connecticut | 110,000 |
| Colorado    | 107,677 |
| New Mexico  | 95,000  |
| Arizona     | 90,000  |
| Oregon      | 82,220  |

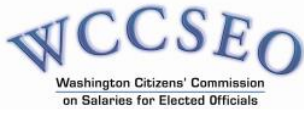
These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington's survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation. The data is most current available; 2022 salaries are reflected.



## Salaries of Auditor in the 12 Comparable States

| State       | Salary     |
|-------------|------------|
| California  | 227,179    |
| Oregon      | 208,212    |
| Connecticut | 197,050    |
| Colorado    | 188,808    |
| Utah        | 149,040    |
| Idaho       | 147,992    |
| Washington  | 134,526    |
| Arizona     | 130,000    |
| Montana     | 100,545    |
| 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; 2022 salaries are reflected.



## Salaries of Superintendent of Public Instruction in the 12 Comparable States

| State       | Salary  |
|-------------|---------|
| Maryland    | 310,000 |
| Colorado    | 291,924 |
| Utah        | 242,902 |
| Connecticut | 192,500 |
| California  | 189,841 |
| Oregon      | 174,900 |
| New Mexico  | 158,640 |
| Washington  | 155,678 |
| Nevada      | 143,779 |
| Idaho       | 117,557 |
| Montana     | 116,808 |
| Wyoming     | 92,000  |
| Arizona     | 85,000  |

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; 2022 salaries are reflected.





## Salaries of Insurance Commissioner in the 12 Comparable States

| State       | Salary  |
|-------------|---------|
| Oregon      | 205,788 |
| Maryland    | 179,896 |
| Connecticut | 175,000 |
| California  | 174,843 |
| Colorado    | 164,448 |
| Utah        | 160,680 |
| New Mexico  | 158,340 |
| Washington  | 140,110 |
| Nevada      | 131,743 |
| Arizona     | 131,000 |
| Idaho       | 130,894 |
| Wyoming     | 124,904 |
| Montana     | 100,545 |

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; 2022 salaries are reflected.



**Commissioner of Public Lands Salaries**  
**in the 12 Comparable States**

| State       | Salary  |
|-------------|---------|
| Utah        | 241,508 |
| California  | 232,858 |
| Maryland    | 215,000 |
| Arizona     | 210,000 |
| Colorado    | 207,900 |
| New Mexico  | 200,000 |
| Washington  | 155,678 |
| Idaho       | 152,755 |
| Nevada      | 145,217 |
| Wyoming     | 136,530 |
| Montana     | 131,144 |
| Connecticut | 128,572 |
| Oregon*     | N/A     |

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; 2022 salaries are reflected.

**Notes:**

\*In Oregon there is no Public Lands Commissioner.