



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
- Colorado
- Connecticut
- Idaho
- Illinois
- Maryland
- Massachusetts
- Minnesota
- Oregon
- Pennsylvania
- Utah
- Virginia

These states are comparable to Washington in aspects that most affect the salaries, benefits, and classification of employees based on population, state government employment, and regional price parity, in addition to any contiguous state not already included (in this case, Idaho).

This list has changed. In previous years these comparison states were the following 14 states: Arizona, Colorado, Georgia, Indiana, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Jersey, North Carolina, Tennessee, Virginia, and Wisconsin. This was based on: State population, similar revenue levels, individual income levels (similar population demographics), number of full-time equivalents, unemployment rate, cost of living relative to the national average in comparison to Washington State (similar individual spending), and Real Domestic Product (similar economic trends).