



## 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 states. The data is most current available; some are 2017, but most are 2018 salaries.



## Salaries of Legislator in the 12 Comparable States

State	Salary
Pennsylvania	87,180
Illinois	67,836
Massachusetts	62,548
Maryland	50,330
Washington	48,731
Minnesota	45,000
Colorado	30,000
Connecticut	28,000
Oregon	24,216
Arizona	24,000
Virginia	18,000
Idaho	17,358
Utah	273/Day

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).

Source of Data: [National Conference of State Legislatures](#)