



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 2018, but most are 2019 salaries.