

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.

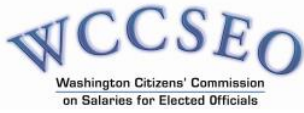


Salaries of Governor in the 12 Comparable States

State	Salary
Pennsylvania	194,850
Illinois	177,412
Washington	177,107
Virginia	175,000
Maryland	174,000
Massachusetts	151,800
Connecticut	150,000
Minnesota	127,629
Idaho	126,302
Utah	109,900
Oregon	98,600
Arizona	96,425
Colorado	90,000

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Source of Data: Internet searches



Salaries of Lieutenant Governor in the 12 Comparable States

State	Salary
Pennsylvania	163,672
Colorado	158,016
Maryland	145,000
Illinois	135,669
Massachusetts	122,058
Connecticut	110,000
Utah	104,405
Washington	103,937
Minnesota	82,959
Oregon	77,000
Arizona	71,050
Idaho	44,205
Virginia	36,321

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Source of Data: Internet Searches



Salaries of Secretary of State in the 12 Comparable States

State	Salary
Virginia	158,966
Illinois	156,541
Massachusetts	150,400
Pennsylvania	139,178
Washington	124,108
Connecticut	110,000
Idaho	107,356
Utah	104,405
Maryland	102,000
Minnesota	95,722
Oregon	77,000
Arizona	71,050
Colorado	68,500

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Source of Data: Internet Searches

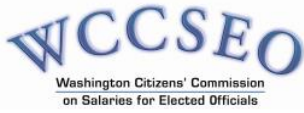


Salaries of in the Treasurer in the 12 Comparable States

State	Salary
Virginia	167,408
Pennsylvania	160,828
Minnesota	154,992
Washington	144,679
Maryland	141,500
Illinois	135,669
Massachusetts	133,277
Connecticut	110,000
Idaho	107,356
Utah	104,405
Oregon	77,000
Arizona	71,050
Colorado	68,500

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Source of Data: Internet Searches



Salaries of Attorney General in the 12 Comparable States

State	Salary
Washington	162,599
Pennsylvania	162,115
Illinois	156,541
Virginia	150,000
Maryland	146,000
Massachusetts	136,402
Idaho	124,000
Minnesota	121,248
Connecticut	110,000
Utah	104,405
Arizona	91,350
Oregon	82,220
Colorado	80,000

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Source of Data: Internet searches



Salaries of Auditor in the 12 Comparable States

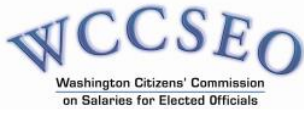
State	Salary
Virginia	178,950
Colorado	165,360
Massachusetts	165,000
Pennsylvania	162,115
Connecticut*	159,638
Illinois	157,212
Arizona	141,986
Oregon	136,488
Washington	124,108
Minnesota	108,485
Utah	104,405
Idaho	n/a
Maryland	n/a

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Notes:

* Salary has been averaged between two (2) positions.

Source of Data: Internet searches

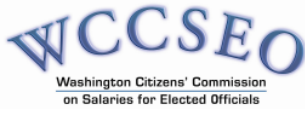


Salaries of Superintendent of Public Instruction in the 12 Comparable States

State	Salary
Illinois	248,195
Colorado	245,688
Maryland	235,000
Utah	230,069
Oregon	225,300
Virginia	206,467
Connecticut	192,500
Massachusetts	176,000
Pennsylvania	155,879
Minnesota	150,002
Washington	136,910
Idaho	107,356
Arizona	86,275

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Source of Data: Internet searches

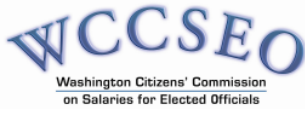


Salaries of Insurance Commissioner in the 12 Comparable States

State	Salary
Oregon	171,515
Virginia	168,938
Connecticut	160,000
Maryland	160,000
Pennsylvania	140,291
Colorado	135,564
Illinois	135,081
Massachusetts	130,448
Washington	126,555
Arizona	120,000
Utah	114,670
Idaho	102,273
Minnesota	n/a

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Source of Data: Internet searches



Salaries of Public Lands in the 12 Comparable States

State	Salary
Arizona	175,000
Maryland	162,000
Massachusetts	161,522
Virginia	158,966
Minnesota	158,109
Colorado	158,076
Connecticut	155,767
Pennsylvania	146,910
Washington	138,225
Illinois	133,273
Utah	132,974
Idaho	129,771
Oregon	n/a

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Source of Data: Internet searches