

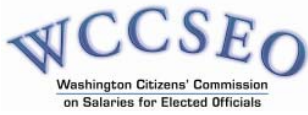
Salaries of Governor in the 13 Comparable States

State	Annual Salary
California	212,179
Michigan	177,000
Washington	166,891
Illinois	158,000
Nevada	141,000
Wisconsin	137,092
Iowa	130,000
Minnesota	120,303
Arizona	112,895
Utah	107,200
Idaho	105,560
Indiana	95,000
Oregon	93,600
Colorado	90,000

Prior commissions have considered data from the 13 states utilized by the Department of Personnel in its salary and benefits studies. This list has remained relatively stable over time, providing for continuity of data and decision-making. The states were selected on the basis of economic comparability with Washington and include:

- Per capita state expenditures;
- Per capita income;
- Average hourly earnings;
- Number of full-time equivalent (full-time) state employees per capita; and
- Per capita state expenditures for education.

Source for data: Telephone and internet survey by Commission staff.



Salaries of Lieutenant Governor in the 13 Comparable States

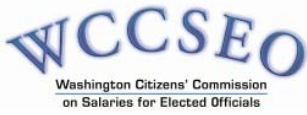
State	Annual Salary
California	159,134
Michigan	123,900
Illinois	120,000
Iowa	103,212
Utah	101,840
Washington	93,948
Minnesota	78,179
Indiana	76,000
Wisconsin	72,394
Oregon	72,000
Colorado	68,500
Nevada	60,000
Idaho	27,820
Arizona	◆

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- Per capita income;
- Average hourly earnings;
- Number of full-time equivalent (full-time) state employees per capita; and
- Per capita state expenditures for education.

Source for data: Telephone and internet survey by Commission staff.

Key: ◆ = Other: Function performed as part of another position or not specifically assigned.



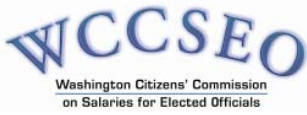
Salaries of Secretary of State in the 13 Comparable States

State	Annual Salary
California	159,134
Illinois	139,400
Michigan	124,900
Washington	116,950
Iowa	103,212
Utah	101,840
Nevada	97,000
Minnesota	90,227
Idaho	85,800
Oregon	72,000
Arizona	70,000
Colorado	68,500
Indiana	66,000
Wisconsin	65,079

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- Per capita state expenditures;
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- Per capita state expenditures for education.

Source for data: Telephone and internet survey by Commission staff.



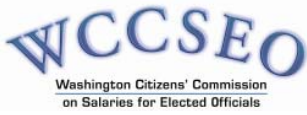
Salaries of Treasurer in the 13 Comparable States

State	Annual Salary
Michigan	174,204
California	169,743
Illinois	120,800
Washington	116,950
Minnesota	108,388
Iowa	103,212
Utah	101,840
Nevada	97,000
Idaho	85,800
Oregon	72,000
Arizona	70,000
Colorado	68,500
Indiana	66,000
Wisconsin	65,079

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- Per capita income;
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Source for data: Telephone and internet survey by Commission staff.



Salaries of Auditor in the 13 Comparable States

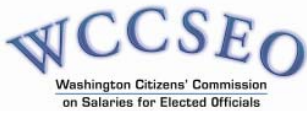
State	Annual Salary
California	175,000
Michigan	148,135
Arizona	128,785
Colorado	119,064
Oregon	118,092
Illinois	118,000
Washington	116,950
Wisconsin	115,788
Iowa	103,212
Minnesota	102,258
Utah	86,000
Indiana	66,000
Idaho	◆
Nevada	◆

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- Per capita income;
- Average hourly earnings;
- Number of full-time equivalent (full-time) state employees per capita; and
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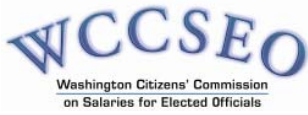
Salaries of Attorney General in the 13 Comparable States

State	Annual Salary
California	184,301
Washington	151,718
Illinois	150,000
Wisconsin	133,033
Nevada	133,000
Michigan	124,900
Iowa	123,669
Minnesota	114,288
Utah	101,840
Idaho	95,160
Arizona	90,000
Colorado	80,000
Indiana	79,400
Oregon	77,200

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- Per capita income;
- Average hourly earnings;
- Number of full-time equivalent (full-time) state employees per capita; and
- Per capita state expenditures for education.

Source for data: Telephone and internet survey by Commission staff.



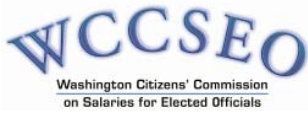
Salaries of Insurance Commissioner in the 13 Comparable States

State	Annual Salary
California	169,743
Oregon	150,252
Illinois	125,800
Washington	116,950
Arizona	115,650
Nevada	112,529
Michigan	112,199
Wisconsin	112,000
Colorado	105,000
Iowa	101,488
Utah	97,134
Indiana	96,427
Minnesota	94,148
Idaho	90,002

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- Average hourly earnings;
- Number of full-time equivalent (full-time) state employees per capita; and
- Per capita state expenditures for education.

Source for data: Telephone and internet survey by Commission staff.



Salaries of Superintendent of Public Instruction in the 13 Comparable States

State	Annual Salary
Utah	188,755
California	184,301
Colorado	171,032
Michigan	168,300
Illinois	159,996
Iowa	144,000
Washington	121,618
Nevada	120,104
Wisconsin	109,587
Minnesota	108,388
Idaho	85,800
Arizona	85,000
Indiana	79,400
Oregon	72,000

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- Per capita state expenditures;
- Per capita income;
- Average hourly earnings;
- Number of full-time equivalent (full-time) state employees per capita; and
- Per capita state expenditures for education.

Source for data: Telephone and internet survey by Commission staff.



Salaries of Commissioner of Public Lands in the 13 Comparable States

State	Annual Salary
California	156,840
Colorado	140,004
Michigan	135,252
Arizona	132,000
Nevada	122,809
Washington	121,618
Illinois	121,000
Oregon	118,092
Wisconsin	116,548
Utah	114,297
Minnesota	108,388
Iowa	103,000
Indiana	95,413
Idaho	93,288

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- Per capita state expenditures for education.

Source for data: Telephone and internet survey by Commission staff.