



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
- California
- Colorado
- Connecticut
- Idaho
- Maryland
- Montana
- Nevada
- New Mexico
- Oregon
- Utah
- Wyoming

These states are comparable to Washington in aspects that most affect salaries, benefits, classification of employees, and that fall within one standard deviation (+/-) of where Washington's survey data lands in specifically identified economic criteria (i.e., our state population number, how many people state government employs, regional price parities calculation). The data is most current available; 2021 salaries are reflected.