



State Agency Head Salaries And Salary Administration Provisions

A Report to the 2013 Compensation Council

February 18, 2013

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As the Employer and Chief Human Resources Officer in the Executive Branch, the Commissioner of Minnesota Management and Budget (MMB) is responsible for:

1. Negotiating compensation and other terms and conditions of employment with the exclusive representatives of state employee bargaining units (except for faculty units in the Minnesota State Colleges and Universities system.)
2. Establishing compensation plans for unrepresented employees whose salaries are not otherwise provided for in statute.
3. Reviewing and approving compensation plans for the employees of the Constitutional Officers and the Office of Higher Education.
4. Reviewing and commenting on the Personnel Plan for Administrators in the Minnesota State Colleges and Universities system.
5. Advising the Governor's Office regarding the administration of salaries for state agency heads listed in M.S. 15A.0815.

The Legislature has provided the Commissioner with statutory guidance for the purposes of establishing and administering compensation rates and ranges.

“M.S. 43A.18, Subd. 8. Compensation relationships of positions.

In preparing management negotiating positions for compensation which is established pursuant to subdivision 1, and in establishing, recommending and approving total compensation for any position within the plans covered in subdivisions 2, 3 and 4, the commissioner shall assure that:

- (a) Compensation for positions in the classified and the unclassified service compare reasonably to one another;*
- (b) Compensation for state positions bears reasonable relationship to compensation for similar positions outside state service;*
- (c) Compensation for management positions bears reasonable relationship to compensation of represented employees managed;*
- (d) Compensation for positions within the classified service bears reasonable relationships among related job classes and among various levels within the same occupation; and*

(e) Compensations bear reasonable relationships to one another within the meaning of this subdivision if compensation for positions which require comparable skill, effort, responsibility, and working conditions is comparable and if compensation for positions which require differing skill, effort, responsibility, and working conditions is proportional to the skill, effort, responsibility, and working conditions required.”

Salary Rates and Ranges for the Heads of Executive Branch Agencies.

The heads of agencies in the Executive Branch are almost all managerial employees, but have their salary rates and ranges established in a variety ways.

1. The Governor’s appointees and the heads of the 3 retirement systems are listed in M.S. 15A.0815 and are divided into two groups, each with a salary limit expressed as a percentage of the Governor’s salary. (See table on left side of the following page.)
2. The Executive Directors of many state boards and commissions have salary ranges established in the Managerial Compensation Plan developed by MMB.
3. The Adjutant General, Lottery Director, the Chief Administrative Law Judge and the Director of the Zoo have their salaries established by other statute.
4. The salaries of Constitutional Officers are established as a single rate of pay by law.
5. The Board of Investment and the Minnesota State Colleges and Universities system have compensation plans, approved by the Legislature, which include salary ranges for the Executive Director and the Chancellor, respectively.

The salary rates or salary range maximums for these last four groups of agency heads are listed on the right side of the following page.

There are approximately 30,000 employees in agencies where the agency head’s salary is a limit on other employee’s salaries. There are about 24,000 employees in agencies where the agency head’s salary is not a limitation on the salaries of other employees.

Agencies Subject to Agency Head Limits and Agencies Not Subject to Agency Head Limits.

Agency Heads Subject To Salary Limits in M.S. 15A				Agency Heads Not Subject To M.S. 15A.0815 Salary Limits		
NBR OF Ees	AGENCY NAME	Current Actual Salary	Salary Limit	NBR OF EEs	AGENCY NAME	Salary Rate or Maximum of Range
6,658	HUMAN SERVICES DEPT	\$108,388	\$114,288	21,675	MN STATE COLLEGES/UNIVERSITIES	\$360,000
4,761	TRANSPORTATION DEPT	\$108,388	\$114,288	22	INVESTMENT BOARD	\$327,471
4,233	CORRECTIONS DEPT	\$108,388	\$114,288	272	ZOOLOGICAL BOARD	\$156,391
2,284	NATURAL RESOURCES DEPT	\$108,388	\$114,288	278	MILITARY AFFAIRS DEPT	\$151,359
1,986	PUBLIC SAFETY DEPT	\$108,388	\$114,288	309	OFFICE OF ENTERPRISE TECHNOLOGY	\$141,399
1,601	EMPLOYMENT & ECONOMIC DEVELOPMENT	\$108,388	\$114,288	13	WORKERS COMP COURT OF APPEALS	\$133,569
1,576	REVENUE DEPT	\$108,388	\$114,288	151	LOTTERY	\$127,222
1,459	HEALTH DEPT	\$108,388	\$114,288	65	ADMINISTRATIVE HEARINGS	\$127,222
1,311	VETERANS AFFAIRS DEPT	\$108,388	\$114,288	53	GOVERNORS OFFICE	\$120,303
873	POLLUTION CONTROL AGENCY	\$108,388	\$114,288	349	FARIBAULT ACADEMIES	\$120,269
456	AGRICULTURE DEPT	\$108,388	\$114,288	13	PHARMACY BOARD	\$120,269
455	ADMINISTRATION DEPT	\$108,388	\$114,288	82	WATER & SOIL RESOURCES BOARD	\$116,072
449	LABOR AND INDUSTRY DEPT	\$108,388	\$114,288	61	EXPLORE MINNESOTA TOURISM	\$116,072
407	EDUCATION DEPARTMENT	\$108,388	\$114,288	298	ATTORNEY GENERAL	\$114,258
337	COMMERCE DEPT	\$108,388	\$114,288	81	CENTER FOR ARTS EDUCATION	\$112,084
297	MINNESOTA MANAGEMENT & BUDGET	\$108,388	\$114,288	50	ANIMAL HEALTH BOARD	\$108,117
209	HOUSING FINANCE AGENCY	\$108,388	\$114,288	3	AMATEUR SPORTS COMM	\$104,358
92	PUBLIC EMPLOYEES RETIRE ASSOC	\$108,388	\$114,288	103	OFFICE OF THE STATE AUDITOR	\$102,258
91	MINN STATE RETIREMENT SYSTEM	\$108,388	\$114,288	32	NURSING BOARD	\$100,746
83	TEACHERS RETIREMENT ASSOC	\$108,388	\$114,288	5	SENTENCING GUIDELINES COMM	\$100,746
82	OFFICE OF HIGHER EDUCATION	\$108,388	\$114,288	14	EMERGENCY MEDICAL SERVICES BD	\$97,217
33	HUMAN RIGHTS DEPT	\$108,388	\$114,288	10	PUBLIC FACILITIES AUTHORITY	\$97,217
29,733				8	CAMPAIGN FINANCE BOARD	\$97,217
				2	HIGHER ED FACILITIES AUTHORITY	\$97,217
111	IRON RANGE RESOURCES	\$95,651	\$102,258	17	ARTS BOARD	\$93,818
49	PUBLIC UTILITIES COMM	\$88,448	\$102,258	11	PEACE OFFICERS BOARD (POST)	\$93,814
29	GAMBLING CONTROL BOARD	\$82,000	\$102,258	23	MEDICAL PRACTICE BOARD	\$90,515
17	OMBUDSMAN MH/DD	\$88,448	\$102,258	2	SCIENCE & TECHNOLOGY AUTHORITY	\$90,515
11	MEDIATION SERVICES DEPT	\$95,651	\$102,258	65	SECRETARY OF STATE	\$90,227
10	RACING COMMISSION	\$88,448	\$102,258	6	ARCHITECTURE, ENGINEERING BD	\$87,383
227				4	ACCOUNTANCY BOARD	\$87,383
				3	CAPITOL AREA ARCHITECT	\$87,383
29,960				10	NURSING HOME ADMIN BOARD	\$84,418
				8	DISABILITY COUNCIL	\$84,418
				5	INDIAN AFFAIRS COUNCIL	\$84,418
				4	ASIAN-PACIFIC COUNCIL	\$84,418
				4	CHICANO LATINO AFFAIRS COUNCIL	\$84,418
				3	BLACK MINNESOTANS COUNCIL	\$84,418
				19	DENTISTRY BOARD	\$81,369
				5	CHIROPRACTIC EXAMINERS BOARD	\$81,369
				11	SOCIAL WORK BOARD	\$78,571
				9	PSYCHOLOGY BOARD	\$78,571
				3	BEHAVIORAL HEALTH & THERAPY BD	\$78,571
				2	PHYSICAL THERAPY BOARD	\$78,571
				2	VETERINARY MEDICINE BOARD	\$78,571
				14	COSMETOLOGIST EXAMINERS BOARD	\$73,268
				3	BARBER EXAMINERS BOARD	\$73,268
				2	MARRAIGE & FAMILY THERAPY BD	\$73,268
				1	DIETETICS & NUTRITION PRACTICE	\$70,574
				23	COMBATIVE SPORTS COMMISSION	\$68,048
				1	OPTOMETRY BOARD	\$68,048
				1	PODIATRIC MEDICINE BOARD	\$68,048
				2	PRIVATE DETECTIVES BOARD	\$57,065
				24,212		

Other Statutory Limitations on State Employee Salaries. (M.S. 43A.17)

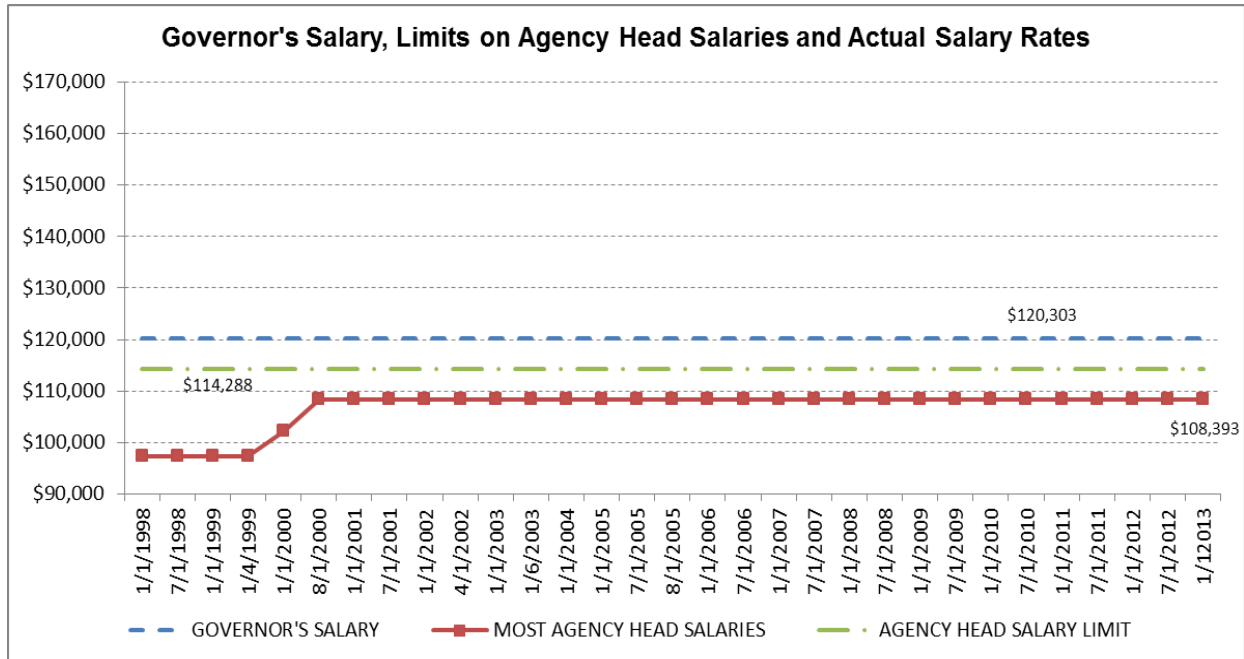
Notwithstanding the provisions of collective bargaining agreements or the legislatively approved compensation plans for unrepresented employees, the actual salary of the head of a state agency listed in section 15A.0815 is the upper limit on the salaries of most employees in the agency, even if the employees' salary ranges extend beyond the agency head's salary. These are the agencies listed on the left side of the preceding page. There are 125 employees paid at or within 3.5% of their agency head's salary and in salary ranges with maximum rates higher than the agency head's salary. These employees cannot be paid salaries at or near the upper end of the legislatively approved salary range for their job classifications. There are approximately 240 additional employees whose salaries are more than 3.5% but less than 10% below their agency head's actual salary. (See Attachment 1.)

The Commissioner of MMB may establish salary ranges for certain statutorily identified classifications of employees without regard to the agency head salaries. These classifications include information technology employees, actuaries, epidemiologists, dentists and medical doctors. There are 154 employees in these job classifications with salary range maximums higher than their agency head's salary. Not all of the employees actually earn more than the agency head, but they would be allowed to do so without further review and approval by the Commissioner.

The Commissioner may also grant individual exemptions from the agency head's salary limit where an agency head has requested it and has provided evidence that a higher salary is necessary to attract or retain qualified employees. These exemptions currently affect 16 employees in the following job classifications:

- Behavior Medicine Practitioner Senior,
- Executive Director of State Operated Services (DHS),
- Deputy Commissioner Veterans Homes Care,
- Pharmacist Senior,
- MN Sex Offender Program Clinical Director,
- Public Utilities Rates Evaluation Supervisor, and
- Attorney 3

The following chart is an illustration of the relationship between the Governor's salary, the highest agency head salary limit and the actual salaries of agency heads over the past 15 years.



As discussed below, the statutory salary limitation on the salaries of the majority of state employees and the lack of movement in the actual salaries of the Governor's appointed agency heads has created salary compression and makes it difficult, or impossible, for the Commissioner to fully implement the statutory guidance on salary relationships.

The status of salary administration in the context of the statutory guidance.

In preparing management negotiating positions for compensation which is established pursuant to subdivision 1 [collective bargaining], and in establishing, recommending and approving total compensation for any position within the plans covered in subdivisions 2, 3 and 4 [the various compensation plans for unrepresented employees], the commissioner shall assure that:

- (a) **Compensation for positions in the classified and the unclassified service compare reasonably to one another;**

- i. Statutorily exempt positions are overwhelmingly classified (153 of 154).
- ii. Administratively exempt positions are mostly classified (11 of 16).
- iii. The positions at or within 3.5% of the agency head salary limit are largely unclassified (94 of 125).

Given the salary limit and statutory exemptions, classified managerial, supervisory and professional employees can currently be paid more than the unclassified policy-making employees that manage them.

(b) Compensation for state positions bears reasonable relationship to compensation for similar positions outside state service;

Most city and county employees in Minnesota are subject to a statutory limit on compensation. Unlike the limits on state employees, this limit is indexed to the Consumer Price Index and changes each calendar year. (See Attachment 2.) The limit for 2013 is \$160,639. Data from a League of Minnesota Cities survey indicates that at least 230 local government officials subject to the higher local government limit earn more than the highest paid state agency heads. The salary disparity varies, but is significant. These positions in local government are related to, but not equivalent to, state agency head positions and are compensated at higher rates.

Reference #	LMC Survey Title	# of Local Govt. Employees Paid More Than \$108,388	Highest Reported Local Gov't. Salary
1	City/County Administrator/Manager/Coordinator	87	\$179,874
2	Human Services Director	7	\$156,894
3	Community Corrections Director	3	\$156,894
4	Director of Public Works	32	\$149,352
5	Community Development Director	21	\$143,765
6	Finance Director/Auditor/Treasurer	31	\$143,041

Reference #	LMC Survey Title	# of Local Govt. Employees Paid More Than \$108,388	Highest Reported Local Gov't. Salary
7	Information Technology Director	18	\$140,146
8	Human Resources Director	11	\$139,588
9	Director of Parks and Recreation	18	\$139,588
10	Recorder/Director of Property Records & Taxation (Appointed)	4	\$136,156
11	Highway Engineer	5	\$136,115
12	City/County Engineer	11	\$129,812
13	Public Health Director	4	\$128,419
14	Director of Public Safety	7	\$125,632
15	Environmental Services Director	2	\$115,398
	Total Local Govt. Employees in sample	230	

(More detailed information on these local government positions is available in Attachment 3.)

Data from the Council of State Governments' *Book of the States* for 2012 indicates that Minnesota's agency heads and other key employees are paid less than the median salary for their counterparts in other states in 22 of 29 positions in the survey sample. (See Attachment 4.)

The data from the *Book of the States* also indicates that only five of the other Governors have higher salaries than all of the other positions in the survey sample. The five other states that pay the Governor more than the positions sampled in the survey accomplish that salary relationship by paying the Governor above the national average for Governors. The average salary for the Governors of this group of five states is \$155,622, while the average salary of the group of the other forty four states is \$130,211. The average salaries of most of the other positions in the survey sample do not differ as significantly from group to group. (See attachment 5 for more detail.)

Various compensation studies have shown that the salaries of advanced professional and managerial employees in state and local government generally fall below the salaries of comparable positions in the private sector. (See attachment 6.)

(c) **Compensation for management positions bears reasonable relationship to compensation of represented employees managed;**

In the twelve and one-half years since the last increase in actual agency head salaries, the average salaries of various employee groups have increased by up to \$26,000, while agency head salaries and the salaries of their direct reports have remained stagnant.

Change in Average Salaries for Eight Employee Groups

Employee Group	October 2000 Average	January 2013 Average	Total Increase 12.25 Years	Average Annual Increase
Health Treatment Prof. (1)	\$73,038	\$99,034	\$26,121	2.52%
Health Care Prof. (2)	\$50,738	\$72,391	\$21,924	2.94%
Managerial	\$77,924	\$96,236	\$18,040	1.74%
Prof. Engineers	\$56,334	\$71,326	\$15,723	1.94%
Supervisors	\$54,747	\$69,155	\$14,407	1.93%
Law Enforcement	\$50,300	\$62,807	\$12,215	1.83%
Severed (3)	\$57,754	\$68,612	\$11,860	1.42%
General Professional	\$46,228	\$57,733	\$11,380	1.83%
Weighted Averages	\$51,518	\$64,730	\$13,212	1.88%
	CPI Readings			Average Annual Increase
	October 2000	December 2013		
Increase in Midwest CPI-U	170.100	219.033		2.09%
(1) Medical Doctors				
(2) Registered Nurses and Nurse Practitioners				
(3) Law Enforcement supervisors and Attorneys who chose to opt out of the Supervisory and General Professional bargaining units				

(d) Compensation for positions within the classified service bears reasonable relationships among related job classes and among various levels within the same occupation;

The salaries of statutorily exempted professional and supervisory employees have surpassed the salaries of managers and agency heads. Various statutory and administrative exemptions have created unreasonable relationships between salaries of top managers and the employees they manage.

The fact that some agencies are not required to use the agency head's salary as a limit on other employees in the agency, and those agencies with salary limits have multiple limits (\$108,388, \$95,651, \$88,448 or \$82,000, depending on the agency) makes it possible for employees in the same job classification in different state agencies to have up to four different limits on their salaries.

Detailed information on salary compression is available by agency and job classification in Attachment 1.

In summary:

- The Legislature has established a reasonable and appropriate compensation policy for state employees performing a wide range of functions.
- That statutory policy promotes the establishment of salary ranges and rates that are internally equitable and externally competitive.
- The salary limits for the heads of most major state agencies have not changed in fifteen years.
- The actual salaries of these agency head positions have not changed in twelve and a half years.
- Using the actual salaries of these agency heads as a limit on most other employees in the agency inhibits the Commissioner's ability to fully implement the statutory compensation policy adopted by the Legislature.

Employees Subject to Salary Limit in MS 43A.17, Subd. 1
with Salaries within 10 percent of the Agency Head's Salary

Attachment 1.

Agency Name	Agency Head Rate	Salary Range Maximum	Actual Annual Salary	Classification Title	# of Ees
Administration Dept	108,388	120,561	108,388	Pharmacist Senior	2
			107,010	Pharmacist Senior	1
		120,269	108,388	Asst Commr Administration	2
			105,006	Asst Commr Administration	1
		112,084	108,388	Admin Agency Div Director Sr	1
			107,490	Admin Agency Div Director Sr	1
		100,746	100,746	Real Estate Mgmt Dir	1
			100,746	State Prog Admin Manager Prin	1
			98,554	Construction Proj Optrions Mgr	1
Administration Dept Total					11
Agriculture Dept	108,388	116,072	108,388	Deputy Commr Agriculture	1
		100,746	100,746	State Prog Admin Manager Prin	1
			99,827	State Prog Admin Manager Prin	1
			99,055	State Prog Admin Manager Prin	1
Agriculture Dept Total					4
Bureau of Mediation Services	95,651	124,466	91,058	Mediator	1
			90,473	Mediator	1
		97,217	95,234	Labor Mediation Mgr	1
Bureau of Mediation Services Total					3
Commerce Dept	108,388	116,072	108,388	Deputy Commr Commerce	3
			108,388	Senior Admin Officer	1
		104,358	104,358	Admin Svcs Dir	1
		100,746	99,567	State Prog Admin Manager Prin	1
Commerce Dept Total					6
Corrections Dept	108,388	124,466	108,388	Deputy Commr Corrections	2
		120,269	108,388	Asst Commr Corrections	2
			108,388	Chief Exec Officer-Corr Facilt	3
			108,388	Corr Field Serv Dir	1
			108,221	Chief Exec Officer-Corr Facilt	1
			103,189	Chief Exec Officer-Corr Facilt	1
			102,166	Chief Exec Officer-Corr Facilt	1
			100,600	Chief Exec Officer-Corr Facilt	3
		116,072	108,388	Corr Dir Admin Svcs	1
			108,388	Corr Health Svcs Dir	1
			108,388	Corr Minncor CEO	1
		108,117	108,117	Corr Behav Health Svcs Dir	1
			108,117	Corr Health Program Dir	1
			108,117	Corr Investigation Manager	1
			107,929	Corr Health Program Dir	1
		104,358	103,064	Minncor Vice-Pres Operations	1
			101,915	Agency Chief Financial Officer	1
		100,746	100,746	Corr Dir Admin Programs	1
			100,746	Corr Facility Oper Dir	2
			100,746	Dir Nursing	1
			100,746	State Prog Admin Manager Prin	4
			100,495	State Prog Admin Manager Prin	1
			99,577	Corr Facility Oper Dir	2
Corrections Dept Total					34
Education Department	108,388	124,466	108,388	Deputy Commr Education	1
		120,269	99,556	Dir Statewide Assessment	1
		116,072	108,388	Asst Commr Education	1
			108,388	Dir Education Finance	1

Employees Subject to Salary Limit in MS 43A.17, Subd. 1
with Salaries within 10 percent of the Agency Head's Salary

Attachment 1.

Agency Name	Agency Head Rate	Salary Range Maximum	Actual Annual Salary	Classification Title	# of Ees
			106,321	Senior Admin Officer	1
			105,006	Asst Commr Education	2
		104,358	104,358	Educ Dir Finance Reform & Acct	1
		100,746	100,746	State Prog Admin Manager Prin	4
Education Department Total					12
Employ & Econ Development Dept	108,388	124,466	108,388	Deputy Commr Empl & Econ Devel	1
		116,072	108,388	Senior Admin Officer	1
		104,358	104,358	Admin Svcs Dir	1
			104,358	Agency Chief Financial Officer	1
			102,082	Unemployment Ins Director	1
Employ & Econ Development Dept Total					5
Health Department	108,388	124,466	108,388	Deputy Commr Health	1
		120,269	108,388	Asst Commr Health	4
		108,117	108,388	Dir Governmental Relations Unc	1
			108,117	Environmental Hlth Div Dir	1
		104,358	104,358	Disease Prev & Cont Div Dir	2
			104,358	Health Care P&D Syst Div Dir	1
			104,358	Health Community Svcs Div Dir	1
			99,973	Public Health Lab Div Dir	1
		100,746	108,388	State Prog Admin Manager Prin	1
			100,746	State Prog Admin Manager Prin	2
			99,806	State Prog Admin Manager Prin	1
Health Department Total					16
Housing Finance Agency	108,388	124,466	108,388	Deputy Commr Housing Finance	1
		112,084	108,388	Housing Finance Agency Exec	5
			103,189	Housing Finance Agency Exec	1
			100,433	Housing Finance Agency Exec	1
		104,358	101,101	Agency Chief Financial Officer	1
Housing Finance Agency Total					9
Human Services Dept	108,388	124,466	108,388	Deputy Commr Human Services	1
			108,388	MSOP Executive Director	1
		120,561	108,388	Pharmacist Senior	3
		120,269	108,388	Asst Commr Human Services	5
			107,657	MSOP Deputy Director	1
		116,072	108,388	Chief Exec Officer 3-Human Svc	3
			108,388	Senior Admin Officer	2
			104,087	Chief Exec Officer 3-Human Svc	1
			101,372	Chief Exec Officer 3-Human Svc	1
		112,084	108,388	Admin Agency Div Director Sr	3
			108,388	Nurse Executive	1
			105,507	Admin Agency Div Director Sr	1
		108,785	108,388	Pharmacist	8
			104,818	Pharmacist	1
			101,268	Pharmacist	1
			101,143	Pharmacist	1
		108,117	108,117	Personnel Director 4	1
		105,444	105,444	Psych Adv Practice Reg Nurse	10
			101,393	Psych Adv Practice Reg Nurse	2
		104,358	104,358	Admin Svcs Dir	1
			104,358	Agency Chief Financial Officer	1
			104,358	Deputy Div Dir Human Svcs OIG	1
			104,358	Dir Appeals And Contracts	1

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Agency Name	Agency Head Rate	Salary Range Maximum	Actual Annual Salary	Classification Title	# of Ees
			104,358	Dir Child & Family Services	3
			104,358	Health Care Program Mgr Sr	1
			104,358	Human Svcs Research Director	1
			104,358	Residential Prog Svcs Dir 2	2
			102,187	Health Care Program Mgr Sr	1
			100,746	Health Care Program Mgr Sr	1
			99,953	Deputy Div Dir Human Svcs OIG	1
			99,577	Health Care Program Mgr Sr	1
		100,746	100,746	Dir Nursing	1
			100,746	State Prog Admin Manager Prin	8
			99,577	State Prog Admin Manager Prin	1
		97,217	100,746	Residential Prog Svcs Dir 1	1
Human Services Dept Total					73
Iron Range Resources & Rehab	95,651	90,515	90,515	State Prog Admin Manager Sr	2
		87,383	87,383	IRRRB Administrative Manager	1
Iron Range Resources & Rehab Total					3
Labor & Industry Dept	108,388	124,466	108,200	Deputy Commr Labor & Industry	1
		116,072	106,070	Asst Commr Labor & Industry	1
		108,117	100,746	Dir Governmental Relations Cl	1
		104,358	108,200	Admin Svcs Dir	1
		100,746	100,746	State Prog Admin Manager Prin	1
			99,577	State Prog Admin Manager Prin	1
			99,493	State Prog Admin Manager Prin	1
Labor & Industry Dept Total					7
Mn Management & Budget	108,388	124,466	108,388	Deputy Commr MMB	1
		112,084	108,388	Asst Commr MN Mgmt & Budget	5
		108,117	108,117	Exec Budget Coordinator	2
			108,117	Finance Services Director	2
			99,472	Finance Services Director	1
		104,358	104,358	Agency Chief Financial Officer	1
			104,358	Employee Management Div Dir	2
			100,140	Employee Management Div Dir	1
		100,746	100,746	State Prog Admin Manager Prin	1
			100,621	Dir Management Analysis	1
Mn Management & Budget Total					17
Natural Resources Dept	108,388	124,466	108,388	Deputy Commr Natural Resource	1
		120,269	108,367	Asst Commr NR Operations	1
			108,346	Asst Commr NR Operations	1
			104,358	Asst Commr NR Operations	1
		116,072	108,388	NR Dir - Ecological Serv	1
			108,388	NR Dir - Enforcement	1
			108,388	NR Dir - Lands & Minerals	1
			108,388	NR Dir - Parks & Rec	1
			108,388	Senior Admin Officer	3
			108,367	NR Dir - Fish & Wildlife	1
			108,367	NR Dir - Forestry	1
		108,117	108,117	NR Bureau Administrator	1
		104,358	104,358	NR Asst Dir - Enforcement	1
			104,358	NR Regional Director	4
			103,189	NR Asst Division Director	1
		100,746	104,358	State Prog Admin Manager Prin	1
			100,746	Personnel Director 3	1

Employees Subject to Salary Limit in MS 43A.17, Subd. 1
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Agency Name	Agency Head Rate	Salary Range Maximum	Actual Annual Salary	Classification Title	# of Ees
			100,746	State Prog Admin Manager Prin	1
Natural Resources Dept Total					23
Office of Higher Education	108,388	104,463	102,792	HESO L-1 Executive	1
		104,463	102,041	HESO L-1 Executive	1
		104,463	101,539	HESO L-1 Executive	1
Office of Higher Education Total					3
Ombud Mental Health & Dev Dis	88,448	84,418	84,188	Dir Regulatory & Leg Services	1
Ombud Mental Health & Dev Dis Total					1
Pollution Control Agency	108,388	116,072	108,305	Deputy Commr Pollution Control	1
		104,358	104,358	Asst Commr Pollution Control	1
			104,358	Pollution Cont Division Dir	3
			104,358	Pollution Cont Strat Mgr	1
			104,337	Asst Commr Pollution Control	1
			104,316	Pollution Cont Division Dir	1
			102,020	Pollution Cont Division Dir	1
			99,535	Pollution Cont Division Dir	1
		100,746	100,725	State Prog Admin Manager Prin	1
Pollution Control Agency Total					11
Public Employees Retire Assoc	114,297	116,072	108,743	Senior Admin Officer	1
		104,358	104,358	Admin Svcs Dir	1
Public Employees Retire Assoc Total					2
Public Safety Dept	108,388	124,466	108,388	Deputy Commr Public Safety	1
		120,269	108,388	Asst Commr Public Safety	1
		116,072	108,388	State Patrol Chief	1
			108,388	Superintendent BCA	1
		112,084	103,523	Dir Driver & Vehicle Services	1
		108,117	108,117	Forensic Laboratory Dir	1
			100,913	Dir Emergency Services	1
		104,358	104,358	Agency Chief Financial Officer	1
			104,296	Exec Dir Ctr Crime Victim Svcs	1
			102,061	State Patrol Assistant Chief	1
		100,746	98,554	State Prog Admin Manager Prin	1
Public Safety Dept Total					11
Public Utilities Comm	88,448	90,515	87,383	Pub Util Rates Evaluation Supv	1
		84,418	84,418	State Prog Admin Manager	1
			83,520	Admin Mgmt Director 2	1
Public Utilities Comm Total					3
Revenue Dept	108,388	124,466	108,388	Deputy Commr Revenue	1
			108,388	Revenue Research Director	1
		116,072	108,388	Asst Commr Revenue	1
			108,388	Senior Admin Officer	1
			106,446	Asst Commr Revenue	1
			101,706	Senior Admin Officer	1
		112,084	108,388	Revenue Tax System Dir 4	1
		108,117	108,117	Revenue Legal Leg Aff Dir	1
		104,358	104,358	Agency Chief Financial Officer	1
			104,358	Revenue Tax System Dir 3	1
			99,577	Revenue Tax System Dir 3	2
Revenue Dept Total					12
Transportation Dept	108,388	124,466	108,367	Deputy Commr Transportation	1
		120,269	108,346	Asst Commr Transportation	2
			108,346	Transp Chief Admin Officer	1

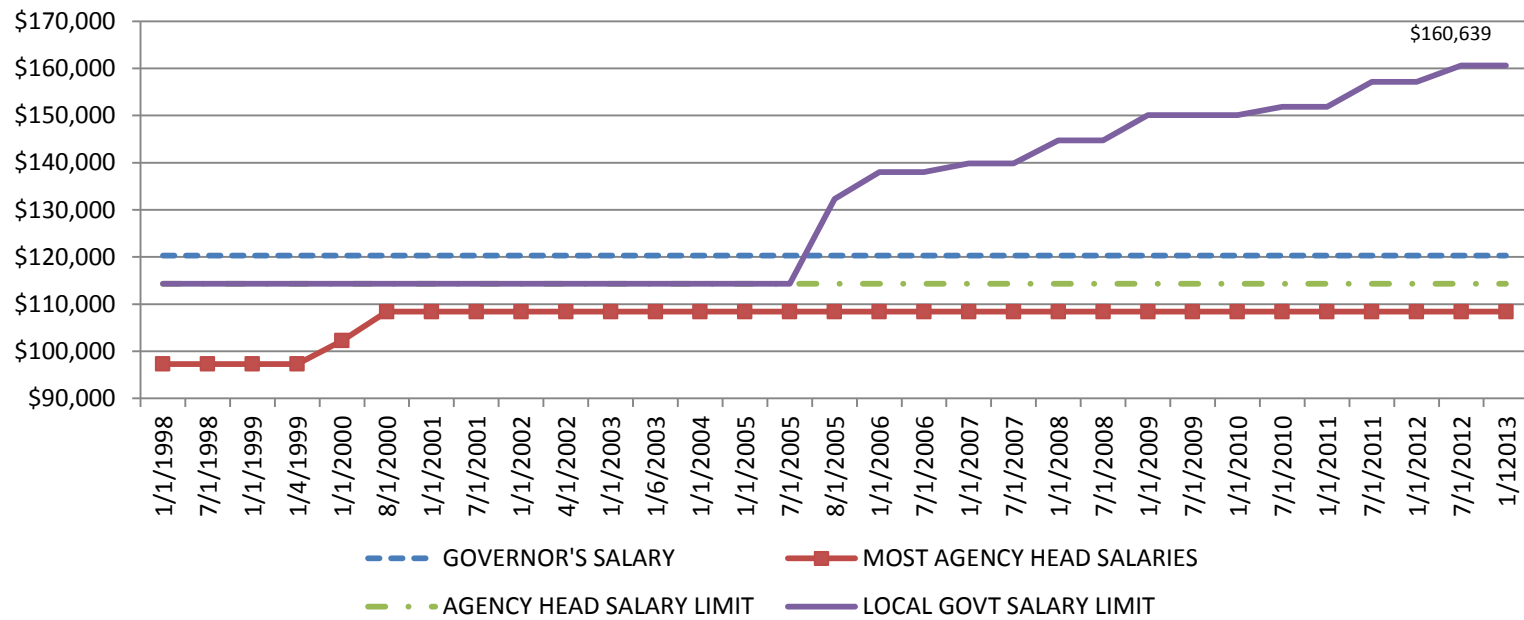
Employees Subject to Salary Limit in MS 43A.17, Subd. 1
with Salaries within 10 percent of the Agency Head's Salary

Attachment 1.

Agency Name	Agency Head Rate	Salary Range Maximum	Actual Annual Salary	Classification Title	# of Ees
			108,346	Transp Division Engineer	3
			99,827	Transp Chief Admin Officer	1
		116,072	108,325	Senior Admin Officer	1
			108,325	Transp Asst Div Dir	2
		108,117	108,117	Dir Aeronautics Program	1
			108,117	Engineer Princ Admin Transp	16
			108,117	Transp Environmental Svcs Dir	1
			108,117	Transp Off CPPM Director	1
			108,117	Transp Operations Manager	2
			108,012	Transp Gov & Comm Rel Dir	1
			106,801	Transp Operations Manager	1
			101,999	Engineer Princ Admin Transp	1
			101,581	Transp Operations Manager	1
			101,122	Transp Operations Manager	1
			100,015	Transp Operations Manager	1
		104,358	104,358	Admin Svcs Dir	1
		100,746	100,746	Electronic Commun Asst Directo	1
			100,746	Engineer Senior Administrative	38
			100,746	Land Surveyor Senior Admin	1
			100,746	Transp Planning Dir	2
			100,600	Civil Rights Director	1
			100,475	Engineer Senior Administrative	1
			100,412	Engineer Senior Administrative	1
			100,245	Engineer Senior Administrative	1
			99,702	Engineer Senior Administrative	1
Transportation Dept Total					86
Veterans Affairs Dept	108,388	116,072	108,388	Deputy Commr Veterans Aff	1
			108,388	Senior Admin Officer	1
		108,785	108,388	Pharmacist	2
			104,776	Pharmacist	1
			104,400	Pharmacist	1
			103,794	Pharmacist	1
		104,358	104,358	Veterans Home Admin	4
		100,746	100,746	Dir Nursing	1
			100,746	Personnel Director 3	1
Veterans Affairs Dept Total					13
Grand Total					365

Attachment 2.

Salary Limit Comparison State and Local Government In Minnesota



Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Jurisdiction's Title	# of Incumbents	2012 Salary
1. City/County Administrator/Manager/Coordinator.			
Metropolitan Airports Commission	Executive Director	1	\$179,874
Dakota County	County Administrator	1	\$162,211
Olmsted County	County Administrator	1	\$157,768
St. Louis Park	City Manager	1	\$157,181
Ramsey County	County Manager	1	\$157,165
Rochester	City Administrator (CITYAD)	1	\$156,726
Eagan	City Administrator	1	\$155,773
Bloomington	City Manager	1	\$154,569
Lakeville	City Administrator	1	\$151,570
St. Louis County	County Administrator	1	\$151,486
Stearns County	County Administrator	1	\$150,072
Edina	City Manager	1	\$150,000
Anoka County	COUNTY ADMINISTRATOR	1	\$148,990
Woodbury	City Administrator	1	\$147,410
Washington County	County Administrator	1	\$145,428
Blaine	City Manager	1	\$143,916
Brooklyn Park	City Manager	1	\$143,166
Goodhue County	County Administrator	1	\$143,042
Richfield	City Manager	1	\$142,500
Eden Prairie	City Manager	1	\$142,480
Plymouth	City Manager	1	\$141,959
Carver County	County Administrator	1	\$141,398
Maple Grove	City Administrator	1	\$138,530
Roseville	City Manager	1	\$138,258
Minnetonka	City Manager	1	\$138,000
Blue Earth County	County Administrator	1	\$137,966
Mankato	City Manager	1	\$137,675
Burnsville	City Manager	1	\$137,238
Golden Valley	City Manager	1	\$136,797
Shoreview	City Manager	1	\$136,448
Minneapolis	City Coordinator	1	\$136,415

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Juridsiction's Title	# of Incumbents	2012 Salary
Sherburne County	County Administrator	1	\$136,196
Columbia Heights	City Manager	1	\$133,879
Coon Rapids	City Manager	1	\$132,454
Maplewood	City Manager	1	\$131,290
Chanhassen	City Manager	1	\$131,214
Scott County	County Administrator	1	\$130,612
Champlin	City Administrator	1	\$129,418
Savage	City Administrator	1	\$129,334
Brooklyn Center	City Manager	1	\$128,773
Ramsey	City Administrator	1	\$127,317
South St. Paul	City Administrator	1	\$126,489
Crystal	City Manager	1	\$125,881
Apple Valley	City Administrator	1	\$125,807
Fridley	City Manager	1	\$125,611
Fairmont	City Administrator	1	\$125,486
Hastings	City Administrator	1	\$124,992
Elk River	City Administrator	1	\$124,425
Rosemount	City Administrator	1	\$123,589
Andover	City Administrator	1	\$123,578
Anoka	City Manager	1	\$122,824
Red Wing	Council Administrator	1	\$122,533
Prior Lake	City Manager	1	\$121,186
Hutchinson	City Administrator	1	\$120,388
Redwood Falls	CITY ADMINISTRATOR	1	\$120,085
Cottage Grove	City Administrator	1	\$119,704
Clay County	County Administrator	1	\$119,272
Robbinsdale	City Manager	1	\$119,163
Willmar	City Administrator	1	\$118,747
Crow Wing County	County Administrator	1	\$118,136
East Bethel	City Administrator	1	\$117,998
Northfield	City Administrator	1	\$117,693
Forest Lake	City Administrator	1	\$117,386

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Juridsiction's Title	# of Incumbents	2012 Salary
Vadnais Heights	City Administrator	1	\$116,688
Dayton	City Administrator	1	\$115,627
Rice County	County Administrator	1	\$115,050
Hopkins	City Manager	1	\$115,003
Duluth	Chief Administrative Officer	1	\$115,000
Faribault	City Administrator	1	\$115,000
New Ulm	City Manager	1	\$114,962
St. Cloud	City Administrator	1	\$113,988
New Brighton	City Manager	1	\$113,724
Arden Hills	City Administrator	1	\$113,074
Farmington	City Administrator	1	\$113,000
Wright County	County Coordinator	1	\$112,861
St. Anthony Village	City Manager	1	\$112,535
Hugo	City Administrator	1	\$112,000
Lino Lakes	City Administrator	1	\$111,512
Isanti County	County Administrator	1	\$110,822
Mound	City Manager	1	\$110,729
Otsego	CITY ADMINISTRATOR	1	\$110,198
Winona	City Manager	1	\$110,000
St. Michael	City Administrator	1	\$109,887
Luverne	City Administrator	1	\$109,762
Sartell	City Administrator/Clerk	1	\$109,500
Little Canada	City Administrator	1	\$109,072
Chaska	City Administrator	1	\$108,888
2. Human Services Director			
Ramsey County	Director of Community Human Services	1	156,894.40
Carver County	Social Services Director	1	135,304.00
Stearns County	Human Services Administrator	1	132,142.40
Sherburne County	Health & Human Services Director	1	128,338.00
Dakota County	Community Services Director	1	127,500.00
Blue Earth County		1	117,042.00
Aitkin County	Human Service Director	1	110,256.60

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Jurisdiction's Title	# of Incumbents	2012 Salary
3. Community Corrections Director			
Ramsey County	Director of Community Corrections	1	\$156,894
Dakota County	Community Correction Director	1	\$119,500
Wright County	Court Services Director	1	\$113,685
4. Director of Public Works			
Bloomington	Director of Public Works	1	\$149,352
Minneapolis	Director of Public Works	1	\$146,728
Anoka County	DIVISION MGR-PUBLIC SERVICES	1	\$135,470
St. Louis Park	Public Works Director	1	\$134,993
Eagan	Director of Public Works	1	\$132,912
Plymouth	Public Works Director	1	\$132,600
Washington County	Director of Public Works	1	\$130,080
Eden Prairie	Public Works Director	1	\$128,523
Dakota County	Director, Physical Development	1	\$127,900
Woodbury	Engineering and Public Works Director	1	\$127,837
Brooklyn Park	Director of Operations & Maintenance	1	\$127,275
Sherburne County	Public Works Director	1	\$126,893
Maple Grove	Public Works Director/City Engineer	1	\$126,439
Minnetonka	Public Works Director	1	\$126,073
Maplewood	Assistant City Manager/Public Works Director	1	\$125,216
Edina	Director of Public Works	1	\$124,909
Golden Valley	Director of Public Works	1	\$123,098
Richfield	Director of Public Works	1	\$122,699
Shoreview	Public Works Director	1	\$118,435
Carver County	same	1	\$117,978
Columbia Heights	Public Works Director/City Engineer	1	\$117,030
Roseville	Public Works Director	1	\$116,438
Lakeville	Public Works Director	1	\$116,293
Inver Grove Heights	Director of Public Works	1	\$116,000
Apple Valley	Public Works Director	1	\$113,892
Brooklyn Center	Public Works Director/City Engineer	1	\$112,210
Anoka	Public Services Director/City Engineer	1	\$111,904

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Jurisdiction's Title	# of Incumbents	2012 Salary
Savage	Director of Public Works-City Engineer	1	\$110,531
Fridley	Director Public Works/City Engineer	1	\$109,200
Duluth	Director, Public Works & Utilities	1	\$109,068
Mankato	Director of Public Works	1	\$108,555
Vadnais Heights	City Engineer/Director of Public Service	1	\$108,555
5. Community Development Director			
Bloomington	Community Development Director	1	\$143,765
Plymouth	Community Development Director	1	\$126,428
Minneapolis	Dir Community Planning & Economic Development	1	\$125,589
Woodbury	Community Development Director	1	\$125,216
Eagan	Director of Community Development	1	\$124,259
St. Louis Park	Community Development Director	1	\$123,567
Eden Prairie	Community Development Director	1	\$121,805
Minnetonka	Community Development Director	1	\$121,430
Blaine	Planning and Community Development Director	1	\$120,960
Burnsville	Community Development Director	1	\$118,082
Fridley	Director of Community Development	1	\$116,605
Inver Grove Heights	Director of Community Development	1	\$116,000
St. Louis County	Planning & CD Director	1	\$115,398
Apple Valley	Community Development Director	1	\$113,892
Richfield	Community Development Director	1	\$113,526
Coon Rapids	Community Development Director	1	\$111,051
Roseville	Community Development Director	1	\$110,906
Lakeville	Community/Economic Development Director	1	\$110,760
Maple Grove	Community Development Director	1	\$110,604
Golden Valley	Director of Planning & Development	1	\$109,557
Mankato	Director of Community Development	1	\$108,555
6. Finance Director/Auditor/Treasurer			
Olmsted County	Chief Financial Officer	1	\$143,042
Ramsey County	Director of Finance	1	\$142,272
Rochester	Director of Finance & IT (DHFNIT)	1	\$138,895
Anoka County	DIVISION MGR-FINANCE AND CENTRAL SERV	1	\$136,469

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Juridsiction's Title	# of Incumbents	2012 Salary
Bloomington	Chief Financial Officer	1	\$135,361
Minneapolis	Assistant City Coordinator - Finance	1	\$132,477
Lakeville	Finance Director	1	\$127,774
Brooklyn Park	Finance Director	1	\$127,275
Shoreview	Finance Director	1	\$123,968
Woodbury	Finance Director	1	\$123,510
Scott County	Chief Financial Officer	1	\$122,523
Blaine	Finance Director	1	\$121,896
Minnetonka	Finance Director	1	\$121,622
Metropolitan Airports Commission	Director Finance	1	\$120,950
Coon Rapids	Finance Director	1	\$119,891
Edina	Finance Director	1	\$118,664
Golden Valley	Finance Director	1	\$118,639
Cottage Grove	Finance Director	1	\$116,651
Roseville	Finance Director	1	\$116,438
Maple Grove	Finance Director	1	\$116,162
Brooklyn Center	Director of Fiscal and Support Services	1	\$115,390
St. Louis County	Auditor	1	\$115,253
Apple Valley	Finance Director	1	\$113,892
Forest Lake	Finance Director	1	\$113,618
Carver County	Financial Services Div Director	1	\$113,256
New Brighton	Director of Finance and Support Services	1	\$111,312
Eden Prairie	Finance Manager	1	\$110,656
Goodhue County	Director of Finance & Taxation	1	\$109,803
Fridley	Finance Director/Auditor/Treasurer	1	\$109,200
Champlin	Finance Director	1	\$109,117
Blue Earth County		1	\$108,389
7. Information Technology Director			
Minneapolis	Asst City Coord - Chief Information Officer	1	\$140,146
Metropolitan Airports Commission	Director Information Services	1	\$132,488
Washington County	IT Director	1	\$128,785
Scott County	Chief Information Officer	1	\$125,090

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Juridsiction's Title	# of Incumbents	2012 Salary
Ramsey County	Director of Information Services	1	\$123,531
Anoka County	INFORMATION SYSTEMS DIRECTOR	1	\$122,845
Woodbury	IT Director	1	\$119,933
St. Louis Park	Chief Information Officer	1	\$119,761
St. Louis County	Information Technology Director	1	\$115,398
Dakota County	Director, Information Technology	1	\$114,900
Eden Prairie	Information Technology Manager	1	\$114,296
Bloomington	Information Systems Manager	1	\$113,603
Carver County	Information Services Dept Manager	1	\$113,256
Wright County	Information Technology Director	1	\$112,861
Plymouth	IT Manager	1	\$111,772
Burnsville	Information Technology Director	1	\$110,739
Olmsted County	Director of Information Systems Center	1	\$109,845
Rochester	Information Systems Manager (MGRIS)	2	\$108,898
8. Human Resources Director			
Ramsey County	Director of Human Resources	1	\$139,589
Anoka County	DIR OF HUMAN RESOURCES	1	\$130,499
Minneapolis	Assistant City Coordinator - Human Resources	1	\$128,212
Bloomington	Director of Human Resources	1	\$126,000
Washington County	Human Resources Director	1	\$122,762
Woodbury	Administration Services Director	1	\$119,995
Scott County	Employee Relations Director	1	\$119,180
Olmsted County	Human Resources Director	1	\$117,978
Rochester	Director of Human Resources (DHHR)	1	\$111,009
Maple Grove	Human Resources Director	1	\$110,604
Goodhue County	Human Resources Director	1	\$109,803
9. Director of Parks and Recreation			
Ramsey County	Director of Parks & Recreation	1	\$139,589
Eagan	Director of Parks & Recreation	1	\$124,259
Woodbury	Park & Recreation Director	1	\$122,990
Eden Prairie	Parks and Recreation Director	1	\$122,803
Brooklyn Park	Director of Recreation & Parks	1	\$122,616

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Jurisdiction's Title	# of Incumbents	2012 Salary
Anoka County	DIR OF PARKS AND RECREATION	1	\$120,536
St. Louis Park	Parks and Recreation Director	1	\$119,761
Rochester	Director of Park & Recreation (DHPKRC)	1	\$119,632
Edina	Director of Parks & Recreation	1	\$118,664
Minnetonka	Recreation Director	1	\$117,996
Golden Valley	Director of Parks & Recreation	1	\$116,744
Richfield	Recreations Services Director	1	\$116,688
Maple Grove	Parks & Recreation Director	1	\$115,324
Plymouth	Parks and Recreation Director	1	\$114,935
Apple Valley	Parks & Recreation Director	1	\$113,892
Roseville	Parks & Recreation Director	1	\$110,906
Maplewood	Parks & Recreation Director	1	\$110,864
Lakeville	Parks & Recreation Director	1	\$110,760
10. Recorder/Director of Property Records & Taxation (Appointed)			
Ramsey County	Director of Property Records & Revenue	1	\$136,157
Blue Earth County	Director of Taxpayer Services	1	\$125,382
Anoka County	DIVISION MGR- PROPERTY RECORDS & TAXATION	1	\$121,909
Carver County	Property Records & Taxpayer Services Director	1	\$110,822
11. Highway Engineer			
Stearns County	County Highway Engineer	1	\$136,115
Blue Earth County	Public Works Director	1	\$125,382
Otter Tail County	County Engineer	1	\$116,438
Jackson County	County Engineer	1	\$110,009
Goodhue County	Public Works Director/Co Engineer	1	\$109,803
12. City/County Engineer			
Anoka County	COUNTY HIGHWAY ENGINEER	1	\$129,813
Dakota County	Director, Transportation	1	\$125,400
Minnetonka	City Engineer/Dir of Engineering	1	\$121,408
St. Louis Park	City Engineer	1	\$119,652
Minneapolis	Director, Trans Planning & Engineering Services	1	\$114,368
Eagan	City Engineer	1	\$113,901
Woodbury	Engineering & PW Deputy Director/City Engineer	1	\$113,048

Salaries of Local Government Officials in Minnesota
Source: 2012 League of Minnesota Cities Survey

Attachment 3.

Jursidiction	Juridsiction's Title	# of Incumbents	2012 Salary
Bloomington	City Engineer	1	\$112,386
Andover	Public Works Director/City Engineer	1	\$112,276
South St. Paul	City Engineer/Special Project Manager	7	\$111,556
Martin County	County Engineer	1	\$109,346
13. Public Health Director			
Ramsey County	Director of Public Health	1	\$128,419
Dakota County	Public Health Director	1	\$115,953
Anoka County	DIRECTOR COMMUNITY HEALTH & ENVIRONMENTAL SERVICES	1	\$110,614
Douglas County	Public Health Director	1	\$108,618
14. Director of Public Safety			
Woodbury	Public Safety Director	1	\$125,632
Blaine	Safety Services Manager	1	\$120,744
Richfield	Director of Public Safety	1	\$120,494
Fridley	Director of Public Safety	1	\$116,605
Cottage Grove	Public Safety Director	1	\$113,207
New Brighton	Director of Public Safety	1	\$111,312
Inver Grove Heights	Director of Public Safety	1	\$110,200
15. Environment Services Director			
St. Louis County	Environmental Services Director	1	\$115,398
Ramsey County	Environmental Health Division Director	1	\$114,878

Salaries of Selected State Officials 2012

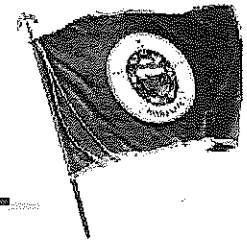
Attachment 4.

Position	Number of States	Lowest Salary	25th Percentile	National Median	75th Percentile	Highest Salary	Minnesota's Salary	Nat. median minus MN	Pct. Change to reach Nat. median
Governor	49	\$70,000	\$109,470	\$133,821	\$150,000	\$183,255	\$120,303	\$13,518	11.2%
Administration	42	\$83,200	\$115,666	\$134,500	\$149,878	\$250,000	\$108,388	\$26,112	24.1%
Agriculture	48	\$84,655	\$102,582	\$115,463	\$123,950	\$175,000	\$108,388	\$7,075	6.5%
Banking	45	\$75,000	\$102,301	\$116,964	\$128,935	\$180,000	\$94,795	\$22,169	23.4%
Civil Rights	42	\$55,000	\$77,176	\$90,074	\$110,474	\$143,820	\$108,388	-\$18,314	-16.9%
Commerce	36	\$90,000	\$116,260	\$135,000	\$150,063	\$320,000	\$108,388	\$26,612	24.6%
Consumer Affairs	38	\$63,654	\$90,500	\$99,892	\$123,797	\$175,000	\$110,350	-\$10,459	-9.5%
Corrections	48	\$80,000	\$116,309	\$135,160	\$147,500	\$225,000	\$108,388	\$26,772	24.7%
Econ. Dev.	36	\$82,014	\$104,628	\$127,450	\$154,475	\$320,000	\$108,388	\$19,062	17.6%
Education	49	\$72,000	\$113,402	\$151,127	\$189,996	\$307,125	\$108,388	\$42,739	39.4%
Emergency Management	46	\$65,000	\$87,112	\$101,201	\$123,896	\$175,000	\$108,388	-\$7,188	-6.6%
Employment Services	44	\$75,000	\$97,928	\$121,182	\$133,569	\$152,400	\$102,082	\$19,100	18.7%
Energy	41	\$73,042	\$88,776	\$99,397	\$120,000	\$158,303	\$108,388	-\$8,991	-8.3%
Environmental Protection	44	\$78,888	\$111,870	\$122,693	\$139,250	\$175,000	\$108,388	\$14,305	13.2%
Finance	31	\$87,213	\$117,660	\$137,865	\$159,297	\$250,000	\$108,388	\$29,477	27.2%
Fish & Wildlife	42	\$73,320	\$104,068	\$118,875	\$133,508	\$160,000	\$108,367	\$10,508	9.7%
Health	46	\$95,000	\$134,981	\$144,873	\$181,563	\$244,542	\$108,388	\$36,485	33.7%
Highways	25	\$78,888	\$124,110	\$136,000	\$154,388	\$198,450	\$108,388	\$27,612	25.5%
Information Systems	47	\$78,888	\$119,820	\$130,380	\$155,500	\$194,400	\$120,000	\$10,380	8.7%
Insurance	46	\$83,015	\$100,054	\$116,990	\$127,191	\$163,800	\$97,217	\$19,773	20.3%
Labor	47	\$70,000	\$98,074	\$116,797	\$134,175	\$175,000	\$108,388	\$8,409	7.8%
Licensing	28	\$60,706	\$88,943	\$103,142	\$111,358	\$150,112	\$78,571	\$24,571	31.3%
Natural Resources	46	\$43,842	\$109,999	\$125,607	\$138,438	\$175,000	\$108,388	\$17,219	15.9%
Parks & Recreation	44	\$60,382	\$92,296	\$110,610	\$118,034	\$150,112	\$108,367	\$2,243	2.1%
Purchasing	43	\$48,098	\$88,875	\$100,380	\$122,955	\$146,400	\$104,358	-\$3,978	-3.8%
Revenue	47	\$85,447	\$113,470	\$123,369	\$140,750	\$170,000	\$108,388	\$14,981	13.8%
Solid Waste Management	41	\$68,066	\$83,843	\$98,691	\$114,167	\$175,000	\$108,388	-\$9,697	-8.9%
State Police	48	\$84,500	\$109,018	\$127,450	\$140,750	\$209,888	\$108,388	\$19,062	17.6%
Tourism	38	\$63,180	\$85,889	\$101,486	\$112,346	\$194,352	\$108,388	-\$6,902	-6.4%
Transportation	46	\$93,000	\$121,522	\$138,933	\$152,260	\$192,500	\$108,388	\$30,545	28.2%

Attachment 5.

Salaries of Selected State Officials In Two Groups of Other States
2012

Position	Average for 5 states where Governor is highest paid in the state sample	Average for 44 states where Governor is not the highest paid in the state sample	Diff. between group avgs.	Percent Difference
Governor	\$155,622	\$130,211	\$25,412	19.5%
Administration	\$128,765	\$136,692	(\$7,928)	-5.8%
Agriculture	\$118,773	\$114,795	\$3,977	3.5%
Banking	\$115,487	\$118,289	(\$2,802)	-2.4%
Civil Rights	\$99,960	\$92,783	\$7,176	7.7%
Commerce	\$126,860	\$144,207	(\$17,347)	-12.0%
Consumer Affairs	\$94,109	\$107,792	(\$13,683)	-12.7%
Corrections	\$125,196	\$134,729	(\$9,533)	-7.1%
Economic Development	\$109,435	\$146,002	(\$36,566)	-25.0%
Education	\$121,418	\$161,622	(\$40,204)	-24.9%
Emergency Management	\$104,638	\$107,602	(\$2,964)	-2.8%
Employment Services	\$117,804	\$117,630	\$174	0.1%
Energy	\$102,601	\$105,750	(\$3,150)	-3.0%
Environmental Protection	\$122,831	\$125,577	(\$2,746)	-2.2%
Finance	\$130,266	\$142,786	(\$12,520)	-8.8%
Fish & Wildlife	\$117,214	\$116,950	\$264	0.2%
Health	\$132,372	\$157,301	(\$24,929)	-15.8%
Highways	\$130,602	\$136,737	(\$6,135)	-4.5%
Information Systems	\$129,958	\$135,445	(\$5,487)	-4.1%
Insurance	\$122,131	\$115,178	\$6,953	6.0%
Labor	\$110,025	\$116,393	(\$6,368)	-5.5%
Licensing	\$101,872	\$102,045	(\$173)	-0.2%
Natural Resources	\$125,839	\$122,009	\$3,830	3.1%
Parks & Recreation	\$107,822	\$108,174	(\$352)	-0.3%
Purchasing	\$100,546	\$103,224	(\$2,678)	-2.6%
Revenue	\$120,038	\$124,859	(\$4,821)	-3.9%
Solid Waste Management	\$104,965	\$103,447	\$1,518	1.5%
State Police	\$120,998	\$128,966	(\$7,968)	-6.2%
Tourism	\$101,419	\$103,442	(\$2,023)	-2.0%
Transportation	\$132,238	\$138,782	(\$6,543)	-4.7%



V. Base Salary External Competitiveness Analysis

As can be seen in the chart below, there is a high degree of consistency of medians across all data cuts for positions up to approximately 350 points. Above 350 points, the slope of the line for State and Public/Government organizations flattens as job size increases when compared to Cross-Industry, Healthcare and Private Sector industries.

Median Comparison of All Data Cuts

