

## COMPARISON OF ELECTED OFFICIALS AMONG SELECTED STATES

This memorandum provides select information regarding North Dakota's elected officials and similar positions in 10 other states. The states selected for comparison are the states included in the 10-state salary survey conducted by Human Resource Management Services--Colorado, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, Oklahoma, South Dakota, and Wyoming. Information included in this memorandum was provided by representatives of the selected states, the states' websites, and the Council of State Government's *Book of States*. The tables below provide information relating to salary, full-time equivalent positions (FTE), fringe benefits, statutory requirements to hold office, and duties and responsibilities of each position for each state:

### Governor

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
<b>North Dakota</b> (Population: 641,481 2008 Census Bureau estimate)	Elected	\$105,034	18.00	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Housing</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Chief executive officer of the state</li> <li>• Supervise official conduct of all executive and ministerial officers</li> <li>• Issue patents for land</li> <li>• Appoint majority of members of certain boards and commissions</li> <li>• Present executive budget recommendation to Legislative Assembly</li> <li>• Sign or veto acts of legislation</li> <li>• Present biennial report to Legislative Assembly regarding the needs of children and families</li> <li>• Grant reprieves, commutations, and pardons</li> <li>• Authorization for executive orders</li> <li>• Convene Legislative Assembly in special session</li> </ul>
Colorado (Population: 4,939,456 2008 Census Bureau estimate)	Elected	\$90,000	79.40	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 days annual leave per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> </ul>	<ul style="list-style-type: none"> <li>• Commander in chief of the militia</li> <li>• Grant reprieves and pardons</li> <li>• Sign or veto legislation</li> <li>• Convene General Assembly in special session</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Iowa (Population: 3,002,555 2008 Census Bureau estimate)	Elected	\$130,000	41.25	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen for at least two years</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Share responsibility of budgetmaking power</li> <li>• Sign or veto legislation</li> <li>• Authorization for reorganization through executive order</li> <li>• Authorization for executive orders</li> <li>• Executive branch reorganization plans and agency creation</li> <li>• Respond to federal programs and requirements</li> <li>• State personnel administration</li> <li>• Executive clemency</li> </ul>
Kansas (Population: 2,802,134 2008 Census Bureau estimate)	Elected	\$110,707	37.90	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of state service</li> <li>• Housing and vehicle</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Chief executive officer of state</li> <li>• Sign or veto acts of legislation</li> <li>• Present annual State of the State address</li> <li>• Annual state budget recommendations</li> <li>• Pardon convicted criminals</li> <li>• Chairman of State Finance Council</li> <li>• Commander in chief of the Kansas National Guard</li> </ul>
Minnesota (Population: 5,220,393 2008 Census Bureau estimate)	Elected	\$120,311	43.00	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least one year</li> </ul>	<ul style="list-style-type: none"> <li>• Administration of state government</li> <li>• Propose biennial budgets</li> <li>• Proposal and review legislation</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Missouri (Population: 5,911,605 2008 Census Bureau estimate)	Elected	\$133,821	36.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen for at least 15 years</li> <li>• State resident for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Chief executive officer of the state</li> <li>• Commander in chief of the militia</li> <li>• Full responsibility to propose budget which legislature adopts or revises</li> <li>• Sign or veto legislation</li> <li>• Authorization for reorganization through executive order</li> <li>• Authorization for executive orders</li> <li>• Authority to grant reprieves, commutations, and pardons</li> </ul>
Montana (Population: 967,440 2008 Census Bureau estimate)	Elected	\$104,400	62.13	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• Housing</li> <li>• Security/driver (as needed)</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen for at least 15 years</li> <li>• State resident for at least two years</li> </ul>	<ul style="list-style-type: none"> <li>• Chief executive officer of the state</li> <li>• Annual state budget recommendations</li> <li>• Sign, recommend amendments, or veto acts of legislation</li> <li>• Issue land warrants and patents</li> <li>• Board of Examiners</li> <li>• Board of Education</li> <li>• Board of Land Commissioners</li> <li>• Commander in chief of the state militia</li> </ul>
Nebraska (Population: 1,783,432 2008 Census Bureau estimate)	Elected	\$105,000	20.50	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen for at least five years</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Chief executive officer of the state</li> <li>• Share responsibility of budgetmaking power</li> <li>• Authorization for executive orders</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Oklahoma (Population: 3,642,361 2008 Census Bureau estimate)	Elected	\$140,000	28.10	<ul style="list-style-type: none"> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	<ul style="list-style-type: none"> <li>• At least 31 years of age</li> <li>• United States citizen for at least 10 years</li> <li>• State resident for at least 10 years</li> <li>• Qualified voter in state for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Commander in chief of the militia</li> <li>• Share responsibility of budgetmaking power</li> <li>• Authorization for executive orders via state constitution</li> <li>• Limited authority in executive branch reorganization/agency creation</li> <li>• Respond to federal programs and requirements</li> <li>• State personnel administration</li> </ul>
South Dakota (Population: 804,194 2008 Census Bureau estimate)	Elected	\$115,331	23.00	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> <li>• Housing</li> </ul>	<ul style="list-style-type: none"> <li>• At least 18 years of age</li> <li>• United States citizen</li> <li>• State resident</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Supervise official conduct of all executive and ministerial officials</li> <li>• Issue patents for land</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Wyoming (Population: 532,668 2008 Census Bureau estimate)	Elected	\$105,000	49.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> <li>• Housing</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Chief executive officer of the state</li> <li>• Formulate and administer policies of, and exercise general supervision, direction, and control over, the executive branch of state government</li> <li>• Commander in chief of the military</li> <li>• Sign or veto legislation</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

#### Lieutenant Governor

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
North Dakota	Elected	\$81,538		<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Duties as assigned by Governor</li> <li>• President of Senate</li> <li>• Successor to office of Governor when vacancy occurs</li> </ul>
Colorado	Elected	\$68,500	6.00	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> </ul>	<ul style="list-style-type: none"> <li>• Duties as assigned by Governor</li> <li>• Member of Governor's cabinet or advisory body</li> <li>• Serve as acting Governor when the Governor is out of state</li> <li>• Chairman of the Colorado Commission of Indian Affairs</li> <li>• Member of the Homeland Security and All Hazards Senior Advisory Committee</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Iowa	Elected	\$103,212		<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen for at least two years</li> <li>• State resident for at least two years</li> </ul>	<ul style="list-style-type: none"> <li>• Duties as assigned by Governor</li> <li>• Appoint all standing committees and some special committees</li> <li>• Preside over cabinet meetings in the absence of the Governor</li> <li>• Serve as acting Governor when the Governor is out of state only in emergency situations</li> </ul>
Kansas	Elected	\$31,313 <sup>2</sup>	3.50	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Duties as assigned by Governor</li> <li>• Successor to the office of Governor</li> <li>• Member of State Elections Board</li> <li>• May concurrently serve as cabinet member or department head</li> </ul>
Minnesota	Elected	\$78,196		<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least one year</li> </ul>	<ul style="list-style-type: none"> <li>• Duties as assigned by Governor</li> <li>• Serve as acting Governor when the Governor is out of state</li> <li>• Serve as the chairman of the Capitol Area Architectural and Planning Board Committee</li> </ul>
Missouri	Elected	\$86,484	7.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen at least 15 years</li> <li>• State resident for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Preside over Senate</li> <li>• Break roll call ties</li> <li>• Duties as assigned by Governor</li> <li>• Serve as acting Governor when the Governor is out of state</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Montana	Elected	\$83,394	3.94	<ul style="list-style-type: none"> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Duties as assigned by Governor</li> <li>• Prescribe rules for administration of the office</li> <li>• Member of Governor's cabinet or advisory body</li> <li>• Serve as acting Governor when the Governor is out of state</li> </ul>
Nebraska	Elected	\$75,000	1.50	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen</li> <li>• State resident for at least five years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Preside over unicameral legislative body</li> <li>• Serve as acting Governor when the Governor is out of state</li> </ul>
Oklahoma	Elected	\$114,713	8.60	<ul style="list-style-type: none"> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> </ul>	<ul style="list-style-type: none"> <li>• At least 31 years of age</li> <li>• United States citizen</li> <li>• Qualified voter in the state for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Preside over Senate when desired</li> <li>• Break roll call ties</li> <li>• Serve as acting Governor when the Governor is out of state</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
South Dakota	Elected	\$17,699 <sup>3</sup>	.50	<ul style="list-style-type: none"> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	<ul style="list-style-type: none"> <li>• At least 21 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Preside over Senate when desired</li> <li>• Break roll call ties</li> <li>• Duties as assigned by Governor</li> </ul>
Wyoming <sup>4</sup>				<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> </ul>		

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

<sup>2</sup>The current Lieutenant Governor also serves as the Governor's chief of staff and elects to receive the salary for that position. The salary listed is the statutory salary for the Lieutenant Governor.

<sup>3</sup>Part-time positions.

<sup>4</sup>Secretary of State fulfills the duties of Lieutenant Governor.



## Secretary of State

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
North Dakota	Elected	\$83,550	28.00	<ul style="list-style-type: none"> <li>Fully paid, single or family health care premium</li> <li>Group life insurance plan</li> <li>Deferred compensation</li> <li>Flexcomp plan</li> <li>8.12 percent employer contribution to retirement</li> <li>12 to 24 annual leave days per year depending on years of service</li> <li>12 sick leave days per year</li> <li>10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>At least 25 years of age</li> <li>State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>Custodian of official government documents</li> <li>Keep register of official acts of the Governor</li> <li>Maintain the Great Seal</li> <li>Record and maintain records of all conveyances made to the state and all articles of incorporation filed with the office</li> <li>Distribute laws, resolutions, and journals to entitled persons</li> </ul>
Colorado	Elected	\$68,500	133.90	<ul style="list-style-type: none"> <li>12.95 percent employer contribution to retirement</li> <li>Employer contribution up to \$869 for medical insurance depending on plan</li> <li>Employer contribution for dental insurance</li> <li>Basic life insurance plan</li> <li>12 to 21 annual leave days per year depending on years of service</li> <li>10 sick leave days per year</li> <li>10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>At least 25 years of age</li> <li>United States citizen</li> <li>State resident for at least two years</li> </ul>	<ul style="list-style-type: none"> <li>Administer business and commercial statutes pertaining to profit and nonprofit corporations, limited liability companies, partnerships, and trade names</li> <li>Administer Colorado election code, voter registration law, campaign finance laws, and lobbyist registrations</li> <li>Administer the Colorado Charitable Solicitations Act and bingo and raffles laws</li> <li>Administer notaries public laws</li> <li>Member and chairman of the three-member Title Setting Review Board, which sets ballot titles for statewide initiatives</li> </ul>
Iowa	Elected	\$103,212	44.00	<ul style="list-style-type: none"> <li>6.65 percent employer contribution to retirement system</li> <li>State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>Fully paid health care premium</li> <li>Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>10 annual leave days per year plus 2 additional days after four years of service</li> <li>18 sick leave days per year</li> <li>Nine paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>At least 18 years of age</li> <li>United States citizen</li> </ul>	<ul style="list-style-type: none"> <li>Chief election officer</li> <li>Determine ballot eligibility of political parties</li> <li>File certificate of nomination or election</li> <li>Supply election ballots or materials to local officials</li> <li>Conduct voter education programs</li> <li>Register corporations</li> <li>Commission notaries public</li> <li>Register trade names/marks</li> <li>Archive state records and regulations</li> <li>Administer Uniform Commercial Code provisions</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Kansas <sup>2</sup>	Elected	\$86,003	55.00	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• File other corporate documents</li> <li>• Session Laws publication</li> <li>• State constitution publication</li> <li>• Enroll or engross bills</li> <li>• Retain copies of bills</li> <li>• Custodian of official government documents</li> <li>• Administer laws relating to business entities, elections, legislative matters, and the Uniform Commercial Code</li> <li>• Countersign commissions of the Governor</li> <li>• File declarations of candidacies</li> <li>• File and index charter ordinances</li> <li>• Publish regulations for constitutional amendments</li> <li>• Distribute Kansas Statutes Annotated and supplements</li> <li>• Distribute Session Laws of Kansas, Kansas Administrative Code, and the Kansas Register</li> </ul>
Minnesota	Elected	\$90,222	79.10	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least one year</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Custodian of the Great Seal, records, and documents</li> <li>• Certify authenticity of variety of official documents</li> <li>• Register business organizations</li> <li>• Chief election official for the state</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Missouri	Elected	\$107,746	255.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident</li> <li>• Qualified voter for at least two years</li> </ul>	<ul style="list-style-type: none"> <li>• Chief election officer</li> <li>• Determine ballot eligibility of political parties</li> <li>• Receive initiative and referendum petition</li> <li>• File certificate of nomination or election</li> <li>• Conduct voter education programs</li> <li>• Register charitable organizations</li> <li>• Register corporations</li> <li>• Commission notaries public</li> <li>• Register securities</li> <li>• Register trade names/marks</li> <li>• Archive state records and regulations and responsible for State Library</li> <li>• File state agency rules and regulations</li> <li>• Administer Uniform Commercial Code provisions</li> <li>• File other corporate documents</li> <li>• State manual or directory publication</li> <li>• State constitution publication</li> <li>• Administrative rules and regulations publication</li> <li>• Open legislative session in the House of Representatives</li> <li>• Enroll or engross bills</li> <li>• Retain copies of bills</li> </ul>
Montana	Elected	\$82,419	61.75	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Interpret state election laws and oversee elections</li> <li>• Maintain official records of the executive and legislative branches</li> <li>• File administrative rules</li> <li>• Preserve the Great Seal</li> <li>• Review, maintain, and distribute public interest records of businesses and nonprofits</li> <li>• File and maintain records of secured financial transactions</li> <li>• Member of Board of Examiners</li> <li>• Member of Board of Land Commissioners</li> <li>• Member of Capital Finance Advisory Council</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
Nebraska	Elected	\$85,000	41.34	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain record of watercourse name changes</li> <li>• Maintain register of applications for pardon or commutation of sentence</li> <li>• Establish and maintain central filing system</li> <li>• Commission notaries public</li> <li>• Chief election officer</li> <li>• Determine ballot eligibility of political parties</li> <li>• Receive initiative and referendum petition</li> <li>• File certificate of nomination or election</li> <li>• Supply election ballots or materials to local officials</li> <li>• Conduct voter education programs</li> <li>• Register corporations</li> <li>• Commission notaries public</li> <li>• Register trade names/marks</li> <li>• Archive state records and regulations</li> <li>• File state agency rules and regulations</li> <li>• Administer Uniform Commercial Code provisions</li> <li>• File other corporate documents</li> <li>• Administrative rules and regulations publications</li> <li>• Retain copies of bills</li> </ul>
Oklahoma	Appointed by Governor	\$94,500	59.30	<ul style="list-style-type: none"> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 31 years of age</li> <li>• United States citizen</li> <li>• Qualified voter in the state for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Receive initiative and referendum petition</li> <li>• File certificate of nomination or election; certify United States congressional election results to Washington, D.C.</li> <li>• Register charitable organizations</li> <li>• Register corporations, limited partnerships, limited liability companies, and limited liability partnerships</li> <li>• Commission notaries public</li> <li>• Register trade names/marks</li> <li>• File state agency rules and regulations</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
South Dakota	Elected	\$78,363	15.30	<ul style="list-style-type: none"> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• File other corporate documents</li> <li>• Administrative rules and regulations publications</li> <li>• Retain copies of bills</li> <li>• Promote efficient operation of state government</li> <li>• Provide leadership and assistance in federal, state, and local elections</li> <li>• Administer the corporation and Uniform Commercial Code prescribed by state and federal law</li> <li>• File and record all public state documents</li> </ul>
Wyoming	Elected	\$92,000	29.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• Qualified state elector</li> </ul>	<ul style="list-style-type: none"> <li>• Act as Lieutenant Governor</li> <li>• Custodian of public records relating to businesses, elections, and securities</li> <li>• Maintain Great Seal</li> <li>• Chief election officer; administer election laws</li> <li>• Conduct voter education programs</li> <li>• Register charitable organizations</li> <li>• Register corporations</li> <li>• Commission notaries public</li> <li>• Register securities</li> <li>• Register trade names/marks</li> <li>• Administer Uniform Commercial Code provisions</li> <li>• State manual or directory publication</li> <li>• State constitution publication</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
						<ul style="list-style-type: none"> <li>• Open legislative session in the House of Representatives</li> <li>• Register lobbyists</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

<sup>2</sup>Commissioner of Education.

### Attorney General

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
North Dakota	Elected	\$91,719	202.50	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least five years</li> <li>• Licensed to practice law in North Dakota</li> </ul>	<ul style="list-style-type: none"> <li>• Represent the state before the Supreme Court</li> <li>• Appear and defend all actions and proceedings against any state officer</li> <li>• Consult with and advise state's attorneys</li> <li>• Provide opinions on legal or constitutional questions</li> <li>• Maintain register of all cases prosecuted or defended by the office</li> <li>• Maintain register of all opinions given</li> <li>• Superintendent of Bureau of Criminal Investigation</li> <li>• Supervise the operation of the office of the State Fire Marshal</li> <li>• Regulate gaming schools</li> <li>• Supervise the director of the North Dakota Lottery</li> </ul>
Colorado	Elected	\$80,000	396.20	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 days annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Licensed attorney of the Supreme Court</li> </ul>	<ul style="list-style-type: none"> <li>• Chief legal counsel and advisor to the executive branch and state agencies, boards, and commissions</li> <li>• Provide opinions on the interpretation of Colorado law</li> <li>• Enforce consumer protection and antitrust laws</li> <li>• Prosecute criminal appeals and some complex white collar crimes</li> <li>• Authority over statewide grand jury</li> <li>• Train and certify peace officers</li> <li>• Review legislation prior to passage and before signature</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
Iowa	Elected	\$123,669	254.50	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 18 years of age</li> <li>• United States citizen</li> <li>• State resident</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct litigation on behalf of the state in federal and other states' courts and prosecute actions against another state in the United States Supreme Court</li> <li>• Appear for the state in criminal appeals</li> <li>• Initiate local prosecutions on request of local prosecutor under certain statutes for specific crimes</li> <li>• Intervene in local prosecutions on request of local prosecutor under certain statutes for specific crimes</li> <li>• Assist local prosecutor on request of local prosecutor under certain statutes for specific crimes</li> <li>• Supersede local prosecutor on request of local prosecutor when in the state's interest under certain statutes for specific crimes</li> <li>• Issue advisory opinions to state executive officials, legislators, and local prosecutors</li> <li>• Serve as counsel for the state to defend state law when challenged on federal constitutional grounds, conduct litigation on behalf of the state in federal and other states' courts, and prosecute actions against another state in the United States Supreme Court</li> <li>• Appear for the state in criminal appeals</li> </ul>
Kansas	Elected	\$98,901	110.00	<ul style="list-style-type: none"> <li>• Eligible to participate in regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Chief legal officer of, and advocate for, the state</li> <li>• Chief law enforcement officer</li> <li>• Initiate local prosecutions on own initiative, on request of Governor, on request of Legislature, or on request of local prosecutor under certain statutes for specific crimes</li> <li>• Intervene in local prosecutions on own initiative or on request of local prosecutor</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
Minnesota	Elected	\$114,297	317.00	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 21 years of age</li> <li>• United States citizen</li> <li>• State resident for at least 30 days</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Assist local prosecutor on request of local prosecutor</li> <li>• Supersede local prosecutor on own initiative under certain statutes for specific crimes</li> <li>• Issue advisory opinions to state executive officials, legislators, and local prosecutors on the constitutionality of bills or ordinances</li> <li>• Serve as counsel for the state to defend state law when challenged on federal constitutional grounds, conduct litigation on behalf of the state in federal and other states' courts, and prosecute actions against another state in the United States Supreme Court</li> <li>• Appear for the state in criminal appeals</li> <li>• Chief legal officer for the state</li> <li>• Legal advisor to Governor and constitutional offices</li> <li>• Provide legal opinions for state officers and political subdivisions</li> <li>• Represent and advocate for consumer protection</li> <li>• Charities oversight</li> <li>• Antitrust enforcement</li> <li>• Utilities regulation</li> </ul>
Missouri	Elected	\$116,437	372.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• United States Citizen</li> <li>• State resident for at least one year</li> </ul>	<ul style="list-style-type: none"> <li>• Chief legal officer</li> <li>• Initiate local prosecutions on request of Governor under certain statutes for specific crimes on authorization of court or other body</li> <li>• Intervene in local prosecutions under certain statutes for specific crimes</li> <li>• Assist local prosecutor on request of Governor under certain statutes for specific crimes</li> </ul>



	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Montana	Elected	\$99,712	819.62	<ul style="list-style-type: none"> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> <li>• At least five years in practice of law</li> <li>• Member of state bar</li> </ul>	<ul style="list-style-type: none"> <li>• Supersede local prosecutor on authorization of court or other body</li> <li>• Issue advisory opinions to state executive officials, legislators, and local prosecutors</li> <li>• Review legislation prior to passage and before signature only when requested by the Governor or General Assembly</li> <li>• Serve as counsel for the state to defend state law when challenged on federal constitutional grounds, conduct litigation on behalf of the state in federal and other states' courts, and prosecute actions against another state in the United States Supreme Court</li> <li>• Appear for the state in criminal appeals</li> <li>• State's chief legal officer</li> <li>• Chief law enforcement officer</li> <li>• Director of Department of Justice</li> <li>• Keep register of all cases prosecuted or defended</li> <li>• Supervisory power over county attorneys</li> <li>• Provide opinions to the Legislature and state and county agencies</li> <li>• Member of Board of Examiners</li> <li>• Member of Board of Land Commissioners</li> </ul>
Nebraska	Elected	\$95,000	97.00	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to</li> </ul>	<ul style="list-style-type: none"> <li>• State resident</li> </ul>	<ul style="list-style-type: none"> <li>• Authority to initiate local prosecutions on own initiative</li> <li>• Issue advisory opinions to state executive officials, legislators, and local prosecutors on the constitutionality of bills or ordinances</li> <li>• Serve as counsel for the state to defend state law when challenged on federal constitutional grounds, conduct litigation on behalf of state in federal and other states' courts, and prosecute actions against another state in the United States Supreme Court</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
Oklahoma	Elected	\$126,500	182.00	<p>purchase additional life insurance coverage for themselves and their dependents.</p> <ul style="list-style-type: none"> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per day</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	<ul style="list-style-type: none"> <li>• At least 31 years of age</li> <li>• United States citizen</li> <li>• State resident</li> <li>• Qualified voter in the state for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Appear for the state in criminal appeals</li> <li>• Authority to initiate local prosecutions on own initiative, on request of the Governor, on request of the Legislature, or on request of the local prosecutor when in the state's interest under certain statutes for specific crimes on authorization of court or other body</li> <li>• Intervene in local prosecutions on own initiative, on request of the Governor, on request of the Legislature, or on request of the local prosecutor when in the state's interest under certain statutes for specific crimes on authorization of court or other body</li> <li>• Assist local prosecutor on own initiative, on request of the Governor, on request of the Legislature, or on request of the local prosecutor when in the state's interest under certain statutes for specific crimes on authorization of court or other body</li> <li>• Supersede local prosecutor on own initiative, on request of the Governor, on request of the Legislature, or on request of the local prosecutor when in the state's interest under certain statutes for specific crimes on authorization of court or other body</li> <li>• Issue advisory opinions to state executive officials, legislators, and local prosecutors on the constitutionality of bills or ordinances</li> <li>• Authority to review legislation prior to passage and before signature</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
South Dakota	Elected	\$97,928	155.00	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> </ul>	<ul style="list-style-type: none"> <li>• At least 18 years of age</li> <li>• United States citizen</li> <li>• State resident</li> <li>• Qualified voter</li> <li>• Licensed attorney is implied</li> <li>• Member of state bar is implied</li> </ul>	<ul style="list-style-type: none"> <li>• Serve as counsel for the state to defend state law when challenged on federal constitutional grounds, conduct litigation on behalf of the state in federal and other states' courts, and prosecute actions against another state in the United States Supreme Court</li> <li>• Appear for the state in criminal appeals</li> <li>• Provide effective legal counsel and representation to all state agencies and political subdivisions</li> <li>• Issue legal opinions</li> <li>• Provide criminal investigation and prosecution</li> <li>• Provide law enforcement officer training and certification</li> <li>• Provide consumer protections</li> <li>• Serve as counsel for the state to defend state law when challenged on federal constitutional grounds, conduct litigation on behalf of the state in federal and other states' courts, and prosecute actions against another state in the United States Supreme Court</li> <li>• Appear for the state in criminal appeals</li> </ul>
Wyoming	Appointed by Governor	\$137,150	247.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident</li> <li>• Qualified voter</li> <li>• Licensed attorney for at least four years</li> <li>• Member of state bar for at least four years</li> </ul>	<ul style="list-style-type: none"> <li>• Prosecute and defend all suits instituted by or against the state</li> <li>• Represent the state in criminal cases in the Supreme Court</li> <li>• Defend suits brought against state officers</li> <li>• Legal advisor of all elective and appointive state officers and county and district attorneys</li> <li>• Provide written opinions to elective and appointive state officers</li> <li>• Administer Governor's Developmental Disabilities Planning Council</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
						<ul style="list-style-type: none"> <li>• Serve as counsel for the state to defend state law when challenged on federal constitutional grounds, conduct litigation on behalf of the state in federal and other states' courts, and prosecute actions against another state in the United States Supreme Court</li> <li>• Appear for the state in criminal appeals</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

### Superintendent of Public Instruction

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
North Dakota	Elected	\$95,116	99.75	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Enforce all state statutes and federal regulations pertaining to the establishment and maintenance of public schools and related programs</li> <li>• Supervise the School for the Deaf, North Dakota Vision Services - School for the Blind, and the State Library</li> <li>• Operate the Department of Public Instruction</li> <li>• Ex officio member of the Board of University and School Lands</li> </ul>
Colorado	Appointed by State Board of Education	\$223,860	557.30	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced degree, preferably in education or educational administration</li> <li>• Demonstrated personal and professional leadership success</li> </ul>	<ul style="list-style-type: none"> <li>• Advise State Board of Education concerning the current operation and status of public schools and other educational matters</li> <li>• Prepare and execute budget for the Department of Education</li> <li>• Establish and maintain system of personnel administration within the department</li> <li>• Administer policies, rules, and regulations adopted by the State Board of Education</li> <li>• Serve as State Librarian</li> <li>• Establish and maintain adequate statistical, academic performance, safety environment, and financial records of school districts</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Iowa	Appointed by Governor	\$148,526	299.05	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Supervise, manage, and control the Colorado School for the Deaf and the Blind</li> <li>• Provide leadership for the Department of Education as it carries out the policies and programs prescribed by state law and the State Board of Education and ensure department personnel are providing the necessary oversight and support for all schools, educators, and students to meet their academic goals</li> <li>• Serve as the executive officer of the State Board of Education--a nonvoting role</li> </ul>
Kansas	Appointed by State Board of Education	\$170,775	213.30	<ul style="list-style-type: none"> <li>• Eligible to participate in regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• Basic life insurance equal to 150 percent of annual salary</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Chief administrative officer of the Kansas State Department of Education</li> <li>• General supervision of public school and all other elementary and secondary educational interests of the state</li> <li>• Accredite elementary and secondary schools</li> <li>• Establish standard courses of study in the public schools</li> <li>• Certify teachers and administrators</li> <li>• Approve public and private teacher education programs</li> <li>• Administer a variety of state and federal aid and other assistance programs</li> </ul>
Minnesota	Appointed by Governor	\$108,388	406.70	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Identify measurable outcomes to evaluate programs administered by the Department of Education at the state and local level</li> <li>• Coordinate with other state agencies to ensure consistent policies promoting healthy development of children and families</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Missouri	Appointed by State Board of Education	\$185,400	1,746.00	<ul style="list-style-type: none"> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Prepare annual guidelines governing planning, reporting, and other procedural requirements necessary to administer the department</li> <li>• Chief executive officer and director of the Department of Elementary and Secondary Education</li> <li>• Confer with and advise county and school district officers, teachers, and patrons of the public schools on all matters pertaining to school law</li> <li>• Visit and supervise schools and make suggestions in regard to the subject matter and methods of instruction, the control and government of the schools, and the care and keeping of all school property</li> <li>• Attend and assist in meetings of teachers, directors, and patrons of the public schools and seek in every way to elevate the standards and efficiency of the instruction given in the public schools of the state</li> <li>• Study and evaluate and test the progress, or lack thereof, in achieving objectives and promptly make public by free electronic media the results of all studies and evaluations and tests insofar as consistent with student or parental privacy rights contained in federal or state law</li> </ul>
Montana	Elected	\$104,635	186.07	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> <li>• Bachelor's degree</li> </ul>	<ul style="list-style-type: none"> <li>• General supervision of public schools and districts</li> <li>• Secretary of the State Board of Education</li> <li>• Publish biennial reports</li> <li>• Counsel with and advise county superintendents</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Nebraska	Appointed by State Board of Education	\$166,000	195.47	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Promote efficiency, welfare, and improvement of the school system</li> <li>• Promote educational improvement by preparing curriculum, providing supervision and consultation, holding conferences, and conducting research and evaluation</li> <li>• Issue teachers' certificates</li> <li>• Serve as administrative head of the Department of Education and executive officer of the State Board of Education</li> <li>• Delegate administrative and supervisory functions</li> <li>• Prescribe administrative rules and regulations</li> </ul>
Oklahoma	Elected	\$118,450	410.00	<ul style="list-style-type: none"> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	<ul style="list-style-type: none"> <li>• At least 31 years of age</li> <li>• United States citizen</li> <li>• Qualified voter in the state for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for giving advice and making recommendations to the State Board of Education on all matters pertaining to the policies and administration of the Department of Education and the public school system</li> <li>• As president of the State Board of Education and State Board of Vocational and Technical Education, the State Superintendent of Public Instruction presides at all meetings and has the full right of discussion and voting</li> <li>• Responsible for the general administration, coordination, supervision, promotion, evaluation, and improvement of educational programs; and interpret and implement the policies of the State Board of Education</li> <li>• Coordinate all divisions of the Department of Education and supervise all employees</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
South Dakota	Appointed by Governor	\$115,000	141.00	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability Insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Administer oaths and perform other duties pertaining to the public school system as prescribed by law or the State Board of Education</li> <li>• Upon request, advise district superintendents of schools on questions as to the powers, duties, and functions of school district officials</li> <li>• Every two years, compile, publish, and distribute a book of school laws, which shall include Attorney General's opinions, and issue annually a statistical report for the Governor and legislators</li> <li>• Advocate for education</li> <li>• Facilitate delivery of statewide education services</li> <li>• Promote efficient, appropriate, and quality educational opportunities for all state residents</li> </ul>
Wyoming	Elected	\$92,000	124.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• Qualified state elector</li> </ul>	<ul style="list-style-type: none"> <li>• General supervision of public schools</li> <li>• Make rules and regulations as necessary for the proper and effective administration of the state educational system</li> <li>• Consult with and advise the State Board of Education, local school administrators, teachers, and interested citizens</li> </ul>



	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
				<ul style="list-style-type: none"> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>		<ul style="list-style-type: none"> <li>• Develop public support for a complete and uniform system of education</li> <li>• Maintain adequate files and records pertaining to the Department of Education</li> <li>• Enforce state laws and administrative rules relating to education</li> <li>• Maintain a list of accredited schools in the state</li> <li>• Promulgate rules for the receipt and distribution of federal funds</li> <li>• Promulgate rules and provide a biennial plan and budget for the maintenance and operation of the Wyoming School for the Deaf</li> <li>• Assess and collect student educational assessment data from school districts, community colleges, and the University of Wyoming</li> <li>• Assist the Wyoming Professional Teaching Standards Board in the performance of its duties.</li> <li>• Establish guidelines for special education</li> <li>• Establish criteria and guidelines for vocational education</li> </ul>
<p><sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.</p>						

**Tax Commissioner**

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
North Dakota	Elected	\$90,678	133.00	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• General supervision over all assessors of taxes and boards of equalization</li> <li>• Enforce tax laws</li> <li>• Collect taxes and fees</li> <li>• Audit tax returns</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Colorado	Appointed by Governor	\$146,040	1,512.70	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Chief authority of the state and advisor to the Governor and General Assembly in regard to collection of taxes</li> <li>• Administer motor vehicle functions</li> <li>• Administer lottery, gaming, racing, and port of entry functions</li> <li>• Enforce taxing and licensing laws</li> <li>• Enforce liquor laws</li> </ul>
Iowa	Appointed by Governor	\$104,533	400.00	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Sign all orders, subpoenas, warrants, and other documents of the Department of Revenue</li> <li>• General supervision over the administration of assessment and tax laws of the state and over boards of supervision and all other offices in performance of their duties relating to assessments and taxes</li> <li>• Collection of taxes and fees</li> </ul>
Kansas	Appointed by Governor	\$107,900	1,096.00	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system or may elect a noncontributory annuity benefit for which the state contributes 8 percent of salary</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Collect taxes and fees</li> <li>• Administer Kansas tax laws</li> <li>• Issue a variety of licenses</li> <li>• Regulate the sale and distribution of alcoholic beverages</li> <li>• Enforce bingo and tobacco regulations</li> <li>• Appraise state property and exercise supervision over local appraisers</li> <li>• Issue motor vehicle titles, register vehicles, and license drivers</li> </ul>
Minnesota	Appointed by Governor	\$108,388	1,391.70	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Manage the state's revenue system</li> <li>• Administration of 28 different taxes</li> <li>• Interpret and enforce tax laws</li> <li>• Provide tax forms for individuals and businesses</li> <li>• Process tax returns and payments</li> <li>• Audit tax returns</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Missouri	Appointed by Governor	\$105,070	55.00	<ul style="list-style-type: none"> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Equalize assessments</li> <li>• Conduct hearings regarding valuations and formulate statewide assessment policies</li> <li>• Supervise local assessing officials</li> <li>• Assess distributable property of railroads and utilities in the state</li> </ul>
Montana	Appointed by Governor	\$97,340	672.28	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Administer and enforce tax laws</li> <li>• Administer Montana Alcoholic Beverage Code</li> <li>• Administer property discovery and valuation program</li> <li>• Enforce tobacco tax regulations</li> </ul>
Nebraska	Appointed by Governor	\$95,000	351.25	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Administer revenue laws and all state tax revenues except liquor and insurance tax</li> <li>• Perform audits of selected taxpayers</li> <li>• Provide assistance to taxpayers</li> <li>• Provide statistical information and projections of anticipated tax revenue to the Legislature</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Oklahoma	Appointed by Governor	\$132,825	1,150.00	<ul style="list-style-type: none"> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Responsible for the supervision of the administration and enforcement of state tax laws and the collection of a majority of all state-levied taxes and fees</li> </ul>
South Dakota	Appointed by Governor	\$110,303	327.10	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Application of tax laws</li> <li>• Comprehensive education program for taxpayers</li> <li>• Operate South Dakota Lottery</li> <li>• Regulate banking, securities, insurance, gaming, and racing industries</li> <li>• Protect public in real estate transactions</li> <li>• Promote ethical standards for abstractors</li> <li>• Assist in cleanup of petroleum spills</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Wyoming	Appointed by Governor	\$116,457	132.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Administration and collection of mineral and excise taxes as well as the valuation of property, the wholesale distribution of alcohol beverages, and enforcement of liquor laws</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

### Insurance Commissioner

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
North Dakota	Elected	\$83,550	45.50	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Application of laws pertaining to insurance companies and benevolent societies</li> <li>• File articles of incorporation of all insurance companies organized or doing business in North Dakota</li> <li>• Maintain permanent record of commissioner's proceedings and statement of each company or agency visited or examined</li> <li>• Manage, control, and supervise the state bonding fund</li> <li>• Manage, control, and supervise the state fire and tornado fund and the insurance of public buildings in the fund</li> </ul>
Colorado	Appointed by Governor	\$110,388	86.70	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 annual leave days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Regulate the insurance industry</li> <li>• Assist consumers and other stakeholders with insurance issues</li> <li>• Perform market and financial examinations on insurance companies licensed to conduct business in the state</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Iowa	Appointed by Governor	\$104,533	103.00	<ul style="list-style-type: none"> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Supervise all insurance business transacted in the state, including health maintenance organizations and mutual hospital and health service corporations</li> <li>• Grant permission to companies wishing to sell insurance in Iowa and general control over all aspects of their business from the forms they use to the rates they charge</li> <li>• Serve as the administrator of the Iowa Uniform Securities Act which involves the licensing of brokerage firms and their agents, examining new securities offerings, and investigating investment fraud cases</li> </ul>
Kansas	Elected	\$86,003	138.40	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Supervise all transactions relating to insurance companies in the state</li> <li>• Oversee several programs related to insurance, including the firefighters' relief fund, workers' compensation, group-funded workers' compensation, and municipal group-funded pools</li> </ul>
Minnesota <sup>2</sup>						
Missouri	Appointed by Governor	\$120,000	545.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	• State resident	<ul style="list-style-type: none"> <li>• Keep records and issue certificates of authority to transact insurance business in the state</li> <li>• Issue other certificates as required by law in the organization of insurance companies and the transactions of the business of insurance</li> <li>• Protect interests of the general public, policyholders, and insurance companies and their officers</li> </ul>
Montana <sup>3</sup>						

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Nebraska	Appointed by Governor	\$107,120	100.63	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Regulate and examine all insurance companies and certain related operations doing business in Nebraska. Regulation includes agent licensing and examination; foreign insurer admittance; periodic examination of company affairs; automobile, property, and liability rate approval; policy form approval; rating and claims practice investigation; and complaints investigations.</li> <li>• Administer the excess liability fund and supervise the Residual Malpractice Insurance Authority, both of which were established by the Hospital-Medical Liability Act of 1976</li> <li>• License insurance agents, agencies, and companies</li> <li>• Review financial and market conduct company records</li> <li>• Review life, health, property, or casualty policy forms for approval or disapproval</li> <li>• Review and approve or disapprove rates for many lines of insurance</li> <li>• Ensure compliance with the Nebraska Insurance Code through administrative actions</li> <li>• Draft legislation and regulations</li> <li>• Investigate insurance fraud</li> <li>• Investigate consumer complaints</li> <li>• Educate and inform consumers about insurance issues</li> <li>• Coordinate and maintain a senior counseling program</li> </ul>
Oklahoma	Elected	\$109,205	153.00	<ul style="list-style-type: none"> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• License, supervise, and regulate insurance companies, insurance agents, insurance adjusters, motor service clubs, bail bondsmen, real estate appraisers, and prepaid funeral benefit organizations</li> <li>• Collect premium taxes and fees</li> <li>• License insurance companies</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
South Dakota <sup>4</sup>				<ul style="list-style-type: none"> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>		<ul style="list-style-type: none"> <li>• Investigate claims and complaints</li> <li>• Conduct financial and market examinations of insurance companies</li> <li>• Approve mergers and acquisitions of Oklahoma insurance companies</li> <li>• Administer holding company registration statements</li> <li>• Supervise the Oklahoma Property and Casualty Insurance Guaranty Association</li> <li>• Supervise the Oklahoma Life, Accident and Health Insurance Guaranty Association</li> <li>• Provide consumer education and assistance</li> <li>• Administer product compliance and approval</li> </ul>
Wyoming	Appointed by Governor	\$101,567	26.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Regulate and licenses insurance companies, risk retention and purchasing groups, motor clubs, preneed funeral homes, agents, brokers, adjusters, and consultants</li> <li>• Approve policy filings</li> <li>• Investigate consumer complaints</li> <li>• Monitor financial condition and solvency of insurance companies</li> <li>• Collect premiums and surplus lines taxes</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

<sup>2</sup>Insurance is a division of the Department of Commerce.

<sup>3</sup>State Auditor is the ex officio Insurance Commissioner.

<sup>4</sup>Insurance is a division of the Department of Revenue and Regulation (see Tax Commissioner section).



## Public Service Commissioner

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
North Dakota	Elected	\$85,830	43.00	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Three-member commission with varying degrees of statutory authority over electric and gas utilities, telecommunications companies, power plants, transmission line and pipeline sitings, railroads, grain elevators, auctioneers and auction clerks, weighing and measuring devices, pipeline safety, and coal mine reclamation</li> </ul>
Colorado	Appointed by Governor	\$121,488	100.50	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Full economic and quality of service regulatory authority over intrastate telecommunications services and investor-owned electric, gas, and water utilities</li> <li>• Partial regulatory control over municipal utilities and electric associations</li> <li>• Jurisdiction over gas pipeline inspection units</li> <li>• Regulate railroad and motor carrier utilities that are for hire</li> <li>• Jurisdiction over railroad corporations and public railroad-highway grade crossings</li> </ul>
Iowa	Appointed by Governor	\$125,080	79.00	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Regulate various aspects of electric, natural gas, communications, and water utilities</li> <li>• Supervises all pipelines and the transmission, sale, and distribution of electrical current</li> <li>• Certify electric power generators and grant franchises for electric transmission lines</li> <li>• Resolve complaints, enforce safety and engineering standards, approve plans for energy efficiency programs, approve plans for recovery of the costs to control emissions from generating facilities, oversee affiliate transactions, and review proposals for reorganization</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Kansas	Appointed by Governor	\$134,750	214.00	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system, or</li> <li>• May elect a noncontributory annuity benefit for which the state contributes 8 percent of salary</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Three-member Kansas Corporation Commission</li> <li>• Regulate rates and oversee other aspects of the operations of natural gas, electric, telephone, and water utilities</li> <li>• Regulate motor carriers</li> <li>• Enforce regulations pertaining to the conservation of crude oil, natural gas, and the protection of fresh and usable water</li> </ul>
Minnesota	Appointed by Governor	\$88,448	44.80	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan, employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Regulate electricity, natural gas, and telephone industries</li> <li>• Ensure vendors provide safe, adequate, and reliable services at fair and reasonable rates</li> </ul>
Missouri	Appointed by Governor	\$105,070	200.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• State resident for at least five years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Regulate investor-owned electric, steam, natural gas, water, sewer, and telephone companies</li> </ul>
Montana	Elected	\$88,528	39.00	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Supervise and regulate operations of public utilities, common carriers, railroads, and other regulated industries</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Nebraska	Elected	\$75,000	48.89	<ul style="list-style-type: none"> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance programs cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• The Public Service Commission is composed of its transportation, communications, grain warehouse, and housing and recreational vehicle departments.</li> <li>• Regulate rates and services of all common carriers, including contract carriers, engaged in the transportation of household goods or passengers for hire or furnishing communication services for hire in Nebraska intrastate commerce</li> <li>• State is divided into five districts with each district electing one commissioner for a six-year term</li> </ul>
Oklahoma	Elected	\$109,250	547.00	<ul style="list-style-type: none"> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Regulate public utilities, except those under municipal or federal jurisdiction or exempt from regulation; oil and gas drilling, production, and environmental protection; the safety aspects of motor carrier, rail, and pipeline transportation; and the environmental integrity of petroleum storage tank systems</li> <li>• The federal Motor Carrier Act of 1995 ended state authority for economic regulation (rates and routes) of intrastate transport of most commodities, but the Oklahoma Corporation Commission continues to enforce requirements for operating authority and insurance.</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
South Dakota	Elected	\$91,390	30.20	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Enforce federal regulations for underground injection of water and chemicals, underground disposal of certain oil and gas waste fluids, and remediation of soil and ground water pollution caused by leaking petroleum products storage tanks</li> <li>• Rule on all regulatory matters within commission jurisdiction. Commission orders are appealable only to the Oklahoma Supreme Court.</li> <li>• Ensure safe, reliable, and high-quality utility services at competitive rates</li> <li>• Resolve disputes between customers and utility companies and between competing utility companies</li> <li>• Regulate electric, natural gas, grain warehouses, grain dealers, public storage warehouses, telecommunications companies, intrastate pipeline safety, and excavation services</li> </ul>
Wyoming	Appointed by Governor	\$120,340	36.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Regulate and supervise public utilities, including electricity, natural gas, and telecommunications</li> <li>• Regulate some commercial water utilities and intrastate pipelines</li> <li>• Certify utility service territory</li> <li>• Resolve complaints and arbitrate disputes between parties</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
				<ul style="list-style-type: none"> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>		<ul style="list-style-type: none"> <li>• Authorize major utility construction projects</li> <li>• Approve of public utility mergers and reorganization</li> <li>• Administer of Wyoming universal service fund</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

### Agriculture Commissioner

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
North Dakota	Elected	\$85,830	74.50	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory duties and dissemination of information relating to agriculture</li> <li>• Serve on several boards and commissions, including the Industrial Commission, State Water Commission, State Emergency Board, Tax Equalization Board, and several others</li> <li>• Promote improved marketing conditions for North Dakota agricultural products</li> <li>• License livestock auction markets and dealers</li> <li>• Monitor disease control in domestic animals</li> <li>• License and inspect rendering plants</li> <li>• Cooperate with the United States Department of Agriculture to reduce wildlife damage to property</li> <li>• Administer the dairy pollution prevention program</li> <li>• Enforce laws relating to the humane treatment of animals</li> <li>• Direct the agriculture mediation program, administer the noxious weed law, and license beekeepers</li> <li>• Develop programs to protect plants from insects and disease</li> <li>• Inspect and license nurseries and administer and enforce state pesticide laws</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Colorado	Appointed by Governor	\$146,040	293.00	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Administer the state waterbank program</li> <li>• License and inspect commercial feeds, fertilizer, and livestock medicines and pesticides</li> <li>• License anhydrous ammonia storage facilities and enforce anhydrous ammonia laws</li> <li>• Administer Project Safe Send</li> <li>• Administer livestock disease prevention and control</li> <li>• Provide laboratory and metrology services</li> <li>• Provide rodent and predator control services</li> <li>• Inspect pet animal facilities</li> <li>• License all of the state's aquaculture facilities</li> <li>• Conduct animal cruelty investigations</li> <li>• Inspect and verify ownership of livestock, investigate livestock theft, and record livestock brands</li> <li>• License livestock sale barns, packing plants, and alternative livestock farms</li> <li>• Responsible for the Colorado State Fair</li> <li>• Provide administrative and financial assistance to Colorado's 76 conservation districts</li> <li>• Inspect animal feed, fertilizer, anhydrous ammonia tanks, eggs, grain warehouses, agricultural commodity handlers and dealers, custom meat and wild game processing, door-to-door food sales companies, and weighing and measuring devices</li> <li>• Assist Colorado food and agricultural companies to sell their products in local, regional, national, and international markets</li> <li>• Provide organic certification, nursery livestock inspection, and seed inspection and certification</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Iowa	Elected	\$103,212	408.00	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Provide produce, plant, and seed export certificates</li> <li>• Responsible for a wide variety of consumer protection and agriculture promotion programs, including regulating meat processing, commercial feed and fertilizer, pesticide application, and dairy production and processing. The Weights and Measures Bureau makes sure both buyers and sellers are treated fairly at the gas pump, grocery store, or grain elevator.</li> <li>• The State Climatologist, Entomologist, and Veterinarian are also all part of the Department of Agriculture and Land Stewardship. Other areas of responsibility for the department include agriculture statistics, homeland security, and the Iowa horse and dog breeding program.</li> <li>• Promote farmer's markets and administer the farmer's market nutrition program for seniors and residents participating in the women, infants, and children program</li> </ul>
Kansas <sup>2</sup>	Appointed by Governor	\$100,000	344.50	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system, or may elect a noncontributory annuity benefit for which the state contributes 8 percent of salary</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Implement food safety, consumer, and environmental protection and water resource allocation programs, including the assurance of a safe meat, milk, and egg supply</li> <li>• Inspect food processing and retail establishments</li> <li>• Ensure the responsible use of pesticides and nutrients</li> <li>• Protect of Kansas' natural and cultivated plants</li> <li>• Inspect weighing and measuring devices in commerce</li> <li>• Ensures the waters of Kansas are put to beneficial use</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Minnesota	Appointed by Governor	\$108,388	448.70	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Protect food supply and natural resources</li> <li>• Inspect dairy and food processing facilities</li> <li>• Develop international markets</li> <li>• Provide risk management education</li> <li>• Provide organic and sustainable agriculture technical support</li> <li>• Provide dairy and livestock development support</li> <li>• Provide consumer food safety education</li> <li>• Respond to agriculture chemical spills</li> <li>• Inspect grocery stores</li> </ul>
Missouri	Appointed by Governor	\$120,000	390.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	<ul style="list-style-type: none"> <li>• Practical farmer versed in agriculture science</li> </ul>	<ul style="list-style-type: none"> <li>• Regulate horticulture and agriculture in the state, including veterinary services</li> <li>• Work with the College of Agriculture, Food and Natural Resources of the University of Missouri to coordinate educational and extension efforts</li> <li>• Member of the State Fair Commission</li> </ul>
Montana	Appointed by Governor	\$96,972	129.54	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Manage more than 30 programs from marketing and business enhancement to licensing and regulating various activities to protect agriculture producers, consumers, and the environment</li> </ul>
Nebraska	Appointed by Governor	\$99,395	148.63	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance program cost</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Responsible for all activities within the Nebraska Department of Agriculture and serve at the pleasure of the Governor and report directly to the Governor</li> </ul>



	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Oklahoma	Appointed by Governor	\$87,005	515.00	<ul style="list-style-type: none"> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• The State Board of Agriculture consists of five members appointed by the Governor with the consent of the Senate. Members shall be farmers with practical experience for at least 5 of the previous 10 years and lived on and operated a farm after reaching 21 years of age. The state is divided into four agricultural districts and a member is appointed to a four-year term from each of the districts. An at-large position is appointed by the Governor to be the president of the State Board of Agriculture and serves at the pleasure of the Governor. The president also serves as the Commissioner of Agriculture.</li> </ul>
South Dakota	Appointed by Governor	\$103,000	198.80	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Promote, protect, and advocate the interests of agriculture</li> <li>• Encourage wise management and protection of the state's soil, water, range, and forest resources</li> <li>• Promote economically and environmentally sound agricultural practices</li> <li>• Protect, maintain, and develop market opportunities for South Dakota crop and livestock industries</li> <li>• Protect producer and consumer interests inspecting and regulating agricultural products</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Wyoming	Appointed by Governor	\$107,588	83.00	<ul style="list-style-type: none"> <li>• Three weeks' vacation leave</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>	<ul style="list-style-type: none"> <li>• College graduate with at least 5 years' experience in agriculture or 12 years' experience in agriculture</li> </ul>	<ul style="list-style-type: none"> <li>• Oversee safety of Wyoming's food supply in conjunction with local health departments</li> <li>• Conduct swimming pool inspections and assist with drinking water safety</li> <li>• Provide chemical and bacteriological analyses to all clients</li> <li>• Manage and enhance Wyoming's natural resources</li> <li>• Increase the visibility of the agricultural industry</li> <li>• Oversee 14 different laws to allow for truthfully marketed commodities</li> <li>• Administer pesticide, plant industry, rodent and predator, seed laboratory, weed and pest, and weights and measures programs</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

<sup>2</sup>Secretary of Agriculture.

### State Auditor

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
North Dakota	Elected	\$83,550	51.80	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• State resident for at least five years</li> </ul>	<ul style="list-style-type: none"> <li>• Post audit all financial transactions of the state government, detect and report any defaults, and determine whether expenditures have been made in accordance with law and appropriation acts</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>	
Colorado	Appointed by the General Assembly	\$145,140	73.00	<ul style="list-style-type: none"> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident</li> </ul>	<ul style="list-style-type: none"> <li>• Perform or provide for the audit of the general purpose financial statements and a review of the material included in the Comprehensive Annual Financial Report of the state</li> <li>• Perform or provide for the audits and reviews of state agencies</li> <li>• Perform or provide for performance audits of state agencies</li> </ul>	
Iowa	Elected	\$103,212	103.00	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident</li> </ul>	<ul style="list-style-type: none"> <li>• Audit all state agencies; audit local governments; obtain information; issue subpoenas; specify accounting principles for local governments; and investigate fraud, waste, abuse, and illegal acts</li> </ul>	
Kansas	Appointed by the Legislative Post Audit Committee	\$115,926	27.00	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• No formal provisions</li> </ul>	<ul style="list-style-type: none"> <li>• Oversee the Division of Post Audit</li> <li>• Perform financial compliance and performance audits of state agencies and programs</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Minnesota	Elected	\$102,249	106.20	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident</li> </ul>	<ul style="list-style-type: none"> <li>• Oversee spending by local governments</li> <li>• Perform audits of local government financial statements</li> </ul>
Missouri	Elected	\$107,746	120.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen for at least 15 years</li> <li>• State resident for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Establish appropriate system of accounting for all public officials and political subdivisions of the state</li> <li>• Audit the state treasury and all state agencies; audit local governments; obtain information; issue subpoenas; investigate fraud, waste, abuse, and illegal acts; and operate an investigation hotline</li> <li>• Audit counties that do not elect a county auditor and other political subdivisions upon petition by the voters of those subdivisions</li> </ul>
Montana	Elected	\$82,400	79.08	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Audit all state agencies; obtain information; investigate fraud, waste, abuse, and illegal acts; and operate an investigation hotline</li> </ul>
Nebraska	Elected	\$85,000	43.00	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident</li> </ul>	<ul style="list-style-type: none"> <li>• Audit all state agencies; audit local governments; specify accounting principles for counties; investigate fraud, waste, abuse, and illegal acts; and operate an investigation hotline</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
Oklahoma	Elected	\$109,250	169.00	<p>of the employee assistance program cost</p> <ul style="list-style-type: none"> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	<ul style="list-style-type: none"> <li>• At least 31 years of age</li> <li>• United States citizen</li> <li>• Qualified voter in state for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Audit all state agencies; audit local governments; obtain information; issue subpoenas; and investigate fraud, waste, abuse, and illegal acts</li> </ul>
South Dakota	Elected	\$78,363	18.00	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Provide for the pre-auditing of claims against the state and the issuing of warrants for payment</li> <li>• Record and monitor the state's financial management</li> <li>• Deposit Social Security and federal income taxes</li> <li>• Audit and correct wage data and Social Security records for state employees</li> <li>• Administer a repository for state employee W-2s</li> </ul>

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
Wyoming	Elected	\$92,000	116.00	<ul style="list-style-type: none"> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• Qualified state elector</li> </ul>	<ul style="list-style-type: none"> <li>• Audit all state agencies; audit local governments; obtain information; issue subpoenas; and investigate fraud, waste, abuse, and illegal acts</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

### State Treasurer

	Elected/ Appointed	Current Salary	Agency FTE Positions	Fringe Benefits <sup>1</sup>	Statutory Requirements to Hold Office	Primary Duties and Responsibilities
North Dakota	Elected	\$78,900	7.00	<ul style="list-style-type: none"> <li>• Fully paid, single or family health care premium</li> <li>• Basic life insurance plan</li> <li>• Deferred compensation</li> <li>• Flexcomp plan</li> <li>• 8.12 percent employer contribution to retirement</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least five years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Receive and deposit all public money</li> <li>• Pay warrants drawn by the Office of Management and Budget</li> <li>• Maintain records of all money received and disbursed</li> <li>• Keep separate accounts of the different funds</li> <li>• Keep record of all revenues and expenditures of state agencies</li> <li>• Member of Board of Tax Equalization, State Historical Board, State Investment Board, Teachers' Fund for Retirement Board of Trustees, Board of University and School Lands, and State Canvassing Board</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Colorado	Elected	\$68,500	133.90	<ul style="list-style-type: none"> <li>• 12.95 percent employer contribution to retirement</li> <li>• Employer contribution up to \$869 for medical insurance depending on plan</li> <li>• Employer contribution for dental insurance</li> <li>• Basic life insurance plan</li> <li>• 12 to 21 days annual leave days per year depending on years of service</li> <li>• 10 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 30 years of age</li> <li>• United States citizen</li> <li>• State resident for at least two years</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for cash management, bond issuance, banking services, and unclaimed property</li> </ul>
Iowa	Elected	\$103,212	33.80	<ul style="list-style-type: none"> <li>• 6.65 percent employer contribution to retirement system</li> <li>• State matches \$1 for every \$2 paid by employee to Retirement Investors Club</li> <li>• Fully paid health care premium</li> <li>• Fully paid, single plan dental insurance; 50 percent family plan for full-time employees</li> <li>• 10 annual leave days per year plus 2 additional days after four years of service</li> <li>• 18 sick leave days per year</li> <li>• Nine paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 18 years of age</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for cash management, investment of retirement funds, management of bonded debt, bond issuance, debt service, arbitrage rebate, banking services, unclaimed property, college savings, and collateral programs</li> </ul>
Kansas	Elected	\$82,563	55.50	<ul style="list-style-type: none"> <li>• Eligible to participate in the regular state employees' retirement system</li> <li>• Medical and dental insurance</li> <li>• 12 to 21 vacation days per year depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Responsible for cash management, banking services, unclaimed property, college savings, and municipal bond servicing</li> <li>• Serve as a member of the Pooled Money Investment Board</li> <li>• Oversee the Municipal Investment Pool</li> <li>• Serve on the Committee on Surety Bonds and Insurance</li> <li>• Serve as a member of the Kansas Public Employees Retirement System Board of Trustees</li> <li>• Implement the postsecondary education savings plan</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Minnesota	Appointed by Commissioner of Minnesota Management and Budget	\$108,388	266.20	<ul style="list-style-type: none"> <li>• 4 percent employer contribution to retirement</li> <li>• Fully paid, single plan health insurance; employee pays \$130 per month for family plan</li> <li>• Employer pays majority of dental plan; employee pays \$5 monthly for single plan and \$30 monthly for family plan</li> <li>• Basic life insurance based on annual salary</li> <li>• 12 to 25 annual leave days per year depending on years of service</li> <li>• 12 sick leave days per year</li> <li>• 10 paid holidays per year</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Responsible for cash management, management of bonded debt, bond issuance, debt service, arbitrage rebate, banking services, and collateral programs</li> </ul>
Missouri	Elected	\$107,746	48.00	<ul style="list-style-type: none"> <li>• 12.75 percent employer contribution to retirement</li> <li>• Basic life insurance plan</li> <li>• Health care benefit allowance of \$776 per month</li> <li>• 15 to 21 annual leave days per year depending on years of service</li> <li>• 15 sick leave days per year</li> <li>• 12 paid holidays per year</li> <li>• Up to \$35 employer contribution to deferred compensation upon employee match</li> </ul>	<ul style="list-style-type: none"> <li>• United States citizen</li> <li>• State resident for at least five years</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for cash management, investment of trust funds, arbitrage rebate, banking services, unclaimed property, college savings, and investment of all state funds</li> </ul>
Montana	Appointed by Governor	\$97,340	612.99	<ul style="list-style-type: none"> <li>• 7.17 percent employer contribution to retirement</li> <li>• Medical and dental insurance paid in part by employer</li> <li>• 11 sick leave days per year</li> <li>• 14 to 22 annual leave days per year depending on years of service</li> <li>• Longevity pay - 1.5 percent to 21 percent added to base pay depending on years of service</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Responsible for cash management, management of bonded debt, bond issuance, debt service, arbitrage rebate, and banking services</li> </ul>



	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
Nebraska	Elected	\$85,000	57.25	<ul style="list-style-type: none"> <li>• Comprehensive insurance benefits - State contributes 79 percent of the health insurance premium, 100 percent of the basic life insurance coverage, and 100 percent of the employee assistance programs cost</li> <li>• Dental, vision, long-term disability, and life insurance available at group rate</li> <li>• The state offers a \$20,000 term life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.</li> <li>• 12 annual leave days per year</li> <li>• 12 sick leave days per year</li> <li>• 12 paid holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 19 years of age</li> <li>• United States citizen</li> <li>• State resident</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for cash management, banking services, unclaimed property, college savings, and Nebraska Child Support Payment Center</li> </ul>
Oklahoma	Elected	\$109,250	90.00	<ul style="list-style-type: none"> <li>• Health care benefit allowance \$525.59 to \$1,342.54 per month; cafeteria plan benefit allowance used for purchasing four core benefits of health, dental, life, and disability insurance. Any excess amount is paid to the employee and is taxed as income. If the benefit cost exceeds the allowance, the remainder is deducted from the employee's pay.</li> <li>• 15 annual leave days per year</li> <li>• 15 sick leave days per year</li> <li>• 10 paid holidays days per year</li> <li>• Defined benefit plan - 12.5 percent employer contribution, 3.5 percent employee contribution</li> <li>• Defined contribution plan - \$25 per month matching funds from the state</li> </ul>	<ul style="list-style-type: none"> <li>• At least 31 years of age</li> <li>• United States citizen</li> <li>• State resident for at least 10 years</li> <li>• Qualified voter in the state for at least 10 years</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for cash management, investment of trust funds, debt service, banking services, unclaimed property, college savings, and collateral programs</li> </ul>

	<b>Elected/ Appointed</b>	<b>Current Salary</b>	<b>Agency FTE Positions</b>	<b>Fringe Benefits<sup>1</sup></b>	<b>Statutory Requirements to Hold Office</b>	<b>Primary Duties and Responsibilities</b>
South Dakota	Elected	\$78,363	37.00	<ul style="list-style-type: none"> <li>• Basic life and accidental death and dismemberment insurance plan</li> <li>• Paid employee health insurance</li> <li>• Dependent health insurance at group rates</li> <li>• Dental, vision, hospital, and disability insurance</li> <li>• Portable supplemental life insurance</li> <li>• Long-term care insurance</li> <li>• Paid long-term disability</li> <li>• Paid family survivor benefits</li> <li>• Three weeks' vacation leave per year</li> <li>• 14 sick leave days per year</li> <li>• 10 or more paid holidays per year</li> <li>• 6 to 8 percent fully matched retirement plan similar to 401k</li> <li>• Supplemental retirement plan</li> <li>• Reduced tuition at state universities</li> <li>• Paid professional liability insurance - Public entity pool for liability fund</li> <li>• Longevity pay</li> </ul>	No formal provisions	<ul style="list-style-type: none"> <li>• Provide financial management relating to accounting, banking, bond management, and data processing</li> <li>• Provide support to other state agencies</li> <li>• Supervise and regulate public funds insurance</li> <li>• Manage unclaimed property</li> <li>• Member of the State Investment Council</li> </ul>
Wyoming	Elected	\$92,000	24.00	<ul style="list-style-type: none"> <li>• 11.25 percent employer contribution to retirement</li> <li>• 85 percent employer contribution to health care plan</li> <li>• Basic life insurance plan</li> <li>• Longevity pay of \$40 per month after completion of each five years of service</li> <li>• 12 to 24 annual leave days per year depending on years of service</li> <li>• At least nine paid holidays per year</li> <li>• 12 sick leave days per year</li> </ul>	<ul style="list-style-type: none"> <li>• At least 25 years of age</li> <li>• United States citizen</li> <li>• State resident for at least one year</li> <li>• Qualified voter</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for cash management, investment of trust funds, management of bonded debt, bond issuance, debt service, arbitrage rebate, banking services, unclaimed property, college savings, collateral programs, and local government investment pool</li> </ul>

<sup>1</sup>Fringe benefits identified are for regular state employees. Annual leave and sick leave may vary between elected and appointed officials in each state.

### COMPARISON OF NORTH DAKOTA'S ELECTED AND APPOINTED OFFICIALS' SALARIES

The following table provides a listing of North Dakota's elected officials' salaries and salaries of agency directors appointed by the Governor as of November 2009:

Elected Officials		Agency Directors Appointed by the Governor	
Governor	\$105,034	State Health Officer, State Department of Health	\$162,876
Superintendent of Public Instruction	\$95,116	Adjutant General, North Dakota National Guard	\$159,672
Attorney General	\$91,719	Executive Director, Department of Human Services	\$141,384
Tax Commissioner	\$90,678	Commissioner of Commerce, Department of Commerce	\$139,392
Public Service Commissioners	\$85,830	Director, Office of Management and Budget	\$131,700
Agriculture Commissioner	\$85,830	Director, Department of Transportation	\$122,076
Secretary of State	\$83,550	Chief Information Officer, Information Technology Department	\$115,488
Insurance Commissioner	\$83,550	Director, Game and Fish Department	\$102,216
State Auditor	\$83,550	Commissioner, Department of Financial Institutions	\$99,468
Lieutenant Governor	\$81,538	Director, Department of Corrections and Rehabilitation	\$99,000
State Treasurer	\$78,900	Executive Director, Job Service North Dakota	\$93,132
		Director, Parks and Recreation Department	\$89,568
		Superintendent, Highway Patrol	\$85,176
		Commissioner, Securities Department	\$80,187
		Labor Commissioner, Department of Labor	\$79,596
		Executive Director, Indian Affairs Commission	\$66,672