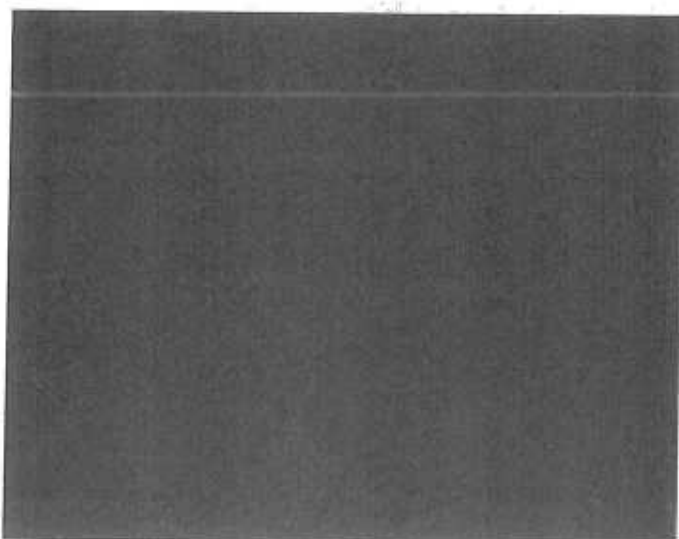




**IEEE★USA**  
2013 SALARY SURVEY SPECIAL REPORT

**Energy & Power Industry**



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**ACKNOWLEDGMENTS**

IEEE-USA's Salary & Benefits Survey, 2013 Edition, is the 26th in a series of studies of the compensation of U.S. members of the IEEE. IEEE-USA coordinated the project. IEEE Strategic Research prepared this summary report about respondents whose primary area of technical competence (PATC) is in energy and power.

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# EXECUTIVE SUMMARY

IEEE-USA has conducted compensation surveys of U.S. IEEE members since 1972. This report summarizes salary data for one group of IEEE members: those whose primary area of technical competence (PATC) is in energy and power engineering. Major findings from the 2013 edition of this project are summarized below:

- This year, the report contains data from a total of 2,134 IEEE members who identified energy and power engineering as their primary area of technical competence.
- 93% of all respondents were male. Virtually all respondents had college degrees, including Bachelor's (59%), Master's (21%), MBA (10%), and Ph.D. (8%).
- Total median pre-tax income in the calendar year of 2012 from all sources was \$127,100. After excluding overtime pay, profit sharing, and other supplemental earnings, median pre-tax income from all primary sources (salary, commissions, bonuses and net self-employment) was \$108,400.
- Looking at primary job function, general managers and technical managers reported the highest average salaries, at \$188,200 and \$153,800, respectively. Design and development engineering and quality control/reliability were the two job functions with the lowest average salaries, at \$105,500 and \$97,800, respectively.
- Respondents who identified their line of business as Electrical/Electronic Servicing had the lowest average incomes (\$109,500), while those who worked in Petroleum/Chemical had the highest (\$163,500). Respondents who worked in the medical business also reported a high annual income (\$143,100).
- Median income varies by employment sector, as well. Those working in the non-profit sector (excluding education) earned top primary incomes (average of \$150,300) in calendar year 2012, while those working in state and local government or federal government: defense were the lowest (\$111,400 and \$117,400, respectively).
- Jobs that require supervisory responsibilities offered increased salaries as well. The average salary for those who supervised between 50 and 499 employees was \$218,400 – a \$111,600 gap when compared with those who did not supervise any employees (\$106,800).
- Those who are just starting in their profession earn an average salary of \$75,000. Those who have been in their profession for 5 to 7 years earned \$92,400 on average, an increase of 23%.
- Working with the same employer over this time frame can pay off: The \$20,000 gap for those just starting with their current employer (\$108,600) and those who have been with their current employer 5 to 7 years (\$120,000) reflects an increase of 11%.
- Those employed in the US Census' West South Central and New England regions had the highest annual average salaries, at \$144,400 and \$136,900, respectively. Those in the West North Central had the lowest, at \$114,700. California, Connecticut, Nevada and Oklahoma were all states with average annual salaries above \$150,000. Idaho and Nebraska were the only two states with average salaries below \$90,000.
- The Hartford (CT), Houston, Poughkeepsie (NY), Providence (RI), Riverside (CA), San Diego, and San Jose metropolitan areas all have average annual salaries that exceeded \$150,000 per year.
- Data note: averages were calculated for all cut points where at least 5 respondents provided data. Analyses were not performed where there were fewer than 4 responses.

## CHARACTERISTICS OF RESPONDENTS WITH PATC IN ENERGY & POWER

<b>Gender</b>	
Male	92.5%
Female	7.5%
Did Not Indicate	0.0%
<b>Degree</b>	
High School/ Associate Degree	1.9%
Bachelors	59.1%
Masters	20.7%
MBA	10.4%
JD	0.4%
Ph.D.	7.5%
Other	0.0%
<b>Supervise Individuals</b>	
Yes	59.0%
No	41.0%
Did Not Indicate	0.0%

# PRIMARY AREA OF TECHNICAL COMPETENCE: ENERGY & POWER

Cash Compensation (All dollar amounts are displayed in USD \$000s)

## ALL RESPONDENTS

Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation				
	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile
All Respondents	2,134	\$108.4	\$80.3	\$103.0	\$127.0	2,134	\$18.6	\$1.2	\$9.0	\$21.0	2,134	\$127.1	\$88.7	\$115.1	\$146.0
<b>EMPLOYER TYPE</b>															
Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation				
Employer Type	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile
Educational Institution	68	\$111.1	\$69.3	\$97.8	\$133.4	68	\$11.4	\$0.0	\$4.6	\$19.5	68	\$122.5	\$74.3	\$111.2	\$147.3
Federal Government: Defense	19	\$113.2	\$90.6	\$99.6	\$155.5	19	\$4.1	\$0.0	\$0.0	\$1.5	19	\$117.4	\$91.0	\$102.8	\$155.5
Federal Government: Other	54	\$103.5	\$79.8	\$106.8	\$123.7	54	\$10.8	\$0.0	\$1.3	\$7.9	54	\$114.2	\$79.8	\$114.3	\$129.3
Non-Profit except: Education	33	\$130.0	\$90.0	\$120.0	\$153.5	33	\$20.3	\$0.5	\$16.0	\$28.5	33	\$150.3	\$160.2	\$132.0	\$168.5
Private Industry: Defense	34	\$114.9	\$79.8	\$110.4	\$155.0	34	\$14.4	\$0.0	\$1.7	\$16.3	34	\$129.3	\$80.0	\$115.3	\$168.8
Private Industry: Other	776	\$114.2	\$84.0	\$108.8	\$135.0	776	\$22.1	\$1.2	\$10.0	\$25.0	776	\$136.3	\$93.1	\$120.0	\$159.4
State or Local Government	65	\$101.5	\$75.4	\$103.0	\$119.6	65	\$9.9	\$0.0	\$0.0	\$11.0	65	\$111.4	\$80.2	\$110.0	\$131.3
Utilities	1,015	\$103.7	\$80.0	\$100.0	\$120.0	1,015	\$16.7	\$2.5	\$10.0	\$20.0	1,015	\$120.4	\$87.2	\$112.0	\$137.6

## NUMBER OF EMPLOYEES (FTEs)

Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation				
	Number of Employees (FTEs)	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median
Less than 10	52	\$99.5	\$70.0	\$90.0	\$112.6	52	\$31.2	\$2.9	\$13.5	\$41.3	52	\$130.7	\$82.6	\$111.2	\$158.0
11 to 50	184	\$109.4	\$79.4	\$103.0	\$125.0	184	\$28.8	\$0.0	\$6.7	\$22.1	184	\$138.3	\$88.9	\$115.7	\$150.0
51 to 500	515	\$108.8	\$78.5	\$102.5	\$128.8	515	\$16.1	\$0.0	\$5.5	\$17.5	515	\$124.9	\$85.0	\$112.0	\$146.4
501 to 10,000	864	\$106.8	\$81.0	\$102.0	\$125.0	864	\$17.5	\$2.0	\$9.9	\$20.0	864	\$124.4	\$88.4	\$112.9	\$143.3
More than 10,000	495	\$112.7	\$88.7	\$108.4	\$133.0	495	\$18.3	\$4.0	\$13.0	\$25.0	495	\$131.0	\$98.0	\$124.5	\$151.2

# LINE OF BUSINESS

Scope	Primary Sources (Base Salary)						Secondary Sources (Bonuses)						Total Compensation					
	Line of Business	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile		
Aerospace	20	\$127.1	\$98.1	\$127.5	\$156.3	20	\$10.2	\$0.0	\$2.4	\$18.8	20	\$137.3	\$101.8	\$136.8	\$166.9			
Automotive	14	\$103.8	\$86.8	\$104.0	\$140.3	14	\$15.8	\$2.0	\$7.2	\$35.0	14	\$119.7	\$90.4	\$113.5	\$153.5			
Communications	7	\$109.0	\$76.0	\$110.0	\$121.0	7	\$24.2	\$13.0	\$20.0	\$34.0	7	\$133.2	\$110.0	\$126.0	\$167.0			
Computers	9	\$112.2	\$91.5	\$120.0	\$141.0	9	\$20.4	\$4.0	\$10.0	\$30.4	9	\$132.6	\$111.5	\$123.5	\$162.3			
Consulting	286	\$105.1	\$75.0	\$99.0	\$123.0	286	\$22.4	\$1.0	\$8.4	\$26.6	286	\$127.5	\$84.3	\$110.6	\$148.5			
Defense (except Aerospace)	35	\$116.1	\$90.6	\$106.0	\$158.0	35	\$6.4	\$0.0	\$0.0	\$6.0	35	\$122.5	\$90.6	\$113.0	\$158.0			
Education	52	\$110.2	\$64.4	\$97.6	\$133.4	52	\$12.2	\$0.0	\$5.2	\$20.4	52	\$122.4	\$68.0	\$107.5	\$144.9			
Electrical/Electronic Mfg.	240	\$111.3	\$85.0	\$106.9	\$130.0	240	\$18.8	\$0.0	\$7.1	\$21.7	240	\$130.2	\$92.1	\$117.1	\$149.5			
Electrical/Electronic Svc.	116	\$96.8	\$73.0	\$90.2	\$115.8	116	\$12.7	\$0.0	\$6.8	\$17.8	116	\$109.5	\$78.5	\$100.0	\$134.3			
Medical	10	\$124.9	\$98.7	\$103.4	\$146.7	10	\$18.2	\$1.9	\$6.9	\$38.8	10	\$143.1	\$106.0	\$137.2	\$185.6			
Metals	8	\$100.6	\$79.3	\$95.0	\$106.1	8	\$15.5	\$1.3	\$11.0	\$31.9	8	\$116.0	\$88.0	\$120.8	\$131.2			
Petroleum/Chemical	98	\$136.5	\$101.5	\$129.0	\$152.8	98	\$27.0	\$7.2	\$19.0	\$38.0	98	\$163.5	\$114.6	\$145.5	\$188.4			
Transportation	28	\$107.1	\$83.3	\$109.5	\$122.3	28	\$10.2	\$0.0	\$0.0	\$11.9	28	\$117.3	\$90.4	\$115.5	\$130.7			
Utilities	1053	\$105.7	\$82.0	\$102.0	\$122.5	1,053	\$16.7	\$2.1	\$9.8	\$20.0	1,053	\$122.4	\$88.7	\$114.0	\$140.0			
Other	158	\$115.0	\$80.0	\$107.0	\$140.3	158	\$30.7	\$2.0	\$10.2	\$25.0	158	\$145.7	\$86.1	\$121.5	\$170.3			

# HIGHEST DEGREE

Scope	Primary Sources (Base Salary)						Secondary Sources (Bonuses)						Total Compensation					
	Highest Degree	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile		
No Degree	19	\$104.1	\$76.0	\$95.3	\$136.0	19	\$42.2	\$4.2	\$25.0	\$34.2	19	\$146.3	\$95.3	\$128.0	\$171.5			
Two-Year Degree	22	\$91.0	\$71.7	\$84.5	\$110.0	22	\$14.1	\$3.0	\$8.5	\$15.3	22	\$105.1	\$74.0	\$94.3	\$123.8			
BA Degree	8	\$81.8	\$71.9	\$81.6	\$84.8	8	\$38.3	\$0.0	\$7.2	\$35.6	8	\$120.1	\$81.4	\$88.5	\$113.5			
BS Degree	353	\$99.8	\$71.0	\$96.0	\$120.0	353	\$16.5	\$1.5	\$7.5	\$19.1	353	\$116.3	\$77.1	\$105.0	\$137.3			
BET or BSET Degree	46	\$109.5	\$82.6	\$103.5	\$120.0	46	\$18.1	\$0.0	\$6.5	\$18.0	46	\$127.6	\$84.9	\$117.3	\$144.8			
BSCS Degree	2	-	-	-	-	2	-	-	-	-	2	-	-	-	-			
BSEE or BSCE Degree	825	\$105.7	\$80.0	\$101.0	\$120.0	825	\$17.1	\$1.5	\$8.9	\$20.3	825	\$122.8	\$87.7	\$111.9	\$140.0			
Other Bachelor's Degree	26	\$100.0	\$74.9	\$93.0	\$115.6	26	\$42.2	\$1.0	\$10.6	\$26.0	26	\$142.2	\$81.8	\$112.2	\$143.8			
MBA Degree	221	\$127.7	\$98.0	\$119.0	\$145.5	221	\$25.4	\$4.7	\$15.0	\$30.0	221	\$153.1	\$112.2	\$136.0	\$175.0			
MSEE or MSCE Degree	331	\$108.1	\$79.2	\$105.0	\$131.0	331	\$16.5	\$0.8	\$8.3	\$20.0	331	\$124.6	\$87.4	\$118.0	\$150.0			
Other Master's Degree	112	\$115.2	\$87.4	\$109.0	\$131.0	112	\$20.2	\$2.0	\$11.3	\$23.0	112	\$135.4	\$99.5	\$124.5	\$147.4			
Law Degree	8	\$120.9	\$103.0	\$125.0	\$158.0	8	\$61.1	\$2.5	\$28.8	\$115.5	8	\$182.0	\$116.5	\$175.6	\$252.5			
PhD or Equivalent	161	\$116.3	\$87.3	\$109.4	\$139.0	161	\$16.0	\$0.0	\$6.5	\$18.8	161	\$132.3	\$96.7	\$120.0	\$151.0			

# SUPERVISORY RESPONSIBILITY

Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation					
	Supervisory Responsibility	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile
None		869	\$94.2	\$72.0	\$90.0	\$110.0	869	\$12.6	\$0.7	\$7.0	\$15.0	869	\$106.8	\$77.7	\$95.7	\$124.9
1 to 4		584	\$105.0	\$80.0	\$100.0	\$120.9	584	\$17.3	\$1.0	\$9.0	\$20.0	584	\$122.3	\$90.1	\$111.0	\$139.7
5 to 19		493	\$121.6	\$99.5	\$119.0	\$138.7	493	\$24.1	\$2.0	\$13.0	\$26.0	493	\$145.7	\$112.0	\$132.6	\$164.8
20 to 49		113	\$147.0	\$114.5	\$137.3	\$165.0	113	\$32.4	\$6.3	\$20.2	\$41.2	113	\$179.4	\$128.9	\$160.0	\$204.5
50 to 499		58	\$173.9	\$148.3	\$165.5	\$192.7	58	\$44.5	\$4.5	\$31.5	\$67.5	58	\$218.4	\$160.0	\$201.9	\$260.0
500 or more		3	-	-	-	-	3	-	-	-	-	3	-	-	-	-

# YEARS IN PROFESSION

Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation					
	Years in Profession	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile
0 to 1		107	\$69.2	\$57.0	\$63.0	\$75.0	107	\$5.8	\$0.0	\$2.5	\$8.8	107	\$75.0	\$58.4	\$68.0	\$81.0
2 to 4		199	\$69.6	\$61.2	\$69.0	\$76.7	199	\$7.5	\$1.0	\$5.0	\$10.0	199	\$77.1	\$65.8	\$75.0	\$83.8
5 to 7		256	\$82.8	\$72.6	\$79.0	\$89.5	256	\$9.5	\$0.2	\$6.1	\$14.0	256	\$92.4	\$78.4	\$86.8	\$104.4
8 to 11		225	\$93.3	\$80.0	\$91.2	\$105.0	225	\$15.0	\$2.0	\$9.0	\$17.7	225	\$108.4	\$85.4	\$102.0	\$122.7
12 to 15		148	\$109.1	\$89.0	\$104.5	\$122.9	148	\$16.0	\$1.0	\$10.0	\$20.3	148	\$125.1	\$97.2	\$115.0	\$143.8
16 to 20		176	\$118.5	\$97.0	\$112.9	\$130.9	176	\$18.2	\$0.0	\$10.2	\$21.0	176	\$136.6	\$105.7	\$121.8	\$147.1
21 to 25		277	\$122.0	\$103.0	\$117.7	\$137.8	277	\$22.2	\$2.0	\$12.0	\$28.9	277	\$144.2	\$111.2	\$132.0	\$167.4
More than 25		746	\$130.3	\$105.0	\$121.7	\$147.5	746	\$26.9	\$2.1	\$13.5	\$30.0	746	\$157.2	\$118.0	\$140.0	\$173.0

# YEARS WITH CURRENT EMPLOYER

Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation					
	Years with Current Employer	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile
0 to 1		309	\$94.7	\$65.0	\$85.0	\$115.0	309	\$13.9	\$0.0	\$5.0	\$15.0	309	\$108.6	\$70.4	\$95.0	\$131.5
2 to 4		503	\$97.8	\$70.6	\$87.5	\$115.0	503	\$14.5	\$0.8	\$7.0	\$16.0	503	\$112.5	\$78.0	\$96.3	\$128.3
5 to 7		374	\$101.6	\$77.1	\$93.0	\$115.0	374	\$18.5	\$2.4	\$9.3	\$20.0	374	\$120.0	\$86.0	\$105.5	\$135.0
8 to 11		232	\$110.5	\$88.8	\$103.0	\$124.0	232	\$15.8	\$1.0	\$8.0	\$19.5	232	\$126.3	\$96.0	\$116.1	\$141.8
12 to 15		198	\$120.4	\$102.8	\$115.2	\$133.7	198	\$21.4	\$0.6	\$12.8	\$25.0	198	\$141.8	\$110.9	\$127.8	\$158.1
16 to 20		109	\$129.1	\$102.9	\$120.0	\$145.5	109	\$28.4	\$2.6	\$15.0	\$28.5	109	\$157.5	\$112.6	\$134.0	\$173.6
21 to 25		137	\$128.1	\$106.5	\$121.0	\$144.5	137	\$20.9	\$2.3	\$15.0	\$25.1	137	\$149.0	\$119.1	\$141.2	\$168.7
More than 25		262	\$126.0	\$106.6	\$120.0	\$140.0	262	\$27.1	\$3.8	\$15.0	\$26.8	262	\$153.0	\$119.6	\$135.0	\$162.6

# PRIMARY JOB FUNCTION

Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation				
	Primary Job Function	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median
Basic Research	40	\$99.0	\$74.3	\$90.5	\$133.0	40	\$9.4	\$0.0	\$1.5	\$10.0	40	\$108.4	\$76.6	\$103.3	\$133.3
Computer Programming	17	\$96.2	\$75.3	\$100.0	\$111.5	17	\$9.7	\$0.0	\$5.3	\$15.9	17	\$105.9	\$79.8	\$103.0	\$120.2
Consulting	343	\$105.3	\$75.0	\$100.0	\$125.0	343	\$19.1	\$0.8	\$8.0	\$21.0	343	\$124.5	\$82.8	\$111.9	\$145.0
Design and Development Engineering	429	\$93.5	\$72.0	\$90.0	\$109.5	429	\$12.0	\$1.0	\$6.0	\$15.0	429	\$105.5	\$78.0	\$98.5	\$123.6
Education, Teaching, or Training	38	\$115.5	\$76.6	\$99.3	\$136.2	38	\$14.4	\$0.0	\$5.4	\$23.8	38	\$130.0	\$82.9	\$115.0	\$150.7
Engineering Support	290	\$96.2	\$77.6	\$95.0	\$110.0	290	\$12.6	\$0.0	\$8.0	\$15.8	290	\$108.8	\$83.5	\$104.2	\$125.0
Management (General)	111	\$146.7	\$110.0	\$130.0	\$180.0	111	\$41.4	\$5.3	\$18.0	\$45.0	111	\$188.2	\$125.0	\$150.0	\$222.5
Management (Technical)	391	\$131.3	\$110.0	\$125.0	\$148.0	391	\$22.5	\$2.1	\$15.0	\$29.0	391	\$153.8	\$120.0	\$142.0	\$171.4
Manufacturing and Production	9	\$113.1	\$82.0	\$102.0	\$144.0	9	\$24.2	\$0.8	\$6.0	\$55.5	9	\$137.3	\$83.7	\$113.0	\$189.5
Marketing/Sales	73	\$105.1	\$81.8	\$100.0	\$124.6	73	\$36.4	\$7.5	\$18.0	\$40.0	73	\$141.5	\$100.9	\$124.0	\$161.5
Operations Construction and Maintenance	141	\$101.5	\$78.8	\$98.0	\$115.5	141	\$18.6	\$2.7	\$10.0	\$22.6	141	\$120.0	\$86.3	\$110.9	\$134.0
Quality Control/Reliability	24	\$91.0	\$71.4	\$83.5	\$113.5	24	\$6.8	\$0.0	\$6.0	\$10.1	24	\$97.8	\$74.2	\$87.0	\$122.2
Systems Engineering	145	\$100.9	\$81.0	\$97.5	\$116.8	145	\$12.0	\$1.7	\$7.6	\$17.7	145	\$112.9	\$87.3	\$103.8	\$129.5
Other	72	\$116.9	\$90.4	\$110.0	\$130.0	72	\$29.6	\$1.1	\$11.2	\$29.7	72	\$146.5	\$98.2	\$123.0	\$164.1

# CENSUS REGION

Scope	Primary Sources (Base Salary)					Secondary Sources (Bonuses)					Total Compensation				
	Census Region	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median
East North Central	296	\$103.3	\$78.1	\$101.0	\$117.6	296	\$19.3	\$2.5	\$10.0	\$20.3	296	\$122.5	\$90.6	\$112.9	\$140.9
East South Central	120	\$100.1	\$77.6	\$97.8	\$119.3	120	\$16.3	\$0.1	\$8.9	\$20.8	120	\$116.5	\$80.7	\$106.6	\$134.3
Middle Atlantic	229	\$109.3	\$78.4	\$107.7	\$133.9	229	\$16.0	\$1.0	\$6.8	\$19.9	229	\$125.3	\$85.0	\$119.2	\$150.2
Mountain	173	\$100.3	\$80.5	\$97.0	\$116.1	173	\$15.8	\$2.0	\$8.0	\$17.1	173	\$116.0	\$86.1	\$110.0	\$129.3
New England	121	\$115.0	\$85.5	\$109.0	\$135.5	121	\$21.9	\$4.0	\$12.6	\$25.0	121	\$136.9	\$95.0	\$122.0	\$168.4
Pacific	296	\$117.9	\$93.1	\$114.2	\$137.8	296	\$17.7	\$0.0	\$9.0	\$21.3	296	\$135.6	\$100.8	\$125.0	\$160.4
South Atlantic	372	\$109.0	\$83.5	\$103.1	\$128.0	372	\$17.3	\$1.6	\$10.0	\$23.0	372	\$126.3	\$88.8	\$118.6	\$150.0
West North Central	250	\$98.1	\$74.5	\$93.0	\$116.5	250	\$16.6	\$1.0	\$8.0	\$19.0	250	\$114.7	\$83.6	\$102.5	\$135.3
West South Central	276	\$118.1	\$81.6	\$109.7	\$135.0	276	\$25.9	\$1.5	\$10.0	\$25.0	276	\$144.4	\$89.2	\$120.6	\$163.8



# STATE

Scope: Primary Sources (Base Salary) Secondary Sources (Bonuses) Total Compensation

State	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile	# of Resp.	Average	Lower Quartile	Median	Upper Quartile
AK	9	\$110.3	\$80.9	\$103.0	\$111.3	9	\$21.0	\$0.0	\$5.0	\$44.3	9	\$131.3	\$84.5	\$132.6	\$163.5
AL	30	\$97.8	\$78.8	\$94.5	\$111.3	30	\$20.3	\$8.0	\$16.1	\$27.2	30	\$118.1	\$88.8	\$109.9	\$144.8
AR	14	\$112.4	\$78.6	\$114.0	\$135.4	14	\$18.1	\$10.1	\$16.5	\$24.0	14	\$130.4	\$89.0	\$133.0	\$151.2
AZ	36	\$106.0	\$85.0	\$104.0	\$119.3	36	\$19.1	\$5.2	\$11.4	\$22.6	36	\$125.0	\$90.6	\$120.7	\$139.6
CA	145	\$131.9	\$100.0	\$125.0	\$158.6	145	\$25.0	\$0.9	\$15.0	\$31.6	145	\$156.9	\$116.2	\$141.0	\$182.0
CO	63	\$99.5	\$75.0	\$96.0	\$113.0	63	\$9.8	\$0.5	\$4.5	\$10.8	63	\$109.3	\$83.7	\$101.0	\$124.4
CT	16	\$131.9	\$104.4	\$123.0	\$147.8	16	\$40.1	\$0.0	\$21.5	\$44.2	16	\$172.0	\$119.3	\$142.9	\$222.0
DC	13	\$117.2	\$87.6	\$110.0	\$156.8	13	\$11.8	\$0.0	\$8.0	\$18.50	13	\$129.0	\$91.6	\$117.0	\$168.3
DE	11	\$108.7	\$79.0	\$114.0	\$134.9	11	\$9.6	\$0.0	\$6.7	\$11.3	11	\$118.3	\$82.0	\$125.4	\$150.0
FL	84	\$102.2	\$78.0	\$97.2	\$119.7	84	\$16.0	\$0.5	\$7.3	\$18.0	84	\$118.2	\$81.0	\$107.8	\$148.0
GA	70	\$105.6	\$83.8	\$109.5	\$125.8	70	\$19.3	\$3.0	\$14.4	\$27.2	70	\$124.9	\$91.0	\$124.1	\$147.7
HI	7	\$110.7	\$85.0	\$115.0	\$130.0	7	\$2.6	\$0.0	\$0.0	\$9.0	7	\$113.3	\$94.0	\$115.5	\$130.0
IA	20	\$107.2	\$85.3	\$110.0	\$128.3	20	\$20.3	\$5.6	\$14.8	\$29.3	20	\$127.5	\$98.8	\$134.5	\$157.2
ID	10	\$80.0	\$57.0	\$92.0	\$100.0	10	\$6.8	\$0.5	\$5.8	\$8.7	10	\$86.8	\$87.6	\$104.7	\$113.0
IL	82	\$106.9	\$80.5	\$103.0	\$123.0	82	\$23.1	\$3.0	\$11.0	\$22.8	82	\$130.0	\$90.5	\$120.0	\$147.6
IN	40	\$96.4	\$72.4	\$98.0	\$108.2	40	\$11.8	\$2.8	\$9.2	\$14.9	40	\$108.2	\$80.0	\$107.0	\$128.8
KS	27	\$107.6	\$74.0	\$114.7	\$137.3	27	\$28.8	\$4.8	\$11.0	\$38.7	27	\$136.4	\$84.6	\$119.7	\$176.3
KY	23	\$101.3	\$78.5	\$101.0	\$120.6	23	\$10.9	\$0.0	\$7.8	\$18.6	23	\$112.2	\$80.0	\$109.6	\$132.0
LA	23	\$111.6	\$87.7	\$106.0	\$126.8	23	\$24.7	\$0.0	\$9.0	\$35.0	23	\$136.0	\$93.6	\$110.0	\$170.0
MA	77	\$111.1	\$80.0	\$105.0	\$131.5	77	\$21.3	\$5.1	\$12.0	\$24.2	77	\$132.4	\$85.5	\$120.0	\$160.0
MD	31	\$106.4	\$79.0	\$108.0	\$130.0	31	\$21.0	\$2.7	\$16.0	\$25.5	31	\$127.4	\$92.5	\$132.5	\$151.0
ME	11	\$105.0	\$95.0	\$104.9	\$115.0	11	\$9.5	\$0.0	\$5.0	\$18.0	11	\$114.5	\$95.5	\$113.0	\$122.0
MI	43	\$97.9	\$78.0	\$99.8	\$113.0	43	\$18.1	\$2.5	\$9.7	\$20.2	43	\$116.0	\$92.9	\$110.8	\$131.9
MN	91	\$96.1	\$76.0	\$93.2	\$112.0	91	\$12.7	\$1.5	\$7.0	\$15.0	91	\$108.8	\$83.9	\$100.0	\$127.5
MO	73	\$97.8	\$69.4	\$90.0	\$114.2	73	\$20.3	\$1.3	\$10.0	\$26.5	73	\$118.1	\$80.1	\$104.5	\$135.5
MS	18	\$97.0	\$63.9	\$92.6	\$111.7	18	\$7.4	\$0.9	\$6.5	\$9.4	18	\$104.4	\$72.4	\$97.3	\$129.1
MT	14	\$88.0	\$67.9	\$83.5	\$102.8	14	\$11.3	\$4.3	\$8.8	\$19.4	14	\$99.4	\$76.7	\$93.4	\$118.8
NC	80	\$112.1	\$86.0	\$106.2	\$129.7	80	\$20.7	\$2.3	\$11.4	\$25.0	80	\$132.8	\$95.7	\$120.0	\$149.5
ND	19	\$97.3	\$69.9	\$84.0	\$98.0	19	\$10.0	\$0.0	\$5.1	\$12.3	19	\$107.3	\$73.6	\$98.0	\$105.0
NE	8	\$80.5	\$70.8	\$81.0	\$90.7	8	\$3.1	\$0.0	\$0.7	\$3.4	8	\$83.7	\$70.8	\$81.0	\$92.9
NH	9	\$118.9	\$84.0	\$115.0	\$151.0	9	\$16.7	\$5.1	\$12.6	\$27.6	9	\$135.6	\$95.4	\$126.5	\$178.0
NJ	35	\$117.6	\$92.2	\$113.0	\$153.0	35	\$17.4	\$0.0	\$5.0	\$18.9	35	\$135.0	\$92.6	\$123.0	\$160.0
NM	19	\$109.9	\$88.0	\$110.0	\$129.2	19	\$12.9	\$1.8	\$8.0	\$21.3	19	\$122.8	\$91.0	\$118.1	\$137.9
NV	12	\$109.8	\$90.5	\$113.0	\$127.5	12	\$58.7	\$11.6	\$20.0	\$28.8	12	\$168.5	\$115.4	\$132.6	\$168.8