



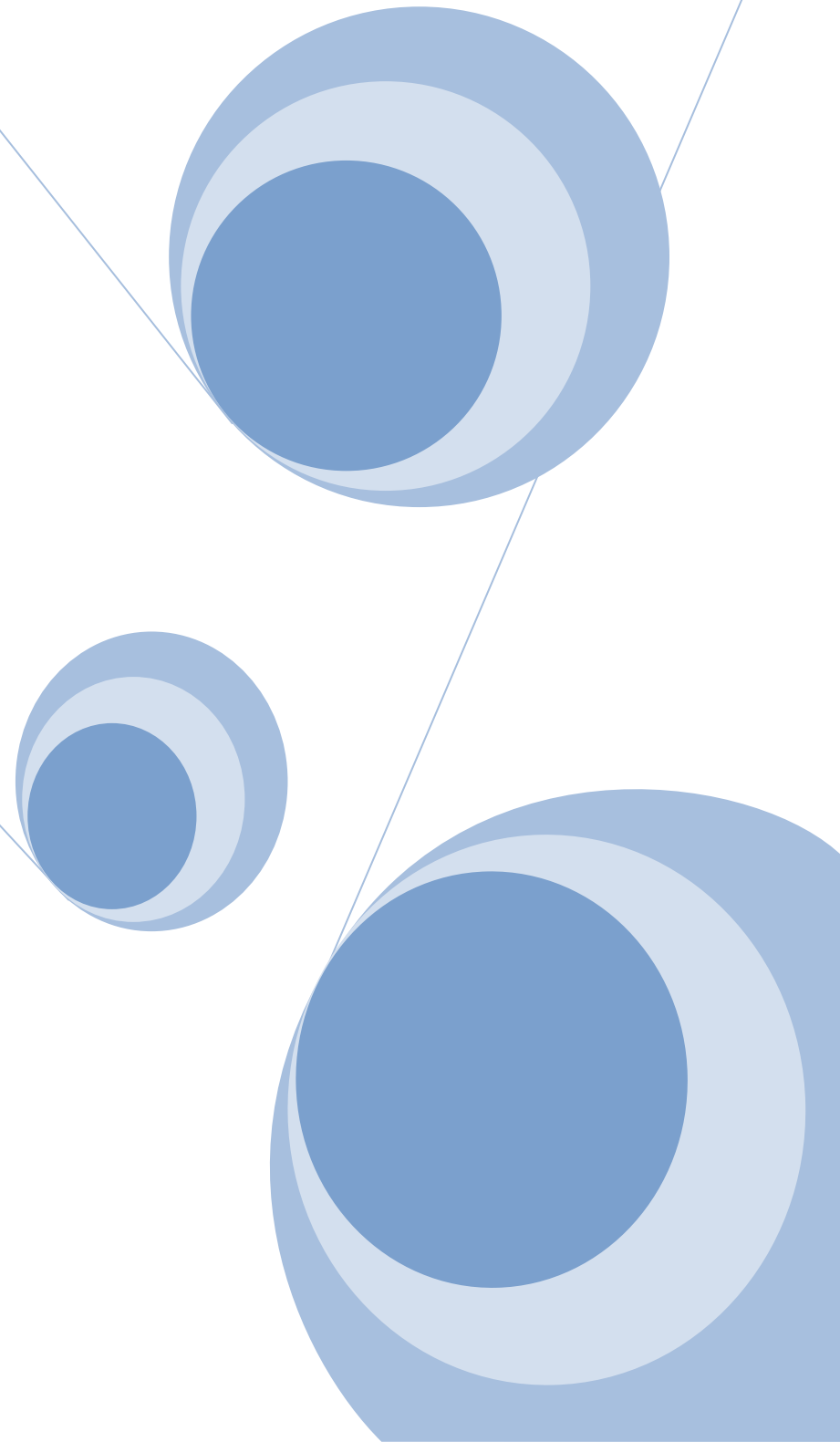
Summary of State Environmental Officials' Salaries & Benefits

Companion Report to the 2007 ASTSWMO
RCRA Core Report

A comparison of the cost-of-living-index (COLI) adjusted values of the State salary/benefit packages for full time employees for each State with an authorized hazardous waste program.

ASTSWMO Hazardous Waste Recycling Task Force

January 2009



Summary of State Environmental Officials' Salaries and Benefits 2006

As part of [ASTSWMO's Hazardous Waste Subtitle C Core Project](#) for Fiscal Year 2006, state specific salaries and benefit costs for full time employees (FTE) were collected from each State with an authorized hazardous waste program. The salary/benefit costs pertain to the following hazardous waste program areas: inspection, enforcement, permitting, corrective action and program development.

A direct comparison of the monetary values of the State salary/benefit packages doesn't give an accurate picture of the true value of the packages. One must also consider the cost of living in the States being compared. So, in order to make an apples-to-apples comparison, each State's salary/benefit cost must be adjusted by its cost of living index (COLI) relative to the national cost of living.

The COLI measures relative price levels for consumer goods and services in participating areas. It is based on six components – housing, utilities, grocery items, transportation, health care and miscellaneous goods and services. Taxes are not considered in figuring the COLI due to the multiplicity of state and local taxes, taxing jurisdictions, and assessment procedures, it is not feasible to calculate local tax burdens reliably.

The national average COLI for each quarter is adjusted to an index of 100 and each participating area's index is read as a percentage of the average. For example, the 2006 4th quarter COLI for Youngstown, OH was 76.5 and San Francisco, CA was 206. So, it cost 23.5% less than the national average COLI to live in Youngstown, OH and roughly 106% more than the national average to live in San Francisco for the six components that make up the COLI. However, it does not cost 129.5% less to live in Youngstown than San Francisco. A formula must be used to determine this difference.

Below are five tables that summarize the States' FTE salary/benefit costs in each of the 5 core hazardous waste program areas listed above. The data is presented on a region-by-region basis; no individual States are indicated. Forty-eight States and the District of Columbia provided salary/benefits information. The data does not contain information from the Territories, Alaska, and Iowa. Each table contains the following information:

1. Column A: Range of State FTE salary/benefit costs in a region and nationally. This data shows the lowest and highest FTE salary/benefit costs within each region and nationally.
2. Column B: Median State FTE salary/benefit cost for each region and nationally. This data presents the middle State FTE salary/benefit cost when the salary/benefit costs are sorted in order. For example #35 is the median for the following series of numbers 29, 33, 35, 47, 130.
3. Column C: Average State FTE salary/benefit cost for each region and nationally. The average State FTE salary/benefit cost was calculated by adding the FTE costs for each State and dividing the sum by the total number of participating States in the region.

Note: The median and the average State FTE salary/benefit costs can be used together to provide a better idea of the spread of the State FTE salary/benefit costs within a region. If the median is near the average, then the spread of salary/benefits costs is probably pretty evenly balanced. If the median is much lower than the average, then there is probably one high salary/benefit cost in the region as compared to the rest of the group.

4. Column D: Range of State COLIs in a region. This data shows the lowest and highest State COLI within each region and nationally for the fourth quarter of 2006. The COLI for each State was calculated by adding the COLIs for each participating city/locale in a State and dividing the sum by the total participating cities/locales in that State. COLI information is collected and compiled by the Council for Community and Economic Research ([C2ER](#)).
5. Column E: Median State COLI for each region. This data presents the middle index number when the State COLIs are sorted in order.
6. Column F: Average State COLI for each region. The average State COLI for each region was calculated by adding the State COLIs in a region and dividing the sum by the total number of participating States in the region.
7. Column G: Range of State FTE salary/benefit costs - adjusted for State COLI – for a region and nationally. This data shows the lowest and highest State FTE salary/benefit costs within each region and nationally after the salary/benefit costs were adjusted for the cost of living. This was done using the following formula:

$$((100 - \text{State COLI})/\text{State COLI}) + 1) * (\text{State FTE salary/benefit cost}) = \text{Adjusted State FTE salary/benefit cost}$$

8. Column H: median State FTE salary/benefits cost - adjusted for State COLI – for each region and nationally. This data presents the middle salary/benefit cost when the salary/benefits costs are sorted in order.
9. Column I: Average State FTE salary/benefit cost - adjusted for State COLI – for each region and nationally. The average middle adjusted State salary/benefit cost per FTE was calculated by adding the adjusted FTE costs for each State and dividing the sum by the total number of participating States in the region.

ASTSWMO would like to thank the Hazardous Waste Recycling Task Force and specifically, Karen Hale, Chair of the Recycling Task Force for all of the time and effort to produce such a detailed and important report.

Table 1: INSPECTION

	A	B	C	D	E	F	G	H	I
Region (number of states)	State FTE Salary + Benefit Range 2006 (dollars)	Median State FTE Salary + Benefits (dollars)	Average State FTE Salary + Benefits (dollars)	State COLI Range	Median State COLI	Average State COLI	State FTE Salary + Benefit Range Adjusted for COLI (dollars)	Median State FTE Salary + Benefits Adjusted for COLI (dollars)	Average State FTE Salary + Benefits Adjusted for COLI (dollars)
1 & 2 (8)	71323 - 182272	96500	105916	102 – 127.9	113.8	113.7	64487 – 142511	91229	93133
3 (6)	69784 – 115410	84305	87340	83.5 – 141.6	94.2	99.6	72904 – 102297	89034	87703
4 (8)	47450 – 107000	69604	73265	82.2 – 109.7	85.8	88.35	54666 – 130170	75821	82927
5 (6)	52762 – 99258	89300	85146	81.9 – 97.2	88.1	88.7	64422 – 115015	98221	96029
6 (5)	66100 – 92838	80985	80676	80.7 – 98.5	83.4	86.1	79257 – 115027	87094	93698
7 (3)	62896 – 72832	68716	68148	83.6 – 88.6	83.7	85.3	75234 – 82203	82098	79892
8 (6)	45500 – 154306	77352	82785	85.2 – 101.8	89.4	90.3	53404 – 151578	86898	91669
9 (4)	60900 – 122387	81548	86596	100.9 – 174.8	140.9	139.4	34840 – 84442	70217	62143
10 (3)	88275 - 122095	88426	99598	86.7 – 100.9	99.7	95.8	88541 – 121006	101991	104001
Nationally	45500 - 182272	82926	85497	80.7 – 174.8		100	34840 - 151578	88064	87910

Table 2: CORRECTION ACTION

	A	B	C	D	E	F	G	H	I
Region (number of states)	State FTE Salary + Benefit Range 2006 (dollars)	Median State FTE Salary + Benefits (dollars)	Average State FTE Salary + Benefits (dollars)	State COLI Range	Median State COLI	Average State COLI	State FTE Salary + Benefit Range Adjusted for COLI (dollars)	Median State FTE Salary + Benefits Adjusted for COLI (dollars)	Average State FTE Salary + Benefits Adjusted for COLI (dollars)
1 & 2 (8)	83539 – 176666	96500	108756	102 – 127.9	113.8	113.7	75533 – 138128	88376	95631
3 (6)	69784 – 115410	85344	88144	83.5 – 141.6	94.2	99.6	72904 – 105227	90135	88511
4 (8)	61412 – 110000	78391	83784	82.2 – 109.7	85.8	88.35	70751 – 133820	89725	94833
5 (6)	52762 – 100000	87800	86628	81.9 – 97.2	88.1	88.7	64422 – 115006	102695	97701
6 (5)	70720 – 94439	78500	80653	80.7 – 98.5	83.4	86.1	87094 – 108926	91256	93671
7 (3)	72832 – 76677	76074	75194	83.6 – 88.6	83.7	85.3	82203 – 91719	90889	88153
8 (6)	45500 – 154306	85000	88342	85.2 – 101.8	89.4	90.3	53404 - 151578	94989	97823
9 (4)	63777 – 122741	97646	95452	100.9 – 174.8	140.9	139.4	36486 – 104252	75271	68498
10 (3)	88426 – 122095	122000	110840	86.7 – 100.9	99.7	95.8	101991 – 122367	121006	115740
Nationally	45500 - 176666	86572	90865	80.7 – 174.8		100	36486 - 151578	91072	93395

Table 3: ENFORCEMENT ACTION

	A	B	C	D	E	F	G	H	I
Region (number of states)	State FTE Salary + Benefit Range 2006 (dollars)	Median State FTE Salary + Benefits (dollars)	Average State FTE Salary + Benefits (dollars)	State COLI Range	Median State COLI	Average State COLI	State FTE Salary + Benefit Range Adjusted for COLI (dollars)	Median State FTE Salary + Benefits Adjusted for COLI (dollars)	Average State FTE Salary + Benefits Adjusted for COLI (dollars)
1 & 2 (8)	83442 - 182272	97451	108269	102 – 127.9	113.8	113.7	75445 – 142511	88323	95203
3 (6)	69784 - 115410	84305	89986	83.5 – 141.6	94.2	99.6	72904 – 119207	89034	90360
4 (8)	47450 - 107000	65291	72533	82.2 – 109.7	85.8	88.35	54666 – 130170	77176	82098
5 (6)	58934 - 110113	94666	91380	81.9 – 97.2	88.1	88.7	71958 – 122484	107351	103060
6 (5)	69500 - 86107	78960	77254	80.7 – 98.5	83.4	86.1	82218 – 99316	87094	89724
7 (3)	67717 - 72832	72832	72710	83.6 – 88.6	83.7	85.3	81001 – 92691	82203	85241
8 (6)	55000 - 154306	84500	89196	85.2 – 101.8	89.4	90.3	61521 – 151578	96755	98769
9 (4)	60328 - 122631	81548	86664	100.9 – 174.8	140.9	139.4	34856 – 84442	70294	62192
10 (3)	88426 - 122095	103100	104540	86.7 – 100.9	99.7	95.8	101991 – 121006	103410	109162
Nationally	47450 – 182272	84402	88059	80.7 – 174.8		100	34856 – 151578	88678	90645

Table 4: PERMITTING

	A	B	C	D	E	F	G	H	I
Region (number of states)	State FTE Salary + Benefit Range 2006 (dollars)	Median State FTE Salary + Benefits (dollars)	Average State FTE Salary + Benefits (dollars)	State COLI Range	Median State COLI	Average State COLI	State FTE Salary + Benefit Range Adjusted for COLI (dollars)	Median State FTE Salary + Benefits Adjusted for COLI (dollars)	Average State FTE Salary + Benefits Adjusted for COLI (dollars)
1 & 2 (8)	78774 - 151857	99780	104466	102 – 127.9	113.8	113.7	71224 – 118731	88323	91859
3 (6)	65495 - 115410	85344	87065	83.5 – 141.6	94.2	99.6	72904 – 107575	86469	87427
4 (8)	61412 - 110000	78381	82694	82.2 – 109.7	85.8	88.35	70751 – 133820	88278	93599
5 (6)	52762 - 99142	90556	86102	81.9 – 97.2	88.1	88.7	64422 – 114881	100184	97108
6 (5)	70720 - 89605	81900	81682	80.7 – 98.5	83.4	86.1	87094 – 103351	98201	94867
7 (3)	72832 - 80166	76677	76558	83.6 – 88.6	83.7	85.3	82203 – 95778	91719	89752
8 (6)	45500 - 154306	77352	82785	85.2 – 101.8	89.4	90.3	53404 – 151578	86898	91669
9 (4)	63800 - 122444	97646	95384	100.9 – 174.8	140.9	139.4	36499 – 104252	75177	68449
10 (3)	88426 - 122095	113150	107890	86.7 – 100.9	99.7	95.8	101991 – 113490	113490	112660
Nationally	45500 - 154306	87950	89403	80.7 – 174.8		100	36499 – 151578	90021	89341

Table 5: PROGRAM DEVELOPMENT

	A	B	C	D	E	F	G	H	I
Region (number of states)	State FTE Salary + Benefit Range 2006 (dollars)	Median State FTE Salary + Benefits (dollars)	Average State FTE Salary + Benefits (dollars)	State COLI Range	Median State COLI	Average State COLI	State FTE Salary + Benefit Range Adjusted for COLI (dollars)	Median State FTE Salary + Benefits Adjusted for COLI (dollars)	Average State FTE Salary + Benefits Adjusted for COLI (dollars)
1 & 2 (8)	65568 - 137881	100551	101261	102 – 127.9	113.8	113.7	59284 – 107804	92323	89041
3 (6)	62892 - 115410	74260	80163	83.5 – 141.6	94.2	99.6	72904 – 95447	84175	80496
4 (8)	56692 - 111850	81793	83608	82.2 – 109.7	85.8	88.35	65313 – 136071	100692	94633
5 (6)	52762 - 99250	87420	84075	81.9 – 97.2	88.1	88.7	64422 – 115006	98899	94822
6 (5)	57528 - 96263	73747	74491	80.7 – 98.5	83.4	86.1	58404 – 111030	88969	86516
7 (3)	59670 - 72832	67934	66812	83.6 – 88.6	83.7	85.3	71290 – 82203	81261	78326
8 (6)	45500 - 154306	77344	82782	85.2 – 101.8	89.4	90.3	53404 – 151578	86889	91667
9 (4)	60909 - 122559	85999	88866	100.9 – 174.8	140.9	139.4	34845 – 88898	72055	63772
10 (3)	88426 - 119986	96830	101747	86.7 – 100.9	99.7	95.8	97121 – 118916	101991	106245
Nationally	45500 - 154306	83896	84867	80.7 – 174.8		100	34845 – 151578	90646	87280

The following tables present the raw salary/benefits information collected from the States for the five core hazardous waste program areas. None of the States is identified. In the tables, the States are sorted in ascending order by their state specific average COLI.

Table 6: ALL STATES – INSPECTION

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
1	92838	80.7	115027	15	99258	86.3	115015
2	70720	81.2	87094	16	92738	86.7	106964
3	52762	81.9	64422	17	88426	86.7	101991
4	107000	82.2	130170	18	47450	86.8	54666
5	85617	82.9	103277	19	61967	87.6	70739
6	66100	83.4	79257	20	84375	88.4	95447
7	74178	83.5	88836	21	61421	88.4	69481
8	62896	83.6	75234	22	69705	88.5	78807
9	68716	83.7	82098	23	72832	88.6	82203
10	75209	84.5	89005	24	55000	89.4	61521
11	64000	84.7	75561	25	95556	89.9	106291
12	85000	85.2	99765	26	84700	90.9	93179
13	45500	85.2	53404	27	87200	91.8	94989
14	88600	85.8	103263	28	96057	93.9	102297

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
29	84236	94.4	89233	40	83462	109.7	76082
30	69784	95.7	72904	41	71323	110.6	64487
31	90000	97.2	92593	42	100000	117	85470
32	80985	98.5	82218	43	109539	120	91283
33	88275	99.7	88541	44	88194	122.9	71761
34	85202	100.9	84442	45	77895	123.5	63073
35	122095	100.9	121006	46	182272	127.9	142511
36	154306	101.8	151578	47	115410	141.6	81504
37	93000	102	91176	48	122387	158.2	77362
38	85000	102.2	83170	49	60900	174.8	34840
39	118000	107.2	110075				

Table 7: ALL STATES - CORRECTIVE ACTION

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
1	73653	80.7	91256	16	94439	86.7	108926
2	70720	81.2	87094	17	88426	86.7	101991
3	52762	81.9	64422	18	61412	86.8	70751
4	110000	82.2	133820	19	73486	87.6	83888
5	95820	82.9	115585	20	84375	88.4	95447
6	78500	83.4	94125	21	73006	88.4	82586
7	74178	83.5	88836	22	69705	88.5	78807
8	76677	83.6	91719	23	72832	88.6	82203
9	76074	83.7	90889	24	NA	89.4	0
10	74782	84.5	88499	25	92156	89.9	102509
11	82000	84.7	96812	26	87000	90.9	95710
12	85000	85.2	99765	27	87200	91.8	94989
13	45500	85.2	53404	28	98808	93.9	105227
14	88600	85.8	103263	29	86314	94.4	91434
15	99250	86.3	115006	30	69784	95.7	72904

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
31	100000	97.2	102881	41	83539	110.6	75533
32	85953	98.5	87262	42	100000	117	85470
33	122000	99.7	122367	43	109539	120	91283
34	105190	100.9	104252	44	104213	122.9	84795
35	122095	100.9	121006	45	90102	123.5	72957
36	154306	101.8	151578	46	176666	127.9	138128
37	93000	102	91176	47	115410	141.6	81504
38	85000	102.2	83170	48	122741	158.2	77586
39	118000	107.2	110075	49	63777	174.8	36486
40	99773	109.7	90951				

Table 8: ALL STATES – ENFORCEMENT

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
1	78960	80.7	97832	15	99333	86.3	115102
2	70720	81.2	87094	16	86107	86.7	99316
3	58934	81.9	71958	17	88426	86.7	101991
4	107000	82.2	130170	18	47450	86.8	54666
5	85617	82.9	103277	19	61967	87.6	70739
6	69500	83.4	83333	20	84375	88.4	95447
7	74178	83.5	88836	21	54568	88.4	61729
8	67717	83.6	81001	22	69672	88.5	78770
9	77582	83.7	92691	23	72832	88.6	82203
10	64583	84.5	76430	24	55000	89.4	61521
11	66000	84.7	77922	25	110113	89.9	122484
12	85000	85.2	99765	26	101300	90.9	111441
13	84000	85.2	98592	27	87200	91.8	94989
14	88600	85.8	103263	28	111935	93.9	119207

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
29	84236	94.4	89233	40	93081	109.7	84851
30	69784	95.72	72904	41	83442	110.6	75445
31	90000	97.2	92593	42	100000	117	85470
32	80985	98.5	82218	43	109539	120	91283
33	103100	99.7	103410	44	94903	122.9	77220
34	85202	100.9	84442	45	77895	123.5	63073
35	122095	100.9	121006	46	182272	127.9	142511
36	154306	101.8	151578	47	115410	141.6	81504
37	93000	102	91176	48	122631	158.2	77516
38	85000	102.2	83170	49	60928	174.8	34856
39	118000	107.2	110075				

Table 9: ALL STATES – PERMITTING

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
1	80233	80.7	99409	15	99142	86.3	114881
2	70720	81.2	87094	16	89605	86.7	103351
3	52762	81.9	64422	17	88426	86.7	101991
4	110000	82.2	133820	18	61412	86.8	70751
5	95820	82.9	115585	19	74022	87.6	84500
6	81900	83.4	98201	20	84375	88.4	95447
7	65495	83.5	78437	21	66914	88.4	75695
8	76677	83.6	91719	22	69705	88.5	78807
9	80166	83.7	95778	23	72832	88.6	82203
10	74762	84.5	88476	24	55000	89.4	61521
11	82000	84.7	96812	25	91913	89.9	102239
12	85000	85.2	99765	26	89200	90.9	98130
13	45500	85.2	53404	27	87200	91.8	94989
14	88600	85.8	103263	28	101013	93.9	107575

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
29	86314	94.4	91434	41	78774	110.6	71224
30	69784	95.72	72904	42	100000	117	85470
31	95000	97.2	97737	43	109539	120	91283
32	85953	98.5	87262	44	99560	122.9	81009
33	113150	99.7	113490	45	90102	123.5	72957
34	105190	100.9	104252	46	151857	127.9	118731
35	122095	100.9	121006	47	115410	141.6	81504
36	154306	101.8	151578	48	122444	158.2	77398
37	93000	102	91176	49	63800	174.8	36499
38	85000	102.2	83170				
39	118000	107.2	110075				
40	96625	109.7	88081				

Table 10: ALL STATES – PROGRAM DEVELOPMENT

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COL I	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
1	73747	80.71	91373	15	99250	86.3	115006
2	70720	81.2	87094	16	96263	86.7	111030
3	52762	81.9	64422	17	88426	86.7	101991
4	111850	82.2	136071	18	56692	86.8	65313
5	83619	82.9	100867	19	92474	87.6	105564
6	74200	83.4	88969	20	84375	88.4	95447
7	62892	83.5	75320	21	61248	88.4	69285
8	67934	83.6	81261	22	69689	88.45	78789
9	59670	83.7	71290	23	72832	88.6	82203
10	79967	84.5	94636	24	55000	89.4	61521
11	73000	84.7	86187	25	86240	89.9	95929
12	85000	85.2	99765	26	92600	90.9	101870
13	45500	85.2	53404	27	87200	91.8	94989
14	88600	85.8	103263	28	70949	93.9	75558

State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI	State	State Salary+Benefit 2006	Average State COLI, 2006 Q4	State Salary+Benefit adjusted for COLI
29	77572	94.4	82174	40	110016	109.7	100288
30	69784	95.72	72904	41	65568	110.6	59284
31	85000	97.2	87449	42	100000	117	85470
32	57528	98.5	58404	43	109539	120	91283
33	96830	99.7	97121	44	101103	122.9	82264
34	89698	100.9	88898	45	82300	123.5	66640
35	119986	100.9	118916	46	137881	127.9	107804
36	154306	101.8	151578	47	115410	141.6	81504
37	93000	102	91176	48	122559	158.2	77471
38	85000	102.2	83170	49	60909	174.8	34845
39	118000	107.2	110075				