

SALARY ANALYSES

OF

COOPERATIVE EXTENSION SERVICE
POSITIONS

DECEMBER 2002

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DEFINITIONS

Definitions of staff groups used in these reports consist of the following categorization as suggested by ECOP:

- District staff includes District Director and District Program Leader (job title definition codes 100 and 140).
- State Specialist includes title code 050 and 051.
- University Department Head includes title code 030 and 031.
- District/Area Specialist includes title code 150.
- Field staff includes Multi-County Director, Multi-County Program Leader, Multi-County Agent, County Director, County Coordinator/Leader, County Program Leader, and County Extension Agent (codes 200, 240, 270, 300, 330, 340, & 370).
- Director, Associate Director, and Assistant Director/Administrator (title codes 000, 010, & 020).
- Administrative (title codes 070-Communication and Information Services, 080-Administrative Support Services, and 090-Staff Development).
- Specialists (title codes 030-University Department Head, 031-University Department Leader, 050-State Specialist, and 051-Associate State Specialist) and 150-District/Area Specialist.
- Supervisors (title codes 040-State Program Leader, 100-District Director, and 140-District Program Leader).
- County Extension Agents (title codes 200-Multi-County Director, 240-Multi-County Program Leader, 270-Multi-County Agent, 300-County Director, 330-County Coordinator/Leader, 340-County Program Leader, and 370-County Extension Agent).
- Northeastern Region includes states - WV, MD, DC, DE, NJ, PA, CT, RI, MA, NY, VT, NH, and ME.
- North Central Region includes states - ND, SD, NE, KS, MO, IA, MN, WI, IL, IN, OH, and MI.
- Western Region includes states - MT, WY, CO, NM, AZ, UT, ID, NV, CA, OR, WA, AK, HI, Guam (GU), and Micronesia (TT).
- Southern Region includes states - TX, OK, AR, LA, KY, TN, MS, AL, GA, FL, SC, NC, VA, PR, and VI.

Note: Because state and area staffs are coded as county "000", the number of counties reported per state is one more than actual number.

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
NUMBER AND FULL-TIME EQUIVALENT (FTE) OF PROFESSIONALS SUPPORTED BY CES

TABLE 1

DECEMBER 2002

PREPARED BY USDA - AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

STATE	# COUNTIES	DIR/ASST DIRECTOR		ADMINIS- TRATIVE		SPECIALIST		SUPERVISOR		CO. EXTENSION AGENT		TOTAL	
		NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE
ALABAMA	68	5	5.0	9	9.0	121	106.3	3	3.0	238	237.5	376	360.8
ALASKA	8	1	1.0	.	.	12	10.1	3	3.0	13	12.5	29	26.6
ARIZONA	16	5	4.7	1	0.5	81	43.1	1	1.0	69	68.0	157	117.3
ARKANSAS	76	5	4.4	6	5.8	160	152.4	18	17.1	203	197.6	392	377.2
CALIFORNIA	54	2	1.0	4	2.4	147	127.1	12	9.2	265	262.3	430	402.0
COLORADO	54	3	3.0	3	3.0	97	66.7	4	4.0	152	146.4	259	223.2
CONNECTICUT	10	3	2.3	5	2.9	59	32.6	5	5.0	49	48.2	121	90.9
DELAWARE	4	.	.	8	4.3	17	11.2	2	2.0	19	17.7	46	35.2
DISTRICT OF COLUMBIA	1	2	2.0	2	2.0	3	3.0	.	.	10	9.3	17	16.3
FLORIDA	71	5	5.0	.	.	103	73.0	7	6.4	253	251.0	368	335.4
GEORGIA	154	2	1.3	8	7.5	104	99.2	11	11.0	332	330.8	457	449.7
HAWAII	6	2	1.3	10	6.1	63	34.0	3	2.5	42	39.2	120	83.1
IDAHO	41	2	1.3	5	2.2	79	52.9	4	3.6	80	79.5	170	139.5
ILLINOIS	81	7	4.7	27	18.7	127	81.3	5	5.0	309	306.9	475	416.6
INDIANA	93	2	2.0	64	55.9	210	127.1	7	7.0	266	260.8	549	452.8
IOWA	102	1	0.3	63	50.2	188	125.7	11	8.2	241	232.1	504	416.5
KANSAS	106	6	4.9	19	18.4	237	206.8	12	10.5	247	240.9	521	481.5
KENTUCKY	121	2	1.3	2	1.7	174	165.1	15	14.5	388	388.0	581	570.6
LOUISIANA	66	6	2.9	10	7.2	110	97.8	20	14.4	267	264.4	413	386.6
MAINE	16	1	1.0	3	3.0	25	25.0	3	3.0	39	39.0	71	71.0
MARYLAND	24	3	1.6	30	22.0	78	58.7	10	7.7	69	67.5	190	157.6
MASSACHUSETTS	13	3	3.0	14	11.1	88	35.2	2	1.5	68	62.8	175	113.6
MICHIGAN	80	2	2.0	4	3.1	240	146.1	68	63.7	322	313.3	636	528.2
MINNESOTA	92	6	5.8	31	29.4	149	99.6	50	42.7	235	231.9	471	409.2
MISSISSIPPI	82	3	3.0	56	50.1	123	95.8	13	12.3	191	191.0	386	352.1
MISSOURI	103	3	2.0	12	9.4	140	119.6	11	10.5	248	246.0	414	387.5
MONTANA	45	.	.	1	1.0	25	23.2	.	.	84	79.1	110	103.3
NEBRASKA	72	1	1.0	6	5.0	159	85.5	7	5.3	149	145.1	322	241.8
NEVADA	15	3	3.0	6	5.2	46	37.4	3	3.0	25	16.3	83	64.9
NEW HAMPSHIRE	11	2	2.0	8	7.8	38	30.5	4	3.5	51	50.1	103	93.8
NEW JERSEY	20	2	2.0	.	.	35	30.2	3	2.5	55	55.0	95	89.7
NEW MEXICO	57	1	0.5	51	41.5	61	51.3	7	5.3	99	98.3	219	196.8
NEW YORK	57	7	6.8	59	56.2	68	44.6	231	132.8	520	493.3	885	733.7
NORTH CAROLINA	101	16	10.7	93	81.8	212	141.5	21	13.5	489	487.3	831	734.7
NORTH DAKOTA	52	4	2.6	15	11.5	85	67.6	4	3.5	118	112.3	226	197.4
OHIO	88	3	3.0	56	45.7	207	142.9	14	13.2	309	300.3	589	505.0
OKLAHOMA	81	2	1.4	39	31.2	168	137.7	14	14.0	211	207.8	434	392.1
OREGON	37	1	1.0	21	18.9	131	86.2	7	6.7	172	157.6	332	270.4
PENNSYLVANIA	68	2	1.2	88	46.1	199	136.1	2	2.0	307	307.0	598	492.4
RHODE ISLAND	6	3	1.0	2	1.1	35	20.3	4	1.6	2	2.0	46	26.0
SOUTH CAROLINA	45	4	1.8	5	3.5	107	68.2	.	.	121	118.1	237	191.6
SOUTH DAKOTA	59	1	1.0	13	8.6	49	35.1	6	6.0	96	96.0	165	146.6
TENNESSEE	96	5	4.8	14	8.5	118	108.7	10	10.0	301	301.0	448	433.0
TEXAS	247	6	6.0	107	103.6	296	283.2	41	39.8	681	680.0	1131	1112.7
UTAH	28	1	1.0	16	8.9	70	43.4	6	6.0	67	63.2	160	122.6
VERMONT	12	2	1.9	2	1.5	48	26.8	3	2.8	.	.	55	33.1
VIRGINIA	105	7	5.9	3	2.1	164	97.3	5	5.0	226	224.7	405	334.9
WASHINGTON	39	3	2.4	4	3.5	101	55.1	7	7.0	117	113.6	232	181.6
WEST VIRGINIA	52	2	2.0	4	4.0	56	49.1	7	7.0	92	91.5	161	153.6
WISCONSIN	73	2	2.0	21	18.6	207	164.3	14	13.8	282	272.1	526	470.9
WYOMING	24	4	3.3	6	5.1	34	19.8	4	3.3	36	35.1	84	66.5
GUAM	1	2	2.0	.	.	12	12.0	4	4.0	.	.	18	18.0
PUERTO RICO	64	3	3.0	3	3.0	43	42.6	16	16.0	167	167.0	232	231.6
AMERICAN SAMOA	1	1	0.7	4	2.1	2	0.6	4	3.6	10	8.2	21	15.1
N MARIANAS	4	1	0.5	3	1.5	10	5.5	1	1.0	19	15.5	34	24.0
MICRONESIA	1	4	3.6	4	3.0	.	.	.	.	23	23.0	31	29.6
VIRGIN ISLANDS	3	3	3.0	8	8.0	8	8.0	1	1.0	15	15.0	35	35.0
U.S. TOTAL	3106	180	147.6	1058	864.2	5729	4249.7	750	601.8	9459	9279.8	17176	15143.1

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 2

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

NATIONAL SUMMARY - FIELD STAFF

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	26,000	69,300	35,188	11	30,720	73,220	50,337	17	43,200	58,930	50,777	18	\$45,632	16	238
ALASKA	26,633	49,455	39,995	11	50,069	70,106	59,992	12	64,654	64,654	64,654	12	\$52,659	12	13
ARIZONA	32,316	72,140	52,228	19	42,000	79,088	54,578	14	43,053	103,689	66,092	15	\$55,883	14	67
ARKANSAS	26,500	57,361	33,404	10	28,785	75,024	45,491	17	.	.	.	.	\$41,025	14	203
CALIFORNIA	44,700	99,300	73,064	23	33,864	135,600	68,345	18	42,600	113,300	65,900	13	\$68,124	17	254
COLORADO	29,900	77,900	40,125	10	28,900	86,900	49,660	13	37,800	66,500	51,120	17	\$47,261	13	152
CONNECTICUT	24,453	68,001	42,843	14	32,223	89,530	56,354	15	51,116	76,922	66,578	13	\$53,733	15	45
DELAWARE	31,050	61,550	44,024	13	47,449	87,981	61,199	18	71,426	71,426	71,426	15	\$56,313	16	19
DISTRICT OF COLU	34,505	54,477	40,705	8	20,090	50,953	37,525	5	.	.	.	.	\$39,512	7	8
FLORIDA	24,071	50,256	35,124	8	32,004	112,006	55,178	15	40,521	95,889	60,077	16	\$51,898	14	253
GEORGIA	26,500	87,862	42,103	14	30,975	94,418	49,311	15	38,427	64,000	48,934	16	\$46,253	15	331
HAWAII	30,660	56,808	46,412	18	30,660	79,920	58,315	18	48,912	93,096	75,177	20	\$57,371	19	42
IDAHO	31,304	59,238	42,903	15	33,009	74,380	47,871	14	46,987	49,857	48,027	8	\$47,256	14	80
ILLINOIS	26,100	61,600	42,866	11	33,600	90,000	50,579	15	36,000	84,300	57,317	10	\$49,643	15	309
INDIANA	47,500	80,850	66,100	26	32,800	93,150	50,611	14	44,000	69,800	55,336	13	\$50,933	14	266
IOWA	25,792	72,179	45,004	13	34,829	82,060	54,570	17	48,837	62,939	55,568	12	\$51,565	15	236
KANSAS	24,960	83,556	40,522	13	32,500	110,000	48,931	19	45,890	55,202	50,546	12	\$43,002	15	242
KENTUCKY	27,000	69,152	36,299	14	30,000	72,626	42,972	16	39,050	63,010	47,632	10	\$39,644	15	388
LOUISIANA	27,500	58,773	37,044	13	30,000	71,553	46,455	18	48,399	57,503	53,470	14	\$43,106	16	267
MAINE	.	.	.	.	31,197	76,620	54,679	16	57,463	62,547	60,326	24	\$55,258	17	39
MARYLAND	33,550	63,443	48,819	20	36,990	143,884	56,510	15	61,666	61,666	61,666	19	\$54,324	17	68
MASSACHUSETTS	24,191	57,045	39,835	14	27,920	68,126	46,184	16	54,538	57,105	55,822	14	\$43,567	15	63
MICHIGAN	27,000	77,104	40,193	10	30,000	90,825	48,667	13	31,635	81,822	50,668	12	\$44,442	12	321
MINNESOTA	28,070	71,948	43,563	13	33,597	79,057	50,785	14	40,148	60,827	51,225	6	\$49,392	13	235
MISSISSIPPI	26,728	53,548	34,797	9	27,039	61,362	46,015	14	42,201	62,000	51,659	17	\$41,825	12	190
MISSOURI	29,300	70,806	44,181	19	29,000	85,000	43,634	14	38,800	72,020	47,344	12	\$44,032	14	247
MONTANA	18,000	57,322	38,868	13	20,427	65,466	44,380	11	36,400	47,915	41,438	11	\$40,994	12	84
NEBRASKA	.	.	.	.	30,445	98,625	56,046	16	45,752	61,988	53,870	14	\$56,017	16	149
NEVADA	27,182	37,000	34,685	6	36,510	83,645	60,053	15	60,528	62,584	61,556	12	\$51,360	11	23
NEW HAMPSHIRE	39,520	63,860	49,752	21	30,050	76,780	54,856	16	58,000	68,640	63,320	11	\$54,684	16	50
NEW JERSEY	41,464	41,464	41,464	3	44,546	103,094	67,846	15	55,836	92,586	74,400	15	\$67,963	15	55
NEW MEXICO	20,759	51,161	28,613	9	26,817	60,451	40,209	14	44,557	74,479	58,460	17	\$37,691	13	98
NEW YORK	19,785	70,209	36,605	10	24,955	91,486	48,373	13	45,100	89,495	55,391	7	\$42,580	11	488
NORTH CAROLINA	25,500	82,279	36,858	11	23,690	74,711	46,125	15	40,637	70,120	53,031	13	\$43,133	14	485
NORTH DAKOTA	24,442	66,564	36,506	14	33,500	58,480	46,420	22	43,088	43,088	43,088	3	\$37,503	15	116
OHIO	30,432	52,992	38,466	8	32,016	86,928	50,592	13	45,000	66,384	56,439	13	\$49,893	13	307
OKLAHOMA	27,000	54,840	36,950	13	29,004	81,540	45,782	15	36,000	48,828	42,624	20	\$42,372	14	210
OREGON	25,512	64,104	39,190	12	30,000	116,628	55,101	15	45,156	88,442	55,989	14	\$52,517	14	169
PENNSYLVANIA	16,530	65,748	39,688	11	30,780	77,004	52,175	16	43,584	64,968	52,748	10	\$46,020	13	301
RHODE ISLAND	.	.	.	.	63,038	67,139	65,089	31	.	.	.	.	\$65,089	31	2
SOUTH CAROLINA	25,755	69,166	40,738	14	33,226	80,077	46,813	14	38,088	60,438	49,302	15	\$44,485	14	121
SOUTH DAKOTA	25,000	58,440	34,648	14	26,225	55,285	40,731	17	.	.	.	.	\$36,168	15	96
TENNESSEE	26,000	71,042	35,576	11	31,036	82,803	47,200	18	50,988	70,657	60,125	21	\$42,965	16	301
TEXAS	21,879	70,933	38,592	11	28,500	81,295	47,715	15	43,389	74,947	57,404	14	\$44,238	13	677
UTAH	31,000	53,340	39,499	15	32,328	65,256	48,007	14	36,456	66,744	51,892	10	\$47,673	14	67
VIRGINIA	17,116	59,000	39,214	13	31,900	65,926	43,633	12	40,000	40,000	40,000	12	\$41,935	13	226
WASHINGTON	34,377	76,081	52,584	22	32,312	74,506	50,851	17	42,310	82,392	57,158	16	\$52,356	17	117
WEST VIRGINIA	31,899	37,302	34,747	19	27,863	84,766	45,610	17	52,259	104,478	78,369	14	\$45,731	17	92
WISCONSIN	28,088	57,282	40,740	8	28,089	80,972	49,894	14	36,013	47,870	42,087	7	\$48,448	13	280
WYOMING	47,088	62,052	57,008	26	33,012	64,536	49,107	17	42,216	61,308	51,762	14	\$49,913	17	36
PUERTO RICO	26,130	41,316	29,035	12	30,120	65,656	39,427	18	44,952	44,952	44,952	10	\$34,737	15	165
AMERICAN SAMOA	13,017	15,769	14,556	20	.	.	.	.	.	.	.	.	\$14,556	20	4
N MARIANAS	22,568	37,507	30,614	10	43,877	49,356	45,703	6	50,000	50,000	50,000	5	\$37,080	8	10
MICRONESIA	13,686	23,699	18,099	9	21,911	42,000	28,899	5	.	.	.	.	\$20,591	8	13
VIRGIN ISLANDS	23,968	29,478	27,130	16	.	.	.	.	.	.	.	.	\$27,130	16	6
U. S. AVERAGE	13,017	99,300	38,241	12	20,090	143,884	49,671	15	31,635	113,300	56,078	13	\$46,239	14	9324

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 3

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

NATIONAL SUMMARY - STATE SPECIALIST

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	34,920	65,360	44,497	6	32,000	99,900	64,205	15	53,000	100,750	74,771	16	\$70,366	15	94
ALASKA	.	.	.	.	57,897	97,043	77,470	16	60,497	85,242	70,861	9	\$73,064	11	6
ARIZONA	41,450	44,450	43,450	11	31,450	66,450	47,425	12	42,718	116,450	72,853	11	\$67,362	11	67
ARKANSAS	26,000	65,365	36,515	10	28,500	82,000	45,819	12	50,000	89,781	66,245	12	\$47,982	11	142
CALIFORNIA	.	.	.	.	62,000	99,000	78,117	19	46,800	191,500	87,243	16	\$86,831	16	133
COLORADO	27,800	66,100	47,111	11	24,100	78,500	53,902	14	38,300	106,500	74,510	15	\$66,611	14	86
CONNECTICUT	37,130	80,696	57,060	19	41,311	80,017	60,672	17	47,237	112,422	72,647	14	\$68,606	15	43
DELAWARE	42,652	42,652	42,652	17	71,821	71,821	71,821	26	64,780	124,110	87,118	15	\$82,521	16	13
DISTRICT OF COLU	52,716	52,716	52,716	29	56,239	56,239	56,239	4	58,001	58,001	58,001	5	\$55,652	13	3
FLORIDA	29,116	94,094	61,605	10	36,930	106,303	64,099	23	36,000	133,204	75,170	15	\$74,124	16	100
GEORGIA	20,924	85,245	57,203	16	42,370	86,500	63,210	16	50,050	141,728	78,007	15	\$74,580	15	102
HAWAII	42,120	46,512	44,316	13	39,696	82,908	52,946	21	42,960	116,976	74,052	16	\$68,936	17	57
IDAHO	39,062	55,806	45,746	20	34,777	76,356	52,617	14	38,827	89,668	63,572	13	\$59,241	14	68
ILLINOIS	27,000	64,400	46,081	11	36,400	105,000	57,529	14	44,000	150,000	81,754	16	\$66,920	14	122
INDIANA	23,750	55,650	38,617	8	30,100	127,705	56,376	13	39,180	164,200	80,784	13	\$71,432	13	196
IOWA	26,000	55,512	39,022	9	30,040	116,500	52,197	12	28,667	138,538	82,321	18	\$63,483	14	164
KANSAS	23,500	76,872	39,717	10	21,721	89,920	46,513	11	40,000	111,328	70,976	15	\$53,896	12	178
KENTUCKY	26,975	46,521	34,337	11	29,190	96,687	44,262	13	50,689	119,992	76,733	18	\$62,105	16	156
LOUISIANA	27,000	56,814	38,255	9	31,956	100,000	56,033	15	44,241	110,704	68,589	17	\$60,359	15	105
MAINE	.	.	.	.	41,000	79,742	56,386	16	54,423	85,323	68,985	18	\$62,938	17	25
MARYLAND	43,550	55,226	49,388	8	36,005	94,880	66,112	15	43,220	127,003	78,025	16	\$73,695	16	60
MASSACHUSETTS	37,799	77,020	50,302	16	32,364	70,377	46,684	12	40,203	108,809	66,973	18	\$61,023	17	76
MICHIGAN	28,840	74,005	47,330	13	35,676	85,475	55,258	10	30,000	162,454	86,204	14	\$78,008	13	188
MINNESOTA	33,759	79,400	56,357	13	41,905	94,759	64,184	16	51,522	102,964	76,963	14	\$71,938	14	105
MISSISSIPPI	25,500	67,827	37,465	8	35,000	81,565	56,402	12	55,000	100,361	70,872	12	\$61,155	12	110
MISSOURI	28,455	72,975	45,321	9	27,040	87,680	52,831	14	46,901	123,028	69,591	11	\$59,863	12	114
MONTANA	.	.	.	.	65,053	82,915	71,376	20	54,136	102,370	75,710	14	\$74,988	15	24
NEBRASKA	.	.	.	.	64,919	98,328	85,933	14	36,000	166,250	84,264	16	\$84,458	16	95
NEVADA	.	.	.	.	57,897	81,090	69,494	15	64,727	147,804	105,807	17	\$101,985	17	19
NEW HAMPSHIRE	40,370	57,930	49,150	15	42,400	73,200	56,279	14	48,650	76,180	64,435	13	\$58,202	14	35
NEW JERSEY	.	.	.	.	84,460	84,460	84,460	22	50,093	119,204	79,601	14	\$79,753	14	32
NEW MEXICO	26,000	26,881	26,582	11	22,000	60,414	39,590	12	44,078	78,837	58,961	13	\$49,678	13	55
NEW YORK	.	.	.	.	47,500	99,970	76,812	10	66,800	66,800	66,800	5	\$75,700	10	9
NORTH CAROLINA	43,625	56,493	48,692	11	40,000	90,000	61,572	14	36,519	127,101	78,745	15	\$75,027	14	164
NORTH DAKOTA	27,740	58,000	38,265	10	35,487	79,946	52,768	15	50,000	86,003	67,138	14	\$56,709	14	58
OHIO	30,000	55,613	39,527	8	30,879	79,752	48,882	13	43,068	135,384	78,503	11	\$68,745	11	166
OKLAHOMA	22,356	60,948	33,742	10	28,296	89,232	44,767	12	34,650	127,764	70,565	15	\$57,726	13	136
OREGON	30,000	57,876	40,342	12	28,008	88,704	54,979	15	45,000	114,360	71,922	15	\$65,054	15	121
PENNSYLVANIA	16,029	62,748	36,200	12	25,332	86,292	51,054	13	33,273	128,016	77,569	16	\$64,504	15	173
RHODE ISLAND	25,000	35,643	31,907	13	28,526	76,132	54,312	18	54,784	104,746	83,529	20	\$66,084	18	34
SOUTH CAROLINA	30,000	60,211	49,072	11	30,600	90,000	53,199	12	47,941	137,811	74,340	14	\$66,237	13	98
SOUTH DAKOTA	25,000	38,839	33,775	10	35,000	89,223	55,859	18	41,339	82,042	66,405	12	\$61,342	13	36
TENNESSEE	28,128	41,525	31,921	11	39,370	91,831	53,842	15	43,600	111,912	78,785	16	\$67,458	15	73
TEXAS	19,575	93,652	34,413	11	26,500	80,535	47,102	12	42,501	153,360	73,715	15	\$58,969	14	256
UTAH	34,320	91,000	44,675	8	29,724	63,439	48,914	13	48,279	120,576	72,267	12	\$64,079	12	63
VERMONT	.	.	.	.	45,320	96,196	59,932	19	49,059	100,359	70,743	12	\$63,955	16	43
VIRGINIA	40,000	60,000	51,030	12	29,788	87,320	52,316	13	27,800	158,200	78,550	15	\$72,873	14	140
WASHINGTON	.	.	.	.	48,209	89,826	67,015	19	49,485	120,000	71,404	16	\$70,808	16	81
WEST VIRGINIA	.	.	.	.	35,762	72,868	51,517	18	33,036	100,000	62,837	15	\$57,830	16	52
WISCONSIN	33,457	69,773	48,606	11	35,977	104,284	60,194	12	40,000	142,360	82,807	13	\$69,635	13	186
WYOMING	49,620	49,620	49,620	5	46,992	66,600	56,544	13	54,636	88,128	66,606	15	\$63,125	14	28
GUAM	77,099	77,099	77,099	52	41,798	65,995	55,951	15	51,090	77,099	64,095	24	\$59,354	20	11
PUERTO RICO	.	.	.	.	30,360	64,176	38,935	16	36,276	61,356	45,116	15	\$40,112	16	42
N MARIANAS	21,338	40,567	30,699	7	37,507	37,507	37,507	2	50,000	50,000	50,000	12	\$33,600	7	9
U. S. AVERAGE	16,029	94,094	40,244	10	21,721	127,705	53,721	14	27,800	191,500	76,274	15	\$66,315	14	4752

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 4

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

NATIONAL SUMMARY - UNIVERSITY DEPARTMENT HEAD

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	.	.	.	.	.	.	.	.	160,900	160,900	160,900	25	\$160,900	25	1
ARIZONA	.	.	.	.	.	.	.	.	81,055	137,212	119,695	9	\$119,695	9	14
CALIFORNIA	.	.	.	.	91,200	91,200	91,200	12	88,200	160,217	112,443	23	\$108,903	21	6
CONNECTICUT	.	.	.	.	67,679	67,679	67,679	24	96,003	125,322	107,858	17	\$103,394	17	9
DELAWARE	.	.	.	.	.	.	.	.	109,031	195,270	158,775	27	\$158,775	27	3
FLORIDA	.	.	.	.	.	.	.	.	96,276	128,932	115,719	17	\$115,719	17	3
HAWAII	.	.	.	.	108,552	108,552	108,552	12	86,352	97,008	92,722	15	\$95,360	14	6
IDAHO	.	.	.	.	.	.	.	.	81,411	100,692	90,805	9	\$90,805	9	8
ILLINOIS	144,000	144,000	144,000	12	.	.	.	.	131,000	170,000	142,500	16	\$142,800	15	5
INDIANA	.	.	.	.	.	.	.	.	120,000	161,200	132,493	10	\$132,493	10	13
IOWA	61,955	80,260	71,108	16	55,032	130,000	97,438	12	66,474	179,451	128,050	12	\$114,920	12	18
KANSAS	.	.	.	.	92,976	92,976	92,976	30	74,174	148,426	119,286	10	\$117,094	12	12
KENTUCKY	.	.	.	.	.	.	.	.	85,372	126,233	103,132	21	\$103,132	21	4
LOUISIANA	.	.	.	.	88,919	88,919	88,919	32	90,131	143,200	109,364	20	\$105,275	22	5
MARYLAND	.	.	.	.	.	.	.	.	115,060	159,557	128,970	17	\$128,970	17	7
MASSACHUSETTS	.	.	.	.	.	.	.	.	52,088	132,231	90,772	18	\$90,772	18	10
MICHIGAN	.	.	.	.	.	.	.	.	105,000	160,000	132,123	15	\$132,123	15	15
MINNESOTA	.	.	.	.	51,578	55,935	53,757	8	73,333	133,023	114,230	13	\$106,167	12	15
MISSISSIPPI	.	.	.	.	99,709	100,000	99,855	22	84,401	121,275	110,213	16	\$108,619	17	13
MISSOURI	84,797	84,797	84,797	12	44,117	69,954	56,538	13	49,213	117,225	82,806	13	\$71,944	13	24
NEBRASKA	.	.	.	.	72,055	111,926	99,664	31	90,817	166,466	126,240	17	\$121,177	19	21
NEVADA	.	.	.	.	.	.	.	.	121,561	121,561	121,561	25	\$121,561	25	1
NEW HAMPSHIRE	.	.	.	.	.	.	.	.	80,720	108,900	94,810	7	\$94,810	7	2
NEW JERSEY	.	.	.	.	.	.	.	.	89,180	99,737	95,677	12	\$95,677	12	3
NEW MEXICO	.	.	.	.	35,000	35,000	35,000	12	.	.	.	.	\$35,000	12	1
NEW YORK	.	.	.	.	53,352	82,400	67,876	27	79,800	163,000	109,778	19	\$107,383	20	35
NORTH CAROLINA	45,097	73,750	59,424	13	57,275	102,609	83,480	11	66,133	178,683	108,320	19	\$103,387	18	45
NORTH DAKOTA	.	.	.	.	.	.	.	.	70,000	104,700	92,322	7	\$92,322	7	9
OHIO	.	.	.	.	.	.	.	.	111,003	147,540	134,614	10	\$134,614	10	11
OKLAHOMA	.	.	.	.	.	.	.	.	86,757	130,008	113,056	14	\$113,056	14	11
OREGON	.	.	.	.	.	.	.	.	102,000	139,296	112,842	14	\$112,842	14	8
PENNSYLVANIA	70,680	70,680	70,680	11	66,324	103,284	78,977	18	89,640	160,920	121,742	14	\$109,129	15	21
SOUTH CAROLINA	76,521	76,521	76,521	3	.	.	.	.	82,701	107,803	91,889	17	\$90,181	15	9
SOUTH DAKOTA	.	.	.	.	.	.	.	.	53,491	99,785	81,152	10	\$81,152	10	9
TENNESSEE	94,554	94,554	94,554	11	84,061	90,841	87,451	18	62,267	125,157	107,276	23	\$103,535	21	14
UTAH	142,000	142,000	142,000	11	.	.	.	.	121,361	121,361	121,361	8	\$131,681	10	2
VERMONT	.	.	.	.	.	.	.	.	68,306	104,965	85,374	15	\$85,374	15	4
VIRGINIA	.	.	.	.	55,000	55,000	55,000	14	71,600	180,000	116,997	17	\$114,301	17	23
WASHINGTON	.	.	.	.	69,466	94,809	82,138	17	83,999	141,372	104,482	10	\$102,247	11	20
WEST VIRGINIA	.	.	.	.	.	.	.	.	136,457	136,457	136,457	11	\$136,457	11	1
WISCONSIN	.	.	.	.	100,312	100,312	100,312	20	105,179	108,093	106,636	22	\$104,528	21	3
WYOMING	.	.	.	.	.	.	.	.	65,340	109,536	88,302	16	\$88,302	16	6
U. S. AVERAGE	45,097	144,000	87,361	12	35,000	130,000	77,997	17	49,213	195,270	111,782	15	\$107,786	15	450

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 5

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

NATIONAL SUMMARY - DISTRICT/AREA SPECIALIST

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	35,000	37,340	36,170	5	36,750	85,490	58,947	14	59,540	87,180	73,360	15	\$58,304	14	26
ALASKA	.	.	.	.	58,377	70,289	63,603	18	56,492	78,146	67,319	18	\$64,842	18	6
CALIFORNIA	.	.	.	.	91,300	91,300	91,300	26	.	.	.	.	\$91,300	26	1
COLORADO	34,400	57,700	46,933	8	46,500	76,400	63,850	19	43,700	43,700	43,700	2	\$54,988	13	8
CONNECTICUT	29,372	29,372	29,372	5	33,209	66,104	44,020	5	51,989	51,989	51,989	4	\$42,907	5	6
DELAWARE	.	.	.	.	72,808	72,808	72,808	28	.	.	.	.	\$72,808	28	1
IDAHO	.	.	.	.	.	.	.	.	55,348	55,348	55,348	3	\$55,348	3	1
IOWA	30,841	39,912	35,838	8	53,454	53,454	53,454	27	.	.	.	.	\$39,361	12	5
KANSAS	31,625	67,210	53,929	16	42,250	81,120	61,271	20	60,294	81,173	71,616	14	\$62,430	18	36
KENTUCKY	46,742	46,742	46,742	22	35,000	77,925	52,349	19	.	.	.	.	\$51,949	19	14
MARYLAND	.	.	.	.	51,428	69,227	62,619	18	59,775	76,440	68,111	12	\$64,267	16	10
MICHIGAN	30,683	78,780	51,875	13	33,575	73,243	53,428	14	46,390	68,325	58,194	14	\$54,293	14	37
MINNESOTA	56,720	58,444	57,582	22	55,924	73,465	62,788	19	64,998	80,145	72,572	3	\$63,551	16	12
MONTANA	46,732	46,732	46,732	14	.	.	.	.	.	.	.	.	\$46,732	14	1
NEBRASKA	.	.	.	.	44,329	108,299	71,233	25	59,853	122,538	86,080	16	\$81,936	19	43
NEVADA	.	.	.	.	56,763	116,289	81,064	15	64,812	94,688	75,807	6	\$79,851	13	26
NEW HAMPSHIRE	42,730	42,730	42,730	5	.	.	.	.	.	.	.	.	\$42,730	5	1
NEW MEXICO	.	.	.	.	18,632	44,381	30,471	6	.	.	.	.	\$30,471	6	4
NEW YORK	30,800	30,800	30,800	12	42,500	53,100	48,142	9	46,200	51,100	49,167	11	\$47,522	9	23
NORTH CAROLINA	.	.	.	.	37,625	37,625	37,625	12	.	.	.	.	\$37,625	12	1
NORTH DAKOTA	27,561	50,923	37,121	9	38,386	75,100	52,596	16	49,281	57,311	52,707	8	\$49,181	13	18
OHIO	34,356	36,312	35,334	7	49,608	95,124	68,589	21	48,000	79,656	65,667	13	\$65,796	19	28
OKLAHOMA	.	.	.	.	45,084	69,972	56,894	21	52,860	65,112	58,428	17	\$57,217	20	19
SOUTH DAKOTA	51,039	51,039	51,039	22	42,780	57,639	51,473	7	.	.	.	.	\$51,365	11	4
TENNESSEE	29,450	58,602	40,542	12	37,870	63,752	51,435	16	52,473	52,473	52,473	2	\$49,711	15	31
TEXAS	28,279	53,098	41,801	9	43,150	75,746	52,183	11	50,441	84,500	67,857	16	\$52,482	11	36
UTAH	.	.	.	.	47,928	70,896	56,645	14	59,952	59,952	59,952	26	\$57,306	16	5
VERMONT	39,375	39,375	39,375	13	.	.	.	.	.	.	.	.	\$39,375	13	1
VIRGINIA	.	.	.	.	57,000	57,000	57,000	14	.	.	.	.	\$57,000	14	1
WEST VIRGINIA	.	.	.	.	40,376	61,890	51,575	6	.	.	.	.	\$51,575	6	3
WISCONSIN	36,150	42,566	38,405	6	35,907	58,228	43,079	11	.	.	.	.	\$42,144	10	15
VIRGIN ISLANDS	.	.	.	.	27,786	40,210	33,974	9	35,726	35,726	35,726	13	\$34,193	10	8
U.S. AVERAGE	27,561	78,780	44,023	11	18,632	116,289	57,216	15	35,726	122,538	71,323	13	\$58,568	15	431

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 6

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

NATIONAL SUMMARY - DISTRICT STAFF

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	84,870	84,870	84,870	27	84,870	90,790	87,830	32	\$86,843	31	3
ARKANSAS	56,876	83,428	73,791	24	.	.	.	.	\$73,791	24	6
CALIFORNIA	103,056	113,592	108,324	14	98,200	116,388	107,294	22	\$107,809	18	4
COLORADO	71,600	86,500	78,400	17	83,600	83,600	83,600	4	\$79,700	13	4
FLORIDA	91,924	105,137	99,454	18	\$99,454	18	5
GEORGIA	73,981	130,000	89,416	25	122,400	122,400	122,400	19	\$93,081	24	9
IDAHO	78,000	78,000	78,000	19	70,928	90,313	81,224	9	\$80,418	12	4
ILLINOIS	79,600	79,600	79,600	8	70,500	146,400	101,400	20	\$97,040	18	5
INDIANA	82,185	98,520	90,583	28	99,484	99,484	99,484	25	\$92,363	28	5
IOWA	78,355	99,052	89,208	18	.	.	.	.	\$89,208	18	4
KANSAS	57,350	95,277	72,981	29	80,600	110,256	95,428	25	\$77,969	28	9
KENTUCKY	60,425	69,158	64,274	24	72,946	72,946	72,946	30	\$65,063	24	11
LOUISIANA	46,393	56,004	49,676	15	41,960	66,259	54,967	19	82,768	113,300	103,507	29	\$83,749	24	18
MARYLAND	78,880	78,880	78,880	28	82,881	82,881	82,881	28	106,228	106,228	106,228	17	\$89,330	24	3
MICHIGAN	54,468	101,696	87,677	13	97,953	97,953	97,953	11	\$89,732	13	5
MINNESOTA	75,058	81,961	79,597	17	75,000	75,000	75,000	12	\$78,940	16	7
MISSISSIPPI	58,517	58,517	58,517	26	57,914	73,225	66,508	20	70,800	100,800	83,723	12	\$71,358	18	9
MISSOURI	65,582	91,071	73,201	26	66,950	78,000	72,389	20	\$72,853	23	7
NEBRASKA	84,600	84,600	84,600	16	102,539	125,550	113,402	14	\$108,601	15	6
NEVADA	65,023	102,583	83,803	27	114,593	114,593	114,593	9	\$94,066	21	3
NEW JERSEY	90,485	90,485	90,485	22	.	.	.	.	\$90,485	22	1
NEW MEXICO	65,336	77,327	71,320	25	.	.	.	.	\$71,320	25	3
NEW YORK	65,900	67,800	66,850	18	.	.	.	.	\$66,850	18	2
NORTH CAROLINA	78,625	79,616	79,121	22	77,500	90,968	83,405	20	\$81,977	20	6
NORTH DAKOTA	70,434	87,192	78,999	25	.	.	.	.	\$78,999	25	3
OHIO	86,184	86,184	86,184	31	67,092	83,280	77,808	21	\$79,902	24	4
OKLAHOMA	51,420	80,004	60,064	21	75,528	75,528	75,528	15	\$62,641	20	12
OREGON	104,520	104,520	104,520	11	98,124	98,124	98,124	8	\$101,322	9	2
SOUTH DAKOTA	58,167	64,108	61,138	24	57,730	57,730	57,730	11	\$60,002	20	3
TENNESSEE	63,849	82,655	74,109	25	75,637	94,569	85,103	17	\$76,308	24	10
TEXAS	34,000	34,000	34,000	12	63,742	100,344	74,851	22	74,380	114,060	83,512	22	\$74,963	22	22
UTAH	67,008	77,484	74,247	22	.	.	.	.	\$74,247	22	4
VERMONT	64,877	76,042	69,547	23	.	.	.	.	\$69,547	23	3
VIRGINIA	66,000	76,075	69,269	23	66,000	66,000	66,000	9	\$68,615	20	5
WASHINGTON	77,178	88,457	81,403	27	.	.	.	.	\$81,403	27	3
WEST VIRGINIA	61,516	61,516	61,516	4	.	.	.	.	\$61,516	4	1
WISCONSIN	86,307	94,804	90,072	18	93,675	95,998	94,837	13	\$91,660	17	6
PUERTO RICO	32,028	38,472	35,776	21	38,472	55,176	43,675	22	.	.	.	.	\$41,305	22	10
VIRGIN ISLANDS	48,723	48,723	48,723	12	\$48,723	12	1
U. S. AVERAGE	32,028	78,880	47,528	19	38,472	130,000	73,998	22	48,723	146,400	91,998	19	\$78,479	21	228

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
 PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
 HUMAN RESOURCES DIVISION

TABLE 7

December 2002

HIGHEST DEGREE LEVEL DISTRIBUTION OF STATE AND FIELD STAFF (PERCENT)

STATE	----- STATE STAFF-----			----- FIELD STAFF -----		
	BACHELOR	MASTERS	DOCTORATE	BACHELOR	MASTERS	DOCTORATE
ALABAMA	7	36	57	31	68	1
ALASKA	.	50	50	38	54	8
ARIZONA	4	14	83	3	86	12
ARKANSAS	36	28	26	36	64	.
CALIFORNIA	.	5	92	5	75	20
COLORADO	12	26	59	26	71	3
CONNECTICUT	10	22	66	22	63	6
DELAWARE	6	12	82	32	63	5
DISTRICT OF COLUMBIA	33	33	33	50	50	.
FLORIDA	2	7	91	19	72	9
GEORGIA	4	17	77	42	56	2
HAWAII	3	19	78	21	69	10
IDAHO	4	28	66	13	84	4
ILLINOIS	24	25	51	16	81	4
INDIANA	9	21	70	2	97	2
IOWA	20	34	46	32	60	7
KANSAS	26	32	38	69	30	1
KENTUCKY	9	37	54	51	48	1
LOUISIANA	13	33	55	37	61	3
MAINE	.	48	52	.	90	10
MARYLAND	3	31	67	29	70	1
MASSACHUSETTS	5	22	74	43	49	3
MICHIGAN	6	26	68	51	42	7
MINNESOTA	6	27	56	20	76	5
MISSISSIPPI	15	26	59	39	56	4
MISSOURI	12	38	49	4	86	10
MONTANA	4	16	80	60	37	4
NEBRASKA	.	17	83	.	99	1
NEVADA	.	48	52	38	54	8
NEW HAMPSHIRE	8	61	32	10	86	4
NEW JERSEY	.	3	97	2	89	9
NEW MEXICO	8	38	54	27	70	3
NEW YORK	1	43	56	48	45	2
NORTH CAROLINA	4	15	81	34	62	3
NORTH DAKOTA	16	38	46	88	9	1
OHIO	10	26	64	7	89	4
OKLAHOMA	15	28	57	37	62	1
OREGON	5	27	66	16	76	6
PENNSYLVANIA	15	23	60	49	45	5
RHODE ISLAND	9	43	49	.	100	.
SOUTH CAROLINA	8	26	65	40	57	3
SOUTH DAKOTA	8	22	69	75	25	.
TENNESSEE	11	40	49	37	62	1
TEXAS	19	32	48	40	57	2
UTAH	10	27	63	6	90	4
VERMONT	2	56	42	.	.	.
VIRGINIA	4	16	80	38	62	0
WASHINGTON	.	13	87	6	72	22
WEST VIRGINIA	.	46	54	5	92	2
WISCONSIN	15	38	46	12	84	4
WYOMING	3	24	74	8	86	6
GUAM	8	67	25	.	.	.
PUERTO RICO	2	79	19	45	55	1
AM SAMOA	.	.	50	50	.	.
N MARIANAS	70	10	10	32	16	5
MICRONESIA	.	.	.	70	13	.
VIRGIN ISLANDS	.	88	13	40	.	.
U.S. TOTAL	10%	28%	61%	32%	63%	4%

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
 PREPARED BY USDA - AGRICULTURAL RESEARCH SERVICE
 HUMAN RESOURCES DIVISION

TABLE 8

DECEMBER 2002

NATIONAL SUMMARY OF STATE EXTENSION DIRECTORS AND 1890 ADMINISTRATORS

SALARY RANGE	DIRECTORS	ASSOCIATE DIRECTORS	ASSISTANT DIRECTORS
\$150,000 AND ABOVE	20	5	2
\$145000 TO \$149999	5	.	.
\$140000 TO \$144999	3	3	.
\$135000 TO \$139999	2	3	.
\$130000 TO \$134999	3	3	.
\$125000 TO \$129999	3	8	1
\$120000 TO \$124999	2	5	2
\$115000 TO \$119999	3	3	1
\$110000 TO \$114999	3	6	5
\$105000 TO \$109999	2	9	12
\$100000 TO \$104999	4	1	5
\$95,000 TO \$99,999	.	3	9
\$90,000 TO \$94,999	1	7	9
\$85,000 TO \$89,999	2	4	2
\$80,000 TO \$84,999	3	3	5
\$75,000 TO \$79,999	.	1	4
\$70,000 TO \$74,999	.	2	5
\$65,000 TO \$69,999	1	1	.
\$60,000 TO \$64,999	.	1	3
\$55,000 TO \$59,999	.	1	2
\$50,000 TO \$54,999	1	.	2
BELOW \$50,000	2	5	4
TOTALS	61	74	73
HIGH SALARY	\$212,000	\$170,560	\$162,700
AVERAGE SALARY	\$131,889	\$106,837	\$91,906

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 9

NUMBER AND FULL-TIME EQUIVALENT (FTE) OF PROFESSIONALS
FOR 1890 ORGANIZATIONS AND TUSKEEGEE

DECEMBER 2002

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

STATE	# COUNTIES	DIR/ASST DIRECTOR		ADMINIS- TRATIVE		SPECIALIST		SUPERVISOR		CO. EXTENSION AGENT		TOTAL	
		NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE
ALABAMA	7	3	2.3	9	9.0	11	9.2	1	1.0	24	24.0	48	45.5
TUSKEGEE	7	1	0.5	2	2.0	4	3.4	.	.	6	6.0	13	11.9
ARKANSAS	2	2	1.0	5	3.3	13	9.9	.	.	2	2.0	22	16.1
DELAWARE	2	2	1.3	5	2.8	1	0.3	.	.	4	4.0	12	8.3
FLORIDA	2	.	.	.	.	5	3.8	.	.	1	1.0	6	4.8
GEORGIA	2	1	1.0	2	1.6	3	1.5	3	1.5	7	6.5	16	12.1
KENTUCKY	9	1	0.5	.	.	9	9.0	.	.	1	1.0	11	10.5
LOUISIANA	10	1	1.0	.	.	3	2.5	.	.	10	10.0	14	13.5
MARYLAND	7	1	0.6	.	.	3	2.0	2	0.8	7	7.0	13	10.4
MISSISSIPPI	14	2	1.0	.	.	5	5.0	6	6.0	19	19.0	32	31.0
MISSOURI	1	.	.	1	1.0	3	2.5	.	.	.	.	4	3.5
NORTH CAROLINA	4	4	3.6	3	2.8	9	9.0	2	1.8	10	6.7	28	23.8
OKLAHOMA	1	2	0.9	.	.	11	9.2	2	2.0	.	.	15	12.0
SOUTH CAROLINA	5	2	1.5	.	.	8	7.0	.	.	9	9.0	19	17.5
TENNESSEE	13	3	3.0	2	2.0	5	5.0	.	.	13	13.0	23	23.0
TEXAS	1	3	3.0	3	3.0	15	12.4	.	.	35	34.3	56	52.7
VIRGINIA	1	2	2.0	.	.	14	14.0	.	.	.	.	16	16.0
1890 TOTAL	88	30	23.0	32	27.5	122	105.5	16	13.1	148	143.4	348	312.5

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
FOR 1890 ORGANIZATIONS AND TUSKEEGEE

TABLE 10

DECEMBER 2002

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

ANNUAL SALARY PER FTE - SPECIALISTS AND COUNTY EXTENSION AGENTS

STATE	SPECIALISTS					COUNTY AGENTS				
	NO	FTE	LOW	HIGH	AVE	NO	FTE	LOW	HIGH	AVE
ALABAMA	11	9.2	\$40,650	\$80,724	\$64,929	24	24.0	\$31,270	\$57,660	\$42,136
TUSKEGEE	4	3.4	\$45,279	\$61,800	\$52,070	6	6.0	\$29,547	\$41,194	\$36,931
ARKANSAS	11	9.4	\$30,900	\$77,033	\$50,212	2	2.0	\$28,062	\$28,116	\$28,089
DELAWARE	1	0.3	\$56,548	\$56,548	\$56,548	4	4.0	\$36,100	\$50,000	\$41,468
FLORIDA	4	2.9	\$32,000	\$59,860	\$49,696	1	1.0	\$42,998	\$42,998	\$42,998
GEORGIA	2	1.3	\$50,521	\$60,873	\$55,697	7	6.5	\$30,016	\$46,339	\$37,442
KENTUCKY	6	6.0	\$38,670	\$69,895	\$61,227	1	1.0	\$40,083	\$40,083	\$40,083
LOUISIANA	3	2.5	\$39,500	\$74,835	\$56,912	10	10.0	\$34,100	\$42,233	\$39,451
MARYLAND	3	2.0	\$24,333	\$67,555	\$48,555	7	7.0	\$49,112	\$104,660	\$61,539
MISSISSIPPI	5	5.0	\$36,688	\$54,091	\$46,117	19	19.0	\$22,500	\$40,971	\$29,999
MISSOURI	3	2.5	\$48,779	\$62,545	\$54,292	.	.	.	.	.
NORTH CAROLINA	9	9.0	\$48,599	\$69,405	\$60,133	10	6.7	\$36,136	\$68,296	\$48,065
OKLAHOMA	11	9.2	\$34,991	\$55,793	\$45,675	.	.	.	.	.
SOUTH CAROLINA	8	7.0	\$34,680	\$64,515	\$46,121	9	9.0	\$28,282	\$54,084	\$36,654
TENNESSEE	5	5.0	\$42,230	\$67,747	\$51,985	13	13.0	\$28,449	\$45,169	\$35,671
TEXAS	14	12.3	\$34,160	\$104,600	\$57,429	35	34.3	\$23,625	\$52,433	\$37,560
VIRGINIA	14	14.0	\$44,255	\$85,072	\$57,451	.	.	.	.	.
TOTAL	114	100.9	\$24,333	\$104,600	\$54,382	148	143.4	\$22,500	\$104,660	\$39,082

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
FOR 1890 ORGANIZATIONS & TUSKEGEE
DECEMBER 2002

TABLE 11

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

NATIONAL SUMMARY - STATE SPECIALIST

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	.	.	.	.	40,650	80,724	60,865	18	62,862	75,317	69,805	21	\$64,929	19	11
ALABAMA	.	.	.	.	40,650	80,724	60,865	18	62,862	75,317	69,805	21	\$64,929	19	11
TUSKEGEE	.	.	.	.	45,279	45,279	45,279	9	45,419	61,800	54,334	42	\$52,070	34	4
ARKANSAS	30,900	36,915	33,908	51	45,035	50,000	47,499	42	42,000	77,033	57,004	13	\$50,212	28	11
DELAWARE	.	.	.	.	.	.	.	.	56,548	56,548	56,548	6	\$56,548	6	1
FLORIDA	.	.	.	.	32,000	49,845	40,923	10	57,078	59,860	58,469	18	\$49,696	14	4
GEORGIA	.	.	.	.	50,521	60,873	55,697	19	.	.	.	.	\$55,697	19	2
KENTUCKY	.	.	.	.	38,670	64,800	51,735	18	58,322	69,895	65,973	33	\$61,227	28	6
LOUISIANA	.	.	.	.	39,500	39,500	39,500	7	56,400	74,835	65,618	13	\$56,912	11	3
MARYLAND	.	.	.	.	53,777	67,555	60,666	23	24,333	24,333	24,333	**	\$48,555	49	3
MISSISSIPPI	54,091	54,091	54,091	5	36,688	47,574	41,047	13	53,352	53,352	53,352	9	\$46,117	11	5
MISSOURI	.	.	.	.	48,779	51,552	50,166	21	62,545	62,545	62,545	18	\$54,292	20	3
NORTH CAROLINA	.	.	.	.	48,599	60,617	54,608	29	52,569	69,405	61,711	35	\$60,133	34	9
OKLAHOMA	34,991	35,535	35,263	8	39,840	51,758	45,805	18	55,471	55,793	55,632	14	\$45,675	15	11
SOUTH CAROLINA	39,519	55,680	44,648	9	34,680	46,530	40,605	52	64,515	64,515	64,515	**	\$46,121	31	8
TENNESSEE	.	.	.	.	48,167	54,012	51,090	23	42,230	67,747	52,582	43	\$51,985	35	5
TEXAS	34,160	46,378	42,277	18	46,000	70,000	58,468	23	46,363	104,600	75,482	52	\$57,429	26	14
VIRGINIA	.	.	.	.	44,255	57,076	51,871	16	49,675	85,072	61,635	13	\$57,451	14	14
1890 TOTAL	30,900	55,680	41,731	17	32,000	80,724	51,628	21	24,333	104,600	60,662	27	\$54,382	23	114

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
FOR 1890 ORGANIZATIONS & TUSKEGEE
DECEMBER 2002

TABLE 12

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION

NATIONAL SUMMARY - FIELD STAFF

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	31,270	49,830	38,443	22	36,040	57,660	44,351	52	.	.	.	.	\$42,136	41	24
TUSKEGEE	31,833	38,707	35,270	11	29,547	41,194	37,761	16	.	.	.	.	\$36,931	15	6
ARKANSAS	28,062	28,116	28,089	3	.	.	.	.	63,334	71,561	67,448	20	\$47,768	12	4
DELAWARE	.	.	.	.	36,100	50,000	41,468	30	.	.	.	.	\$41,468	30	4
FLORIDA	.	.	.	.	42,998	42,998	42,998	27	116,407	116,407	116,407	25	\$79,703	26	2
GEORGIA	30,016	38,617	35,695	14	34,265	38,709	36,487	8	46,339	72,695	59,517	7	\$41,848	11	8
KENTUCKY	40,083	40,083	40,083	39	.	.	.	.	.	.	.	.	\$40,083	39	1
LOUISIANA	34,100	34,100	34,100	6	36,503	42,233	39,939	23	40,901	40,901	40,901	25	\$39,451	22	10
MARYLAND	.	.	.	.	49,112	104,660	62,648	21	54,886	54,886	54,886	28	\$61,539	22	7
MISSISSIPPI	22,500	29,378	25,647	6	23,919	40,971	32,008	7	.	.	.	.	\$29,999	7	19
NORTH CAROLINA	39,230	39,230	39,230	18	36,136	55,334	46,640	31	68,296	68,296	68,296	21	\$48,065	29	10
SOUTH CAROLINA	28,282	54,084	36,720	49	32,844	40,000	36,422	3	.	.	.	.	\$36,654	39	9
TENNESSEE	28,449	43,943	33,936	29	35,580	45,169	41,454	19	.	.	.	.	\$35,671	26	13
TEXAS	23,625	49,828	36,500	45	34,400	52,433	39,062	44	48,000	112,568	80,284	52	\$39,644	46	36
1890 TOTAL	22,500	54,084	35,152	31	23,919	104,660	41,719	29	40,901	116,407	69,499	26	\$40,659	30	153

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 13

PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
HUMAN RESOURCES DIVISION
NATIONAL SUMMARY - STATE SPECIALIST

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	16,029	80,696	40,946	14	25,332	99,970	56,176	15	33,036	128,016	74,095	16	\$65,646	15	598
SOUTHERN	19,575	94,094	37,647	10	26,500	106,303	50,775	14	27,800	158,200	74,700	15	\$63,885	14	1718
WESTERN	21,338	91,000	41,027	12	22,000	99,000	54,216	15	38,300	191,500	75,125	15	\$68,868	14	828
NORTH CENTRAL	23,500	79,400	42,491	10	21,721	127,705	55,374	13	28,667	166,250	79,598	14	\$67,847	13	1608
U. S. TOTAL	16,029	94,094	40,244	10	21,721	127,705	53,721	14	27,800	191,500	76,274	15	\$66,315	14	4752

NATIONAL SUMMARY - UNIVERSITY DEPARTMENT HEAD

TABLE 14

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
SOUTHERN	45,097	94,554	72,481	10	55,000	102,609	85,085	16	62,267	180,000	109,905	18	\$106,602	18	128
WESTERN	142,000	142,000	142,000	11	35,000	108,552	79,805	14	65,340	160,217	105,820	12	\$104,516	12	72
NORTH CENTRAL	61,955	144,000	92,753	14	44,117	130,000	75,208	17	49,213	179,451	116,944	12	\$110,396	13	155
U. S. TOTAL	45,097	144,000	87,361	12	35,000	130,000	77,997	17	49,213	195,270	111,782	15	\$107,786	15	450

NATIONAL SUMMARY - DISTRICT/AREA SPECIALIST

TABLE 15

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	29,372	42,730	35,569	9	33,209	72,808	51,666	10	46,200	76,440	57,689	10	\$51,172	10	45
SOUTHERN	28,279	58,602	40,831	11	27,786	85,490	52,775	15	35,726	87,180	61,672	15	\$52,418	15	136
WESTERN	34,400	57,700	46,883	9	18,632	116,289	69,483	15	43,700	94,688	68,043	9	\$67,440	13	52
NORTH CENTRAL	27,561	78,780	46,152	12	33,575	108,299	59,305	18	46,390	122,538	75,515	14	\$62,142	16	198
U. S. TOTAL	27,561	78,780	44,023	11	18,632	116,289	57,216	15	35,726	122,538	71,323	13	\$58,568	15	431

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
 PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE
 HUMAN RESOURCES DIVISION

TABLE 16

NATIONAL SUMMARY - DISTRICT STAFF

6

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	78,880	78,880	78,880	28	61,516	90,485	72,153	20	106,228	106,228	106,228	17	\$76,233	20	10
SOUTHERN	32,028	58,517	43,609	18	38,472	130,000	68,769	23	48,723	122,400	90,663	22	\$73,735	22	127
WESTERN	.	.	.	.	65,023	113,592	81,954	21	70,928	116,388	94,322	12	\$85,619	18	27
NORTH CENTRAL	.	.	.	.	54,468	101,696	81,002	22	57,730	146,400	92,778	18	\$85,234	20	64
U.S. TOTAL	32,028	78,880	47,528	19	38,472	130,000	73,998	22	48,723	146,400	91,998	19	\$78,479	21	228

NATIONAL SUMMARY - FIELD STAFF

TABLE 17

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2002

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	16,530	70,209	38,690	11	20,090	143,884	51,825	15	43,584	104,478	60,065	12	\$47,023	13	1230
SOUTHERN	17,116	87,862	36,926	12	23,690	112,006	47,023	16	36,000	95,889	54,217	15	\$43,319	14	4061
WESTERN	13,017	99,300	39,649	13	20,427	135,600	54,162	15	36,400	113,300	60,883	14	\$52,167	15	1229
NORTH CENTRAL	24,442	83,556	40,253	12	26,225	110,000	50,130	15	31,635	84,300	51,280	11	\$47,526	14	2804
U.S. TOTAL	13,017	99,300	38,241	12	20,090	143,884	49,671	15	31,635	113,300	56,078	13	\$46,239	14	9324

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS
 NUMBER AND FULL-TIME EQUIVALENT (FTE) OF PROFESSIONALS SUPPORTED BY CES

TABLE 18

DECEMBER 2002

PREPARED BY USDA - AGRICULTURAL RESEARCH SERVICE
 HUMAN RESOURCES DIVISION

REGION	# COUNTIES	DIR/ASST DIRECTOR		ADMINIS- TRATIVE		SPECIALIST		SUPERVISOR		CO. EXTENSION AGENT		TOTAL	
		NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE	NO.	FTE
NORTHEASTERN	294	32	26.8	225	162.1	749	503.1	276	171.5	1281	1243.3	2563	2106.8
SOUTHERN	1380	74	59.4	363	322.9	2011	1676.7	195	177.9	4083	4061.1	6726	6297.9
WESTERN	431	36	30.3	139	104.9	971	668.4	70	63.1	1273	1217.7	2489	2084.4
NORTH CENTRAL	1001	38	31.1	331	274.4	1998	1401.5	209	189.4	2822	2757.6	5398	4654.0
US TOTAL	3106	180	147.6	1058	864.2	5729	4249.7	750	601.8	9459	9279.8	17176	15143.1