

**SALARY ANALYSES**

**OF**

**COOPERATIVE EXTENSION SERVICE**  
**POSITIONS**

**DECEMBER 2004**

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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 2004

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	7	7.0	9	9.0	91	78.1	3	3.0	189	187.5	299	284.6
ALASKA	9	2	2.0	.	.	12	9.9	3	3.0	18	18.0	35	32.9
ARIZONA	15	5	3.9	3	1.4	79	42.7	1	1.0	61	61.0	149	110.0
ARKANSAS	76	3	2.9	47	46.4	119	112.5	15	14.5	197	195.5	381	371.8
CALIFORNIA	54	1	0.5	5	3.4	133	113.7	16	13.3	242	236.6	397	367.5
COLORADO	52	2	2.0	4	3.5	90	56.4	3	3.0	136	130.1	235	195.0
CONNECTICUT	9	4	2.4	42	27.0	74	39.6	5	5.0	57	54.2	182	128.2
DELAWARE	4	.	.	6	2.3	15	10.9	2	2.0	19	18.0	42	33.1
DISTRICT OF COLUMBIA	1	1	1.0	2	2.0	4	4.0	.	.	12	11.3	19	18.3
FLORIDA	69	5	5.0	.	.	104	75.0	7	6.1	267	264.1	383	350.2
GEORGIA	153	.	.	7	6.5	94	90.1	8	8.0	308	306.0	417	410.7
HAWAII	6	1	0.3	10	5.7	69	36.4	1	0.5	47	44.5	128	87.3
IDAHO	41	2	2.0	3	1.4	68	43.5	3	2.7	73	71.9	149	121.5
ILLINOIS	82	2	1.6	37	22.9	234	182.6	8	7.0	187	186.1	468	400.1
INDIANA	93	1	1.0	57	47.0	177	95.1	8	7.4	255	249.9	498	400.3
IOWA	101	4	1.0	66	51.9	196	129.3	10	7.3	236	219.5	512	409.1
KANSAS	104	6	4.2	27	26.4	216	190.2	7	5.7	229	226.1	485	452.5
KENTUCKY	121	2	1.3	2	1.2	149	143.0	15	14.8	361	360.3	529	520.5
LOUISIANA	66	5	2.8	14	11.7	121	95.4	20	14.4	267	265.3	427	389.5
MAINE	14	1	1.0	2	2.0	21	21.0	4	4.0	37	37.0	65	65.0
MARYLAND	24	2	0.6	23	16.0	66	50.0	9	6.7	51	49.2	151	122.5
MASSACHUSETTS	13	3	3.0	14	11.1	88	35.2	2	1.5	68	62.8	175	113.6
MICHIGAN	82	2	2.0	3	2.4	246	142.5	69	64.6	311	303.8	631	515.2
MINNESOTA	51	4	3.8	24	22.8	136	88.2	52	42.9	167	164.8	383	322.5
MISSISSIPPI	76	2	2.0	58	54.3	162	160.1	11	11.0	196	196.0	429	423.4
MISSOURI	109	2	2.0	24	17.0	110	96.8	13	12.5	264	262.8	413	391.0
MONTANA	51	1	1.0	2	2.0	30	26.8	3	3.0	90	85.6	126	118.4
NEBRASKA	62	3	2.1	1	1.0	148	72.5	8	4.9	159	155.1	319	235.5
NEVADA	15	2	2.0	7	7.0	46	38.1	5	4.7	31	17.1	91	68.9
NEW HAMPSHIRE	10	4	4.0	8	7.8	33	28.4	5	4.5	47	46.1	97	90.8
NEW JERSEY	20	2	2.0	.	.	35	27.8	2	1.5	53	53.0	92	84.3
NEW MEXICO	34	1	1.0	65	55.3	78	66.8	7	5.0	97	96.8	248	224.9
NEW YORK	58	8	6.6	74	71.7	61	38.8	223	123.5	549	515.5	915	756.0
NORTH CAROLINA	101	18	9.3	87	64.9	191	124.6	18	15.8	479	478.5	793	693.2
NORTH DAKOTA	47	2	1.1	13	10.0	79	60.4	4	3.5	114	109.2	212	184.1
OHIO	89	3	3.0	53	42.4	181	120.8	15	12.8	288	279.5	540	458.5
OKLAHOMA	80	.	.	32	25.5	145	117.7	15	14.8	196	193.1	388	351.0
OREGON	37	1	1.0	21	18.9	123	80.1	6	5.7	150	137.1	301	242.8
PENNSYLVANIA	67	2	1.2	88	44.8	190	128.1	.	.	280	278.7	560	452.8
RHODE ISLAND	6	3	1.0	2	1.7	34	17.2	5	1.4	1	1.0	45	22.3
SOUTH CAROLINA	42	7	3.1	5	3.5	111	68.7	1	1.0	105	101.3	229	177.6
SOUTH DAKOTA	61	1	1.0	13	9.5	53	37.2	6	6.0	102	101.4	175	155.0
TENNESSEE	96	4	3.8	16	9.5	114	103.0	9	9.0	294	293.5	437	418.7
TEXAS	244	6	5.5	71	69.9	265	257.3	39	37.9	620	619.0	1001	989.6
UTAH	29	1	1.0	19	11.4	66	44.3	8	7.8	68	63.3	162	127.8
VERMONT	11	2	2.0	1	0.6	39	20.2	3	2.8	.	.	45	25.6
VIRGINIA	103	6	4.8	7	3.5	135	78.8	7	6.8	237	236.2	392	330.0
WASHINGTON	38	3	2.4	3	2.5	98	53.2	8	8.0	112	107.0	224	173.1
WEST VIRGINIA	55	3	3.0	5	5.0	56	50.4	7	7.0	97	96.3	168	161.6
WISCONSIN	73	4	4.0	18	16.2	194	156.8	12	11.8	277	268.1	505	456.9
WYOMING	23	3	3.0	6	4.9	40	24.6	1	1.0	41	35.7	91	69.2
GUAM	1	1	1.0	.	.	9	9.0	3	3.0	.	.	13	13.0
PUERTO RICO	65	2	2.0	3	3.0	38	37.8	12	12.0	160	160.0	215	214.8
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	1	4	4.0	8	8.0	6	6.0	1	1.0	17	17.0	36	36.0
U.S. TOTAL	3018	172	135.7	1128	901.9	5484	4043.0	733	582.6	8971	8773.5	16488	14436.8

## 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 2004

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	26,000	72,640	38,894	14	26,000	76,520	50,478	17	61,590	62,700	62,145	23	\$47,660	17	189
ALASKA	43,411	75,921	50,154	14	52,000	77,676	64,222	14	66,577	76,615	71,596	14	\$59,297	14	17
ARIZONA	41,500	80,000	60,750	21	43,670	86,349	58,674	16	44,739	113,342	67,015	18	\$59,593	16	59
ARKANSAS	27,000	61,972	35,172	13	32,000	70,983	46,616	17	84,311	84,311	84,311	21	\$42,818	15	195
CALIFORNIA	59,900	99,900	80,703	24	33,864	135,600	71,532	19	45,048	113,300	72,154	16	\$72,577	19	217
COLORADO	30,900	56,200	38,643	12	29,200	89,300	49,910	15	38,600	78,500	55,317	17	\$46,835	14	136
CONNECTICUT	29,108	78,152	42,789	14	45,000	104,259	69,839	17	85,334	89,987	87,661	31	\$61,681	17	52
DELAWARE	31,050	60,366	45,084	15	50,971	94,303	65,881	20	80,026	80,026	80,026	17	\$60,058	18	19
DISTRICT OF COLU	38,840	59,840	46,892	10	21,375	42,749	34,973	11	.	.	.	.	\$43,316	10	10
FLORIDA	27,200	48,200	35,134	13	32,469	100,125	55,170	15	43,265	100,953	62,604	17	\$53,868	15	267
GEORGIA	27,135	90,975	43,212	15	29,167	79,030	49,879	16	44,965	64,000	52,185	16	\$47,317	16	305
HAWAII	30,048	61,565	45,127	17	32,880	83,146	60,653	21	50,886	93,096	78,036	22	\$59,490	20	47
IDAHO	31,304	59,238	40,854	14	33,009	80,371	48,471	16	48,859	55,182	51,097	11	\$47,294	15	71
ILLINOIS	38,200	67,200	49,864	18	27,500	99,400	49,397	14	46,700	65,000	53,140	11	\$49,532	14	187
INDIANA	33,000	49,070	41,035	16	31,500	76,750	49,529	15	47,090	71,820	57,315	15	\$49,615	15	255
IOWA	27,362	74,668	46,513	14	28,899	84,615	55,772	18	46,823	65,000	57,552	15	\$52,478	17	232
KANSAS	26,639	68,000	42,249	15	34,000	85,663	50,185	19	47,535	61,388	54,462	14	\$44,741	16	220
KENTUCKY	27,100	66,113	36,912	14	31,850	75,553	44,157	16	37,850	66,604	49,141	12	\$40,721	15	361
LOUISIANA	30,000	67,593	39,321	15	20,138	68,837	50,046	19	55,733	67,989	60,720	17	\$45,868	18	267
MAINE	48,801	48,801	48,801	38	36,617	81,699	56,575	36	59,200	65,772	63,137	43	\$56,897	36	37
MARYLAND	36,924	67,576	55,068	23	38,484	66,724	53,216	17	62,514	62,514	62,514	21	\$53,761	18	51
MASSACHUSETTS	24,191	57,045	39,835	16	27,920	68,126	46,184	18	54,538	57,105	55,822	16	\$43,567	17	63
MICHIGAN	27,000	91,980	41,557	12	30,000	94,680	49,898	14	33,043	87,500	53,979	14	\$46,165	13	310
MINNESOTA	27,363	61,595	43,984	15	33,559	83,583	51,257	16	43,875	77,250	56,853	9	\$50,306	15	167
MISSISSIPPI	26,000	55,154	36,744	11	29,000	64,625	45,201	15	46,350	63,860	54,568	19	\$43,123	14	195
MISSOURI	33,511	72,222	46,702	19	33,000	71,793	45,642	16	36,908	74,877	49,662	15	\$46,071	16	264
MONTANA	18,000	57,822	40,149	15	38,300	65,966	44,991	13	.	.	.	.	\$42,624	14	90
NEBRASKA	35,286	86,470	63,397	22	17,894	99,718	55,968	18	44,500	88,500	57,952	15	\$56,329	17	158
NEVADA	29,805	52,000	36,500	11	34,431	93,335	61,455	15	67,042	71,903	69,473	10	\$49,512	13	30
NEW HAMPSHIRE	42,000	64,690	53,355	21	33,280	77,040	56,581	17	61,660	68,220	64,940	13	\$56,662	17	47
NEW JERSEY	.	.	.	.	45,615	108,569	70,022	17	58,557	107,493	79,817	16	\$70,761	17	53
NEW MEXICO	27,957	55,007	34,178	13	33,983	68,000	46,964	16	61,360	61,360	61,360	15	\$43,817	15	97
NEW YORK	17,351	70,540	35,473	12	26,905	105,060	49,668	14	49,056	91,650	67,069	10	\$43,753	13	526
NORTH CAROLINA	30,000	86,136	37,717	13	30,965	77,440	48,458	17	33,727	74,389	51,922	16	\$44,776	16	479
NORTH DAKOTA	22,053	79,336	37,727	16	29,131	60,255	43,960	19	46,148	46,148	46,148	5	\$38,358	16	112
OHIO	28,728	58,176	41,314	12	28,584	90,408	53,026	15	46,608	76,200	62,248	16	\$52,781	14	286
OKLAHOMA	28,344	57,360	37,213	14	30,444	70,740	45,249	15	37,656	37,656	37,656	20	\$41,971	15	196
OREGON	25,512	64,104	38,428	13	30,000	116,628	54,863	17	45,156	88,442	56,834	17	\$52,428	16	148
PENNSYLVANIA	21,708	66,012	42,440	13	33,760	84,372	56,279	16	49,740	70,776	57,564	14	\$49,699	15	277
RHODE ISLAND	.	.	.	.	63,038	63,038	63,038	31	.	.	.	.	\$63,038	31	1
SOUTH CAROLINA	26,527	57,357	40,921	15	34,222	89,042	48,406	15	39,230	112,580	63,918	21	\$46,074	15	105
SOUTH DAKOTA	28,827	54,541	38,839	16	29,377	60,626	39,819	16	.	.	.	.	\$39,127	16	102
TENNESSEE	28,000	66,081	34,533	12	28,000	84,844	48,840	19	53,058	74,954	64,006	20	\$43,541	16	294
TEXAS	28,600	65,705	39,151	13	29,500	83,256	47,459	15	43,040	86,453	60,020	15	\$44,525	14	618
UTAH	31,320	50,844	41,684	19	27,276	72,000	46,037	15	36,828	67,416	52,416	12	\$46,126	15	68
VIRGINIA	31,000	78,225	41,329	14	32,900	63,988	46,203	14	45,462	48,000	46,731	10	\$44,151	14	237
WASHINGTON	32,000	48,835	40,291	15	36,400	76,517	52,388	18	47,488	68,031	56,080	14	\$52,216	17	112
WEST VIRGINIA	32,778	39,251	35,031	21	26,822	63,911	43,644	17	53,641	64,754	59,198	16	\$43,698	17	97
WISCONSIN	29,175	56,236	41,505	11	30,509	76,969	51,308	15	41,615	53,739	45,654	9	\$49,742	14	275
WYOMING	29,952	64,884	48,586	20	31,524	68,904	49,338	16	44,244	44,244	44,244	18	\$49,122	17	41
PUERTO RICO	31,104	53,592	37,177	14	34,236	55,080	48,202	19	53,784	62,064	57,924	12	\$42,882	17	158
AMERICAN SAMOA	13,017	15,769	14,556	22	.	.	.	.	.	.	.	.	\$14,556	22	4
N MARIANAS	22,568	37,507	30,614	12	43,877	49,356	45,703	8	50,000	50,000	50,000	7	\$37,080	10	10
MICRONESIA	13,686	23,699	18,099	11	21,911	42,000	28,899	7	.	.	.	.	\$20,591	10	13
VIRGIN ISLANDS	26,351	33,940	31,230	19	30,581	30,581	30,581	15	39,389	39,389	39,389	15	\$32,064	18	9
U.S. AVERAGE	13,017	99,900	39,617	14	17,894	135,600	50,735	16	33,043	113,342	59,017	15	\$47,572	15	8836

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 2004

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	36,320	44,960	40,730	9	36,500	106,790	66,851	16	57,560	105,180	77,295	16	\$73,789	15	70
ALASKA	.	.	.	.	66,667	103,658	85,163	18	61,620	90,645	74,049	12	\$77,224	14	7
ARIZONA	46,381	46,381	46,381	13	35,000	86,200	52,138	13	44,488	117,450	74,593	13	\$70,359	13	65
ARKANSAS	27,000	53,045	32,409	12	28,000	80,198	45,408	13	55,976	90,250	71,116	14	\$50,687	13	116
CALIFORNIA	.	.	.	.	59,900	107,400	78,000	18	26,500	191,500	89,348	18	\$88,452	18	114
COLORADO	30,700	66,100	44,677	11	28,978	90,000	53,025	14	39,100	108,666	77,586	15	\$66,786	15	82
CONNECTICUT	27,454	65,790	40,034	15	28,217	84,854	59,365	13	57,578	139,200	88,983	17	\$67,226	15	65
DELAWARE	46,051	46,051	46,051	19	78,499	78,499	78,499	28	71,305	133,025	94,432	16	\$89,072	17	12
DISTRICT OF COLU	57,965	57,965	57,965	31	59,840	59,840	59,840	6	61,715	61,715	61,715	7	\$59,840	15	3
FLORIDA	.	.	.	.	49,775	111,552	75,091	24	36,000	158,842	79,121	17	\$78,802	17	101
GEORGIA	56,722	86,195	71,459	15	52,174	88,250	66,046	17	25,748	156,200	79,634	16	\$77,093	16	92
HAWAII	32,880	50,844	41,993	18	31,116	83,123	54,133	20	44,694	108,471	72,387	18	\$66,697	18	62
IDAHO	39,062	55,806	47,434	20	36,004	68,078	52,846	15	20,404	96,137	63,571	13	\$58,759	14	58
ILLINOIS	35,300	71,510	47,420	16	21,423	113,500	60,082	17	27,428	144,700	82,149	16	\$70,746	16	117
INDIANA	31,500	61,500	46,170	10	32,700	134,605	61,089	15	40,765	141,405	83,879	15	\$77,192	15	161
IOWA	26,964	72,370	42,817	12	31,696	120,858	55,326	14	29,367	145,000	83,158	18	\$64,531	15	170
KANSAS	16,640	62,421	39,966	12	25,334	82,000	46,401	13	32,846	112,859	76,877	15	\$55,021	14	164
KENTUCKY	28,000	50,500	36,629	13	31,000	100,095	46,559	14	56,560	124,464	79,972	19	\$64,092	17	135
LOUISIANA	32,252	61,874	44,209	11	33,672	106,090	61,288	15	45,129	116,535	75,443	19	\$68,199	17	108
MAINE	.	.	.	.	56,519	82,152	67,633	52	41,185	91,858	62,438	31	\$63,737	37	20
MARYLAND	58,914	58,914	58,914	16	39,207	100,976	69,262	19	42,066	106,911	82,375	18	\$78,759	18	50
MASSACHUSETTS	37,799	77,020	50,302	18	32,364	70,377	46,684	14	40,203	108,809	66,973	20	\$61,023	19	76
MICHIGAN	27,500	76,829	47,432	15	34,850	122,420	57,654	12	30,000	169,804	85,403	14	\$77,471	14	197
MINNESOTA	46,799	83,830	64,662	18	42,953	99,261	69,930	17	51,559	133,023	80,867	16	\$76,863	17	94
MISSISSIPPI	26,000	57,680	35,231	12	25,200	84,012	50,860	14	56,649	130,000	72,589	14	\$59,652	13	142
MISSOURI	27,486	83,101	46,205	13	36,557	98,377	56,770	18	50,918	130,000	74,144	13	\$64,628	15	90
MONTANA	.	.	.	.	46,977	65,578	58,433	15	48,500	117,166	76,752	16	\$72,681	15	27
NEBRASKA	64,054	95,457	76,083	16	31,644	113,749	75,884	20	41,331	168,551	88,760	18	\$86,892	18	103
NEVADA	.	.	.	.	46,614	85,262	67,727	15	67,157	157,126	103,895	17	\$97,867	17	18
NEW HAMPSHIRE	41,790	61,580	51,685	17	36,230	77,190	58,560	17	46,520	102,000	69,347	14	\$61,501	16	32
NEW JERSEY	.	.	.	.	87,848	87,848	87,848	24	60,400	143,100	83,987	16	\$84,111	16	31
NEW MEXICO	25,000	37,613	31,645	14	29,640	99,300	48,924	14	28,000	114,115	71,718	15	\$57,681	14	72
NEW YORK	.	.	.	.	47,500	92,494	74,472	16	.	.	.	.	\$74,472	16	3
NORTH CAROLINA	47,688	60,000	53,563	19	44,125	95,176	64,397	15	44,741	121,075	82,023	16	\$79,276	16	153
NORTH DAKOTA	29,005	54,590	39,677	13	36,963	86,462	55,578	16	51,510	93,232	70,232	15	\$59,895	15	52
OHIO	30,006	59,347	44,463	11	36,106	72,732	52,276	15	49,212	147,008	82,239	13	\$72,533	13	151
OKLAHOMA	23,664	93,137	39,807	12	29,280	67,199	45,155	13	31,464	119,400	73,138	15	\$59,820	14	118
OREGON	30,000	57,876	40,342	14	28,008	88,704	54,594	17	45,000	114,360	71,236	17	\$64,462	16	113
PENNSYLVANIA	32,808	75,060	46,791	14	29,520	90,792	55,172	16	34,884	163,908	85,819	17	\$73,804	16	167
RHODE ISLAND	25,000	35,643	31,907	15	34,182	83,605	56,091	19	18,428	113,064	77,922	20	\$63,816	19	33
SOUTH CAROLINA	30,000	62,017	44,145	12	37,080	92,256	54,871	13	50,000	151,592	78,789	16	\$68,616	15	102
SOUTH DAKOTA	40,175	40,532	40,354	12	37,643	77,139	50,229	17	42,276	93,559	69,884	13	\$63,330	14	39
TENNESSEE	31,930	47,700	38,855	13	31,743	97,961	50,755	14	46,164	115,044	83,389	19	\$70,699	17	76
TEXAS	23,900	93,652	36,929	13	23,660	81,339	49,204	14	42,240	149,765	76,558	16	\$61,393	15	228
UTAH	32,200	91,910	50,367	11	30,022	66,140	47,903	14	48,762	121,782	73,378	13	\$64,202	14	60
VERMONT	.	.	.	.	41,750	83,924	64,154	19	56,430	102,975	77,468	14	\$69,860	17	35
VIRGINIA	28,623	81,600	55,765	13	39,000	94,262	58,866	14	53,742	165,484	83,362	16	\$76,856	16	113
WASHINGTON	.	.	.	.	59,149	91,627	73,423	21	45,000	129,146	73,970	16	\$73,906	17	77
WEST VIRGINIA	35,020	35,020	35,020	14	35,535	86,633	50,132	19	32,891	110,024	66,413	18	\$57,850	19	55
WISCONSIN	34,472	74,321	52,659	13	37,458	122,906	63,089	15	44,890	121,180	85,380	15	\$72,027	14	173
WYOMING	52,140	52,140	52,140	7	46,200	70,884	59,085	20	53,292	92,136	69,268	18	\$66,068	18	34
GUAM	.	.	.	.	43,164	68,571	55,695	11	52,920	77,099	65,010	18	\$57,765	12	9
PUERTO RICO	.	.	.	.	35,832	54,132	47,757	16	46,104	71,436	61,569	19	\$50,665	17	38
N MARIANAS	21,338	40,567	30,699	9	37,507	37,507	37,507	4	50,000	50,000	50,000	14	\$33,600	9	9
U.S. AVERAGE	16,640	95,457	42,216	13	21,423	134,605	55,606	15	18,428	191,500	79,303	16	\$69,015	16	4492

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 2004

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ARIZONA	.	.	.	.	.	.	.	.	91,000	147,106	128,292	10	\$128,292	10	13
CALIFORNIA	.	.	.	.	.	.	.	.	48,800	125,000	96,060	25	\$96,060	25	5
CONNECTICUT	.	.	.	.	80,726	80,726	80,726	26	67,308	144,775	121,171	21	\$114,430	22	6
DELAWARE	.	.	.	.	.	.	.	.	117,199	210,052	163,626	28	\$163,626	28	2
DISTRICT OF COLU	.	.	.	.	.	.	.	.	68,067	68,067	68,067	16	\$68,067	16	1
FLORIDA	.	.	.	.	.	.	.	.	99,257	176,735	137,161	15	\$137,161	15	3
HAWAII	.	.	.	.	.	.	.	.	79,932	104,949	95,646	21	\$95,646	21	6
IDAHO	.	.	.	.	.	.	.	.	74,505	140,004	95,425	13	\$95,425	13	8
ILLINOIS	.	.	.	.	.	.	.	.	138,500	178,000	157,586	15	\$157,586	15	7
INDIANA	.	.	.	.	.	.	.	.	113,500	157,200	138,411	12	\$138,411	12	16
IOWA	69,322	69,322	69,322	22	57,527	134,232	103,900	15	77,309	186,700	129,143	12	\$118,579	14	20
KANSAS	.	.	.	.	.	.	.	.	59,615	160,000	116,890	13	\$116,890	13	10
KENTUCKY	.	.	.	.	.	.	.	.	87,720	130,020	114,471	22	\$114,471	22	3
LOUISIANA	.	.	.	.	94,975	94,975	94,975	34	98,024	159,016	122,990	19	\$120,835	20	13
MARYLAND	.	.	.	.	.	.	.	.	120,826	134,158	126,652	18	\$126,652	18	7
MASSACHUSETTS	.	.	.	.	.	.	.	.	52,088	132,231	90,772	20	\$90,772	20	10
MICHIGAN	.	.	.	.	.	.	.	.	93,002	154,500	134,500	16	\$134,500	16	16
MINNESOTA	.	.	.	.	55,935	160,000	107,968	22	73,333	137,668	119,002	14	\$116,795	16	10
MISSISSIPPI	87,550	87,550	87,550	7	102,701	104,520	103,611	24	86,933	131,210	113,993	17	\$111,370	17	18
MISSOURI	50,290	88,655	69,473	14	46,910	73,124	61,435	15	50,715	125,694	86,964	17	\$72,450	16	20
NEBRASKA	.	.	.	.	96,558	115,508	106,033	18	93,077	164,599	126,236	22	\$123,710	21	16
NEW JERSEY	.	.	.	.	88,339	88,339	88,339	16	91,320	103,707	99,507	14	\$96,715	15	4
NEW YORK	.	.	.	.	56,352	121,013	88,683	29	77,463	173,320	112,372	19	\$110,979	20	34
NORTH CAROLINA	.	.	.	.	81,600	133,000	100,117	19	80,000	152,750	113,504	22	\$112,208	21	31
NORTH DAKOTA	.	.	.	.	.	.	.	.	69,444	124,631	97,344	11	\$97,344	11	10
OHIO	.	.	.	.	.	.	.	.	116,076	158,232	147,068	13	\$147,068	13	10
OKLAHOMA	.	.	.	.	.	.	.	.	68,016	136,512	115,077	17	\$115,077	17	10
OREGON	.	.	.	.	.	.	.	.	102,000	139,296	112,842	16	\$112,842	16	8
PENNSYLVANIA	.	.	.	.	71,220	112,536	87,054	20	100,536	175,716	129,904	20	\$119,821	20	17
SOUTH CAROLINA	78,816	78,816	78,816	5	.	.	.	.	94,401	111,037	100,128	18	\$97,760	17	9
SOUTH DAKOTA	.	.	.	.	.	.	.	.	57,704	108,431	86,678	12	\$86,678	12	10
TENNESSEE	99,891	99,891	99,891	13	86,983	93,719	90,351	20	97,225	138,251	118,020	28	\$112,369	25	13
VERMONT	.	.	.	.	.	.	.	.	78,900	93,000	84,955	13	\$84,955	13	4
VIRGINIA	.	.	.	.	.	.	.	.	91,959	214,000	128,046	20	\$128,046	20	21
WASHINGTON	.	.	.	.	.	.	.	.	76,157	168,000	109,892	15	\$109,892	15	21
WEST VIRGINIA	.	.	.	.	.	.	.	.	141,257	141,257	141,257	13	\$141,257	13	1
WISCONSIN	.	.	.	.	102,937	102,937	102,937	22	120,604	120,604	120,604	27	\$111,771	25	2
WYOMING	.	.	.	.	.	.	.	.	76,260	114,384	101,503	20	\$101,503	20	6
U.S. AVERAGE	50,290	99,891	79,087	12	46,910	160,000	87,745	19	48,800	214,000	117,112	17	\$113,989	17	421

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 2004

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	.	.	.	.	41,010	75,670	61,331	16	61,930	90,580	76,255	17	\$62,752	16	21
ALASKA	.	.	.	.	58,377	67,538	62,958	19	57,969	83,808	73,308	18	\$69,168	18	5
CALIFORNIA	.	.	.	.	91,300	91,300	91,300	28	.	.	.	.	\$91,300	28	1
COLORADO	35,100	35,100	35,100	7	47,000	77,700	60,933	18	44,900	44,900	44,900	4	\$52,560	13	5
CONNECTICUT	39,198	39,198	39,198	7	.	.	.	.	.	.	.	.	\$39,198	7	1
DELAWARE	.	.	.	.	78,423	78,423	78,423	30	.	.	.	.	\$78,423	30	1
IDAHO	.	.	.	.	.	.	.	.	55,348	55,348	55,348	5	\$55,348	5	1
ILLINOIS	39,200	57,300	46,953	12	22,500	87,800	58,062	19	56,200	73,600	62,125	16	\$57,650	19	110
IOWA	31,715	41,422	35,220	10	.	.	.	.	.	.	.	.	\$35,220	10	4
KANSAS	40,305	70,218	58,791	21	52,258	85,801	65,473	21	63,636	102,038	80,611	14	\$68,302	19	31
KENTUCKY	48,625	48,625	48,625	24	37,370	81,066	53,267	21	.	.	.	.	\$52,845	21	11
MAINE	.	.	.	.	45,039	45,039	45,039	18	.	.	.	.	\$45,039	18	1
MARYLAND	.	.	.	.	53,730	72,115	65,825	18	63,720	78,742	71,355	14	\$67,669	16	9
MICHIGAN	35,072	82,124	57,362	15	37,022	71,903	57,479	17	51,567	71,225	62,202	16	\$58,641	16	32
MINNESOTA	61,103	61,103	61,103	26	59,473	77,739	66,708	21	66,623	66,623	66,623	5	\$66,076	19	9
MONTANA	35,300	42,500	38,767	13	.	.	.	.	.	.	.	.	\$38,767	13	3
NEBRASKA	.	.	.	.	67,129	97,884	81,245	31	62,617	127,400	85,042	18	\$84,519	20	29
NEVADA	.	.	.	.	43,054	123,878	86,619	13	70,000	111,372	88,677	12	\$87,207	13	28
NEW HAMPSHIRE	45,410	45,410	45,410	7	.	.	.	.	.	.	.	.	\$45,410	7	1
NEW MEXICO	.	.	.	.	37,375	58,765	49,316	9	.	.	.	.	\$49,316	9	3
NEW YORK	30,169	30,169	30,169	14	46,350	55,800	50,605	11	45,000	53,700	49,350	13	\$49,562	11	22
NORTH CAROLINA	39,000	39,000	39,000	14	34,046	40,660	37,664	8	.	.	.	.	\$37,931	9	5
NORTH DAKOTA	33,934	53,432	41,808	11	40,330	93,914	61,187	18	51,775	60,034	54,948	10	\$55,159	15	17
OHIO	.	.	.	.	57,312	84,540	70,826	20	54,324	83,496	67,362	16	\$70,056	19	18
OKLAHOMA	.	.	.	.	47,160	73,824	58,153	23	55,236	63,396	59,508	17	\$58,424	22	15
SOUTH DAKOTA	54,806	54,806	54,806	24	44,261	55,192	48,356	11	.	.	.	.	\$49,969	14	4
TENNESSEE	33,556	61,085	48,293	17	38,070	74,347	52,941	18	54,235	54,235	54,235	4	\$52,435	17	25
TEXAS	28,900	72,000	43,189	12	37,488	65,208	51,223	13	56,588	87,000	72,156	15	\$52,736	13	32
UTAH	.	.	.	.	35,350	77,760	57,754	18	.	.	.	.	\$57,754	18	6
VIRGINIA	.	.	.	.	59,787	59,787	59,787	16	.	.	.	.	\$59,787	16	1
WISCONSIN	36,380	52,224	42,459	9	36,973	61,819	45,652	13	48,313	48,313	48,313	12	\$45,020	12	16
VIRGIN ISLANDS	.	.	.	.	31,505	44,371	37,227	13	.	.	.	.	\$37,227	13	5
U.S. AVERAGE	28,900	82,124	46,086	14	22,500	123,878	59,291	17	44,900	127,400	73,388	15	\$60,520	17	472



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 2004

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	.	.	.	.	93,530	93,530	93,530	29	94,420	94,420	94,420	39	\$93,975	34	2
ARKANSAS	.	.	.	.	60,000	86,347	76,109	27	58,700	58,700	58,700	6	\$73,622	24	7
CALIFORNIA	.	.	.	.	54,240	119,244	86,742	16	98,200	116,388	104,529	18	\$97,414	17	5
COLORADO	.	.	.	.	73,900	89,100	81,500	14	85,900	85,900	85,900	6	\$82,967	11	3
CONNECTICUT	41,435	50,614	46,025	16	101,373	101,373	101,373	26	.	.	.	.	\$64,474	19	3
FLORIDA	.	.	.	.	38,789	38,789	38,789	14	97,873	110,473	102,959	17	\$90,125	16	5
GEORGIA	.	.	.	.	75,981	130,000	100,142	23	123,900	123,900	123,900	21	\$104,102	23	6
IDAHO	.	.	.	.	78,000	78,000	78,000	21	78,873	82,430	80,652	12	\$79,768	15	3
ILLINOIS	.	.	.	.	72,100	87,500	81,567	26	68,100	108,100	91,500	18	\$87,243	21	7
INDIANA	.	.	.	.	80,000	107,500	87,100	25	95,040	95,040	95,040	11	\$88,423	23	6
IOWA	.	.	.	.	81,400	89,052	85,202	15	85,000	85,000	85,000	14	\$85,161	15	5
KANSAS	.	.	.	.	62,049	101,450	77,072	24	100,425	133,575	117,000	27	\$93,043	25	5
KENTUCKY	.	.	.	.	55,155	80,100	72,235	24	83,826	83,826	83,826	32	\$73,289	25	11
LOUISIANA	52,527	58,839	55,134	17	55,122	69,681	62,425	21	88,454	125,374	111,419	31	\$91,150	26	18
MARYLAND	.	.	.	.	85,379	85,379	85,379	28	103,382	103,382	103,382	19	\$94,381	23	2
MICHIGAN	60,983	60,983	60,983	22	56,779	103,730	85,766	18	102,110	107,730	104,920	10	\$88,020	16	6
MINNESOTA	.	.	.	.	94,200	96,300	95,250	27	.	.	.	.	\$95,250	27	2
MISSISSIPPI	.	.	.	.	69,010	70,864	69,353	22	72,924	81,955	77,440	26	\$71,375	23	8
MISSOURI	.	.	.	.	58,370	95,392	72,114	25	69,859	81,470	75,622	22	\$73,429	24	8
MONTANA	.	.	.	.	58,500	68,000	63,250	11	.	.	.	.	\$63,250	11	2
NEBRASKA	.	.	.	.	49,120	88,400	68,760	17	118,481	129,550	122,879	20	\$101,231	19	5
NEVADA	31,350	45,000	38,175	13	95,333	111,979	103,656	20	91,800	91,800	91,800	21	\$75,092	17	5
NEW JERSEY	.	.	.	.	95,124	95,124	95,124	24	.	.	.	.	\$95,124	24	1
NEW MEXICO	.	.	.	.	69,906	76,448	73,177	24	.	.	.	.	\$73,177	24	2
NEW YORK	.	.	.	.	69,100	71,800	70,450	20	.	.	.	.	\$70,450	20	2
NORTH CAROLINA	.	.	.	.	82,363	82,378	82,371	24	80,000	95,000	87,069	22	\$85,726	23	7
NORTH DAKOTA	.	.	.	.	74,000	91,606	82,999	27	.	.	.	.	\$82,999	27	3
OHIO	.	.	.	.	92,148	92,148	92,148	33	72,144	94,212	83,178	20	\$86,168	25	3
OKLAHOMA	.	.	.	.	32,904	84,420	57,333	19	79,680	79,680	79,680	20	\$59,052	19	13
OREGON	.	.	.	.	104,520	104,520	104,520	13	98,124	98,124	98,124	10	\$101,322	11	2
SOUTH DAKOTA	.	.	.	.	59,000	62,629	60,815	19	62,178	62,178	62,178	13	\$61,269	17	3
TENNESSEE	.	.	.	.	63,300	86,760	75,707	25	71,989	71,989	71,989	27	\$75,294	25	9
TEXAS	.	.	.	.	46,761	93,118	72,124	23	75,970	127,194	86,200	22	\$75,643	22	24
UTAH	.	.	.	.	38,000	78,264	65,634	19	.	.	.	.	\$65,634	19	4
VERMONT	.	.	.	.	71,885	89,039	78,923	25	.	.	.	.	\$78,923	25	3
VIRGINIA	.	.	.	.	68,611	78,840	73,493	15	.	.	.	.	\$73,493	15	5
WASHINGTON	.	.	.	.	80,000	84,210	81,774	23	73,000	73,000	73,000	31	\$79,580	25	4
WISCONSIN	.	.	.	.	85,000	95,780	90,840	24	101,093	101,093	101,093	27	\$92,890	24	5
PUERTO RICO	45,720	53,592	49,656	17	46,104	54,072	52,190	22	.	.	.	.	\$51,466	21	7
VIRGIN ISLANDS	.	.	.	.	.	.	.	.	50,734	50,734	50,734	14	\$50,734	14	1
U.S. AVERAGE	31,350	60,983	49,410	17	32,904	130,000	75,195	22	50,734	133,575	94,619	22	\$79,721	22	222

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

TABLE 7

December 2004

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

STATE	----- STATE STAFF-----			----- FIELD STAFF -----		
	BACHELOR	MASTERS	DOCTORATE	BACHELOR	MASTERS	DOCTORATE
ALABAMA	3	35	62	25	74	1
ALASKA	.	33	67	39	50	11
ARIZONA	1	14	85	3	87	10
ARKANSAS	27	37	34	34	64	1
CALIFORNIA	.	8	85	10	71	18
COLORADO	11	30	56	29	66	4
CONNECTICUT	26	26	46	30	58	4
DELAWARE	7	13	80	32	63	5
DISTRICT OF COLUMBIA	25	25	50	58	42	.
FLORIDA	.	8	92	10	80	10
GEORGIA	2	17	79	39	58	3
HAWAII	7	16	77	17	74	9
IDAHO	6	29	63	16	78	4
ILLINOIS	9	58	34	7	89	3
INDIANA	5	19	76	1	97	2
IOWA	25	29	45	37	55	8
KANSAS	28	32	35	68	31	1
KENTUCKY	10	38	52	49	49	2
LOUISIANA	9	26	64	40	58	2
MAINE	.	29	71	3	89	8
MARYLAND	2	27	71	20	78	2
MASSACHUSETTS	5	22	74	43	49	3
MICHIGAN	6	26	68	48	45	7
MINNESOTA	4	26	52	17	78	5
MISSISSIPPI	15	29	55	30	64	5
MISSOURI	13	36	51	5	86	9
MONTANA	10	20	70	49	51	.
NEBRASKA	3	11	86	3	90	6
NEVADA	.	50	50	52	39	6
NEW HAMPSHIRE	9	61	30	9	87	4
NEW JERSEY	.	6	94	.	93	7
NEW MEXICO	17	36	46	26	73	1
NEW YORK	2	39	59	42	53	1
NORTH CAROLINA	2	14	84	35	61	4
NORTH DAKOTA	15	37	48	89	9	1
OHIO	8	24	66	6	89	5
OKLAHOMA	19	25	56	38	61	0
OREGON	6	27	66	15	77	6
PENNSYLVANIA	11	23	64	48	46	5
RHODE ISLAND	9	44	47	.	100	.
SOUTH CAROLINA	12	23	65	39	57	4
SOUTH DAKOTA	6	25	70	71	29	.
TENNESSEE	10	38	53	37	62	1
TEXAS	18	33	47	39	57	4
UTAH	6	36	58	4	91	4
VERMONT	.	51	49	.	.	.
VIRGINIA	6	16	78	42	57	1
WASHINGTON	.	9	91	7	74	19
WEST VIRGINIA	2	48	50	3	95	2
WISCONSIN	16	39	44	13	82	4
WYOMING	3	23	75	12	85	2
GUAM	.	78	22	.	.	.
PUERTO RICO	.	79	21	48	51	1
AM SAMOA	.	.	50	50	.	.
N MARIANAS	70	10	10	32	16	5
MICRONESIA	.	.	.	70	13	.
VIRGIN ISLANDS	.	100	.	41	6	6
U.S. TOTAL	10%	29%	60%	31%	64%	4%

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

TABLE 8

DECEMBER 2004

NATIONAL SUMMARY OF STATE EXTENSION DIRECTORS AND 1890 ADMINISTRATORS

SALARY RANGE	DIRECTORS	ASSOCIATE DIRECTORS	ASSISTANT DIRECTORS
\$190,000 AND ABOVE	4	2	.
\$185000 TO \$189999	1	1	.
\$180000 TO \$184999	1	.	.
\$175000 TO \$179999	3	1	.
\$170000 TO \$174999	3	1	.
\$165000 TO \$169999	1	.	.
\$160000 TO \$164999	7	3	.
\$155000 TO \$159999	2	3	.
\$150000 TO \$154999	4	2	.
\$145000 TO \$149999	3	2	1
\$140000 TO \$144999	.	3	.
\$135000 TO \$139999	1	4	1
\$130000 TO \$134999	1	6	1
\$125000 TO \$129999	4	5	2
\$120000 TO \$124999	3	6	1
\$115000 TO \$119999	2	5	3
\$110000 TO \$114999	3	3	5
\$105000 TO \$109999	2	4	9
\$100000 TO \$104999	2	4	12
\$95,000 TO \$99,999	1	3	5
\$90,000 TO \$94,999	2	7	5
\$85,000 TO \$89,999	.	7	4
\$80,000 TO \$84,999	2	2	1
\$75,000 TO \$79,999	1	2	3
\$70,000 TO \$74,999	.	2	2
\$65,000 TO \$69,999	.	1	1
\$60,000 TO \$64,999	.	1	.
\$55,000 TO \$59,999	1	1	3
\$50,000 TO \$54,999	.	1	4
BELOW \$50,000	.	.	.
<b>TOTALS</b>	<b>54</b>	<b>82</b>	<b>63</b>
<b>HIGH SALARY</b>	<b>\$236,116</b>	<b>\$207,000</b>	<b>\$149,936</b>
<b>AVERAGE SALARY</b>	<b>\$140,966</b>	<b>\$117,533</b>	<b>\$96,775</b>

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS  
NUMBER AND FULL-TIME EQUIVALENT (FTE) OF PROFESSIONALS  
FOR 1890 ORGANIZATIONS AND TUSKEEGEE

TABLE 9

DECEMBER 2003

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	8	8.0	11	9.2	1	1.0	20	20.0	43	40.5
TUSKEGEE	7	1	0.5	2	2.0	4	3.4	.	.	6	6.0	13	11.9
ARKANSAS	1	4	2.0	4	2.3	16	13.3	1	0.8	2	2.0	27	20.3
DELAWARE	3	2	1.3	5	2.8	8	5.5	.	.	5	4.7	20	14.2
FLORIDA	1	.	.	.	.	4	2.9	.	.	.	.	4	2.9
GEORGIA	2	.	.	2	1.6	12	8.9	1	1.0	6	6.0	21	17.5
KENTUCKY	5	1	0.5	.	.	9	9.0	.	.	1	1.0	11	10.5
LOUISIANA	11	3	3.0	.	.	4	3.5	.	.	13	13.0	20	19.5
MARYLAND	5	1	0.6	.	.	3	2.0	2	0.8	4	4.0	10	7.4
MISSISSIPPI	13	2	1.0	.	.	4	4.0	5	5.0	18	18.0	29	28.0
MISSOURI	1	.	.	1	1.0	4	3.9	.	.	.	.	5	4.9
NORTH CAROLINA	1	3	2.6	6	5.8	13	13.0	5	4.8	13	9.5	40	35.7
OKLAHOMA	1	4	0.5	1	0.2	15	11.6	2	2.0	.	.	22	14.3
SOUTH CAROLINA	6	2	1.5	.	.	8	7.0	.	.	10	10.0	20	18.5
TENNESSEE	12	2	2.0	5	5.0	10	9.3	.	.	14	14.0	31	30.3
TEXAS	1	4	4.0	2	2.0	11	9.5	2	2.0	25	25.0	44	42.5
VIRGINIA	1	3	3.0	.	.	12	12.0	.	.	.	.	15	15.0
1890 TOTAL	78	35	24.7	36	30.6	148	127.9	19	17.3	137	133.2	375	333.7

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

TABLE 10

DECEMBER 2004

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	\$44,290	\$83,953	\$68,258	20	20.0	\$33,882	\$60,255	\$45,172
TUSKEGEE	4	3.4	\$45,279	\$61,800	\$52,070	6	6.0	\$29,547	\$41,194	\$36,931
ARKANSAS	14	12.6	\$29,994	\$78,188	\$48,811	2	2.0	\$28,000	\$28,000	\$28,000
DELAWARE	6	3.5	\$34,292	\$56,548	\$46,208	5	4.7	\$36,050	\$54,117	\$46,552
FLORIDA	4	2.9	\$32,000	\$59,860	\$49,696	.	.	.	.	.
GEORGIA	11	8.6	\$38,000	\$66,305	\$51,852	6	6.0	\$30,016	\$38,709	\$35,959
KENTUCKY	7	7.0	\$38,670	\$69,895	\$60,480	1	1.0	\$40,083	\$40,083	\$40,083
LOUISIANA	4	3.5	\$46,000	\$71,500	\$59,203	13	13.0	\$35,175	\$56,100	\$44,827
MARYLAND	3	2.0	\$27,159	\$76,080	\$53,303	4	4.0	\$52,672	\$60,530	\$56,651
MISSISSIPPI	4	4.0	\$36,688	\$54,091	\$47,926	18	18.0	\$22,500	\$40,971	\$29,784
MISSOURI	4	3.9	\$33,438	\$62,545	\$49,079	.	.	.	.	.
NORTH CAROLINA	13	13.0	\$30,000	\$73,502	\$61,231	13	9.5	\$30,651	\$58,665	\$43,729
OKLAHOMA	15	11.6	\$37,843	\$68,432	\$48,854	.	.	.	.	.
SOUTH CAROLINA	8	7.0	\$35,720	\$64,515	\$50,606	10	10.0	\$28,050	\$54,084	\$38,834
TENNESSEE	10	9.3	\$40,789	\$74,930	\$55,360	14	14.0	\$28,772	\$46,524	\$35,834
TEXAS	11	9.5	\$34,160	\$68,668	\$54,531	25	25.0	\$31,000	\$51,822	\$38,433
VIRGINIA	12	12.0	\$46,415	\$70,853	\$54,973	.	.	.	.	.
TOTAL	141	123.0	\$27,159	\$83,953	\$54,211	137	133.2	\$22,500	\$60,530	\$39,667

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS  
FOR 1890 ORGANIZATIONS & TUSKEGEE  
DECEMBER 2004

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	.	.	.	.	44,290	83,953	65,028	28	65,182	78,325	72,135	11	\$68,258	20	11
TUSKEGEE	.	.	.	.	45,279	45,279	45,279	11	45,419	61,800	54,334	44	\$52,070	36	4
ARKANSAS	29,994	34,330	32,162	**	30,906	56,036	45,377	87	46,125	78,188	56,020	42	\$48,811	66	14
DELAWARE	34,292	39,735	37,014	**	.	.	.	.	46,350	56,548	50,805	78	\$46,208	86	6
FLORIDA	.	.	.	.	32,000	49,845	40,923	12	57,078	59,860	58,469	20	\$49,696	16	4
GEORGIA	38,000	50,000	44,000	**	44,800	60,873	49,299	74	56,160	66,305	62,192	39	\$51,852	69	11
KENTUCKY	.	.	.	.	38,670	64,800	53,157	13	58,322	69,895	65,973	18	\$60,480	16	7
LOUISIANA	.	.	.	.	46,000	46,000	46,000	**	59,310	71,500	63,603	69	\$59,203	77	4
MARYLAND	.	.	.	.	56,670	76,080	66,375	25	27,159	27,159	27,159	**	\$53,303	51	3
MISSISSIPPI	54,091	54,091	54,091	7	36,688	47,574	42,131	18	53,352	53,352	53,352	11	\$47,926	13	4
MISSOURI	.	.	.	.	48,779	51,553	50,166	23	33,438	62,545	47,992	17	\$49,079	20	4
NORTH CAROLINA	.	.	.	.	30,000	69,703	52,183	65	51,000	73,502	65,252	51	\$61,231	55	13
OKLAHOMA	37,843	38,783	38,313	10	41,375	52,000	46,346	41	45,900	68,432	55,292	39	\$48,854	36	15
SOUTH CAROLINA	39,519	59,704	52,785	12	35,720	47,925	43,063	37	64,515	64,515	64,515	**	\$50,606	33	8
TENNESSEE	.	.	.	.	40,789	64,094	52,532	58	50,194	74,930	58,189	73	\$55,360	65	10
TEXAS	34,160	48,697	41,429	19	48,300	68,250	57,162	30	52,300	68,668	58,006	43	\$54,531	32	11
VIRGINIA	.	.	.	.	46,415	58,539	52,427	32	52,631	70,853	58,538	15	\$54,973	25	12
1890 TOTAL	29,994	59,704	43,404	48	30,000	83,953	51,576	44	27,159	78,325	59,296	43	\$54,211	44	141

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS  
FOR 1890 ORGANIZATIONS & TUSKEGEE  
DECEMBER 2003

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	33,882	52,067	40,128	26	37,509	60,255	47,334	45	.	.	.	.	\$45,172	39	20
TUSKEGEE	31,833	38,707	35,270	13	29,547	41,194	37,761	18	.	.	.	.	\$36,931	17	6
ARKANSAS	28,000	28,000	28,000	99	.	.	.	.	70,164	84,724	77,444	46	\$52,722	72	4
DELAWARE	36,050	54,117	45,084	57	44,107	45,176	44,642	6	53,308	53,308	53,308	98	\$46,552	45	5
GEORGIA	30,016	38,617	35,695	16	34,265	38,709	36,487	10	76,847	76,847	76,847	13	\$41,800	14	7
KENTUCKY	40,083	40,083	40,083	21	.	.	.	.	.	.	.	.	\$40,083	21	1
LOUISIANA	35,175	37,510	36,205	46	39,750	56,100	47,468	35	40,901	53,500	47,201	24	\$44,827	36	13
MARYLAND	.	.	.	.	52,672	60,530	56,651	21	.	.	.	.	\$56,651	21	4
MISSISSIPPI	22,500	29,378	25,647	8	23,919	40,971	31,852	9	.	.	.	.	\$29,784	9	18
NORTH CAROLINA	40,594	40,594	40,594	20	30,651	58,665	43,990	68	.	.	.	.	\$43,729	64	13
SOUTH CAROLINA	28,050	54,084	36,820	73	32,844	53,846	41,856	7	.	.	.	.	\$38,834	47	10
TENNESSEE	28,772	44,555	35,022	52	31,838	46,524	36,646	38	.	.	.	.	\$35,834	45	14
TEXAS	31,000	51,822	37,736	55	34,400	47,840	38,688	40	49,440	49,440	49,440	**	\$38,433	54	25
1890 TOTAL	22,500	54,117	36,013	45	23,919	60,530	41,980	34	40,901	84,724	61,269	50	\$40,472	39	140

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS  
 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 2004

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	25,000	77,020	44,209	15	28,217	100,976	57,311	18	18,428	163,908	79,198	18	\$69,288	18	582
SOUTHERN	23,664	93,652	38,847	13	23,660	111,552	52,608	15	25,748	165,484	78,152	16	\$67,056	15	1592
WESTERN	21,338	91,910	39,738	13	28,008	107,400	55,487	16	20,404	191,500	76,511	16	\$69,380	16	807
NORTH CENTRAL	16,640	95,457	45,365	13	21,423	134,605	57,897	15	27,428	169,804	82,395	15	\$70,781	15	1511
U.S. TOTAL	16,640	95,457	42,216	13	21,423	134,605	55,606	15	18,428	191,500	79,303	16	\$69,015	16	4492

NATIONAL SUMMARY - UNIVERSITY DEPARTMENT HEAD

TABLE 14

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2003

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	.	.	.	.	56,352	121,013	86,831	22	52,088	210,052	113,586	19	\$111,097	19	86
SOUTHERN	78,816	99,891	88,752	9	81,600	133,000	97,906	22	68,016	214,000	117,634	20	\$115,614	20	121
WESTERN	.	.	.	.	.	.	.	.	48,800	168,000	109,028	16	\$109,028	16	67
NORTH CENTRAL	50,290	88,655	69,422	16	46,910	160,000	84,223	16	50,715	186,700	123,284	15	\$116,605	15	147
U.S. TOTAL	50,290	99,891	79,087	12	46,910	160,000	87,745	19	48,800	214,000	117,112	17	\$113,989	17	421

NATIONAL SUMMARY - DISTRICT/AREA SPECIALIST

TABLE 15

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2003

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	30,169	45,410	38,259	9	45,039	78,423	54,811	13	45,000	78,742	62,553	14	\$54,498	13	35
SOUTHERN	28,900	72,000	44,569	14	31,505	81,066	53,571	17	54,235	90,580	67,822	15	\$53,995	16	115
WESTERN	35,100	42,500	37,850	11	35,350	123,878	75,053	15	44,900	111,372	79,199	12	\$73,228	14	52
NORTH CENTRAL	31,715	82,124	48,493	14	22,500	97,884	59,822	19	48,313	127,400	74,063	16	\$61,633	18	270
U.S. TOTAL	28,900	82,124	46,086	14	22,500	123,878	59,291	17	44,900	127,400	73,388	15	\$60,520	17	472

NATIONAL SUMMARY - DISTRICT STAFF

TABLE 16

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2003

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	41,435	50,614	46,025	16	69,100	101,373	82,443	24	103,382	103,382	103,382	19	\$77,725	22	11
SOUTHERN	45,720	58,839	52,943	17	32,904	130,000	70,637	22	50,734	127,194	94,517	25	\$76,713	23	123
WESTERN	31,350	45,000	38,175	13	38,000	119,244	79,317	18	73,000	116,388	91,524	16	\$80,236	17	30
NORTH CENTRAL	60,983	60,983	60,983	22	49,120	107,500	81,736	23	62,178	133,575	95,750	19	\$86,211	22	58
U.S. TOTAL	31,350	60,983	49,410	17	32,904	130,000	75,195	22	50,734	133,575	94,619	22	\$79,721	22	222

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS

TABLE 17

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 2004

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	17,351	78,152	39,105	13	21,375	108,569	53,209	17	49,056	107,493	64,844	17	\$48,556	15	1233
SOUTHERN	26,000	90,975	38,281	14	20,138	100,125	48,377	16	33,727	112,580	57,270	16	\$44,874	15	3875
WESTERN	13,017	99,900	41,926	15	21,911	135,600	55,191	17	36,828	113,342	64,341	15	\$53,296	16	1160
NORTH CENTRAL	22,053	91,980	41,997	14	17,894	99,718	50,705	16	33,043	88,500	54,314	14	\$48,586	15	2568
U.S. TOTAL	13,017	99,900	39,617	14	17,894	135,600	50,735	16	33,043	113,342	59,017	15	\$47,572	15	8836

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

TABLE 18

DECEMBER 2004

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	292	35	27.8	267	191.9	716	471.4	267	159.9	1271	1222.9	2556	2073.9
SOUTHERN	1361	71	53.5	366	316.9	1845	1547.8	181	170.1	3893	3873.2	6356	5961.4
WESTERN	411	32	27.8	159	123.9	953	651.6	73	66.3	1218	1151.4	2435	2020.9
NORTH CENTRAL	954	34	26.7	336	269.3	1970	1372.2	212	186.4	2589	2526.0	5141	4380.6
US TOTAL	3018	172	135.7	1128	901.9	5484	4043.0	733	582.6	8971	8773.5	16488	14436.8