

SALARY ANALYSES

OF

COOPERATIVE EXTENSION SERVICE
POSITIONS

DECEMBER 2003

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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 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	67	7	7.0	10	10.0	101	87.0	3	3.0	199	198.0	320	305.0
ALASKA	10	2	2.0	.	.	12	9.9	4	4.0	12	12.0	30	27.9
ARIZONA	15	4	3.7	2	1.2	81	44.9	1	1.0	65	65.0	153	115.7
ARKANSAS	75	3	2.9	8	7.8	155	148.3	14	13.9	191	190.0	371	362.9
CALIFORNIA	54	1	0.5	6	3.9	142	123.4	9	6.9	250	246.5	408	381.1
COLORADO	53	1	1.0	5	4.5	99	61.7	3	3.0	149	142.7	257	212.9
CONNECTICUT	9	4	2.8	8	2.4	55	22.6	3	3.0	46	38.9	116	69.6
DELAWARE	4	.	.	6	2.3	17	11.9	2	2.0	20	18.7	45	34.9
DISTRICT OF COLUMBIA	1	1	1.0	3	3.0	4	4.0	.	.	9	8.3	17	16.3
FLORIDA	71	4	4.0	.	.	103	74.4	8	7.1	266	263.5	381	349.0
GEORGIA	151	2	1.3	7	6.5	102	97.2	8	8.0	321	319.8	440	432.7
HAWAII	6	2	1.3	9	5.2	71	39.5	1	0.5	50	46.0	133	92.5
IDAHO	41	2	2.0	3	1.4	69	44.5	3	2.7	74	72.9	151	123.5
ILLINOIS	90	3	2.2	31	21.0	238	188.5	10	9.1	189	186.9	471	407.7
INDIANA	93	1	1.0	55	46.4	193	113.6	9	8.4	253	246.8	511	416.1
IOWA	101	2	0.4	61	49.2	192	127.1	9	7.0	237	223.4	501	407.0
KANSAS	104	4	2.9	22	21.8	219	191.8	8	6.5	236	230.4	489	453.3
KENTUCKY	121	2	1.3	2	1.7	173	164.2	15	14.8	382	381.8	574	563.8
LOUISIANA	66	6	2.9	18	15.2	136	110.4	20	14.4	281	278.9	461	421.7
MAINE	16	1	1.0	1	1.0	24	24.0	3	3.0	38	38.0	67	67.0
MARYLAND	24	3	1.1	28	20.0	77	58.0	8	5.7	63	61.1	179	146.0
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	241	144.8	69	65.3	307	298.8	622	513.2
MINNESOTA	60	5	4.8	29	27.8	138	91.7	53	44.1	186	184.4	411	352.8
MISSISSIPPI	82	3	2.6	62	51.7	162	121.8	10	10.0	200	199.4	437	385.4
MISSOURI	108	4	3.8	24	16.3	116	100.6	14	13.5	251	249.9	409	384.1
MONTANA	45	1	1.0	1	1.0	25	23.2	.	.	84	79.1	111	104.3
NEBRASKA	66	2	2.0	1	1.0	157	85.0	6	4.2	146	143.5	312	235.6
NEVADA	14	2	2.0	7	7.0	47	39.6	5	4.7	29	13.8	90	67.2
NEW HAMPSHIRE	10	4	4.0	7	6.8	34	28.0	4	3.5	50	49.1	99	91.4
NEW JERSEY	20	2	2.0	.	.	36	28.2	2	1.5	49	49.0	89	80.7
NEW MEXICO	54	1	1.0	70	61.9	71	58.4	8	5.8	102	101.8	252	228.8
NEW YORK	58	7	6.1	77	74.3	59	40.0	234	133.2	551	523.3	928	776.9
NORTH CAROLINA	101	15	7.1	85	67.9	205	136.9	17	13.8	471	467.6	793	693.3
NORTH DAKOTA	52	3	1.6	14	10.9	81	62.3	5	4.5	117	112.2	220	191.3
OHIO	89	3	3.0	50	39.8	197	133.1	16	13.8	303	293.1	569	482.8
OKLAHOMA	81	1	0.4	35	27.4	151	123.0	13	13.0	171	167.8	371	331.6
OREGON	37	1	1.0	21	18.9	130	85.7	7	6.7	170	155.6	329	267.9
PENNSYLVANIA	68	3	2.2	91	46.4	188	127.6	.	.	292	291.2	574	467.4
RHODE ISLAND	6	3	1.0	2	1.8	32	15.8	5	1.4	2	2.0	44	22.0
SOUTH CAROLINA	45	5	2.2	5	3.5	108	68.9	.	.	118	115.0	236	189.6
SOUTH DAKOTA	61	.	.	14	10.5	58	40.9	6	6.0	109	108.6	187	165.9
TENNESSEE	96	4	3.8	15	9.6	119	108.0	10	10.0	293	292.5	441	423.9
TEXAS	239	6	6.0	94	91.7	250	240.7	39	37.9	569	568.0	958	944.3
UTAH	28	1	1.0	15	9.7	66	41.8	5	5.0	69	65.7	156	123.3
VERMONT	11	2	2.0	2	1.4	42	22.2	3	2.8	.	.	49	28.4
VIRGINIA	103	3	2.0	6	3.5	146	88.1	10	9.8	212	211.5	377	314.8
WASHINGTON	40	3	2.4	3	2.5	95	51.5	7	7.0	115	109.1	223	172.5
WEST VIRGINIA	50	2	2.0	3	3.0	52	45.3	7	7.0	84	83.5	148	140.8
WISCONSIN	72	2	2.0	17	15.2	193	155.2	13	12.8	278	268.6	503	453.8
WYOMING	22	3	2.3	6	5.1	31	19.3	4	3.3	35	34.1	79	64.1
GUAM	1	2	2.0	.	.	12	12.0	4	4.0	.	.	18	18.0
PUERTO RICO	64	2	2.0	3	3.0	37	36.8	12	12.0	156	156.0	210	209.8
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	3057	165	131.1	1080	871.7	5648	4170.2	737	587.6	8987	8789.8	16617	14550.4

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 2003

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	34,771	11	30,720	73,220	48,467	17	50,200	58,930	54,565	22	\$43,917	15	199
ALASKA	41,054	50,740	44,570	12	50,000	71,929	62,805	15	71,119	71,119	71,119	13	\$55,900	14	12
ARIZONA	40,500	73,290	56,895	20	42,670	80,349	56,141	14	43,739	105,342	64,254	15	\$57,067	15	63
ARKANSAS	27,494	60,611	35,053	11	32,200	75,751	47,452	17	.	.	.	.	\$42,753	15	190
CALIFORNIA	50,400	96,300	75,884	21	33,864	135,600	70,184	19	42,600	113,300	67,969	15	\$70,420	18	234
COLORADO	30,100	77,900	38,222	11	28,900	86,900	48,583	14	37,800	76,400	54,750	16	\$45,633	13	149
CONNECTICUT	24,453	74,310	43,603	13	37,572	99,904	66,914	17	58,505	86,598	75,485	17	\$62,424	16	41
DELAWARE	31,050	63,704	46,141	14	49,106	91,061	63,398	19	74,221	74,221	74,221	16	\$57,899	17	20
DISTRICT OF COLU	41,446	59,840	46,900	7	21,375	40,794	31,085	8	.	.	.	.	\$42,381	8	7
FLORIDA	27,200	54,601	36,835	10	32,938	112,753	56,667	16	42,000	99,423	60,468	16	\$53,101	15	266
GEORGIA	26,676	89,448	42,675	14	26,500	95,067	49,624	16	38,427	64,000	49,102	16	\$46,809	15	320
HAWAII	30,048	59,184	44,405	17	30,048	81,192	58,184	20	48,912	93,096	77,167	24	\$57,602	20	50
IDAHO	31,304	59,238	40,854	13	33,009	80,371	48,487	15	48,859	55,182	51,097	10	\$47,324	14	72
ILLINOIS	26,100	64,600	44,660	15	32,400	94,200	50,032	13	45,700	64,300	53,775	7	\$49,683	13	188
INDIANA	31,845	48,345	40,095	15	31,770	75,670	49,112	14	44,695	70,820	56,156	14	\$49,180	14	253
IOWA	26,694	73,659	45,596	13	35,000	83,606	55,388	18	45,940	64,025	56,394	14	\$51,978	16	233
KANSAS	30,000	70,989	41,093	14	31,500	82,368	48,979	19	46,150	56,202	51,176	13	\$43,409	15	230
KENTUCKY	27,100	70,552	37,117	15	30,300	74,805	43,669	16	40,450	64,410	49,337	12	\$40,516	15	382
LOUISIANA	28,249	61,124	37,682	13	30,120	73,485	48,478	18	54,507	66,656	59,392	16	\$44,176	16	281
MAINE	.	.	.	.	32,457	77,770	55,731	17	58,325	64,800	62,376	25	\$56,450	18	37
MARYLAND	33,550	63,443	48,407	21	33,775	130,338	54,316	16	61,666	61,666	61,666	20	\$52,910	17	62
MASSACHUSETTS	24,191	57,045	39,835	15	27,920	68,126	46,184	17	54,538	57,105	55,822	15	\$43,567	16	63
MICHIGAN	27,000	80,570	40,769	11	31,442	92,642	48,896	13	32,268	83,458	50,415	13	\$44,932	12	306
MINNESOTA	27,363	60,391	42,941	13	31,494	81,733	50,322	15	40,148	75,000	52,835	9	\$49,121	14	186
MISSISSIPPI	26,000	53,548	35,314	10	27,300	61,362	45,372	15	44,651	62,000	52,191	18	\$41,940	13	199
MISSOURI	33,000	72,222	45,139	18	29,574	90,063	44,606	15	36,108	73,577	47,605	14	\$44,952	15	251
MONTANA	18,000	57,322	38,868	14	20,427	65,466	44,380	12	36,400	47,915	41,438	12	\$40,994	13	84
NEBRASKA	34,425	53,033	42,561	19	19,110	97,284	56,121	10	41,798	62,588	49,649	8	\$55,621	10	146
NEVADA	34,430	52,000	36,424	9	34,431	86,645	57,505	13	34,698	64,084	53,937	10	\$47,686	11	29
NEW HAMPSHIRE	40,780	62,810	51,803	20	32,310	79,470	56,854	17	59,860	68,640	64,250	12	\$56,746	17	50
NEW JERSEY	.	.	.	.	44,546	106,024	69,430	16	57,185	95,039	75,964	16	\$70,096	16	49
NEW MEXICO	21,613	52,911	32,473	12	32,676	61,668	45,408	15	59,000	76,991	67,996	20	\$42,013	14	101
NEW YORK	20,750	72,815	36,401	11	26,120	103,000	49,563	13	34,670	101,000	63,623	8	\$43,270	12	528
NORTH CAROLINA	27,477	83,371	36,787	13	27,500	75,731	46,660	16	40,637	71,976	53,241	15	\$43,376	15	469
NORTH DAKOTA	21,734	66,428	36,846	15	28,560	49,917	42,499	19	43,950	43,950	43,950	4	\$37,449	16	115
OHIO	31,116	56,400	39,771	10	32,016	91,368	52,355	14	46,368	68,448	58,983	14	\$51,761	14	301
OKLAHOMA	27,000	54,840	36,906	13	29,004	66,732	44,073	14	36,000	36,000	36,000	20	\$41,302	13	171
OREGON	25,512	64,104	39,148	13	30,000	116,628	55,167	16	45,156	88,442	55,989	15	\$52,626	15	167
PENNSYLVANIA	16,338	63,744	40,594	12	20,625	80,460	53,883	16	44,352	67,728	55,315	12	\$47,404	14	282
RHODE ISLAND	.	.	.	.	63,038	67,139	65,089	32	.	.	.	.	\$65,089	32	2
SOUTH CAROLINA	25,755	69,166	40,316	14	33,226	80,077	46,917	15	38,088	60,438	49,302	16	\$44,368	15	118
SOUTH DAKOTA	27,707	60,704	38,010	15	28,262	57,648	38,176	16	.	.	.	.	\$38,066	15	109
TENNESSEE	28,000	71,576	35,349	12	31,434	82,903	47,660	19	51,588	71,918	60,975	22	\$43,468	16	293
TEXAS	28,000	64,275	39,174	12	30,000	82,142	47,458	15	42,240	81,889	57,681	14	\$44,609	14	567
UTAH	31,000	50,340	38,749	16	27,000	65,256	46,347	15	36,456	66,744	51,892	11	\$46,148	15	69
VIRGINIA	17,501	75,000	40,891	14	32,522	60,000	45,429	13	40,560	40,560	40,560	13	\$43,480	13	212
WASHINGTON	35,676	68,292	46,959	16	36,411	76,517	52,533	17	47,488	87,675	57,777	16	\$53,239	17	115
WEST VIRGINIA	32,249	37,061	34,208	17	29,000	84,766	45,637	18	104,478	104,478	104,478	23	\$45,795	18	83
WISCONSIN	28,088	53,639	41,402	10	28,680	76,000	50,571	14	40,000	51,691	43,838	8	\$49,163	13	274
WYOMING	47,088	62,052	57,008	27	33,504	64,536	49,129	17	42,216	61,308	51,762	15	\$49,955	18	35
PUERTO RICO	26,148	44,460	34,774	13	32,676	52,584	44,869	18	51,336	59,256	55,296	11	\$40,023	16	154
AMERICAN SAMOA	13,017	15,769	14,556	21	.	.	.	.	.	.	.	.	\$14,556	21	4
N MARIANAS	22,568	37,507	30,614	11	43,877	49,356	45,703	7	50,000	50,000	50,000	6	\$37,080	9	10
MICRONESIA	13,686	23,699	18,099	10	21,911	42,000	28,899	6	.	.	.	.	\$20,591	9	13
VIRGIN ISLANDS	26,351	33,940	31,230	18	30,581	30,581	30,581	14	39,389	39,389	39,389	14	\$32,064	17	9
U.S. AVERAGE	13,017	96,300	38,917	13	19,110	135,600	50,182	15	32,268	113,300	57,024	14	\$46,787	15	8853

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 2003

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	31,020	41,730	36,753	7	32,000	99,900	60,017	15	53,000	100,750	72,612	15	\$67,448	14	79
ALASKA	.	.	.	.	59,402	99,566	79,484	17	59,987	87,458	71,055	11	\$73,463	13	7
ARIZONA	32,316	45,381	39,951	12	32,002	74,586	48,610	12	43,488	116,450	72,640	12	\$67,231	12	67
ARKANSAS	27,000	67,195	37,436	11	29,162	80,198	46,766	13	55,976	92,744	72,040	13	\$50,338	12	142
CALIFORNIA	.	.	.	.	62,000	107,400	81,517	20	26,500	191,500	87,591	17	\$87,271	17	114
COLORADO	27,800	66,100	44,127	12	24,100	78,500	52,840	15	38,300	142,000	75,836	15	\$65,938	15	91
CONNECTICUT	30,000	62,504	43,440	14	46,493	81,373	58,461	12	47,670	133,040	83,912	15	\$71,689	14	44
DELAWARE	44,280	44,280	44,280	18	74,385	74,385	74,385	27	68,727	128,205	90,752	16	\$85,918	17	13
DISTRICT OF COLU	59,840	59,840	59,840	30	59,840	59,840	59,840	5	61,715	61,715	61,715	6	\$60,465	14	3
FLORIDA	95,424	95,424	95,424	16	48,224	107,603	69,463	24	36,000	153,976	76,945	16	\$76,602	17	99
GEORGIA	56,722	85,245	69,295	19	42,370	86,500	63,509	17	50,950	141,728	78,375	16	\$75,547	16	99
HAWAII	30,048	46,512	37,742	16	39,696	73,980	51,418	20	42,960	104,268	69,622	17	\$63,291	17	64
IDAHO	39,062	55,806	47,434	19	36,004	68,078	52,846	14	20,404	96,137	63,513	12	\$58,807	13	59
ILLINOIS	35,300	89,600	53,950	12	30,300	109,700	60,619	16	22,240	150,000	81,426	17	\$72,374	16	120
INDIANA	24,715	56,620	40,107	8	30,251	131,405	56,052	13	39,965	154,025	82,793	14	\$73,222	13	177
IOWA	26,478	71,295	42,283	11	31,228	118,548	55,496	14	28,860	133,648	83,916	18	\$64,560	15	166
KANSAS	16,640	78,025	39,747	11	25,334	81,637	45,610	12	31,876	113,667	73,757	14	\$54,590	13	166
KENTUCKY	26,975	47,684	34,570	12	30,600	99,104	45,564	14	56,000	123,232	79,286	19	\$63,238	17	156
LOUISIANA	30,000	58,395	39,953	10	32,851	103,000	58,031	15	44,904	113,693	72,502	18	\$63,915	16	123
MAINE	.	.	.	.	40,577	80,938	55,621	18	38,668	90,500	65,903	18	\$60,985	18	23
MARYLAND	43,550	55,226	49,388	9	36,005	94,880	66,112	16	43,220	127,003	78,403	17	\$73,878	17	59
MASSACHUSETTS	37,799	77,020	50,302	17	32,364	70,377	46,684	13	40,203	108,809	66,973	19	\$61,023	18	76
MICHIGAN	21,850	75,263	43,816	14	32,400	96,000	55,616	12	30,000	165,704	85,187	14	\$76,735	13	191
MINNESOTA	33,759	79,400	56,357	14	41,905	94,759	65,944	17	51,522	102,964	76,532	15	\$72,066	15	98
MISSISSIPPI	22,942	67,827	36,168	11	25,000	81,565	50,505	13	52,000	100,361	68,465	13	\$57,591	12	139
MISSOURI	27,486	81,472	43,849	11	33,539	96,448	55,371	16	49,920	157,075	72,107	12	\$62,527	13	96
MONTANA	.	.	.	.	65,053	82,915	71,376	21	54,136	100,133	75,360	15	\$74,696	16	24
NEBRASKA	48,600	93,317	68,157	10	31,115	110,974	75,927	10	44,073	153,494	84,528	11	\$82,972	11	109
NEVADA	.	.	.	.	47,661	83,590	59,747	13	65,300	150,804	98,851	16	\$90,619	16	19
NEW HAMPSHIRE	41,790	59,790	50,790	16	36,230	74,940	55,418	15	58,460	70,930	65,973	13	\$57,843	14	31
NEW JERSEY	.	.	.	.	85,789	85,789	85,789	23	56,609	135,000	81,266	14	\$81,407	15	32
NEW MEXICO	28,089	36,166	30,860	12	28,500	95,515	46,568	13	45,000	103,000	68,735	14	\$56,329	13	65
NEW YORK	.	.	.	.	47,500	89,800	74,775	13	68,800	68,800	68,800	6	\$73,580	11	5
NORTH CAROLINA	46,075	60,000	52,433	13	40,000	88,068	61,807	15	38,638	127,101	79,149	15	\$75,515	15	166
NORTH DAKOTA	28,777	47,167	37,755	12	36,543	82,345	54,055	15	50,500	89,443	68,606	15	\$58,646	14	54
OHIO	30,972	57,560	41,564	9	25,768	68,832	47,521	13	29,536	139,212	79,920	12	\$68,683	12	160
OKLAHOMA	22,356	98,400	37,232	11	28,296	69,816	42,817	12	33,825	115,080	68,486	14	\$56,347	13	121
OREGON	30,000	57,876	40,342	13	28,008	88,704	54,979	16	45,000	114,360	72,066	16	\$65,089	16	120
PENNSYLVANIA	22,720	66,276	40,680	13	25,836	88,020	53,894	15	48,768	156,636	82,972	16	\$70,592	16	161
RHODE ISLAND	25,000	35,643	31,907	14	29,580	80,778	57,555	20	49,067	109,241	80,377	19	\$66,116	19	31
SOUTH CAROLINA	30,000	60,211	49,059	12	30,600	90,000	54,970	13	45,000	137,811	76,182	15	\$67,932	14	99
SOUTH DAKOTA	30,015	39,828	36,151	11	35,875	93,306	54,461	17	41,766	88,989	67,212	13	\$61,617	14	44
TENNESSEE	29,556	45,078	35,617	12	29,556	91,831	49,119	13	43,869	111,912	78,705	17	\$66,951	16	76
TEXAS	24,900	93,652	35,872	13	26,500	80,534	48,419	13	42,501	153,520	75,078	16	\$62,554	15	212
UTAH	34,320	91,000	46,216	9	29,724	63,439	48,524	14	48,279	120,576	73,004	13	\$64,244	13	60
VERMONT	.	.	.	.	40,000	75,266	59,845	18	52,738	97,736	72,598	13	\$65,159	16	36
VIRGINIA	27,789	74,955	49,375	13	33,039	90,376	52,363	14	28,773	163,200	79,747	16	\$72,498	15	120
WASHINGTON	.	.	.	.	58,889	91,627	72,590	20	53,208	122,532	73,396	16	\$73,300	16	76
WEST VIRGINIA	.	.	.	.	35,762	72,868	51,841	19	33,086	100,000	63,832	17	\$58,586	18	48
WISCONSIN	33,924	74,321	50,664	12	36,880	105,938	61,706	13	48,925	119,811	84,321	14	\$70,769	13	173
WYOMING	49,620	49,620	49,620	6	50,844	66,600	58,298	15	51,000	88,128	66,078	16	\$63,241	15	25
GUAM	77,099	77,099	77,099	53	41,798	65,995	55,951	16	51,090	77,099	64,095	25	\$59,354	21	11
PUERTO RICO	.	.	.	.	32,916	51,660	43,318	16	51,024	67,752	59,589	19	\$46,397	16	37
N MARIANAS	21,338	40,567	30,699	8	37,507	37,507	37,507	3	50,000	50,000	50,000	13	\$33,600	8	9
U.S. AVERAGE	16,640	98,400	41,494	12	24,100	131,405	54,272	14	20,404	191,500	77,280	15	\$67,256	15	4595

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 2003

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	160,914	160,914	160,914	26	\$160,914	26	1
ARIZONA	82,348	144,106	124,166	9	\$124,166	9	13
CALIFORNIA	61,200	103,300	84,233	27	\$84,233	27	3
CONNECTICUT	77,066	77,066	77,066	25	61,815	138,490	115,351	20	\$108,970	21	6
DELAWARE	112,782	202,279	164,433	28	\$164,433	28	3
DISTRICT OF COLU	68,067	68,067	68,067	15	\$68,067	15	1
FLORIDA	97,576	170,140	130,308	15	\$130,308	15	4
HAWAII	76,836	100,884	91,940	20	\$91,940	20	6
IDAHO	74,505	140,004	95,425	12	\$95,425	12	8
ILLINOIS	105,000	200,000	152,633	14	\$152,633	14	9
INDIANA	110,000	167,000	136,246	11	\$136,246	11	15
IOWA	63,083	63,083	63,083	21	56,397	132,284	95,905	16	66,974	190,000	128,529	12	\$115,469	14	20
KANSAS	96,772	96,772	96,772	31	59,615	157,562	121,503	12	\$119,255	14	11
KENTUCKY	87,720	130,020	106,101	22	\$106,101	22	4
LOUISIANA	92,209	92,209	92,209	33	95,088	154,215	118,713	18	\$116,674	19	13
MARYLAND	115,060	159,557	128,970	18	\$128,970	18	7
MASSACHUSETTS	52,088	132,231	90,772	19	\$90,772	19	10
MICHIGAN	91,000	147,750	130,887	15	\$130,887	15	16
MINNESOTA	55,935	55,935	55,935	14	73,333	133,023	114,957	16	\$109,055	16	10
MISSISSIPPI	41,602	100,000	80,437	19	84,401	123,783	106,730	16	\$102,974	16	21
MISSOURI	86,493	86,493	86,493	13	45,410	70,933	57,668	14	50,213	121,620	84,742	16	\$70,584	15	19
NEBRASKA	94,341	112,526	101,559	10	91,417	167,066	132,856	12	\$126,149	12	14
NEW HAMPSHIRE	80,720	108,900	94,810	8	\$94,810	8	2
NEW JERSEY	86,269	86,269	86,269	15	89,180	101,276	97,175	13	\$94,448	14	4
NEW YORK	54,652	84,300	69,476	28	81,516	168,000	114,167	19	\$111,187	19	30
NORTH CAROLINA	80,000	104,000	92,000	12	94,213	121,725	107,969	29	74,000	178,683	113,490	21	\$111,946	21	35
NORTH DAKOTA	77,130	121,000	95,043	10	\$95,043	10	10
OHIO	113,652	154,176	141,393	11	\$141,393	11	11
OKLAHOMA	86,757	130,008	113,554	15	\$113,554	15	11
OREGON	102,000	139,296	112,842	15	\$112,842	15	8
PENNSYLVANIA	72,828	72,828	72,828	12	68,808	107,676	82,042	19	96,192	165,780	128,890	16	\$114,375	16	20
SOUTH CAROLINA	76,521	76,521	76,521	4	.	.	.	.	89,800	107,803	96,138	18	\$93,958	16	9
SOUTH DAKOTA	55,360	102,974	83,495	11	\$83,495	11	10
TENNESSEE	95,454	95,454	95,454	12	84,361	90,941	87,651	19	94,102	125,257	113,917	26	\$108,456	24	13
UTAH	110,817	110,817	110,817	9	\$110,817	9	1
VERMONT	80,210	92,912	87,810	12	\$87,810	12	3
VIRGINIA	42,400	42,400	42,400	7	57,035	69,027	63,031	13	83,743	202,650	122,874	17	\$114,534	16	24
WASHINGTON	70,855	96,770	83,813	18	87,892	142,220	107,967	12	\$105,425	12	19
WEST VIRGINIA	136,457	136,457	136,457	12	\$136,457	12	1
WISCONSIN	101,711	101,711	101,711	21	119,203	119,203	119,203	26	\$110,457	24	2
WYOMING	65,400	109,536	89,198	17	\$89,198	17	6
U.S. AVERAGE	42,400	104,000	77,597	12	41,602	132,284	80,050	18	50,213	202,650	115,540	16	\$111,315	16	433

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 2003

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	.	.	.	.	36,750	71,770	57,983	15	59,540	87,180	73,360	16	\$59,447	15	21
ALASKA	.	.	.	.	58,377	62,388	60,383	18	57,969	79,515	71,877	17	\$67,279	17	5
CALIFORNIA	.	.	.	.	91,300	91,300	91,300	27	.	.	.	.	\$91,300	27	1
COLORADO	34,400	34,400	34,400	6	46,500	76,100	59,667	17	43,700	43,700	43,700	3	\$51,420	12	5
CONNECTICUT	36,844	36,844	36,844	6	.	.	.	.	.	.	.	.	\$36,844	6	1
DELAWARE	.	.	.	.	75,625	75,625	75,625	29	.	.	.	.	\$75,625	29	1
IDAHO	.	.	.	.	.	.	.	.	55,348	55,348	55,348	4	\$55,348	4	1
ILLINOIS	45,700	78,000	55,883	10	35,000	102,000	56,449	19	37,200	88,141	55,149	13	\$56,334	18	109
IOWA	31,664	40,710	36,607	9	54,473	54,473	54,473	28	.	.	.	.	\$40,180	13	5
KANSAS	39,131	68,718	57,369	20	50,258	82,742	63,975	20	62,721	86,500	74,870	13	\$65,666	19	32
KENTUCKY	48,144	48,144	48,144	23	35,000	80,263	50,463	19	.	.	.	.	\$50,284	19	13
MARYLAND	.	.	.	.	51,428	69,227	62,619	19	59,775	76,440	68,111	13	\$64,267	17	10
MICHIGAN	34,297	80,356	55,245	14	34,247	70,355	55,323	15	50,457	69,692	60,863	15	\$56,654	15	33
MINNESOTA	58,444	58,444	58,444	25	55,924	73,465	63,052	20	64,998	80,145	72,572	4	\$64,495	17	10
MONTANA	46,732	46,732	46,732	15	.	.	.	.	.	.	.	.	\$46,732	15	1
NEBRASKA	.	.	.	.	47,124	108,899	81,106	20	57,891	123,138	82,706	11	\$82,377	13	34
NEVADA	.	.	.	.	39,510	119,289	81,618	13	66,812	97,688	81,271	10	\$81,531	12	28
NEW HAMPSHIRE	44,090	44,090	44,090	6	.	.	.	.	.	.	.	.	\$44,090	6	1
NEW MEXICO	.	.	.	.	36,060	56,505	46,461	8	.	.	.	.	\$46,461	8	3
NEW YORK	31,892	31,892	31,892	13	45,000	54,300	49,547	10	51,400	52,590	52,097	12	\$49,092	10	22
NORTH CAROLINA	41,817	41,817	41,817	9	32,818	36,356	34,587	10	.	.	.	.	\$36,997	10	3
NORTH DAKOTA	28,663	53,432	38,759	10	39,155	91,179	59,305	17	50,267	58,456	53,761	9	\$53,166	14	17
OHIO	.	.	.	.	52,368	88,464	69,475	20	52,668	83,328	68,859	14	\$69,373	19	24
OKLAHOMA	.	.	.	.	45,084	69,972	55,362	22	52,860	65,112	58,878	18	\$56,189	21	17
SOUTH DAKOTA	52,655	52,655	52,655	23	42,500	55,192	47,200	10	.	.	.	.	\$48,564	13	4
TENNESSEE	32,490	58,602	45,270	16	37,930	63,752	50,908	18	52,573	52,573	52,573	3	\$50,400	17	30
TEXAS	29,257	53,098	42,021	10	43,150	63,888	51,611	12	50,441	84,500	69,451	15	\$52,861	12	33
UTAH	.	.	.	.	47,928	70,896	57,770	15	59,952	59,952	59,952	27	\$58,206	17	5
VIRGINIA	.	.	.	.	58,361	58,361	58,361	15	.	.	.	.	\$58,361	15	1
WEST VIRGINIA	.	.	.	.	52,459	68,105	60,282	8	.	.	.	.	\$60,282	8	2
WISCONSIN	36,654	51,500	43,838	7	36,700	61,000	45,506	12	47,628	47,628	47,628	11	\$45,314	11	15
VIRGIN ISLANDS	.	.	.	.	31,505	44,371	37,227	12	.	.	.	.	\$37,227	12	5
U.S. AVERAGE	28,663	80,356	47,097	13	31,505	119,289	57,930	17	37,200	123,138	70,374	13	\$59,288	16	492

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 2003

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	28	84,870	90,790	87,830	33	\$86,843	32	3
ARKANSAS	78,215	86,347	83,511	29	55,100	61,850	58,475	9	\$75,166	22	6
CALIFORNIA	108,228	113,592	110,910	15	98,200	116,388	107,294	23	\$109,102	19	4
COLORADO	71,600	86,500	79,050	13	83,600	83,600	83,600	5	\$80,567	10	3
CONNECTICUT	97,076	97,076	97,076	25	.	.	.	.	\$97,076	25	1
FLORIDA	37,567	37,567	37,567	13	93,224	105,070	99,157	17	\$88,892	16	6
GEORGIA	73,981	130,000	90,361	24	122,400	122,400	122,400	20	\$95,701	23	6
IDAHO	78,000	78,000	78,000	20	78,873	82,430	80,652	11	\$79,768	14	3
ILLINOIS	70,000	90,500	80,833	25	65,400	95,300	83,367	13	\$82,100	19	6
INDIANA	67,750	104,219	79,791	24	92,500	92,500	92,500	10	\$81,909	22	6
IOWA	80,000	84,167	82,894	15	.	.	.	.	\$82,894	15	4
KANSAS	58,785	98,000	73,225	23	97,500	129,000	113,250	26	\$89,235	24	5
KENTUCKY	70,000	79,208	73,522	25	82,996	82,996	82,996	31	\$74,383	25	11
LOUISIANA	48,497	57,404	51,786	16	48,665	68,181	58,770	20	86,212	121,722	108,481	30	\$87,985	25	18
MARYLAND	106,228	106,228	106,228	18	\$106,228	18	1
MICHIGAN	59,670	59,670	59,670	21	55,557	103,730	84,664	17	99,912	107,730	103,821	9	\$86,884	15	6
MINNESOTA	79,385	81,575	80,566	23	.	.	.	.	\$80,566	23	3
MISSISSIPPI	58,517	58,517	58,517	27	65,400	68,800	67,133	23	70,800	79,568	75,184	13	\$68,381	20	6
MISSOURI	57,000	92,892	70,320	24	68,289	79,560	73,836	21	\$71,638	23	8
NEBRASKA	49,120	85,200	67,160	13	114,035	126,150	118,439	12	\$97,927	12	5
NEVADA	28,682	28,682	28,682	12	50,000	107,083	74,369	17	116,593	116,593	116,593	5	\$73,676	14	5
NEW JERSEY	92,895	92,895	92,895	23	.	.	.	.	\$92,895	23	1
NEW MEXICO	67,448	79,840	73,598	26	.	.	.	.	\$73,598	26	3
NEW YORK	67,500	69,800	68,650	19	.	.	.	.	\$68,650	19	2
NORTH CAROLINA	78,625	79,616	79,121	23	77,500	90,968	83,405	21	\$81,977	21	6
NORTH DAKOTA	71,842	88,936	80,579	26	.	.	.	.	\$80,579	26	3
OHIO	89,124	89,124	89,124	32	69,780	91,128	82,232	22	\$83,955	25	4
OKLAHOMA	44,172	80,004	58,875	19	75,528	75,528	75,528	16	\$61,903	19	11
OREGON	104,520	104,520	104,520	12	98,124	98,124	98,124	9	\$101,322	10	2
SOUTH DAKOTA	60,077	64,108	62,093	25	59,635	59,635	59,635	12	\$61,273	21	3
TENNESSEE	62,638	82,655	74,021	25	63,849	94,569	79,209	28	\$75,058	26	10
TEXAS	35,006	35,006	35,006	13	63,716	91,318	72,902	23	74,500	124,465	85,681	23	\$74,140	23	21
UTAH	75,516	77,484	76,660	23	.	.	.	.	\$76,660	23	3
VERMONT	68,318	84,934	74,623	24	.	.	.	.	\$74,623	24	3
VIRGINIA	60,750	71,000	65,450	14	125,000	125,000	125,000	24	\$75,375	16	6
WASHINGTON	78,752	90,226	84,396	28	.	.	.	.	\$84,396	28	3
WEST VIRGINIA	61,566	61,566	61,566	5	.	.	.	.	\$61,566	5	1
WISCONSIN	87,710	96,326	91,589	19	97,785	97,930	97,858	14	\$93,679	18	6
PUERTO RICO	43,644	44,016	43,830	16	44,016	51,156	48,389	21	.	.	.	.	\$47,086	20	7
VIRGIN ISLANDS	50,734	50,734	50,734	13	\$50,734	13	1
U.S. AVERAGE	28,682	59,670	47,210	17	37,567	130,000	74,418	22	50,734	129,000	92,847	20	\$79,087	21	212

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

TABLE 7

December 2003

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

STATE	----- STATE STAFF-----			----- FIELD STAFF -----		
	BACHELOR	MASTERS	DOCTORATE	BACHELOR	MASTERS	DOCTORATE
ALABAMA	4	40	56	34	65	1
ALASKA	.	33	67	42	50	8
ARIZONA	4	14	83	3	86	11
ARKANSAS	35	31	26	37	61	1
CALIFORNIA	.	5	79	10	70	18
COLORADO	12	27	58	31	65	4
CONNECTICUT	16	20	62	22	63	7
DELAWARE	6	12	82	35	60	5
DISTRICT OF COLUMBIA	25	25	50	56	44	.
FLORIDA	1	7	92	20	70	10
GEORGIA	3	17	77	40	57	2
HAWAII	10	14	76	18	72	10
IDAHO	6	29	64	16	78	4
ILLINOIS	7	57	37	8	89	3
INDIANA	7	21	71	1	97	2
IOWA	24	31	44	35	56	8
KANSAS	26	32	37	70	29	1
KENTUCKY	8	40	52	49	49	2
LOUISIANA	12	28	60	41	57	2
MAINE	.	46	54	.	89	11
MARYLAND	3	31	66	25	73	2
MASSACHUSETTS	5	22	74	43	49	3
MICHIGAN	6	26	68	50	44	6
MINNESOTA	6	26	54	18	76	6
MISSISSIPPI	15	27	57	37	58	5
MISSOURI	12	37	50	4	85	11
MONTANA	4	16	80	60	37	4
NEBRASKA	2	15	83	2	95	3
NEVADA	.	53	47	44	47	9
NEW HAMPSHIRE	9	62	29	8	88	4
NEW JERSEY	.	6	94	.	90	10
NEW MEXICO	15	34	49	30	68	2
NEW YORK	2	42	56	48	48	1
NORTH CAROLINA	5	14	81	35	62	3
NORTH DAKOTA	15	36	49	88	9	1
OHIO	10	27	62	7	89	4
OKLAHOMA	17	27	56	37	63	1
OREGON	5	28	65	16	76	6
PENNSYLVANIA	12	23	63	48	45	5
RHODE ISLAND	9	41	50	.	100	.
SOUTH CAROLINA	9	25	66	40	57	3
SOUTH DAKOTA	7	26	67	66	34	.
TENNESSEE	9	40	50	34	64	1
TEXAS	14	31	53	38	59	3
UTAH	8	30	62	6	90	4
VERMONT	.	57	43	.	.	.
VIRGINIA	5	18	75	42	57	0
WASHINGTON	.	12	88	7	72	21
WEST VIRGINIA	.	46	54	5	93	2
WISCONSIN	16	38	45	12	84	4
WYOMING	3	23	74	9	86	6
GUAM	8	67	25	.	.	.
PUERTO RICO	.	81	19	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%	32%	63%	4%

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

TABLE 8

DECEMBER 2003

NATIONAL SUMMARY OF STATE EXTENSION DIRECTORS AND 1890 ADMINISTRATORS

SALARY RANGE	DIRECTORS	ASSOCIATE DIRECTORS	ASSISTANT DIRECTORS
\$190,000 AND ABOVE	4	.	.
\$185000 TO \$189999	2	1	.
\$180000 TO \$184999	1	.	.
\$175000 TO \$179999	.	2	.
\$170000 TO \$174999	1	1	1
\$165000 TO \$169999	2	1	.
\$160000 TO \$164999	3	.	.
\$155000 TO \$159999	5	1	.
\$150000 TO \$154999	5	3	.
\$145000 TO \$149999	2	4	1
\$140000 TO \$144999	2	1	.
\$135000 TO \$139999	.	2	.
\$130000 TO \$134999	4	4	.
\$125000 TO \$129999	1	10	.
\$120000 TO \$124999	4	5	4
\$115000 TO \$119999	2	1	1
\$110000 TO \$114999	4	6	3
\$105000 TO \$109999	2	4	10
\$100000 TO \$104999	2	1	6
\$95,000 TO \$99,999	1	2	7
\$90,000 TO \$94,999	2	4	11
\$85,000 TO \$89,999	.	9	2
\$80,000 TO \$84,999	2	2	5
\$75,000 TO \$79,999	1	2	2
\$70,000 TO \$74,999	.	3	5
\$65,000 TO \$69,999	.	2	1
\$60,000 TO \$64,999	.	.	.
\$55,000 TO \$59,999	.	2	2
\$50,000 TO \$54,999	1	1	2
BELOW \$50,000	2	3	5
TOTALS	55	77	68
HIGH SALARY	\$236,116	\$187,005	\$174,000
AVERAGE SALARY	\$133,973	\$110,194	\$92,020

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	23	23.0	46	43.5
TUSKEGEE	7	1	0.5	2	2.0	4	3.4	.	.	6	6.0	13	11.9
ARKANSAS	2	3	1.4	5	2.4	13	11.1	.	.	1	1.0	22	15.8
DELAWARE	3	2	1.3	5	2.8	6	3.5	.	.	4	4.0	17	11.5
FLORIDA	2	.	.	.	.	5	3.8	.	.	1	1.0	6	4.8
GEORGIA	3	1	1.0	3	2.6	12	8.9	1	1.0	6	6.0	23	19.5
KENTUCKY	9	1	0.5	.	.	9	9.0	.	.	1	1.0	11	10.5
LOUISIANA	10	3	3.0	.	.	1	0.5	.	.	9	9.0	13	12.5
MARYLAND	6	1	0.6	.	.	3	2.0	2	0.8	5	5.0	11	8.4
MISSISSIPPI	13	2	1.0	.	.	4	4.0	6	6.0	18	18.0	30	29.0
MISSOURI	1	.	.	1	1.0	3	3.0	.	.	.	.	4	4.0
NORTH CAROLINA	1	3	2.6	6	4.8	10	10.0	5	4.8	13	9.2	37	31.4
OKLAHOMA	1	4	0.5	1	0.2	15	11.6	2	2.0	.	.	22	14.3
SOUTH CAROLINA	6	3	2.5	.	.	8	7.0	.	.	11	11.0	22	20.5
TENNESSEE	13	2	2.0	1	1.0	13	13.0	.	.	13	13.0	29	29.0
TEXAS	1	4	4.0	2	2.0	14	11.4	.	.	32	31.3	52	48.7
VIRGINIA	1	4	4.0	.	.	12	12.0	.	.	.	.	16	16.0
1890 TOTAL	86	37	27.0	34	26.7	143	123.3	17	15.6	143	138.5	374	331.1

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

TABLE 10

DECEMBER 2003

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	23	23.0	\$31,270	\$57,660	\$41,844
TUSKEGEE	4	3.4	\$45,279	\$61,800	\$52,070	6	6.0	\$29,547	\$41,194	\$36,931
ARKANSAS	11	10.3	\$37,900	\$78,188	\$52,722	1	1.0	\$28,000	\$28,000	\$28,000
DELAWARE	6	3.5	\$33,293	\$56,548	\$45,077	4	4.0	\$35,000	\$52,541	\$43,556
FLORIDA	4	2.9	\$32,000	\$59,860	\$49,696	1	1.0	\$43,819	\$43,819	\$43,819
GEORGIA	11	8.6	\$38,000	\$71,776	\$54,857	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	1	0.5	\$71,500	\$71,500	\$71,500	9	9.0	\$30,000	\$56,100	\$47,054
MARYLAND	3	2.0	\$24,333	\$67,555	\$48,555	5	5.0	\$49,112	\$104,660	\$64,779
MISSISSIPPI	4	4.0	\$36,688	\$54,091	\$47,926	18	18.0	\$22,500	\$40,971	\$29,784
MISSOURI	3	3.0	\$33,438	\$62,545	\$49,179	.	.	.	.	.
NORTH CAROLINA	10	10.0	\$48,599	\$69,405	\$60,371	13	9.2	\$29,000	\$55,334	\$41,652
OKLAHOMA	15	11.6	\$37,843	\$68,432	\$48,854	.	.	.	.	.
SOUTH CAROLINA	8	7.0	\$34,680	\$64,515	\$48,731	11	11.0	\$28,050	\$54,084	\$35,818
TENNESSEE	11	11.0	\$33,966	\$72,747	\$52,760	13	13.0	\$27,934	\$45,169	\$35,977
TEXAS	13	11.3	\$34,160	\$104,600	\$58,285	32	31.3	\$23,625	\$49,828	\$36,918
VIRGINIA	12	12.0	\$46,415	\$70,853	\$54,973	.	.	.	.	.
TOTAL	134	117.3	\$24,333	\$104,600	\$54,321	143	138.5	\$22,500	\$104,660	\$38,839

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

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	20	62,862	75,317	69,805	23	\$64,929	21	11
TUSKEGEE	.	.	.	.	45,279	45,279	45,279	11	45,419	61,800	54,334	44	\$52,070	36	4
ARKANSAS	.	.	.	.	37,900	54,066	45,808	60	46,125	78,188	61,019	17	\$52,722	41	11
DELAWARE	33,293	38,578	35,936	**	.	.	.	.	45,000	56,548	49,648	78	\$45,077	86	6
FLORIDA	.	.	.	.	32,000	49,845	40,923	12	57,078	59,860	58,469	20	\$49,696	16	4
GEORGIA	38,000	38,000	38,000	**	44,800	60,873	49,299	74	62,400	71,776	67,407	35	\$54,857	62	11
KENTUCKY	.	.	.	.	38,670	64,800	53,157	13	58,322	69,895	65,973	18	\$60,480	16	7
LOUISIANA	.	.	.	.	.	.	.	.	71,500	71,500	71,500	9	\$71,500	9	1
MARYLAND	.	.	.	.	53,777	67,555	60,666	25	24,333	24,333	24,333	**	\$48,555	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	.	.	.	.	51,553	51,553	51,553	22	33,438	62,545	47,992	17	\$49,179	18	3
NORTH CAROLINA	.	.	.	.	48,599	60,617	54,608	31	52,569	69,405	61,812	45	\$60,371	42	10
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	64,000	49,977	12	34,680	46,530	41,809	37	64,515	64,515	64,515	**	\$48,731	33	8
TENNESSEE	.	.	.	.	33,966	62,228	49,875	38	48,517	72,747	55,164	72	\$52,760	57	11
TEXAS	34,160	46,378	40,269	19	46,000	65,000	57,026	28	46,363	104,600	73,654	38	\$58,285	29	13
VIRGINIA	.	.	.	.	46,415	58,539	52,427	32	52,631	70,853	58,538	15	\$54,973	25	12
1890 TOTAL	33,293	64,000	43,420	35	32,000	80,724	51,003	36	24,333	104,600	59,783	39	\$54,321	37	134

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	31,270	49,830	37,143	25	36,040	57,660	44,351	54	.	.	.	.	\$41,844	44	23
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	81,622	75,893	22	\$59,929	48	3
DELAWARE	35,000	52,541	43,771	57	42,822	43,860	43,341	6	.	.	.	.	\$43,556	32	4
FLORIDA	.	.	.	.	43,819	43,819	43,819	29	117,797	117,797	117,797	27	\$80,808	28	2
GEORGIA	30,016	38,617	35,695	16	34,265	38,709	36,487	10	72,695	72,695	72,695	13	\$41,207	14	7
KENTUCKY	40,083	40,083	40,083	21	.	.	.	.	.	.	.	.	\$40,083	21	1
LOUISIANA	.	.	.	.	30,000	56,100	46,249	35	53,500	53,500	53,500	20	\$47,054	34	9
MARYLAND	.	.	.	.	49,112	104,660	64,779	22	.	.	.	.	\$64,779	22	5
MISSISSIPPI	22,500	29,378	25,647	8	23,919	40,971	31,852	9	.	.	.	.	\$29,784	9	18
NORTH CAROLINA	39,230	39,230	39,230	20	29,000	55,334	41,854	62	.	.	.	.	\$41,652	59	13
SOUTH CAROLINA	28,050	54,084	35,499	78	28,282	44,378	36,376	7	.	.	.	.	\$35,818	52	11
TENNESSEE	27,934	44,629	34,202	52	31,152	45,169	38,048	29	.	.	.	.	\$35,977	41	13
TEXAS	23,625	49,828	36,200	59	34,400	46,000	37,794	48	48,000	112,568	80,284	54	\$39,210	56	33
1890 TOTAL	22,500	54,084	35,173	46	23,919	104,660	41,494	35	48,000	117,797	79,478	30	\$40,600	40	148

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 2003

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	22,720	77,020	42,921	14	25,836	94,880	56,358	16	33,086	156,636	76,965	17	\$67,955	16	562
SOUTHERN	22,356	98,400	39,188	12	25,000	107,603	51,048	14	28,773	163,200	75,578	16	\$64,818	15	1668
WESTERN	21,338	91,000	39,855	13	24,100	107,400	54,897	15	20,404	191,500	75,248	15	\$68,356	15	811
NORTH CENTRAL	16,640	93,317	43,862	11	25,334	131,405	56,431	14	22,240	165,704	80,584	14	\$69,048	13	1554
U.S. TOTAL	16,640	98,400	41,494	12	24,100	131,405	54,272	14	20,404	191,500	77,280	15	\$67,256	15	4595

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	72,828	72,828	72,828	12	54,652	107,676	79,166	21	52,088	202,279	114,686	18	\$110,530	18	87
SOUTHERN	42,400	104,000	79,675	9	41,602	121,725	85,082	21	74,000	202,650	114,235	19	\$110,795	19	135
WESTERN	.	.	.	.	70,855	96,770	83,813	18	61,200	144,106	105,905	14	\$105,214	14	64
NORTH CENTRAL	63,083	86,493	74,788	17	45,410	132,284	77,782	15	50,213	200,000	122,206	13	\$114,912	13	147
U.S. TOTAL	42,400	104,000	77,597	12	41,602	132,284	80,050	18	50,213	202,650	115,540	16	\$111,315	16	433

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	31,892	44,090	37,609	8	45,000	75,625	54,513	12	51,400	76,440	60,104	13	\$54,049	12	37
SOUTHERN	29,257	58,602	43,587	13	31,505	80,263	51,993	16	50,441	87,180	65,172	15	\$52,595	16	123
WESTERN	34,400	46,732	40,566	10	36,060	119,289	72,809	14	43,700	97,688	72,579	12	\$71,432	13	49
NORTH CENTRAL	28,663	80,356	49,740	13	34,247	108,899	58,912	18	37,200	123,138	71,938	12	\$60,780	16	283
U.S. TOTAL	28,663	80,356	47,097	13	31,505	119,289	57,930	17	37,200	123,138	70,374	13	\$59,288	16	492

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	.	.	.	.	61,566	97,076	76,588	20	106,228	106,228	106,228	18	\$79,881	20	9
SOUTHERN	35,006	58,517	48,077	17	37,567	130,000	69,764	22	50,734	125,000	91,915	23	\$75,798	22	118
WESTERN	28,682	28,682	28,682	12	50,000	113,592	82,751	21	78,873	116,593	96,315	12	\$84,323	18	26
NORTH CENTRAL	59,670	59,670	59,670	21	49,120	104,219	78,835	22	59,635	129,000	92,781	16	\$83,237	20	59
U.S. TOTAL	28,682	59,670	47,210	17	37,567	130,000	74,418	22	50,734	129,000	92,847	20	\$79,087	21	212

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 2003

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	16,338	74,310	38,749	12	20,625	130,338	52,974	15	34,670	104,478	63,894	14	\$47,831	14	1224
SOUTHERN	17,501	89,448	37,657	13	26,500	112,753	47,638	16	36,000	99,423	55,257	16	\$44,006	15	3830
WESTERN	13,017	96,300	41,296	14	20,427	135,600	54,749	16	34,698	113,300	61,796	15	\$52,561	15	1207
NORTH CENTRAL	21,734	80,570	40,822	13	19,110	97,284	50,153	14	32,268	83,458	51,403	12	\$47,714	14	2592
U.S. TOTAL	13,017	96,300	38,917	13	19,110	135,600	50,182	15	32,268	113,300	57,024	14	\$46,787	15	8853

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

TABLE 18

DECEMBER 2003

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	290	35	28.2	242	173.4	708	462.8	273	164.7	1272	1225.9	2530	2054.8
SOUTHERN	1363	67	49.5	358	307.3	1954	1611.5	180	168.7	3847	3826.8	6406	5963.8
WESTERN	426	32	27.9	159	128.8	963	661.6	66	59.1	1256	1190.9	2476	2068.2
NORTH CENTRAL	978	31	25.5	321	262.2	2023	1434.4	218	195.2	2612	2546.4	5205	4463.6
US TOTAL	3057	165	131.1	1080	871.7	5648	4170.2	737	587.6	8987	8789.8	16617	14550.4