

Similarly Sized & Surrounding States Salary Comparison										
Position	Iowa (Salary)	Salary Average	<u>Arkansas</u>	<u>Connecticut</u>	<u>Kansas</u>	<u>Nebraska</u>	<u>Nevada</u>	<u>Oklahoma</u>	<u>South Dakota</u>	<u>Utah</u>
Chief of Staff	\$ 173,846	\$ 175,638	\$ 160,000	\$ 211,639	\$ 128,413	\$ 185,000	\$ 175,541	\$ 147,000	\$ 154,942	\$ 242,572
Chief Operating Officer	\$ 154,502	\$ 165,109	\$ 137,993	\$ 153,947						\$ 203,386
Deputy Chief of Staff	\$ 104,145	\$ 144,924	\$ 150,000		\$ 114,056	\$ 143,000	\$ 167,153		\$ 130,000	\$ 165,334
Legislative Liaison	\$ 104,145	\$ 98,679	\$ 125,986	\$ 107,722			\$ 74,686	\$ 55,000	\$ 130,000	
Policy Advisors	\$ 109,758	\$ 93,778	\$ 67,500	\$ 85,399	\$ 79,226	\$ 68,782	\$ 102,920	\$ 76,000	\$ 101,923	\$ 168,474
Boards and Commissions Director	\$ 65,083	\$ 68,869	\$ 85,000		\$ 44,615		\$ 72,259	\$ 66,500	\$ 75,970	
Senior Legal Counsel	\$ 154,502	\$ 149,019	\$ 126,000	\$ 194,714	\$ 112,933		\$ 166,840	\$ 140,000	\$ 153,625	
Deputy Legal Counsel	\$ 97,906	\$ 95,481	\$ 108,000	\$ 109,424	\$ 69,645		\$ 94,592	\$ 80,000	\$ 111,227	
Communications Director	\$ 149,469	\$ 133,172	\$ 150,000	\$ 99,815		\$ 123,604	\$ 111,492	\$ 113,500	\$ 144,611	\$ 189,184
Deputy Communications Director	\$ 61,797	\$ 69,296	\$ 125,986	\$ 72,937	\$ 68,377	\$ 60,602	\$ 55,003	\$ 54,000	\$ 64,200	\$ 53,265
Speechwriter	\$ 119,288	\$ 99,000	\$ 99,000							
Executive Assistant to the Governor	\$ 86,528	\$ 54,978	\$ 45,000	\$ 46,435	\$ 56,867	\$ 51,588		\$ 75,000		
Scheduler/Operations Manager	\$ 93,288	\$ 66,429	\$ 66,000	\$ 77,507	\$ 72,961	\$ 54,677		\$ 61,000		
Executive Assistant to the Lt. Governor	\$ 37,086	\$ 45,481	\$ 40,000			\$ 50,962				
Constituent Services Director	\$ 75,005	\$ 68,283	\$ 90,000	\$ 51,868	\$ 61,346	\$ 47,276	\$ 90,924			
Constituent Services Liaison	\$ 37,502	\$ 38,648	\$ 42,052		\$ 35,749	\$ 43,896	\$ 32,894			