

**SALARY ANALYSES**

**OF**

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

**DECEMBER 2010**

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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 2010

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	8.5	94	80.7	.	.	187	185.5	297	281.7
ALASKA	9	1	1.0	.	.	3	2.3	4	4.0	20	19.3	28	26.6
ARIZONA	15	5	3.0	14	5.4	109	58.1	4	3.0	58	54.5	190	124.1
ARKANSAS	76	5	5.0	59	59.0	132	124.6	5	4.7	209	206.0	410	399.3
CALIFORNIA	50	.	.	.	.	114	105.0	.	.	199	196.3	313	301.3
COLORADO	50	3	3.0	4	3.5	82	49.4	3	3.0	135	131.8	227	190.6
CONNECTICUT	9	3	1.3	6	1.9	67	33.8	2	2.0	37	34.0	115	72.9
DELAWARE	4	.	.	6	2.3	11	7.4	2	2.0	16	15.0	35	26.6
DISTRICT OF COLUMBIA	1	1	1.0	2	2.0	4	4.0	.	.	12	11.3	19	18.3
FLORIDA	69	5	4.7	.	.	87	59.5	6	5.4	297	296.3	395	365.9
GEORGIA	135	3	2.3	2	1.5	64	58.8	7	6.4	239	238.8	315	307.8
HAWAII	6	2	1.3	13	10.3	65	36.2	.	.	31	29.8	111	77.6
IDAHO	37	2	2.0	2	1.2	57	38.4	3	2.8	76	74.1	140	118.5
ILLINOIS	46	3	2.4	39	23.7	262	206.4	14	13.6	104	103.3	422	349.3
INDIANA	93	2	1.3	56	42.5	174	95.7	10	10.0	238	232.4	480	381.8
IOWA	73	3	2.1	55	49.4	180	133.4	6	4.6	143	137.0	387	326.5
KANSAS	97	5	3.5	39	34.3	161	137.6	11	10.6	235	233.8	451	419.9
KENTUCKY	121	7	7.0	1	0.5	105	101.0	3	2.8	376	375.3	492	486.6
LOUISIANA	64	7	4.4	1	1.0	149	106.9	8	3.6	227	222.0	392	337.9
MAINE	14	2	2.0	11	11.0	20	17.8	3	2.3	37	36.4	73	69.4
MARYLAND	21	10	9.4	24	23.1	62	51.8	2	2.0	29	29.0	127	115.2
MASSACHUSETTS	12	2	2.0	8	5.5	70	30.4	3	3.0	43	37.1	126	77.9
MICHIGAN	81	5	5.0	.	.	239	132.9	49	47.2	240	235.1	533	420.1
MINNESOTA	28	6	5.3	11	10.5	118	77.4	50	46.2	156	155.4	341	294.7
MISSISSIPPI	79	1	1.0	40	36.5	151	147.1	3	3.0	196	193.4	391	380.9
MISSOURI	102	3	2.3	43	37.8	101	89.6	17	17.0	232	231.8	396	378.4
MONTANA	51	2	2.0	3	3.0	39	35.6	4	4.0	91	88.4	139	133.0
NEBRASKA	74	4	4.0	1	1.0	145	73.8	4	2.8	169	164.4	323	245.9
NEVADA	14	2	2.0	5	5.0	35	29.4	2	2.0	15	10.5	59	48.9
NEW HAMPSHIRE	10	2	2.0	8	7.6	28	24.0	3	3.0	47	46.6	88	83.2
NEW JERSEY	20	2	1.8	.	.	38	31.7	3	2.5	53	52.6	96	88.6
NEW MEXICO	34	1	1.0	65	55.3	79	67.8	6	4.8	96	95.8	247	224.6
NEW YORK	58	5	3.6	26	22.7	166	126.9	136	41.7	559	532.7	892	727.6
NORTH CAROLINA	101	9	7.9	44	24.4	268	183.5	11	9.3	405	404.3	737	629.4
NORTH DAKOTA	50	3	3.0	12	9.9	84	61.4	7	6.5	107	99.6	213	180.3
OHIO	88	2	2.0	41	34.7	178	112.1	10	9.5	234	226.1	465	384.4
OKLAHOMA	81	5	4.3	46	33.6	138	107.0	20	19.0	195	195.0	404	358.9
OREGON	37	6	2.6	17	12.8	105	56.1	6	5.3	169	129.8	303	206.6
PENNSYLVANIA	68	2	1.1	93	44.4	132	75.0	.	.	285	281.1	512	401.6
RHODE ISLAND	3	3	1.1	9	3.3	42	16.7	5	1.8	1	1.0	60	23.9
SOUTH CAROLINA	40	5	2.5	5	3.5	92	61.0	.	.	92	83.0	194	150.1
SOUTH DAKOTA	64	3	2.5	22	10.4	50	30.9	2	2.0	101	98.6	178	144.3
TENNESSEE	95	3	2.8	27	11.9	134	114.2	8	7.2	263	263.0	435	399.0
TEXAS	244	5	4.5	69	69.0	339	332.6	40	40.0	554	553.7	1007	999.8
UTAH	27	1	0.6	12	6.6	58	36.9	6	5.2	63	59.9	140	109.3
VERMONT	10	5	3.6	.	.	27	17.1	.	.	.	.	32	20.7
VIRGINIA	98	2	1.3	11	4.9	126	77.7	9	9.0	191	191.0	339	283.9
WASHINGTON	39	2	1.3	1	1.0	75	37.3	6	6.0	88	88.0	172	133.7
WEST VIRGINIA	53	4	3.6	5	5.0	65	59.2	6	6.0	102	101.3	182	175.1
WISCONSIN	72	1	1.0	22	21.1	164	136.0	11	10.3	246	238.5	444	407.0
WYOMING	23	2	2.0	7	6.0	37	22.7	2	2.0	53	47.9	101	80.6
GUAM	1	1	1.0	.	.	9	9.0	3	3.0	.	.	13	13.0
PUERTO RICO	61	.	.	3	3.0	38	37.8	3	3.0	143	143.0	187	186.8
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	2883	185	152.9	1018	785.7	5390	3971.6	534	410.4	8163	7973.6	15290	13294.2

## 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 2010

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	32,000	83,297	43,721	18	36,813	84,462	54,299	19	42,305	64,943	53,189	17	\$51,746	19	184
ALASKA	62,963	76,725	70,345	17	58,939	120,344	90,222	18	80,798	139,316	110,057	17	\$89,224	18	20
ARIZONA	44,000	87,894	60,631	23	52,000	101,750	67,998	19	57,565	94,771	71,150	18	\$67,943	19	58
ARKANSAS	30,000	73,305	40,162	18	39,136	89,007	55,904	19	.	.	.	.	\$51,265	19	207
CALIFORNIA	100,000	110,300	103,700	29	46,800	138,700	91,338	22	49,100	138,700	79,292	18	\$87,558	20	191
COLORADO	36,900	71,100	46,892	15	33,800	107,800	56,401	19	54,600	94,700	70,220	22	\$55,082	18	135
CONNECTICUT	50,289	53,840	51,448	14	43,506	124,835	84,875	20	53,643	105,560	81,401	18	\$80,980	20	37
DELAWARE	48,141	75,620	59,176	15	58,459	95,351	71,367	21	58,799	102,024	77,544	19	\$68,340	18	16
DISTRICT OF COLU	38,840	59,840	46,892	14	21,375	42,749	34,973	15	.	.	.	.	\$43,316	14	10
FLORIDA	35,400	67,064	44,891	17	40,293	147,403	64,941	18	50,250	115,688	73,133	18	\$62,295	18	297
GEORGIA	34,000	86,906	43,592	17	36,091	92,601	53,226	17	53,396	76,765	63,464	14	\$48,726	17	239
HAWAII	60,012	74,460	66,980	23	54,048	100,560	73,438	22	103,416	103,656	103,536	18	\$74,755	22	31
IDAHO	44,138	51,896	48,017	13	38,002	88,816	56,308	18	38,542	69,867	60,320	15	\$56,565	18	76
ILLINOIS	46,275	74,000	54,319	15	40,000	120,055	60,115	17	48,145	78,000	63,609	16	\$60,151	17	104
INDIANA	36,823	57,917	45,493	18	23,770	90,105	54,218	18	56,198	59,500	57,849	14	\$53,953	18	236
IOWA	31,820	79,560	50,138	16	35,000	104,029	64,187	20	57,304	78,000	68,117	18	\$58,889	18	143
KANSAS	35,000	85,384	49,020	19	38,000	106,116	56,605	22	55,362	55,362	55,362	18	\$51,200	20	229
KENTUCKY	31,000	81,307	41,750	18	32,700	82,873	50,568	18	47,958	69,643	58,241	14	\$46,737	18	376
LOUISIANA	34,000	81,221	46,557	21	22,498	80,273	55,830	23	37,167	76,659	60,153	26	\$51,957	23	227
MAINE	49,592	53,318	52,281	16	21,162	83,776	63,650	19	53,429	80,661	71,310	22	\$63,042	19	37
MARYLAND	50,988	69,520	58,506	19	55,383	79,665	66,844	16	67,504	75,200	71,352	12	\$66,292	16	29
MASSACHUSETTS	24,800	80,000	47,860	19	52,500	109,252	69,121	20	60,724	60,724	60,724	11	\$55,472	19	38
MICHIGAN	35,464	98,295	51,118	16	36,000	104,500	55,794	17	51,752	72,653	62,180	17	\$54,561	17	240
MINNESOTA	35,256	77,737	55,730	19	40,000	95,903	57,972	19	48,234	92,049	63,254	16	\$57,666	19	155
MISSISSIPPI	33,000	68,035	41,065	16	38,000	78,709	51,802	18	53,975	77,388	63,188	19	\$49,137	18	194
MISSOURI	39,437	59,305	48,213	23	37,739	81,502	51,206	19	47,262	73,204	54,339	17	\$51,414	19	228
MONTANA	31,000	65,034	42,935	18	41,923	66,607	48,724	18	.	.	.	.	\$45,861	18	91
NEBRASKA	38,632	94,896	51,412	19	36,200	112,816	64,322	20	45,726	70,593	58,793	17	\$63,213	20	168
NEVADA	51,533	51,533	51,533	17	41,679	146,000	83,048	19	90,436	93,444	91,940	18	\$81,904	18	12
NEW HAMPSHIRE	42,100	58,260	49,315	17	50,940	85,470	66,665	18	71,550	71,550	71,550	17	\$64,554	18	47
NEW JERSEY	.	.	.	.	57,138	138,271	84,172	20	61,650	96,930	79,422	16	\$83,724	19	53
NEW MEXICO	27,957	55,007	34,178	17	33,983	68,000	47,118	20	61,360	61,360	61,360	19	\$43,896	19	96
NEW YORK	24,000	96,589	41,783	16	29,376	204,413	58,512	18	50,000	306,303	95,917	18	\$53,117	17	541
NORTH CAROLINA	31,534	79,500	40,696	17	37,166	101,946	58,806	17	44,259	86,000	68,974	17	\$51,354	17	403
NORTH DAKOTA	32,900	76,441	45,685	20	36,900	83,589	53,691	21	47,575	47,575	47,575	17	\$47,628	20	104
OHIO	32,268	62,304	39,001	19	33,000	96,720	61,532	18	51,288	94,896	70,817	20	\$59,895	18	229
OKLAHOMA	32,496	63,840	41,896	18	35,604	87,132	53,716	17	45,000	45,312	45,156	13	\$47,566	18	195
OREGON	34,884	60,132	45,550	16	35,040	114,000	65,240	18	57,636	122,796	79,238	18	\$64,883	18	162
PENNSYLVANIA	26,028	78,180	47,688	17	33,555	100,308	63,091	19	39,924	82,956	65,453	17	\$57,027	18	280
RHODE ISLAND	.	.	.	.	75,631	75,631	75,631	35	.	.	.	.	\$75,631	35	1
SOUTH CAROLINA	33,289	68,651	45,525	17	36,350	80,787	53,806	18	48,534	85,180	66,135	19	\$51,778	18	92
SOUTH DAKOTA	33,499	59,706	42,370	19	35,082	85,000	46,289	19	43,000	91,824	67,412	17	\$44,185	19	101
TENNESSEE	28,561	52,412	35,327	17	31,561	83,237	50,179	19	36,104	36,104	36,104	18	\$46,003	19	263
TEXAS	32,300	79,363	44,338	18	35,000	93,745	54,402	17	40,589	101,159	63,068	16	\$51,861	17	553
UTAH	38,000	59,232	43,499	20	38,000	71,580	53,064	18	41,880	60,108	50,994	16	\$52,391	18	63
VIRGINIA	33,000	88,103	44,679	18	32,000	71,040	48,195	16	47,500	60,000	53,750	18	\$47,167	17	191
WASHINGTON	37,658	37,658	37,658	17	41,998	90,182	60,723	20	47,989	92,784	66,216	18	\$61,647	19	88
WEST VIRGINIA	43,652	50,696	46,547	25	22,390	80,284	50,038	19	43,000	66,083	54,542	15	\$50,024	19	101
WISCONSIN	39,964	67,113	50,381	17	28,921	91,983	57,072	18	46,381	71,810	54,210	14	\$56,042	18	243
WYOMING	34,764	79,536	47,368	19	39,948	93,336	56,689	19	61,956	61,956	61,956	22	\$54,460	19	52
PUERTO RICO	32,024	56,124	39,228	18	33,024	56,676	50,478	21	65,472	65,472	65,472	16	\$45,325	20	139
N MARIANAS	22,568	37,507	30,614	16	43,877	49,356	45,703	12	50,000	50,000	50,000	11	\$37,080	14	10
MICRONESIA	20,410	23,699	21,989	20	21,911	42,000	28,899	11	.	.	.	.	\$24,951	16	7
VIRGIN ISLANDS	26,351	33,940	31,230	23	30,581	30,581	30,581	19	39,389	39,389	39,389	19	\$32,064	22	9
U.S. AVERAGE	20,410	110,300	44,293	18	21,162	204,413	57,889	19	36,104	306,303	69,375	18	\$54,442	18	8031

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 2010

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	41,654	64,838	51,135	13	43,984	88,160	63,356	17	60,000	125,590	88,380	20	\$82,658	20	72
ALASKA	.	.	.	.	118,053	118,053	118,053	29	85,343	105,399	95,371	13	\$102,932	19	3
ARIZONA	38,000	48,786	44,560	17	36,000	162,000	58,197	17	38,000	152,500	81,361	18	\$75,057	18	91
ARKANSAS	28,000	65,435	37,677	17	29,172	96,874	55,799	17	29,131	116,387	84,597	17	\$61,748	17	127
CALIFORNIA	.	.	.	.	76,700	177,189	105,265	21	28,631	186,257	118,273	20	\$117,570	20	111
COLORADO	36,900	142,700	62,556	15	36,400	102,575	63,652	18	48,195	193,667	92,696	19	\$81,334	18	75
CONNECTICUT	37,050	83,463	53,285	17	36,334	105,010	75,833	19	64,244	189,988	105,347	17	\$85,356	18	56
DELAWARE	.	.	.	.	.	.	.	.	92,763	187,562	122,313	18	\$122,313	18	8
DISTRICT OF COLU	57,965	57,965	57,965	35	59,840	59,840	59,840	10	61,715	61,715	61,715	11	\$59,840	19	3
FLORIDA	.	.	.	.	69,973	76,846	73,410	28	72,837	238,680	93,395	19	\$92,925	19	85
GEORGIA	.	.	.	.	40,000	100,616	62,409	17	54,707	164,702	92,238	17	\$82,451	17	64
HAWAII	42,492	60,684	52,648	21	34,848	88,927	62,568	22	54,048	121,704	87,569	20	\$77,491	21	58
IDAHO	35,485	67,496	50,197	17	43,742	79,560	66,264	23	51,938	105,414	75,251	16	\$72,054	17	46
ILLINOIS	27,725	140,230	49,934	17	28,225	137,755	68,799	19	27,775	210,000	83,585	18	\$70,855	18	182
INDIANA	40,625	80,800	57,420	16	32,000	94,605	56,563	19	41,472	191,122	102,240	19	\$87,914	18	127
IOWA	32,000	83,466	53,501	16	33,527	150,000	60,745	18	50,000	203,785	96,540	20	\$73,776	18	164
KANSAS	31,200	93,002	51,748	18	36,004	129,084	66,382	22	43,946	175,000	92,960	19	\$74,581	20	110
KENTUCKY	45,629	48,876	47,610	17	34,500	83,717	51,009	17	63,448	161,096	97,393	21	\$74,778	19	97
LOUISIANA	31,000	84,365	46,297	18	22,679	102,462	51,150	21	40,500	162,464	89,483	21	\$73,099	20	132
MAINE	38,347	38,347	38,347	8	59,591	81,310	70,451	22	50,928	107,011	77,497	20	\$74,539	20	18
MARYLAND	53,017	53,017	53,017	3	70,000	87,488	79,486	19	68,807	159,264	105,142	19	\$99,254	19	35
MASSACHUSETTS	47,060	115,309	69,768	21	43,200	90,813	67,850	19	45,386	145,755	89,716	19	\$81,608	19	66
MICHIGAN	36,050	67,072	55,952	17	40,440	131,224	65,441	16	38,981	194,500	103,974	17	\$95,332	17	166
MINNESOTA	49,021	96,085	72,706	14	59,921	110,004	84,989	23	63,580	155,000	95,689	18	\$91,678	19	98
MISSISSIPPI	26,225	69,391	41,116	17	27,660	142,604	53,825	17	61,079	192,500	83,086	18	\$67,439	17	133
MISSOURI	52,855	70,000	59,024	15	36,562	78,306	58,100	18	55,861	141,497	85,811	17	\$74,922	17	71
MONTANA	32,139	46,350	39,545	17	40,000	71,264	56,316	17	40,000	112,529	75,905	19	\$65,866	18	34
NEBRASKA	73,045	73,045	73,045	16	58,215	122,222	93,450	27	50,397	220,892	96,398	19	\$95,888	20	121
NEVADA	76,947	76,947	76,947	9	.	.	.	.	27,102	172,868	115,546	20	\$112,577	19	13
NEW HAMPSHIRE	.	.	.	.	51,810	88,950	75,095	21	55,000	105,160	78,300	19	\$76,812	20	28
NEW JERSEY	.	.	.	.	111,730	111,730	111,730	28	72,675	160,409	104,052	19	\$104,292	19	32
NEW MEXICO	25,000	37,613	31,645	17	29,640	99,300	48,924	18	28,000	114,115	71,387	19	\$57,706	18	73
NEW YORK	70,283	89,148	82,209	18	43,371	162,910	76,164	19	35,958	158,187	86,930	16	\$79,191	18	102
NORTH CAROLINA	28,840	80,985	50,115	16	35,000	105,111	62,330	16	64,493	161,377	100,975	17	\$81,152	17	216
NORTH DAKOTA	39,052	67,000	50,831	19	50,000	125,230	72,619	21	63,441	129,800	87,436	20	\$78,172	20	54
OHIO	30,140	83,544	50,326	17	41,364	113,726	63,560	18	46,368	167,592	98,326	17	\$84,782	17	154
OKLAHOMA	29,088	140,364	59,304	17	38,500	90,336	54,915	18	40,997	138,647	84,625	18	\$73,790	17	116
OREGON	33,780	82,680	55,589	18	34,200	102,168	63,787	17	51,420	130,716	81,749	17	\$74,296	17	80
PENNSYLVANIA	39,204	91,116	58,541	24	34,500	135,900	75,404	20	38,304	192,708	99,426	20	\$93,016	20	111
RHODE ISLAND	41,583	82,586	51,958	21	35,477	94,919	69,233	23	63,841	130,728	95,272	21	\$77,683	22	36
SOUTH CAROLINA	30,512	85,188	57,612	18	40,735	142,814	65,705	17	50,500	183,134	89,618	18	\$79,154	18	90
SOUTH DAKOTA	38,368	45,885	42,127	17	50,076	79,954	58,876	21	66,541	106,215	82,645	18	\$74,669	19	34
TENNESSEE	33,442	57,450	42,779	19	31,044	102,000	50,831	18	43,131	127,929	87,497	21	\$72,274	20	88
TEXAS	22,080	100,720	41,282	17	26,040	95,240	54,872	16	38,200	150,440	84,983	17	\$59,265	17	256
UTAH	33,782	105,456	52,717	16	40,000	90,074	59,527	17	45,000	139,489	89,157	17	\$78,227	17	54
VERMONT	.	.	.	.	58,000	100,734	77,984	22	58,793	150,261	97,651	18	\$88,182	20	27
VIRGINIA	34,000	57,145	47,418	16	36,800	68,495	54,352	18	65,000	143,500	86,822	18	\$78,310	18	94
WASHINGTON	.	.	.	.	54,419	118,000	77,570	16	52,068	159,249	88,724	18	\$87,853	18	64
WEST VIRGINIA	45,812	45,812	45,812	17	31,804	108,328	63,360	19	60,000	106,082	81,365	20	\$68,975	20	61
WISCONSIN	34,225	82,328	57,181	16	43,847	125,525	67,979	18	48,572	149,958	96,733	17	\$77,805	17	147
WYOMING	64,128	64,128	64,128	11	48,852	88,776	67,132	21	61,332	119,664	80,543	21	\$75,839	21	32
GUAM	.	.	.	.	43,164	68,571	55,695	15	52,920	77,099	65,010	22	\$57,765	16	9
PUERTO RICO	.	.	.	.	38,364	56,676	49,935	20	47,904	75,348	61,343	19	\$53,327	20	37
N MARIANAS	21,338	40,567	30,699	13	37,507	37,507	37,507	8	50,000	50,000	50,000	18	\$33,600	13	9
U.S. AVERAGE	21,338	142,700	49,369	17	22,679	177,189	62,938	18	27,102	238,680	92,645	18	\$78,887	18	4370

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 2010

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	.	.	.	.	.	.	.	.	119,800	119,800	119,800	18	\$119,800	18	1
ARIZONA	26,420	26,420	26,420	17	.	.	.	.	82,611	209,101	153,659	16	\$146,174	16	17
ARKANSAS	.	.	.	.	78,030	78,030	78,030	6	94,682	115,846	107,463	19	\$100,105	19	4
CONNECTICUT	.	.	.	.	.	.	.	.	150,000	166,716	157,905	17	\$157,905	17	7
DELAWARE	.	.	.	.	.	.	.	.	162,550	257,682	210,116	32	\$210,116	32	2
DISTRICT OF COLU	.	.	.	.	.	.	.	.	68,067	68,067	68,067	20	\$68,067	20	1
FLORIDA	.	.	.	.	.	.	.	.	117,473	161,301	139,387	22	\$139,387	22	2
HAWAII	.	.	.	.	.	.	.	.	90,672	126,492	108,418	24	\$108,418	24	7
IDAHO	.	.	.	.	.	.	.	.	86,258	175,219	118,703	15	\$118,703	15	8
ILLINOIS	.	.	.	.	60,150	60,150	60,150	18	100,000	166,100	150,605	19	\$137,683	19	7
INDIANA	51,578	115,734	76,161	17	51,781	111,432	71,443	17	58,416	219,247	111,035	18	\$105,058	18	44
IOWA	82,727	82,727	82,727	26	117,751	127,524	122,638	26	98,418	178,616	133,498	18	\$127,457	20	12
KANSAS	.	.	.	.	.	.	.	.	133,450	175,000	149,412	24	\$149,412	24	10
KENTUCKY	.	.	.	.	.	.	.	.	130,000	146,911	138,456	26	\$138,456	26	2
LOUISIANA	.	.	.	.	.	.	.	.	76,916	187,008	133,218	21	\$133,218	21	11
MARYLAND	.	.	.	.	.	.	.	.	76,126	199,694	125,976	15	\$125,976	15	12
MASSACHUSETTS	.	.	.	.	51,575	118,141	84,858	21	98,378	130,050	114,214	23	\$99,536	22	4
MICHIGAN	.	.	.	.	.	.	.	.	96,929	256,222	152,165	22	\$152,165	22	12
MINNESOTA	.	.	.	.	70,187	171,705	115,047	16	118,627	151,011	138,748	20	\$132,823	19	12
MISSISSIPPI	.	.	.	.	.	.	.	.	96,374	150,675	131,859	19	\$131,859	19	12
MISSOURI	110,277	110,277	110,277	18	55,162	82,461	70,583	17	56,929	125,289	98,820	24	\$84,406	19	9
MONTANA	.	.	.	.	.	.	.	.	72,982	72,982	72,982	28	\$72,982	28	1
NEBRASKA	110,000	110,000	110,000	17	148,082	162,819	155,451	14	107,109	207,123	157,768	20	\$155,386	19	22
NEW JERSEY	.	.	.	.	88,268	115,264	105,304	17	133,223	155,088	144,156	24	\$120,845	20	5
NEW YORK	.	.	.	.	114,756	114,756	114,756	23	98,033	257,620	147,768	22	\$146,393	22	24
NORTH CAROLINA	.	.	.	.	67,000	67,000	67,000	17	87,000	183,855	132,425	21	\$130,380	20	32
NORTH DAKOTA	.	.	.	.	79,690	110,250	94,970	22	110,000	165,200	144,986	19	\$135,892	20	11
OHIO	.	.	.	.	.	.	.	.	136,740	214,945	176,755	15	\$176,755	15	8
OKLAHOMA	.	.	.	.	.	.	.	.	132,504	148,416	140,460	24	\$140,460	24	2
OREGON	.	.	.	.	80,388	80,388	80,388	15	124,584	152,400	138,730	17	\$135,083	17	16
PENNSYLVANIA	.	.	.	.	91,860	110,208	100,024	26	85,068	260,532	161,551	22	\$150,693	23	17
SOUTH CAROLINA	.	.	.	.	.	.	.	.	134,260	183,592	158,926	30	\$158,926	30	2
SOUTH DAKOTA	.	.	.	.	102,006	102,006	102,006	18	81,599	142,328	107,477	17	\$106,696	17	7
TENNESSEE	92,400	92,400	92,400	28	86,098	113,000	99,549	24	85,480	150,300	125,516	28	\$120,200	28	16
TEXAS	.	.	.	.	.	.	.	.	149,153	149,153	149,153	18	\$149,153	18	1
VIRGINIA	.	.	.	.	70,042	83,048	76,545	19	27,144	175,000	124,908	21	\$120,702	20	23
WASHINGTON	.	.	.	.	.	.	.	.	114,046	184,000	138,210	18	\$138,210	18	11
WEST VIRGINIA	.	.	.	.	.	.	.	.	192,330	192,330	192,330	17	\$192,330	17	1
WISCONSIN	.	.	.	.	111,574	111,574	111,574	26	.	.	.	.	\$111,574	26	1
WYOMING	.	.	.	.	.	.	.	.	83,100	146,112	116,501	20	\$116,501	20	5
U.S. AVERAGE	26,420	115,734	81,289	20	51,575	171,705	94,101	19	27,144	260,532	136,214	20	\$131,232	20	401

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 2010

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	32,000	68,319	47,622	18	51,000	79,210	64,863	17	63,000	86,667	75,520	18	\$62,280	17	21
COLORADO	47,300	47,300	47,300	17	54,900	94,100	73,300	22	53,100	53,100	53,100	8	\$64,060	18	5
DELAWARE	.	.	.	.	99,007	99,007	99,007	34	.	.	.	.	\$99,007	34	1
IDAHO	.	.	.	.	71,011	71,011	71,011	14	71,302	77,730	74,516	14	\$73,348	14	3
ILLINOIS	46,800	100,400	62,912	15	41,000	78,155	59,909	19	45,000	78,980	63,198	17	\$60,620	18	67
IOWA	41,248	46,832	44,040	14	.	.	.	.	.	.	.	.	\$44,040	14	2
KANSAS	45,500	83,000	61,224	24	31,200	96,130	68,076	21	50,000	152,333	93,352	20	\$73,110	21	32
KENTUCKY	56,791	56,791	56,791	28	47,490	75,000	62,018	21	.	.	.	.	\$61,147	22	6
MAINE	.	.	.	.	54,906	54,906	54,906	8	.	.	.	.	\$54,906	8	1
MARYLAND	.	.	.	.	59,227	88,803	72,960	20	70,895	127,330	85,965	17	\$77,604	19	14
MICHIGAN	32,000	93,634	48,992	17	37,500	97,802	63,827	19	54,337	185,000	85,997	18	\$69,975	18	60
MINNESOTA	69,106	69,106	69,106	30	67,263	98,088	77,763	21	76,986	77,486	77,236	13	\$76,376	20	7
MISSOURI	29,037	58,219	36,927	17	31,827	63,889	45,195	17	65,056	65,056	65,056	24	\$41,454	17	19
MONTANA	38,949	46,893	42,637	17	.	.	.	.	.	.	.	.	\$42,637	17	3
NEVADA	.	.	.	.	70,905	151,797	106,626	18	60,000	138,869	101,405	14	\$105,202	17	22
NEW MEXICO	.	.	.	.	37,375	58,765	49,316	13	.	.	.	.	\$49,316	13	3
NEW YORK	44,566	44,566	44,566	18	49,980	96,702	66,234	17	52,020	90,964	76,712	17	\$67,870	17	38
NORTH CAROLINA	55,456	55,456	55,456	18	38,929	77,834	57,025	19	53,424	58,091	55,758	15	\$56,797	18	18
NORTH DAKOTA	41,988	54,600	45,831	14	44,060	104,510	66,757	21	60,000	107,130	75,063	20	\$64,875	19	18
OHIO	.	.	.	.	74,568	99,888	85,382	24	67,116	91,392	77,644	19	\$82,803	22	9
OKLAHOMA	.	.	.	.	54,672	80,568	65,374	23	53,086	72,192	64,611	17	\$65,060	20	17
OREGON	.	.	.	.	102,000	102,000	102,000	18	154,008	154,008	154,008	22	\$128,004	20	2
SOUTH DAKOTA	33,142	63,269	47,604	17	52,163	60,932	56,548	14	46,508	73,148	59,828	17	\$52,308	16	9
TENNESSEE	40,000	66,602	52,938	25	41,500	82,912	57,155	21	59,239	59,239	59,239	8	\$56,662	21	30
TEXAS	34,220	35,920	35,070	17	64,164	80,841	74,399	15	65,769	124,838	87,985	18	\$85,011	18	63
UTAH	.	.	.	.	46,260	82,896	64,686	20	.	.	.	.	\$64,686	20	4
VIRGINIA	.	.	.	.	52,000	73,700	60,633	14	57,000	80,300	65,860	19	\$63,247	17	6
WISCONSIN	41,247	62,740	47,342	16	43,800	72,007	52,541	17	52,815	52,815	52,815	16	\$50,933	17	16
VIRGIN ISLANDS	.	.	.	.	31,505	44,371	37,227	17	.	.	.	.	\$37,227	17	5
U.S. AVERAGE	29,037	100,400	48,655	18	31,200	151,797	65,217	19	45,000	185,000	82,328	18	\$68,059	18	501

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 2010

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ARKANSAS	.	.	.	.	92,820	96,341	94,581	24	100,980	100,980	100,980	3	\$96,714	22	3
COLORADO	.	.	.	.	97,000	107,200	102,100	18	103,500	103,500	103,500	10	\$102,567	15	3
FLORIDA	.	.	.	.	.	.	.	.	126,259	137,720	130,705	15	\$130,705	15	5
GEORGIA	.	.	.	.	63,620	106,912	75,968	21	.	.	.	.	\$75,968	21	6
IDAHO	.	.	.	.	80,974	80,974	80,974	18	101,421	101,421	101,421	14	\$91,198	16	2
ILLINOIS	.	.	.	.	74,600	97,200	82,267	16	78,760	193,533	115,774	19	\$105,722	18	10
INDIANA	37,000	37,000	37,000	18	43,250	105,655	71,586	23	.	.	.	.	\$67,262	22	8
IOWA	.	.	.	.	104,729	104,729	104,729	20	.	.	.	.	\$104,729	20	1
KANSAS	.	.	.	.	60,000	87,650	70,925	30	68,951	114,917	91,493	23	\$83,266	26	10
LOUISIANA	.	.	.	.	.	.	.	.	105,257	153,705	126,629	29	\$126,629	29	8
MARYLAND	.	.	.	.	140,691	140,691	140,691	28	.	.	.	.	\$140,691	28	1
MICHIGAN	.	.	.	.	64,374	111,310	91,736	20	50,595	117,128	90,238	15	\$90,987	17	8
MINNESOTA	127,800	127,800	127,800	34	.	.	.	.	.	.	.	.	\$127,800	34	1
MISSISSIPPI	.	.	.	.	126,000	126,000	126,000	30	133,750	133,750	133,750	11	\$129,875	20	2
MISSOURI	.	.	.	.	69,460	88,003	78,773	27	92,741	92,741	92,741	42	\$81,101	30	6
MONTANA	.	.	.	.	67,517	80,730	74,485	22	.	.	.	.	\$74,485	22	3
NEBRASKA	.	.	.	.	.	.	.	.	146,912	159,509	152,966	20	\$152,966	20	4
NEVADA	.	.	.	.	153,800	153,800	153,800	29	111,989	111,989	111,989	25	\$132,895	27	2
NEW MEXICO	.	.	.	.	69,906	76,448	73,177	28	.	.	.	.	\$73,177	28	2
NORTH CAROLINA	.	.	.	.	94,000	99,000	97,000	18	100,000	100,000	100,000	24	\$98,200	20	5
NORTH DAKOTA	.	.	.	.	78,830	112,790	95,810	29	92,030	92,030	92,030	30	\$94,550	29	3
OHIO	.	.	.	.	.	.	.	.	87,768	110,688	101,985	19	\$101,985	19	4
OKLAHOMA	34,812	57,492	43,352	18	37,200	103,668	64,775	18	96,360	96,360	96,360	24	\$63,140	18	20
OREGON	.	.	.	.	104,076	104,076	104,076	19	.	.	.	.	\$104,076	19	1
SOUTH DAKOTA	.	.	.	.	98,546	98,546	98,546	17	92,880	92,880	92,880	17	\$95,713	17	2
TENNESSEE	.	.	.	.	76,932	92,316	84,794	25	71,687	71,687	71,687	34	\$82,922	26	7
TEXAS	73,782	80,889	77,336	32	68,980	98,718	81,245	23	82,555	110,820	96,152	23	\$85,132	24	21
UTAH	.	.	.	.	53,064	87,240	75,024	19	.	.	.	.	\$75,024	19	3
VIRGINIA	.	.	.	.	66,571	95,000	78,626	13	69,400	69,400	69,400	18	\$77,089	14	6
WISCONSIN	.	.	.	.	91,983	104,029	95,346	25	.	.	.	.	\$95,346	25	4
PUERTO RICO	.	.	.	.	41,520	41,520	41,520	13	.	.	.	.	\$41,520	13	1
VIRGIN ISLANDS	.	.	.	.	.	.	.	.	50,734	50,734	50,734	18	\$50,734	18	1
U.S. AVERAGE	34,812	127,800	64,218	24	37,200	153,800	81,074	22	50,595	193,533	108,639	21	\$90,159	22	163

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS      TABLE 7  
 PREPARED BY USDA-AGRICULTURAL RESEARCH SERVICE  
 HUMAN RESOURCES DIVISION

December 2010

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

STATE	----- STATE STAFF-----			----- FIELD STAFF -----		
	BACHELOR	MASTERS	DOCTORATE	BACHELOR	MASTERS	DOCTORATE
ALABAMA	9	27	65	24	74	2
ALASKA	.	33	67	15	75	10
ARIZONA	4	18	77	5	84	10
ARKANSAS	25	37	38	29	70	.
CALIFORNIA	.	6	92	2	64	34
COLORADO	12	28	57	19	77	4
CONNECTICUT	19	22	52	11	81	8
DELAWARE	.	9	91	38	38	25
DISTRICT OF COLUMBIA	25	25	50	58	42	.
FLORIDA	.	2	98	16	75	8
GEORGIA	.	33	67	48	49	2
HAWAII	9	23	68	10	84	6
IDAHO	5	16	79	3	86	12
ILLINOIS	21	40	38	9	76	15
INDIANA	7	20	72	4	95	1
IOWA	24	32	43	40	52	8
KANSAS	24	30	43	69	29	2
KENTUCKY	5	46	50	44	55	1
LOUISIANA	19	19	60	43	52	5
MAINE	10	15	75	11	81	8
MARYLAND	2	24	74	10	83	7
MASSACHUSETTS	9	30	61	63	33	2
MICHIGAN	7	23	69	34	61	5
MINNESOTA	6	28	66	26	69	5
MISSISSIPPI	15	27	55	33	60	7
MISSOURI	15	38	48	2	90	8
MONTANA	18	26	54	49	51	.
NEBRASKA	1	10	88	7	89	5
NEVADA	3	46	51	7	60	13
NEW HAMPSHIRE	.	46	54	13	85	2
NEW JERSEY	.	13	87	.	91	9
NEW MEXICO	16	35	47	26	73	1
NEW YORK	2	62	36	39	58	3
NORTH CAROLINA	12	32	56	42	55	3
NORTH DAKOTA	15	29	56	76	23	1
OHIO	12	21	63	10	83	6
OKLAHOMA	18	22	57	49	50	1
OREGON	7	24	63	12	70	14
PENNSYLVANIA	6	17	77	40	53	6
RHODE ISLAND	17	40	43	.	100	.
SOUTH CAROLINA	11	28	61	29	67	3
SOUTH DAKOTA	14	22	64	64	34	2
TENNESSEE	9	41	50	27	72	1
TEXAS	24	32	38	28	68	4
UTAH	7	33	60	6	90	3
VERMONT	.	48	52	.	.	.
VIRGINIA	2	21	76	31	68	2
WASHINGTON	.	7	93	1	77	22
WEST VIRGINIA	2	62	32	3	95	2
WISCONSIN	19	44	37	14	83	3
WYOMING	3	27	70	26	72	2
GUAM	.	78	22	.	.	.
PUERTO RICO	.	71	29	46	53	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	12%	29%	58%	29%	65%	5%

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

TABLE 8

DECEMBER 2010

NATIONAL SUMMARY OF STATE EXTENSION DIRECTORS AND 1890 ADMINISTRATORS

SALARY RANGE	DIRECTORS	ASSOCIATE DIRECTORS	ASSISTANT DIRECTORS
\$225,000 AND ABOVE	8	1	1
\$220000 TO \$224999	1	.	.
\$215000 TO \$219999	1	.	.
\$210000 TO \$214999	3	.	.
\$205000 TO \$209999	4	1	1
\$200000 TO \$204999	1	.	.
\$195000 TO \$199999	.	2	.
\$190000 TO \$194999	3	1	2
\$185000 TO \$189999	2	1	.
\$180000 TO \$184999	4	1	2
\$175000 TO \$179999	2	2	2
\$170000 TO \$174999	3	3	.
\$165000 TO \$169999	.	3	.
\$160000 TO \$164999	2	3	.
\$155000 TO \$159999	.	6	1
\$150000 TO \$154999	1	5	2
\$145000 TO \$149999	.	7	3
\$140000 TO \$144999	3	3	3
\$135000 TO \$139999	1	1	1
\$130000 TO \$134999	2	6	2
\$125000 TO \$129999	2	4	3
\$120000 TO \$124999	.	2	5
\$115000 TO \$119999	3	2	3
\$110000 TO \$114999	2	2	3
\$105000 TO \$109999	.	6	3
\$100000 TO \$104999	1	3	6
\$95,000 TO \$99,999	.	4	3
\$90,000 TO \$94,999	1	4	5
\$85,000 TO \$89,999	1	3	3
\$80,000 TO \$84,999	2	2	3
\$75,000 TO \$79,999	1	5	1
BELOW \$75,000	2	3	8
<b>TOTALS</b>	<b>56</b>	<b>86</b>	<b>66</b>
<b>HIGH SALARY</b>	<b>\$260,004</b>	<b>\$226,652</b>	<b>\$239,235</b>
<b>AVERAGE SALARY</b>	<b>\$167,186</b>	<b>\$131,081</b>	<b>\$116,431</b>

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

TABLE 9

DECEMBER 2010

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	14	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	1	4	2.0	6	4.2	18	14.1	1	0.8	9	8.7	38	29.8
DELAWARE	3	2	1.4	6	5.5	7	5.3	.	.	6	5.6	21	17.7
FLORIDA	1	.	.	.	.	4	2.9	.	.	.	.	4	2.9
GEORGIA	3	1	1.0	6	5.6	8	5.3	.	.	8	8.0	23	19.9
MARYLAND	1	1	1.0	.	.	.	.	.	.	1	1.0	2	2.0
MISSISSIPPI	12	2	1.0	.	.	4	4.0	5	5.0	17	17.0	28	27.0
MISSOURI	1	.	.	.	.	3	2.9	.	.	.	.	3	2.9
NORTH CAROLINA	1	4	3.6	7	6.8	11	11.0	3	3.0	16	12.5	41	36.9
OKLAHOMA	1	3	0.4	1	1.0	7	4.0	2	2.0	.	.	13	7.4
SOUTH CAROLINA	5	3	2.2	.	.	8	7.5	.	.	11	11.0	22	20.7
TENNESSEE	12	1	1.0	5	5.0	10	9.3	.	.	14	14.0	30	29.3
TEXAS	1	4	1.9	4	4.0	10	8.4	1	1.0	36	35.3	55	50.6
VIRGINIA	1	3	2.2	.	.	11	10.8	.	.	.	.	14	13.0
1890 TOTAL	64	32	20.5	45	42.1	116	97.9	13	12.8	147	142.1	353	315.3

ANNUAL SALARY PER FTE - SPECIALISTS AND COUNTY EXTENSION AGENTS

TABLE 10

STATE	SPECIALISTS					COUNTY AGENTS				
	NO	FTE	LOW	HIGH	AVE	NO	FTE	LOW	HIGH	AVE
ALABAMA	11	9.2	\$46,062	\$87,313	\$71,626	23	23.0	\$28,625	\$62,667	\$44,843
TUSKEGEE	4	3.4	\$45,279	\$61,800	\$52,070	6	6.0	\$29,547	\$41,194	\$36,931
ARKANSAS	16	13.4	\$30,900	\$86,061	\$52,910	9	8.7	\$28,000	\$40,000	\$31,320
DELAWARE	6	4.3	\$31,212	\$59,670	\$48,139	6	5.6	\$38,194	\$70,040	\$51,882
FLORIDA	4	2.9	\$32,000	\$59,860	\$49,696	.	.	.	.	.
GEORGIA	8	5.3	\$49,084	\$105,000	\$66,336	8	8.0	\$33,052	\$52,819	\$41,489
MARYLAND	.	.	.	.	.	1	1.0	\$131,906	\$131,906	\$131,906
MISSISSIPPI	4	4.0	\$36,688	\$54,091	\$47,926	17	17.0	\$22,500	\$40,971	\$29,522
MISSOURI	3	2.9	\$33,438	\$83,000	\$57,629	.	.	.	.	.
NORTH CAROLINA	11	11.0	\$54,652	\$97,603	\$81,639	16	12.5	\$36,407	\$74,077	\$49,927
OKLAHOMA	7	4.0	\$47,967	\$73,332	\$58,822	.	.	.	.	.
SOUTH CAROLINA	8	7.5	\$39,410	\$73,316	\$59,592	11	11.0	\$37,132	\$61,462	\$47,992
TENNESSEE	10	9.3	\$40,789	\$74,930	\$55,360	14	14.0	\$28,772	\$46,524	\$35,834
TEXAS	10	8.4	\$34,160	\$75,319	\$60,045	36	35.3	\$30,250	\$60,273	\$44,688
VIRGINIA	11	10.8	\$50,215	\$70,853	\$59,350	.	.	.	.	.
TOTAL	113	96.1	\$30,900	\$105,000	\$60,346	147	142.1	\$22,500	\$131,906	\$42,510

SALARY ANALYSIS OF COOPERATIVE EXTENSION SERVICE POSITIONS  
FOR 1890 ORGANIZATIONS & TUSKEGEE  
DECEMBER 2010

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	.	.	.	.	46,062	87,313	67,714	32	72,562	81,454	76,320	15	\$71,626	24	11
TUSKEGEE	.	.	.	.	45,279	45,279	45,279	15	45,419	61,800	54,334	48	\$52,070	40	4
ARKANSAS	30,900	30,900	30,900	**	31,756	57,639	46,050	89	47,663	86,061	59,930	60	\$52,910	74	16
DELAWARE	31,212	41,541	36,377	**	47,500	47,500	47,500	99	53,323	59,670	56,194	**	\$48,139	**	6
FLORIDA	.	.	.	.	32,000	49,845	40,923	16	57,078	59,860	58,469	24	\$49,696	20	4
GEORGIA	.	.	.	.	49,084	56,153	52,107	82	70,517	105,000	80,565	37	\$66,336	60	8
MISSISSIPPI	54,091	54,091	54,091	11	36,688	47,574	42,131	22	53,352	53,352	53,352	15	\$47,926	17	4
MISSOURI	.	.	.	.	83,000	83,000	83,000	24	33,438	56,448	44,943	21	\$57,629	22	3
NORTH CAROLINA	.	.	.	.	54,652	90,552	71,946	50	71,385	97,603	85,274	54	\$81,639	53	11
OKLAHOMA	51,252	51,252	51,252	11	47,967	54,687	51,327	21	57,468	73,332	64,463	37	\$58,822	28	7
SOUTH CAROLINA	62,504	65,913	63,897	15	39,410	59,410	52,932	82	73,316	73,316	73,316	**	\$59,592	60	8
TENNESSEE	.	.	.	.	40,789	64,094	52,532	62	50,194	74,930	58,189	77	\$55,360	69	10
TEXAS	34,160	55,389	48,296	22	55,125	75,319	63,434	54	64,060	74,327	69,194	17	\$60,045	37	10
VIRGINIA	.	.	.	.	50,215	63,009	57,623	22	56,396	70,853	61,421	19	\$59,350	21	11
1890 TOTAL	30,900	65,913	49,598	40	31,756	90,552	56,014	52	33,438	105,000	66,385	47	\$60,346	48	1

NATIONAL SUMMARY - FIELD STAFF

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

TABLE 12

STATE	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
ALABAMA	28,625	54,151	39,885	41	38,282	62,667	47,012	60	.	.	.	.	\$44,843	54	23
TUSKEGEE	31,833	38,707	35,270	17	29,547	41,194	37,761	22	.	.	.	.	\$36,931	21	6
ARKANSAS	28,000	40,000	30,860	90	35,000	35,000	35,000	**	61,930	88,172	75,051	62	\$39,271	86	11
DELAWARE	38,194	38,194	38,194	**	44,217	57,852	50,764	35	70,040	70,040	70,040	**	\$51,882	58	6
GEORGIA	33,052	43,038	39,735	37	37,644	52,819	44,413	43	.	.	.	.	\$41,489	39	8
MARYLAND	.	.	.	.	131,906	131,906	131,906	17	.	.	.	.	\$131,906	17	1
MISSISSIPPI	22,500	29,378	25,647	12	23,919	40,971	31,635	13	.	.	.	.	\$29,522	13	17
NORTH CAROLINA	.	.	.	.	36,407	74,077	50,818	75	36,571	36,571	36,571	**	\$49,927	77	16
SOUTH CAROLINA	37,132	61,462	45,383	81	37,519	61,141	52,558	11	.	.	.	.	\$47,992	55	11
TENNESSEE	28,772	44,555	35,022	56	31,838	46,524	36,646	42	.	.	.	.	\$35,834	49	14
TEXAS	30,250	56,034	42,205	80	37,001	60,273	46,108	74	57,451	57,451	57,451	**	\$44,688	77	36
1890 TOTAL	22,500	61,462	37,720	62	23,919	131,906	45,406	52	36,571	88,172	62,833	86	\$42,947	57	149

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 2010

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	37,050	115,309	58,492	20	31,804	162,910	72,609	20	35,958	192,708	95,744	19	\$84,760	19	583
SOUTHERN	22,080	140,364	45,333	17	22,679	142,814	56,075	17	29,131	238,680	89,656	19	\$72,756	18	1607
WESTERN	21,338	142,700	46,882	17	29,640	177,189	61,976	18	27,102	193,667	90,830	19	\$81,188	18	752
NORTH CENTRAL	27,725	140,230	53,229	17	28,225	150,000	66,776	19	27,775	220,892	95,636	18	\$82,177	18	1428
U.S. TOTAL	21,338	142,700	49,369	17	22,679	177,189	62,938	18	27,102	238,680	92,645	18	\$78,887	18	4370

NATIONAL SUMMARY - UNIVERSITY DEPARTMENT HEAD

TABLE 14

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2010

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	.	.	.	.	51,575	118,141	100,051	21	68,067	260,532	148,044	21	\$142,127	21	73
SOUTHERN	92,400	92,400	92,400	28	67,000	113,000	82,870	20	27,144	187,008	130,232	22	\$127,250	22	108
WESTERN	26,420	26,420	26,420	17	80,388	80,388	80,388	15	72,982	209,101	133,712	18	\$131,241	18	65
NORTH CENTRAL	51,578	115,734	88,581	19	51,781	171,705	95,413	18	56,929	256,222	136,250	19	\$128,872	19	155
U.S. TOTAL	26,420	115,734	81,289	20	51,575	171,705	94,101	19	27,144	260,532	136,214	20	\$131,232	20	401

NATIONAL SUMMARY - DISTRICT/AREA SPECIALIST

TABLE 15

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2010

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	44,566	44,566	44,566	18	49,980	99,007	68,284	18	52,020	127,330	80,271	17	\$70,730	18	54
SOUTHERN	32,000	68,319	48,635	21	31,505	82,912	59,826	19	53,086	124,838	82,906	18	\$68,821	19	166
WESTERN	38,949	47,300	43,803	17	37,375	151,797	89,486	18	53,100	154,008	96,457	14	\$86,795	17	42
NORTH CENTRAL	29,037	100,400	49,121	17	31,200	104,510	62,489	19	45,000	185,000	79,551	18	\$63,634	19	239
U.S. TOTAL	29,037	100,400	48,655	18	31,200	151,797	65,217	19	45,000	185,000	82,328	18	\$68,059	18	501

NATIONAL SUMMARY - DISTRICT STAFF

TABLE 16

SALARY PER FTE BY HIGHEST DEGREE LEVEL AND AVERAGE YEARS OF SERVICE DECEMBER 2010

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	.	.	.	.	140,691	140,691	140,691	28	.	.	.	.	\$140,691	28	1
SOUTHERN	34,812	80,889	56,945	24	37,200	126,000	77,320	20	50,734	153,705	109,866	23	\$86,460	21	85
WESTERN	.	.	.	.	53,064	153,800	87,533	22	101,421	111,989	105,637	16	\$90,928	21	16
NORTH CENTRAL	37,000	127,800	82,400	26	43,250	112,790	82,861	24	50,595	193,533	107,778	21	\$94,283	22	61
U.S. TOTAL	34,812	127,800	64,218	24	37,200	153,800	81,074	22	50,595	193,533	108,639	21	\$90,159	22	163

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 2010

REGION	BACHELOR				MASTERS				DOCTORATE				OVERALL AVERAGE		
	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	LOW	HIGH	AVE	YR	SALARY	YEARS	NO.
NORTHEASTERN	24,000	96,589	44,808	17	21,162	204,413	62,118	18	39,924	306,303	77,155	17	\$57,302	18	1190
SOUTHERN	26,351	88,103	42,226	18	22,498	147,403	54,608	18	36,104	115,688	64,437	18	\$50,516	18	3569
WESTERN	20,410	110,300	44,455	18	21,911	146,000	64,139	19	38,542	139,316	75,638	18	\$62,716	19	1092
NORTH CENTRAL	31,820	98,295	48,457	18	23,770	120,055	57,271	19	43,000	94,896	61,686	17	\$55,165	18	2180
U.S. TOTAL	20,410	110,300	44,293	18	21,162	204,413	57,889	19	36,104	306,303	69,375	18	\$54,442	18	8031

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

TABLE 18

DECEMBER 2010

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	283	41	32.5	198	128.6	732	495.7	165	66.3	1221	1177.9	2357	1900.9
SOUTHERN	1333	68	58.6	325	265.3	1923	1598.4	124	114.2	3591	3567.3	6031	5603.8
WESTERN	399	36	27.6	154	116.7	879	590.2	54	49.7	1146	1072.6	2269	1856.8
NORTH CENTRAL	868	40	34.2	341	275.2	1856	1287.3	191	180.2	2205	2155.8	4633	3932.7
US TOTAL	2883	185	152.9	1018	785.7	5390	3971.6	534	410.4	8163	7973.6	15290	13294.2