



## Comparison of Southern State Public Official Salaries (April 1, 2026)

### Executive Summary

States in the South vary greatly in the titles and positions held by elected officials. For example, Florida and South Carolina do not elect a Lieutenant Governor, while in West Virginia, the Senate President serves a dual role as Lieutenant Governor and Senate President. Likewise, salary structures vary greatly, as does the availability of public information on compensation amongst various roles and offices. While CSG does not conduct research on local elected officials, the following tables (below) compare elected state officials – as well as university system leaders and institutional leaders – from across the CSG South region. This research memo provides information based on Fiscal Year 2025 data.

### Findings and Analysis

## State Executive Branch and Cabinet Members’ Compensation

State	Annual Salary for Governor	Source(s)
Alabama	\$131,800	<a href="#">Alabama Department of Finance</a>
Arkansas	\$168,439	<a href="#">Independent Citizens Commission of Arkansas Salary Adjustment Resolution (November 14, 2025)</a>
Florida	\$141,400	<a href="#">State of Florida Transparency Portal</a>
Georgia	\$185,000	<a href="#">Open Georgia Transparency Portal</a>
Kentucky	\$184,826	<a href="#">Transparency Kentucky</a>
Louisiana	\$130,000	<a href="#">State of Louisiana Checkbook</a>
Mississippi	\$122,160	<a href="#">Mississippi State Personnel Board</a>
Missouri	\$141,174	<a href="#">Missouri Office of Administration</a>
North Carolina	\$203,073	<a href="#">North Carolina Office of the State Controller</a>
Oklahoma	\$147,000	<a href="#">Oklahoma Office of Management and Enterprise Services</a>
South Carolina	\$106,078	<a href="#">South Carolina Department of Administration</a>
Tennessee	\$239,760	<a href="#">Transparent Tennessee</a>
Texas	\$153,750	<a href="#">State of Texas Salaries Explorer</a>
Virginia	\$175,000	<a href="#">Virginia Auditor of Public Accounts</a>
West Virginia	\$150,000	<a href="#">W. Va. Code §6-7-2</a>

State	Annual Salary for Lieutenant Governor	Source(s)
Alabama	\$71,924	<a href="#">Alabama Department of Finance</a>
Arkansas	\$49,558	<a href="#">Independent Citizens Commission of Arkansas Salary Adjustment Resolution (November 14, 2025)</a>
Florida	\$135,516	<a href="#">State of Florida Transparency Portal</a>
Georgia	\$96,609	<a href="#">Open Georgia Transparency Portal</a>
Kentucky	\$157,128	<a href="#">Transparency Kentucky</a>
Louisiana	\$124,300	<a href="#">State of Louisiana Checkbook</a>
Mississippi	\$60,000	<a href="#">Mississippi State Personnel Board</a>
Missouri	\$86,607	<a href="#">Missouri Office of Administration</a>
North Carolina	\$168,384	<a href="#">North Carolina Office of the State Controller</a>



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State	Annual Salary for Lieutenant Governor	Source(s)
Oklahoma	\$114,713	<a href="#">Oklahoma Office of Management and Enterprise Services</a>
South Carolina	\$46,545	<a href="#">South Carolina Department of Administration</a>
Tennessee	\$33,060	<a href="#">Transparent Tennessee</a>
Texas	\$7,200	<a href="#">State of Texas Salaries Explorer</a>
Virginia	\$36,321	<a href="#">Virginia Auditor of Public Accounts</a>
West Virginia	\$23,000	<a href="#">W. Va. Code §4-2A-4</a>

State	Annual Salary for Attorney General	Source(s)
Alabama	\$201,444	<a href="#">Alabama Department of Finance</a>
Arkansas	\$155,298	<a href="#">Independent Citizens Commission of Arkansas Salary Adjustment Resolution (November 14, 2025)</a>
Florida	\$139,988	<a href="#">State of Florida Transparency Portal</a>
Georgia	\$144,169	<a href="#">Open Georgia Transparency Portal</a>
Kentucky	\$157,128	<a href="#">Transparency Kentucky</a>
Louisiana	\$127,000	<a href="#">State of Louisiana Checkbook</a>
Mississippi	\$108,960	<a href="#">Mississippi State Personnel Board</a>
Missouri	\$124,126	<a href="#">Missouri Office of Administration</a>
North Carolina	\$168,384	<a href="#">North Carolina Office of the State Controller</a>
Oklahoma	\$132,825	<a href="#">Oklahoma Office of Management and Enterprise Services</a>
South Carolina	\$208,000	<a href="#">South Carolina Department of Administration</a>
Tennessee	\$288,888	<a href="#">Transparent Tennessee</a>
Texas	\$153,750	<a href="#">State of Texas Salaries Explorer</a>
Virginia	\$150,000	<a href="#">Virginia Auditor of Public Accounts</a>
West Virginia	\$95,000	<a href="#">W. Va. Code §6-7-2</a>

State	Annual Salary for Secretary of State	Source(s)
Alabama	\$67,296	<a href="#">Alabama Department of Finance</a>
Arkansas	\$111,772	<a href="#">Independent Citizens Commission of Arkansas Salary Adjustment Resolution (November 14, 2025)</a>
Florida	\$188,103	<a href="#">State of Florida Transparency Portal</a>
Georgia	\$123,637	<a href="#">Open Georgia Transparency Portal</a>
Kentucky	\$157,128	<a href="#">Transparency Kentucky</a>
Louisiana	\$127,069	<a href="#">State of Louisiana Checkbook</a>
Mississippi	\$90,000	<a href="#">Mississippi State Personnel Board</a>
Missouri	\$109,772	<a href="#">Missouri Office of Administration</a>
North Carolina	\$168,384	<a href="#">North Carolina Office of the State Controller</a>
Oklahoma	\$65,000	<a href="#">Oklahoma Office of Management and Enterprise Services</a>
South Carolina	\$135,000	<a href="#">South Carolina Department of Administration</a>
Tennessee	\$288,888	<a href="#">Transparent Tennessee</a>
Texas	\$197,415	<a href="#">State of Texas Salaries Explorer</a>
Virginia	\$209,190	<a href="#">Virginia Auditor of Public Accounts</a>
West Virginia	\$95,000	<a href="#">W. Va. Code §6-7-2</a>



## State Legislative Compensation

State	Base Legislative Pay	Mileage Reimbursement Rate(s)	Source(s)
Alabama	\$62,212	\$0.725 per mile	<a href="#">Alabama Legislative Services Agency</a>
Arkansas	\$45,696	-	<a href="#">Independent Citizens Commission of Arkansas Salary Adjustment Resolution (November 14, 2025)</a>
Florida	\$29,697	\$0.445 per mile	<a href="#">Florida Office of Economic and Demographic Research</a>
Georgia	\$25,315	\$0.725 per mile	<a href="#">Open Georgia Transparency Portal</a>
Kentucky	\$222 per day in-session	\$0.725 per mile	<a href="#">Kentucky Legislative Research Commission</a>
Louisiana	\$16,800	\$0.725 per mile	<a href="#">Louisiana Legislative Fiscal Office</a>
Mississippi	\$23,500	\$0.725 per mile	<a href="#">Mississippi State Personnel Board</a>
Missouri	\$41,770	\$0.725 per mile	<a href="#">Missouri Office of Administration</a>
North Carolina	\$13,951	\$0.29 per mile	<a href="#">North Carolina Office of the State Controller</a>
Oklahoma	\$47,500	\$0.725 per mile	<a href="#">Oklahoma Office of Management and Enterprise Services</a>
South Carolina	\$10,400	\$0.725 per mile	<a href="#">South Carolina Department of Administration</a>
Tennessee	\$33,060	\$0.725 per mile	<a href="#">Transparent Tennessee</a>
Texas	\$7,200	-	<a href="#">State of Texas Salaries Explorer</a>
Virginia	\$17,640 (House) \$18,000 (Senate)	\$0.725 per mile	<a href="#">Virginia Auditor of Public Accounts</a>
West Virginia	\$23,000	\$0.725 per mile	<a href="#">W. Va. Code §4-2A-1, et seq.</a>

\*Sources also include the [National Conference of State Legislatures \(2025\)](#)

## State Higher Education Officials Compensation

State	System	Role	Annual Salary
Alabama	• University of Alabama System	• Chancellor	• \$884,716
	• Alabama Commission on Higher Education	• Executive Director	• \$417,914
Arkansas	• University of Arkansas System	• President	• \$600,000
	• Arkansas State University System	• President	• \$450,000
Florida	State University System of Florida	Chancellor	\$441,252
Georgia	University System of Georgia	Chancellor	\$572,500
Kentucky	Kentucky Council on Postsecondary Education	President	\$360,000
Louisiana	• University of Louisiana System	• President	• \$575,416
	• Louisiana Board of Regents	• Commissioner	• \$456,423
Mississippi	Mississippi Institutions of Higher Learning System	Commissioner	\$358,313
Missouri	• University of Missouri System	• President	• ~\$1.1 million
	• Missouri Department of Higher Education and Workforce Development	• Commissioner	• \$207,346
North Carolina	University of North Carolina System	President	\$600,000



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<b>Oklahoma</b>	Oklahoma State System of Higher Education	Chancellor	\$415,000
<b>South Carolina</b>	<ul style="list-style-type: none"> <li>University of South Carolina System</li> <li>South Carolina Commission on Higher Education</li> </ul>	<ul style="list-style-type: none"> <li>President</li> <li>President</li> </ul>	<ul style="list-style-type: none"> <li>\$440,230</li> <li>\$240,071</li> </ul>
<b>Tennessee</b>	<ul style="list-style-type: none"> <li>Tennessee Higher Education Commission</li> <li>Tennessee Board of Regents</li> <li>University of Tennessee System</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director</li> <li>Chancellor</li> <li>President</li> </ul>	<ul style="list-style-type: none"> <li>\$276,060</li> <li>\$431,610</li> <li>≈\$1.0 million</li> </ul>
<b>Texas</b>	<ul style="list-style-type: none"> <li>Texas Higher Education Coordinating Board</li> <li>University of Houston System</li> <li>University of North Texas System</li> <li>University of Texas System</li> <li>Texas A&amp;M University System</li> <li>Texas State University System</li> <li>Texas Tech University System</li> </ul>	<ul style="list-style-type: none"> <li>Commissioner</li> <li>Chancellor</li> <li>Chancellor</li> <li>Chancellor</li> <li>Chancellor</li> <li>Chancellor</li> <li>Chancellor</li> </ul>	<ul style="list-style-type: none"> <li>\$325,000</li> <li>≈\$1.9 million</li> <li>\$950,000</li> <li>≈\$1.2 million</li> <li>≈\$1.2 million</li> <li>≈\$1.0 million</li> <li>≈\$1.2 million</li> </ul>
<b>Virginia</b>	<ul style="list-style-type: none"> <li>State Council of Higher Education for Virginia</li> <li>University of Virginia System</li> <li>Virginia Commonwealth University System</li> </ul>	<ul style="list-style-type: none"> <li>Executive Director</li> <li>President</li> <li>President</li> </ul>	<ul style="list-style-type: none"> <li>\$350,000</li> <li>≈\$1.3 million</li> <li>\$896,000</li> </ul>
<b>West Virginia</b>	West Virginia Higher Education Policy Commission	Chancellor	\$291,379

State	Institution	President's Total Compensation	Base Pay	Base Pay %
Arkansas	Arkansas State University at Jonesboro	\$467,202	\$401,455	85.90%
Arkansas	University of Central Arkansas	\$437,572	\$375,818	85.90%
Florida	Florida State University	\$1,396,984	\$857,836	61.40%
Florida	University of Florida	\$1,189,264	\$978,693	82.30%
Florida	University of Central Florida	\$1,134,749	\$724,713	63.90%
Florida	University of South Florida	\$1,105,085	\$677,683	61.30%
Florida	Florida A&M University	\$907,677	\$662,174	73.00%
Florida	University of Florida	\$900,631	\$877,395	97.40%
Florida	University of North Florida	\$702,889	\$498,084	70.90%
Georgia	Augusta University	\$993,819	\$862,001	86.70%
Georgia	Georgia State University	\$934,811	\$837,700	89.60%
Georgia	Georgia Institute of Technology	\$793,576	\$637,700	80.40%
Georgia	Kennesaw State University	\$586,696	\$449,800	76.70%
Georgia	Georgia Southern University	\$516,179	\$449,800	87.10%
Georgia	University of West Georgia	\$422,864	\$325,200	76.90%
Georgia	Valdosta State University	\$337,195	\$294,995	87.50%
Kentucky	University of Kentucky	\$1,612,858	\$1,064,221	66.00%
Kentucky	University of Louisville	\$988,581	\$842,077	85.20%
Kentucky	Northern Kentucky University	\$304,900	\$225,817	74.10%
Louisiana	Louisiana State University at Baton Rouge	\$835,473	\$711,885	85.20%
Louisiana	University of Louisiana at Lafayette	\$552,999	\$450,500	81.50%
Louisiana	Louisiana Tech University	\$430,692	\$381,428	88.60%
Louisiana	University of Louisiana at Monroe	\$318,437	\$296,477	93.10%



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Mississippi	University of Mississippi	\$855,240	\$843,179	98.60%
Missouri	University of Missouri at Columbia	\$1,145,363	\$865,000	75.50%
Missouri	University of Missouri at Kansas City	\$617,945	\$455,333	73.70%
Missouri	Missouri University of Science and Technology	\$587,277	\$569,997	97.10%
Missouri	University of Missouri at St. Louis	\$466,243	\$446,333	95.70%
North Carolina	North Carolina State University	\$733,025	-	-
North Carolina	University of North Carolina at Greensboro	\$451,926	-	-
North Carolina	East Carolina University	\$441,324	-	-
North Carolina	North Carolina A&T State University	\$433,848	-	-
North Carolina	University of North Carolina at Wilmington	\$400,400	-	-
North Carolina	Western Carolina University	\$358,575	-	-
North Carolina	University of North Carolina at Chapel Hill	\$684,053	-	-
North Carolina	University of North Carolina at Charlotte	\$579,237	-	-
North Carolina	Winston-Salem State University	\$231,695	-	-
Oklahoma	Oklahoma State University at Stillwater	\$797,756	\$701,306	87.90%
Oklahoma	University of Oklahoma at Norman	\$667,524	\$495,101	74.20%
South Carolina	Clemson University	\$1,185,150	\$994,218	83.90%
South Carolina	University of South Carolina at Columbia	\$910,971	\$908,537	99.70%
Tennessee	University of Tennessee at Knoxville	\$877,220	\$820,000	93.50%
Tennessee	University of Memphis	\$735,897	\$645,775	87.80%
Tennessee	East Tennessee State University	\$481,900	\$450,000	93.40%
Tennessee	University of Tennessee at Chattanooga	\$452,646	\$397,812	87.90%
Tennessee	Tennessee Technological University	\$449,047	\$413,400	92.10%
Texas	University of Houston	\$1,901,444	\$1,349,780	71.00%
Texas	University of Texas at Austin	\$1,454,535	\$1,428,042	98.20%
Texas	Texas Tech University	\$922,592	\$674,537	73.10%
Texas	University of Texas-Rio Grande Valley	\$780,577	\$763,721	97.80%
Texas	Texas State University	\$707,655	\$683,888	96.60%
Texas	Texas A&M University at College Station	\$706,428	\$590,972	83.70%
Texas	University of North Texas	\$686,595	\$669,613	97.50%
Texas	University of Texas at San Antonio	\$686,524	\$669,047	97.50%
Texas	University of Texas at Arlington	\$652,348	\$603,750	92.60%
Texas	University of Texas at Dallas	\$647,111	\$627,319	96.90%



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Texas	Texas A&M University at College Station	\$614,373	\$599,220	97.50%
Texas	University of Texas at El Paso	\$612,777	\$599,235	97.80%
Texas	Sam Houston State University	\$606,261	\$572,067	94.40%
Texas	Texas A&M University at Commerce	\$541,880	\$415,000	76.60%
Texas	Lamar University	\$493,948	\$467,074	94.60%
Virginia	University of Virginia	\$1,328,724	\$874,468	65.80%
Virginia	George Mason University	\$990,203	\$755,155	76.30%
Virginia	College of William & Mary	\$940,764	\$673,364	71.60%
Virginia	Virginia Commonwealth University	\$929,331	\$708,437	76.20%
Virginia	Virginia Tech	\$869,408	\$809,694	93.10%
Virginia	Old Dominion University	\$811,246	\$606,515	74.80%
Virginia	James Madison University	\$568,521	-	-
West Virginia	West Virginia University	\$805,499	\$795,496	98.80%

**Source(s):** CSG South staff analysis of data from *The Chronicle of Higher Education*, <https://www.chronicle.com/article/higher-ed-pay-tracker>.