

EXHIBIT C

State	Starting salary for entry level officer
Oregon	\$55,080.00
Massachusetts	\$55,000.00
Alaska	\$54,000.00
New York	\$53,304.00
Washington	\$52,080.00
New Jersey	\$52,000.00
Minnesota	\$51,198.00
California	\$49,972.00
North Dakota	\$49,632.00
Illinois	\$48,168.00
Louisiana	\$46,613.00
Rhode Island	\$46,394.00
Hawaii	\$46,164.00
Wisconsin	\$45,801.00
Wyoming	\$45,768.00
Nebraska	\$44,990.40
Iowa	\$44,640.00
Ohio	\$43,929.60
New Hampshire	\$43,000.00
Michigan	\$42,016.00
Colorado	\$41,348.00
Nevada	\$41,321.00
Georgia	\$41,236.00
Montana	\$41,163.20
Pennsylvania	\$41,000.00
Texas	\$40,350.00
Kansas	\$39,852.00
Indiana	\$39,213.00
Oklahoma	\$38,334.00
Maine	\$38,188.80
South Dakota	\$37,419.00
Florida	\$36,222.68
Missouri	\$36,084.00
Tennessee	\$35,604.00
Alabama	\$35,589.60
Virginia	\$35,500.00
New Mexico	\$35,422.00
Vermont	\$35,068.00
Connecticut	\$35,000.00
Maryland	\$35,000.00
Utah	\$34,819.00
Idaho	\$34,340.00
Arkansas	\$33,861.00
Arizona	\$33,435.00
North Carolina	\$33,320.00
South Carolina	\$32,551.00
West Virginia	\$31,726.00
Delaware	\$31,568.00
Kentucky	\$29,500.00
Mississippi	\$28,825.14