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ADVISOR BUSINESS

# Average Salary By State

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 **Written By Belle Wong, J.D.**  
Contributor

[& 1 other](#) 

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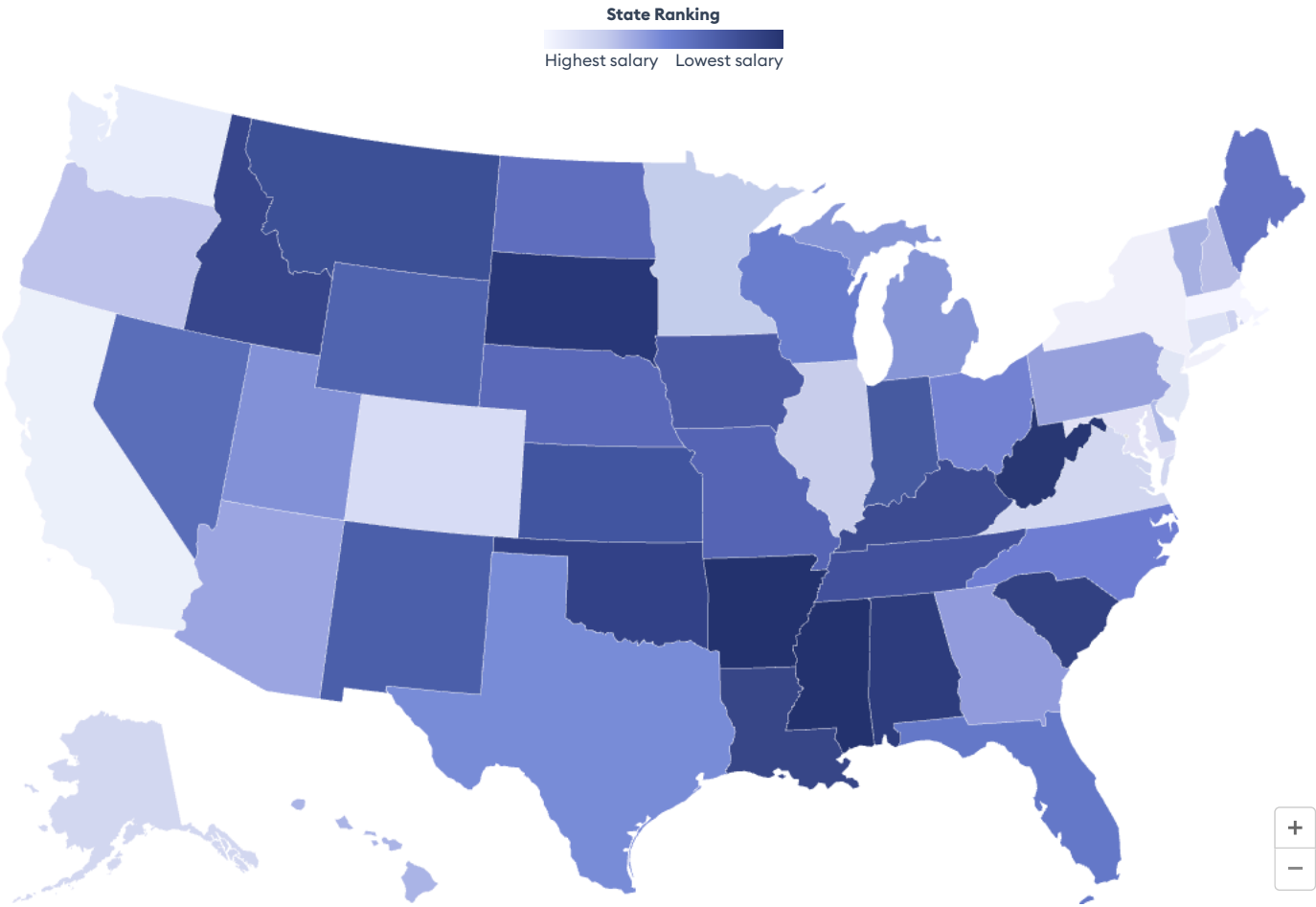
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From the highest to the lowest, these figures will give you the full picture of salaries from state to state, by occupation and by gender. And if you’re an employer, processing accurate payroll that falls in line with these averages is key—our reviews of the [best payroll services](#) can help you do just that.

Average Salary by State in the U.S.



Source: Bureau of Labor Statistics



Source: Forbes Advisor • Embed

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We’ve crunched numbers from Bureau of Labor Statistics<sup>1</sup> data to bring you a detailed overview of average salaries across the nation. From the highest earners to the lowest, here are the insights you need to put the U.S. earnings landscape into perspective.

Average Annual Salary Across the U.S.

- Average annual salary nationwide: \$59,428.
- Average hourly rate nationwide: \$28.34.

Before diving into the specifics, let’s look at the big picture: The average annual salary across the U.S. is \$59,428. But that’s not the whole story. Shifting our gaze to the hourly perspective, the average hourly rate clocks in at \$28.34. These two figures, while distinct, come together to help paint a broader picture of the earnings landscape across the nation.

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APY ⓘ

May 19, 2025

4.40%

MIN. DEPOSIT

\$500.00

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\$880

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3.60%

MIN. DEPOSIT

\$0.00

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4.00%

MIN. DEPOSIT

\$0.00

EST. EARNINGS ⓘ

\$800

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AM EX Savings

American Express National Bank Member FDIC

American Express® High Yield Savings Account

MEMBER FDIC

APY ⓘ

May 19, 2025

3.60%

MIN. DEPOSIT

\$0.00

EST. EARNINGS ⓘ

\$720

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Western Alliance Bank

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Western Alliance Bank High-Yield Savings Premier

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4.30%

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\$860

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of 3

States With the Highest Average Salaries

- Massachusetts: \$76,600
- New York: \$74,870
- California: \$73,220

When it comes to the highest average salaries, three states stand out: Massachusetts, New York, and California.

Leading the pack? Masschusetts, where the average salary is an impressive \$76,600. New Yorkplaces a close second, with an average annual salary of \$74,870, and California rounds out the top three list with an average salary of \$73,220. The high average salaries in these states reflect not only the states’ economic strength, but also add to their allure as top destinations for career growth and opportunities.

States With the Lowest Average Salaries

- Mississippi: \$45,180
- Arkansas: \$48,570
- West Virginia: \$49,170

Mississippi, Arkansas and West Virginia sit at the other end of the salary spectrum, with Mississippi reporting the lowest average salary across the U.S. at \$45,180. Arkansas isn’t too far ahead at \$48,570, while West Virginia comes in at a slightly higher \$49,170. While these three states offer the lowest average salaries, it’s worth noting that cost of living often aligns with local income levels, which may counter the drawbacks of a lower salary.

The Region With the Highest Average Salary Is the Northeast

- Northeast: \$65,383
- West: 60,579
- Midwest: \$56,114
- South: \$54,718

Shifting the focus to regional averages, we find the Northeast emerging as the leader, with an average salary of \$65,383. The West comes next with an average salary of \$60,579, followed by the Midwest at \$56,114 and the South at \$54,718. These regional differences highlight the economic diversity across the country and underscore the influence of local industries and cost of living on average salaries.

States With the Highest Average Salary, According to Region

- The state in the Northeast with the highest average salary is Massachusetts at \$76,600.
- The state in the West with the highest average salary is California at \$73,220.
- The state in the South with the highest average salary is Maryland at \$69,750.
- The state in the Midwest with the highest average salary is Illinois at \$63,930.

Within each region of the U.S., certain states rise to the top in terms of average salaries: Massachusetts in the Northeast with \$76,600, California in the West with \$73,220, Maryland in the South with \$69,750 and Illinois in the Midwest with \$63,930. These figures provide a snapshot of the economic leaders within each region, illustrating the impact of state-specific industries and economies.

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State	Annual Average Wage	Average Hourly Wage
Alabama	\$50,620	\$24.32
Alaska	\$66,130	\$31.79
Arizona	\$58,620	\$28.18
Arkansas	\$48,570	\$23.35
California	\$73,220	\$35.20
Colorado	\$67,870	\$32.63
Connecticut	\$69,310	\$33.32
Delaware	\$62,260	\$29.93
Florida	\$55,980	\$26.91
Georgia	\$58,000	\$27.88
Hawaii	\$61,420	\$23.35
Idaho	\$51,350	\$24.69
Illinois	\$63,930	\$30.73
Indiana	\$53,500	\$20.24
Iowa	\$53,520	\$25.73
Kansas	\$52,850	\$25.41
Kentucky	\$51,490	\$24.76
Louisiana	\$50,940	\$24.49
Maine	\$55,960	\$26.90
Maryland	\$69,750	\$33.53
Massachusetts	\$76,600	\$36.83
Michigan	\$58,000	\$27.88
Minnesota	\$63,640	\$30.60
Mississippi	\$45,180	\$21.72
Missouri	\$54,520	\$26.21
Montana	\$52,200	\$25.11
Nebraska	\$55,070	\$26.48
Nevada	\$55,490	\$26.68
New Hampshire	\$62,550	\$30.07
New Jersey	\$70,890	\$34.08

Business	All Business	VPN	Web Hosting & Design	VOIP	Project Management Software	PoS Software	HR Payroll Software	CI
North Dakota					\$55,800		\$26.83	
Ohio					\$56,530		\$27.18	
Oklahoma					\$50,940		\$24.49	
Oregon					\$62,680		\$30.14	
Pennsylvania					\$58,470		\$28.11	
Rhode Island					\$64,530		\$31.03	
South Carolina					\$50,650		\$24.35	
South Dakota					\$49,890		\$23.99	
Tennessee					\$52,820		\$25.39	
Texas					\$57,300		\$27.55	
Utah					\$57,360		\$27.58	
Vermont					\$59,190		\$28.46	
Virginia					\$65,590		\$31.54	
Washington					\$72,350		\$34.79	
West Virginia					\$49,170		\$23.64	
Wisconsin					\$56,120		\$26.98	
Wyoming					\$54,440		\$26.17	

Source: Forbes Advisor • Embed

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### Average Salary by State and Occupation

Let’s delve deeper into the numbers and turn our attention to the interaction of state and occupation. How do the average salaries for various professions vary from one state to another?

Answering this question takes us into the heart of the American workforce, for a look into the interplay between where you work and what you do. Whether you live in a bustling city or the rural heartland, your occupation and location can play a key role in your earnings.

### State With the Highest Average Salary for Teachers

According to the World Population Review,<sup>2</sup> **New York stands out on the national stage as the state with the highest average salary for teachers, clocking in at an impressive \$92,222**, a number that’s 11.5% above the national average annual salary.

This figure highlights the state’s commitment to education and its recognition of the important role teachers play in our society. It also suggests a strategic focus on attracting and retaining top teaching talent and an acknowledgment that competitive salaries are a key factor in building a strong education system.

### Nurses Can Earn the Highest Median Salary in California

Data from the Bureau of Labor Statistics<sup>1</sup> shows that **California, with a median salary of \$124,000 for nurses, stands out as a state that understands the value of this critical healthcare profession**. But the **benefits of practicing nursing** in California don’t stop at salary.

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According to data from ZipRecruiter,<sup>3</sup> **New York offers the highest average salary for lawyers in the country at \$124,309**—significantly above the national average lawyer’s salary of \$105,797. This number reflects the state’s rich legal landscape, with firms ranging from prestigious “blue chip” firms to international and mid-tier boutique firms.

The state’s diverse legal market, coupled with its economic growth and the globalization of its law firms, has created a high demand for legal services. While this makes the New York legal market extremely competitive, it also offers the potential for lawyers to work on high-profile cases alongside some of the world’s leading attorneys, making the state an attractive environment for legal professionals.

### **Alaska Has the Highest Average Salary for Police Officers**

World Population Review’s data<sup>2</sup> puts **Alaska in the lead for the highest average salary for police officers, who earn an average annual salary of \$69,000 in the state**—an amount significantly higher than the national average police officer’s salary of \$60,210.

This higher compensation amount likely reflects the demanding nature of police work in Alaska, where officers face a high rate of on-duty assaults and serve in some of the most remote communities in the nation.

### **Average Salary by State and Gender**

Gender and its impact on compensation is a topic of ongoing discussion and analysis. In our exploration of average salaries across the U.S. by state and gender, we analyzed data from the American Community Survey,<sup>4</sup> which uses median salary data rather than averages. This approach avoids skewed numbers from outlying high and low figures, providing a more accurate picture of the gender pay gap.

The results of our analysis? The data serves as a stark reminder that the journey towards gender pay equality is far from over.

### **Highest Gender Pay Gap: Wyoming**

**Wyoming holds the dubious distinction of having the largest gender pay gap in the nation, with men earning a median salary that is \$18,887 more than the median salary earned by women.** This disparity is part of a broader national pattern: In 2022, [women earned 17% less](#) than men on average.

The causes underlying this gap are complex and multifaceted, encompassing factors such as discrimination, [age](#), the types of jobs held by women and men, and societal expectations around parenthood. Addressing this gap is not only a matter of fairness but also an important step towards ensuring women’s financial stability.

### **Lowest Gender Pay Gap: Vermont**

**The gender pay gap is a nationwide issue, but it’s one that’s less pronounced in Vermont, where men earn a median salary that is only \$3,872 more than women.** This is a marked improvement compared to the national average mentioned above, which finds women earning significantly less than men.

While all progress should be applauded, it’s crucial to remember that even this smaller pay gap in Vermont still represents a persistent inequality—one that underscores the need for continued efforts towards achieving gender pay equality.

### **Women in Massachusetts Earn the Most Across the U.S.**

**Women in Massachusetts earn a median salary of \$66,536, the highest among women in the U.S.** But this figure is overshadowed by the median salary of men in Massachusetts, which stands at \$77,636—revealing a disparity of over \$11,000.

Maryland comes in second, with women in the state earning a median salary of \$62,190. Similarly to Massachusetts, however, a look at the median salary for men in the state—\$71,995—reveals a pay gap between women and men of \$9,805. These statistics serve to shine further light on the challenge of achieving pay equality, even in regions where women’s median earnings are at their highest.

Rank	State	Male Median Annual Earnings	Female Median Annual Earnings	Difference
1	Wyoming	\$59,853	\$40,976	-\$18,877
2	New Hampshire	\$68,566	\$51,880	-\$16,686
3	Utah	\$61,269	\$44,707	-\$16,562
4	Washington	\$74,068	\$57,567	-\$16,501
5	District of Columbia	\$103,222	\$87,244	-\$15,978
6	Louisiana	\$55,078	\$40,136	-\$14,942
7	Montana	\$55,496	\$41,725	-\$13,771
8	New Jersey	\$75,297	\$61,802	-\$13,495
9	Michigan	\$60,293	\$46,914	-\$13,379
10	Alabama	\$52,177	\$39,338	-\$12,839
11	Illinois	\$63,819	\$51,131	-\$12,688
12	Virginia	\$66,014	\$53,414	-\$12,600
13	Connecticut	\$73,022	\$60,672	-\$12,350
14	Nebraska	\$56,121	\$44,037	-\$12,084
15	West Virginia	\$51,981	\$39,897	-\$12,084

Source: Forbes Advisor • Embed

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Conclusion

Our examination of salaries across the U.S. paints a complex picture, influenced by factors such as state, occupation and gender. While strides have been made to improve earnings, the persistent gender pay gap shows there’s still work to be done. As we navigate towards a more equitable future, addressing continuing disparities must remain at the center of discourse and decision making. Visit our hub to view more statistic pages.

Sources

1. U.S. Bureau of Labor Statistics
2. World Population Review
3. Forbes Advisor
4. Ziprecruiter
5. World Population Review
6. American Community Survey

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