



**CONNECTICUT STATE EMPLOYEE WAGES:
A LOOK AT U.S. CENSUS DATA**

PART I.

AVERAGE SALARY HIT \$101,500 IN 2025

RANK AMONG 50 STATES:

Average Salary Ranked Second-Highest, 2018 through 2025

**By Census-Defined Functions, Wages Top National Averages
by 10% to 40% in 2025**



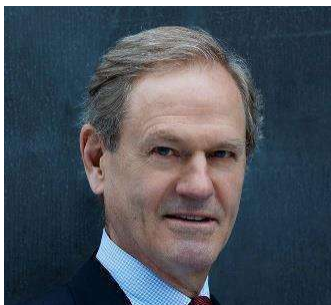
The Townsend Group



Nutmeg Research Initiative is an IRS §501(c)(4) non-profit, social welfare organization researching, and sharing information about issues that impact the lives and livelihood of everyone in Connecticut, every single day. Using a foundation rooted in center-right principles we strive to make Connecticut a better place to live, work and raise a family, by embracing open and limited government, lower taxes and economic growth and opportunity for everyone.



The Townsend Group



Red Jahncke is the founder and CEO of The Townsend Group International, LLC, a business and public policy consulting firm headquartered in Connecticut. Earlier in his career, he was an investment banker at E.F. Hutton and J.P. Morgan Chase where he specialized in financial institutions.

Red is a nationally recognized columnist, who writes about politics and policy. His columns appear in numerous national publications, including *The Wall Street Journal*, *Bloomberg*, *National Review*, *The Hill*, *Issues & Insights* and *USA Today*, as well as many Connecticut newspapers. Red's columns are featured on *RealClearPolitics* and *CT Capitol Report*. He appears weekly on radio talk shows in Connecticut.

Red was raised in Connecticut, where he and his wife raised four children. He is a graduate of Harvard College and Harvard Business School.

With Lamont's Wage Increases: (1) CT State Employees Ranked 2nd-Highest Paid Among the 50 States from 2018 to 2025 and (2) Enjoyed Salary Premia Over National Averages by Function Ranging from 10% to 40% in 2025.

In mid-April, the U.S. Census Bureau released detailed headcount and salary / wage data for 2025 covering employment by state government in all 50 states.

Connecticut state employees enjoyed an average salary in 2025 of \$101,500, second only to \$123,750 in California and 24% above the national average of 49 states excluding California. Connecticut has held the second-place ranking from 2018 to 2025, excepting only 2019 when it ranked fourth. See Exhibit 1.

This analysis excludes California from the national average, because its state government is disproportionately large both in headcount and wage level. One in ten state workers nationwide works in California, and the average wage of California state employees was 22% higher than second-place Connecticut in 2025. The Golden State is so far from normal that including it in a national average would make that average completely useless.

Census provides both headcount and salary for the entire state government in each state, as well as the same data for over 35 different functions in the states. The Census data is provided to Census by state accounting officials. In CT, Census draws much data directly from the Open Payroll section of the OpenCT database maintained by the State Comptroller.

In Connecticut, 15 Census functions account for over 98% of the state's total headcount and payroll. These functions account for over 95% of total headcount and payroll across the entire nation (excluding CA). Exhibits 2 and 3 show the data for the 15 different functions.

In every single category, CT state employees earn significantly higher wages than the national average. The premia enjoyed by CT state employees range from 10% to over 40%. Exhibits 2 and 3 show the percentage of total payroll that each function represents. This allows for an assessment of whether the headcount and payroll size of a function has bearing on the salary premium that employees in the function enjoy.

Notably, employees in the two Census higher-education functions in Connecticut have the lowest premia (10%) over the national average and these functions account for markedly less of Connecticut's total state headcount and payroll than the national average. In Connecticut, the two functions account for the biggest combined share of the state budget (30%), yet, nationally, these functions account for a much bigger combined share (42%). In the other functions, Connecticut's salary premia range from a low of 12% for "Judicial and Legal" to about 40% for "Hospitals" and "Public Welfare." In Public Welfare, Connecticut ranks highest in the nation.

The conclusion of this study is straightforward: Connecticut state employees across all functions enjoy significantly higher wages on average than their peers in the same functions across the nation. **On the face of it, there would not seem to be any rationale or justification for CT state employees to enjoy such large and across the board premia,** although this study did not investigate any possible rationale or justification.

Part II of this study will map Connecticut agency data to Census functions. This will enable analysis comparing compensation in Connecticut agencies directly to comparable workforces across the nation.

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Headcount and Average Salary & Wages in the 50 States

Eight Years: 2018 to 2025

As Reported By States to U.S. Census Bureau

States Listed from Highest Premium over, to Biggest Discount below, the National Average in 2025

Rank In 2018	2018			2019			2020			2021			2022			2023 ^R			2024 ^R			2025			2025 Avg Salary vs. U.S. w/out CA			2018 to 2025		
	FTE	Average Salary	Headcount	FTE	Average Salary	Headcount	FTE	Average Salary	Headcount	FTE	Average Salary	Headcount	FTE	Average Salary	Headcount	FTE	Average Salary	Headcount	FTE	Average Salary	Headcount	FTE	Average Salary	Headcount	Above/Below	Growth in	Headcount	Avg Salary	Growth in	
	United States	4,426,402	\$ 64,722	4,476,139	\$ 66,406	4,513,373	\$ 68,904	4,392,315	\$ 70,863	4,351,571	\$ 73,648	4,438,476	\$ 76,846	4,585,228	\$ 83,269	4,698,433	\$ 87,725	4,810,236	\$ 82,139	4,982,025	\$ 123,309	5,181,197	\$ 132,785	518,197	\$ 132,785	61.7%	19.84%	19.84%	6.15%	35.54%
	U.S. without CA	3,994,010	\$ 62,243	4,040,166	\$ 63,753	4,061,267	\$ 65,973	3,955,069	\$ 68,372	3,889,942	\$ 70,953	3,967,818	\$ 74,700	4,086,203	\$ 78,379	4,180,236	\$ 82,139	4,310,236	\$ 82,139	4,486,203	\$ 98,325	4,810,236	\$ 101,528	59,975	\$ 101,528	23.6%	1.62%	1.62%	4.66%	31.96%
1	California	432,392	\$ 87,618	435,973	\$ 90,995	452,106	\$ 95,236	437,246	\$ 93,389	461,629	\$ 98,247	470,658	\$ 113,798	498,025	\$ 123,309	518,197	\$ 132,785	518,197	\$ 132,785	518,197	\$ 132,785	518,197	\$ 132,785	518,197	\$ 132,785	61.7%	19.84%	19.84%	6.15%	35.54%
2	Connecticut	59,018	\$ 78,325	60,636	\$ 75,320	57,800	\$ 83,449	55,457	\$ 89,344	55,673	\$ 89,294	56,775	\$ 95,917	59,032	\$ 98,325	59,975	\$ 101,528	59,975	\$ 101,528	59,975	\$ 101,528	59,975	\$ 101,528	59,975	\$ 101,528	23.6%	1.62%	1.62%	4.66%	31.96%
5	New York	259,473	\$ 73,854	257,365	\$ 77,289	256,391	\$ 78,405	243,820	\$ 80,945	236,081	\$ 86,217	239,361	\$ 88,938	246,333	\$ 91,741	253,090	\$ 91,053	253,090	\$ 91,053	253,090	\$ 91,053	253,090	\$ 91,053	253,090	\$ 91,053	23.0%	-2.46%	-2.46%	19.37%	44.96%
16	Oregon	73,150	\$ 67,025	74,724	\$ 71,761	75,730	\$ 76,022	75,639	\$ 79,518	79,518	\$ 83,468	80,954	\$ 84,813	85,200	\$ 86,307	87,211	\$ 87,162	87,211	\$ 87,162	87,211	\$ 87,162	87,211	\$ 87,162	87,211	\$ 87,162	18.3%	19.37%	19.37%	9.55%	29.06%
4	Massachusetts	103,716	\$ 74,685	104,765	\$ 77,322	105,628	\$ 79,179	101,667	\$ 80,961	101,791	\$ 83,468	105,382	\$ 87,421	109,853	\$ 93,078	113,622	\$ 96,360	113,622	\$ 96,360	113,622	\$ 96,360	113,622	\$ 96,360	113,622	\$ 96,360	17.3%	9.55%	9.55%	16.85%	36.53%
13	Washington	127,844	\$ 68,291	126,931	\$ 71,677	137,068	\$ 74,717	132,288	\$ 79,592	132,064	\$ 78,425	138,355	\$ 82,750	145,609	\$ 88,676	149,381	\$ 93,234	149,381	\$ 93,234	149,381	\$ 93,234	149,381	\$ 93,234	149,381	\$ 93,234	13.5%	16.85%	16.85%	12.5%	50.77%
23	Wisconsin	71,513	\$ 61,468	71,907	\$ 63,835	66,270	\$ 72,108	67,828	\$ 73,193	67,668	\$ 75,706	65,141	\$ 84,147	68,914	\$ 88,828	68,661	\$ 92,677	68,661	\$ 92,677	68,661	\$ 92,677	68,661	\$ 92,677	68,661	\$ 92,677	12.8%	-3.99%	-3.99%	14.27%	23.35%
3	Rhode Island	18,563	\$ 74,893	18,476	\$ 74,494	21,167	\$ 76,517	20,259	\$ 77,460	19,995	\$ 81,070	20,417	\$ 84,161	20,828	\$ 87,986	20,828	\$ 92,381	20,828	\$ 92,381	20,828	\$ 92,381	20,828	\$ 92,381	20,828	\$ 92,381	12.5%	14.27%	14.27%	9.75%	24.83%
15	Illinois	121,691	\$ 67,412	123,858	\$ 72,430	125,296	\$ 75,831	121,775	\$ 75,871	123,285	\$ 78,707	123,982	\$ 82,385	126,879	\$ 86,222	133,681	\$ 91,541	133,681	\$ 91,541	133,681	\$ 91,541	133,681	\$ 91,541	133,681	\$ 91,541	11.4%	9.85%	9.85%	35.79%	35.79%
12	Vermont	14,295	\$ 69,101	13,962	\$ 70,999	13,727	\$ 73,400	13,405	\$ 77,250	13,411	\$ 78,457	13,706	\$ 83,686	13,959	\$ 87,720	14,152	\$ 91,206	14,152	\$ 91,206	14,152	\$ 91,206	14,152	\$ 91,206	14,152	\$ 91,206	11.0%	4.03%	4.03%	28.62%	28.62%
9	Alaska	24,434	\$ 70,580	24,457	\$ 72,564	23,739	\$ 74,525	24,013	\$ 77,175	23,698	\$ 79,374	23,948	\$ 83,109	24,664	\$ 86,777	25,419	\$ 90,779	25,419	\$ 90,779	25,419	\$ 90,779	25,419	\$ 90,779	25,419	\$ 90,779	10.5%	10.0%	10.0%	4.28%	28.31%
10	Michigan	147,989	\$ 70,549	150,494	\$ 71,558	150,527	\$ 73,525	143,370	\$ 77,151	144,110	\$ 79,414	147,267	\$ 83,607	151,014	\$ 86,918	154,323	\$ 90,520	154,323	\$ 90,520	154,323	\$ 90,520	154,323	\$ 90,520	154,323	\$ 90,520	10.2%	4.28%	4.28%	5.38%	28.04%
7	Minnesota	84,653	\$ 70,659	84,464	\$ 72,750	82,860	\$ 73,216	82,388	\$ 75,753	79,699	\$ 78,588	81,598	\$ 81,915	84,904	\$ 86,307	89,211	\$ 90,475	89,211	\$ 90,475	89,211	\$ 90,475	89,211	\$ 90,475	89,211	\$ 90,475	10.1%	5.38%	5.38%	9.4%	24.83%
6	New Jersey	145,649	\$ 71,994	144,958	\$ 74,542	145,434	\$ 76,166	130,266	\$ 79,484	128,449	\$ 80,011	128,550	\$ 82,334	131,829	\$ 85,072	131,451	\$ 89,869	131,451	\$ 89,869	131,451	\$ 89,869	131,451	\$ 89,869	131,451	\$ 89,869	9.4%	-9.75%	-9.75%	20.59%	40.53%
24	Utah	62,147	\$ 61,104	63,334	\$ 64,101	65,351	\$ 66,044	65,852	\$ 68,998	66,334	\$ 72,113	69,441	\$ 77,959	70,656	\$ 82,494	74,946	\$ 85,865	74,946	\$ 85,865	74,946	\$ 85,865	74,946	\$ 85,865	74,946	\$ 85,865	4.5%	10.59%	10.59%	4.87%	20.02%
8	Iowa	50,846	\$ 70,597	51,073	\$ 71,533	51,432	\$ 74,228	50,441	\$ 75,067	49,832	\$ 78,132	50,900	\$ 78,570	53,422	\$ 81,400	53,320	\$ 84,730	53,320	\$ 84,730	53,320	\$ 84,730	53,320	\$ 84,730	53,320	\$ 84,730	3.2%	4.87%	4.87%	2.02%	20.02%
11	Pennsylvania	156,034	\$ 69,764	155,458	\$ 71,847	157,325	\$ 72,852	151,556	\$ 76,265	149,935	\$ 78,622	149,130	\$ 81,584	152,707	\$ 82,714	155,618	\$ 84,556	155,618	\$ 84,556	155,618	\$ 84,556	155,618	\$ 84,556	155,618	\$ 84,556	2.9%	-0.27%	-0.27%	19.20%	21.20%
18	Maryland	89,186	\$ 62,781	96,295	\$ 59,836	96,221	\$ 70,981	95,347	\$ 67,479	95,920	\$ 68,469	101,379	\$ 74,569	104,677	\$ 78,786	106,308	\$ 84,065	106,308	\$ 84,065	106,308	\$ 84,065	106,308	\$ 84,065	106,308	\$ 84,065	2.3%	19.20%	19.20%	3.90%	33.90%
19	Texas	306,994	\$ 62,303	317,331	\$ 64,094	323,338	\$ 65,750	315,992	\$ 68,754	305,589	\$ 72,260	315,144	\$ 75,982	326,032	\$ 80,176	338,023	\$ 83,943	338,023	\$ 83,943	338,023	\$ 83,943	338,023	\$ 83,943	338,023	\$ 83,943	2.2%	10.11%	10.11%	34.73%	34.73%
20	Nevada	29,941	\$ 62,225	30,167	\$ 66,530	29,871	\$ 64,533	29,404	\$ 65,894	28,597	\$ 68,945	28,532	\$ 70,635	29,517	\$ 75,810	31,225	\$ 83,553	31,225	\$ 83,553	31,225	\$ 83,553	31,225	\$ 83,553	31,225	\$ 83,553	1.7%	4.29%	4.29%	34.28%	34.28%
14	Colorado	87,119	\$ 67,641	94,784	\$ 65,435	96,760	\$ 67,851	93,586	\$ 71,033	92,763	\$ 72,532	97,695	\$ 76,810	102,623	\$ 79,719	105,147	\$ 82,984	105,147	\$ 82,984	105,147	\$ 82,984	105,147	\$ 82,984	105,147	\$ 82,984	1.0%	20.69%	20.69%	22.68%	22.68%
17	Ohio	134,041	\$ 63,250	135,081	\$ 63,811	134,331	\$ 65,436	140,614	\$ 70,741	138,217	\$ 72,698	138,896	\$ 76,151	140,974	\$ 79,081	145,099	\$ 82,230	145,099	\$ 82,230	145,099	\$ 82,230	145,099	\$ 82,230	145,099	\$ 82,230	0.1%	8.25%	8.25%	30.01%	30.01%
22	Virginia	128,190	\$ 61,711	131,313	\$ 62,742	130,965	\$ 67,026	128,951	\$ 69,554	128,811	\$ 72,189	132,988	\$ 74,048	132,603	\$ 80,317	137,425	\$ 81,857	137,425	\$ 81,857	137,425	\$ 81,857	137,425	\$ 81,857	137,425	\$ 81,857	-0.3%	7.20%	7.20%	32.65%	32.65%
29	New Mexico	45,265	\$ 56,661	45,449	\$ 58,970	46,422	\$ 60,828	45,730	\$ 62,558	45,200	\$ 65,412	46,080	\$ 70,852	47,170	\$ 74,050	49,672	\$ 79,884	49,672	\$ 79,884	49,672	\$ 79,884	49,672	\$ 79,884	49,672	\$ 79,884	-2.7%	9.74%	9.74%	40.99%	40.99%
21	New Hampshire	18,887	\$ 61,871	18,870	\$ 64,547	18,573	\$ 65,024	17,885	\$ 68,363	17,813	\$ 69,106	18,117	\$ 71,694	18,669	\$ 75,540	18,680	\$ 78,825	18,680	\$ 78,825	18,680	\$ 78,825	18,680	\$ 78,825	18,680	\$ 78,825	-4.0%	-1.10%	-1.10%	27.40%	27.40%
25	North Carolina	143,200	\$ 60,231	149,711	\$ 60,927	150,900	\$ 62,782	147,051	\$ 65,404	140,352	\$ 67,336	141,002	\$ 72,395	141,736	\$ 74,406	147,085	\$ 77,955	147,085	\$ 77,955	147,085	\$ 77,955	147,085	\$ 77,955	147,085	\$ 77,955	-5.1%	2.71%	2.71%	29.43%	29.43%
20	Delaware	28,376	\$ 56,704	26,681	\$ 60,731	26,720	\$ 61,975	25,595	\$ 63,497	25,288	\$ 65,779	25,630	\$ 69,713	26,618	\$ 72,892	26,863	\$ 76,904	26,863	\$ 76,904	26,863	\$ 76,904	26,863	\$ 76,904	26,863	\$ 76,904	-6.4%	-5.33%	-5.33%	35.62%	35.62%
23	Tennessee	79,617	\$ 53,654	79,714	\$ 56,422	79,985	\$ 58,070	77,400	\$ 59,676	76,419	\$ 63,990	79,354	\$ 66,743	79,717	\$ 72,880	80,876	\$ 76,657	80,876	\$ 76,657	80,876	\$ 76,657	80,876	\$ 76,657	80,876	\$ 76,657	-6.7%	1.58%	1.58%	42.87%	42.87%
24	Arizona	72,774	\$ 58,996	74,127	\$ 60,124	75,282	\$ 61,459	73,747	\$ 63,173	73,426	\$ 66,566	76,973	\$ 72,604	79,885	\$ 74,985	80,998	\$ 76,091	80,998	\$ 76,091	80,998	\$ 76,091									

Headcount and Average Salary & Wages Within Census Functional Categories: Connecticut versus The National Average in 2025

Functions Listed By Size of Connecticut Salary Premium Over the National Average

Function	CONNECTICUT				U. S. - EXCLUDING CALIFORNIA 49 STATES COMBINED				SALARY DIFFERENTIAL CT Premium vs US 49		PAYROLL DISTRIBUTION CT vs US 49	
	Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized (\$000)	Average Annual Salary - FTE		Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized (\$000)	Average Annual Salary - FTE		\$ Salary	Percent	CT	US 49
Total - All Government Functions	59,975	\$ 6,089,151	\$ 101,528		4,180,236	\$ 343,359,177	\$ 82,139		\$ 19,389	23.6%	100.0%	100.0%
Public Welfare	4,344	427,412	98,391	255,261	17,806,226	69,757		28,634	41.0%	7.0%	5.2%	
Hospitals	4,756	551,467	115,952	390,907	32,347,807	82,751		33,201	40.1%	9.1%	9.4%	
Police Protection - Persons with Power to Arrest	990	156,831	158,415	59,714	6,760,984	113,223		45,193	39.9%	2.6%	2.0%	
Police Protection - Other	663	68,888	103,904	37,270	2,793,430	74,951		28,952	38.6%	1.1%	0.8%	
Education - Element & Second - Non- Instructl	2,429	265,985	109,504	77,268	6,072,648	78,592		30,912	39.3%	4.4%	1.8%	
Financial Administration	2,032	225,684	111,065	152,153	12,436,545	81,737		29,328	35.9%	3.7%	3.6%	
Health	4,841	482,770	99,725	190,169	14,764,756	77,640		22,085	28.4%	7.9%	4.3%	
Natural Resources	1,485	135,327	91,130	122,686	8,840,782	72,060		19,069	26.5%	2.2%	2.6%	
Corrections	5,530	555,383	100,431	345,892	27,596,118	79,782		20,648	25.9%	9.1%	8.0%	
Highways	3,256	308,640	94,791	190,090	14,739,908	77,542		17,249	22.2%	5.1%	4.3%	
All other and unallocable	2,561	258,641	100,992	173,771	14,457,072	83,196		17,796	21.4%	4.2%	4.2%	
Judicial and Legal	5,491	563,996	102,713	183,552	16,799,866	91,526		11,186	12.2%	9.3%	4.9%	
Other Government Administration	1,427	141,277	99,003	53,654	4,439,701	82,747		16,256	19.6%	2.3%	1.3%	
Education - Higher Educatn Other	11,531	885,881	76,826	1,163,239	80,706,408	69,381		7,445	10.7%	14.5%	23.5%	
Education - Higher Educatn Instructional	7,643	963,521	126,066	586,440	67,076,239	114,379		11,687	10.2%	15.8%	19.5%	
Total	58,979	\$ 5,991,703	\$ 101,528	3,982,066	\$ 327,638,490	\$ 82,139					98.4%	95.4%
	98.3%	98.4%		95.3%	95.4%							

Source: U.S. Census Bureau. "State Government Employment and Payroll Data: 2025. Table GS00EMP02, 2026
 Census collects data for March pay periods and converts different periods (weekly, bimonthly, monthly) to a consistent figure for the month.
 "Average Salary" is calculated: "Total Full-Time and Part-Time Payroll" [Monthly] divided by "FTE Employment" and annualized.

Headcount and Average Salary & Wages Within Census Functional Categories: Connecticut versus The National Average in 2025

Functions Listed from Highest to Lowest Share of Total National Average Payroll

Function	CONNECTICUT			U. S. - EXCLUDING CALIFORNIA 49 STATES COMBINED			SALARY DIFFERENTIAL CT Premium vs US 49		PAYROLL DISTRIBUTION CT vs US 49	
	Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized (\$000)	Average Annual Salary - FTE	Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized (\$000)	Average Annual Salary - FTE	\$ Salary	Percent		CT
Total - All Government Functions	59,975	\$ 6,089,151	\$ 101,528	4,180,236	\$ 343,359,177	\$ 82,139	\$ 19,389	23.6%	100.0%	100.0%
Education - Higher Educatn Other	11,531	885,881	76,826	1,163,239	80,706,408	69,381	7,445	10.7%	14.5%	23.5%
Education - Higher Educatn Instructional	7,643	963,521	126,066	586,440	67,076,239	114,379	11,687	10.2%	15.8%	19.5%
Hospitals	4,756	551,467	115,952	390,907	32,347,807	82,751	33,201	40.1%	9.1%	9.4%
Corrections	5,530	555,383	100,431	345,892	27,596,118	79,782	20,648	25.9%	9.1%	8.0%
Public Welfare	4,344	427,412	98,391	255,261	17,806,226	69,757	28,634	41.0%	7.0%	5.2%
Judicial and Legal	5,491	563,996	102,713	183,552	16,799,866	91,526	11,186	12.2%	9.3%	4.9%
Health	4,841	482,770	99,725	190,169	14,764,756	77,640	22,085	28.4%	7.9%	4.3%
Highways	3,256	308,640	94,791	190,090	14,739,908	77,542	17,249	22.2%	5.1%	4.3%
All other and unallocable	2,561	258,641	100,992	173,771	14,457,072	83,196	17,796	21.4%	4.2%	4.2%
Financial Administration	2,032	225,684	111,065	152,153	12,436,545	81,737	29,328	35.9%	3.7%	3.6%
Natural Resources	1,485	135,327	91,130	122,686	8,840,782	72,060	19,069	26.5%	2.2%	2.6%
Police Protection - Persons with Power to Arrest	990	156,831	158,415	59,714	6,760,984	113,223	45,193	39.9%	2.6%	2.0%
Police Protection - Other	663	68,888	103,904	37,270	2,793,430	74,951	28,952	38.6%	1.1%	0.8%
Education - Element & Second - Non- Instructl	2,429	265,985	109,504	77,268	6,072,648	78,592	30,912	39.3%	4.4%	1.8%
Other Government Administration	1,427	141,277	99,003	53,654	4,439,701	82,747	16,256	19.6%	2.3%	1.3%
		\$ 5,991,703			\$ 327,638,490				98.4%	95.4%

Source: U.S. Census Bureau. "State Government Employment and Payroll Data: 2025. Table GS00EMIP02, 2026

Census collects data for March pay periods and converts different periods (weekly, bimonthly, monthly) to a consistent figure for the month. "Average Salary" is calculated: "Total Full-Time and Part-Time Payroll" [Monthly] divided by "FTE Employment" and annualized.



The Townsend Group