

State of Alabama
State Employee Compensation
2018 Southeastern States Survey

Prepared By:
William L. Ashmore
Chief Executive Officer
State Employees' Insurance Board
1/27/2020

State of Alabama

State Employees' Compensation per Capita

Southeastern States Ranking

State	Rank	Compensation per Capita
Louisiana	1	\$719
West Virginia	2	\$704
Kentucky	3	\$632
Arkansas	4	\$608
South Carolina	5	\$576
Virginia	6	\$534
Alabama	7	\$502
Mississippi	8	\$449
Tennessee	9	\$445
Georgia	10	\$433
North Carolina	11	\$384
Texas	12	\$352
Florida	13	\$291
Southeastern Average w/o Alabama		\$511
Alabama Over/(Under) Average		(\$9)
Southeastern Median Compensation per Capita		\$502
Alabama Over/(Under) Median		\$0

State of Alabama

State Employees' Total Compensation

Southeastern States Ranking

State	Rank	Total Compensation
Louisiana	1	\$85,246
Virginia	2	\$79,081
Georgia	3	\$78,862
Kentucky	4	\$73,163
Tennessee	5	\$71,937
South Carolina	6	\$70,688
Texas	7	\$69,931
Alabama	8	\$67,847
North Carolina	9	\$66,117
Arkansas	10	\$61,801
Florida	11	\$56,799
Mississippi	12	\$54,623
West Virginia	13	\$53,104
Southeastern Average w/o Alabama		\$68,446
Alabama Over/(Under) Average		(\$599)
Southeastern Median Compensation		\$69,931
Alabama Over/(Under) Median		(\$2,084)

State of Alabama

State Employees' Total Compensation

Southeastern States Comparison

Salary & Benefits

State	Average Salary	Work Week (hrs)	Retirement Contribution	Annual Insurance Contribution	Annual Leave Days	Sick Leave Days	Holiday Days	Total Days
Alabama	\$45,606	40.0	13.94%	\$7,622	21.1	13.0	13.0	47.1
Arkansas	\$41,710	40.0	14.94%	\$7,202	18.5	12.0	11.0	41.5
Florida	\$37,359	40.0	6.20%	\$11,251	17.9	13.0	10.0	40.9
Georgia	\$48,250	40.0	24.70%	\$10,065	19.5	15.0	12.0	46.5
Kentucky	\$40,072	40.0	41.06%	\$9,964	19.0	12.8	11.5	43.3
Louisiana	\$48,690	40.0	37.80%	\$8,413	20.5	20.5	11.0	52.0
Mississippi	\$37,911	40.0	15.75%	\$4,500	23.5	9.3	10.0	42.8
North Carolina	\$46,947	40.0	10.78%	\$5,984	21.0	12.0	12.0	45.0
South Carolina	\$48,030	40.0	13.56%	\$7,163	20.6	15.0	13.0	48.6
Tennessee	\$43,945	37.5	14.09%	\$11,786	20.0	12.0	11.0	43.0
Texas	\$46,475	40.0	10.00%	\$10,318	18.5	12.0	17.0	47.5
Virginia	\$50,888	40.0	13.49%	\$12,814	19.5	9.5	14.5	43.5
West Virginia	\$34,352	40.0	11.00%	\$7,838	21.0	18.0	15.0	54.0
Average w/o Alabama	\$43,719	39.8	17.78%	\$8,941	20.0	13.4	12.3	45.7
Alabama Over/(Under) Average	\$1,887	0.2	-3.84%	(\$1,319)	1.1	(0.4)	0.7	1.4
Median	\$45,606	40.0	13.94%	\$8,413	20.0	12.8	12.0	45.0
Alabama Over/(Under) Median	\$0	0.0	0.00%	(\$790)	1.1	0.2	1.0	2.1

Monetary Value of Salary & Benefits

State	Average Salary	Work Week (hrs)	Retirement Contribution	Annual Insurance Contribution	Annual Leave Days	Sick Leave Days	Holidays Days	Total Compensation
Alabama	\$45,606	\$0	\$6,357	\$7,622	\$3,701	\$2,280	\$2,280	\$67,847
Arkansas	\$41,710	\$0	\$6,231	\$7,202	\$2,968	\$1,925	\$1,765	\$61,801
Florida	\$37,359	\$0	\$2,316	\$11,251	\$2,568	\$1,868	\$1,437	\$56,799
Georgia	\$48,250	\$0	\$11,918	\$10,065	\$3,619	\$2,784	\$2,227	\$78,862
Kentucky	\$40,072	\$0	\$16,454	\$9,964	\$2,928	\$1,973	\$1,772	\$73,163
Louisiana	\$48,690	\$0	\$18,405	\$8,413	\$3,839	\$3,839	\$2,060	\$85,246
Mississippi	\$37,911	\$0	\$5,971	\$4,500	\$3,427	\$1,356	\$1,458	\$54,623
North Carolina	\$46,947	\$0	\$5,061	\$5,984	\$3,792	\$2,167	\$2,167	\$66,117
South Carolina	\$48,030	\$0	\$6,513	\$7,163	\$3,810	\$2,771	\$2,402	\$70,688
Tennessee	\$43,945	\$2,747	\$6,192	\$11,786	\$3,380	\$2,028	\$1,859	\$71,937
Texas	\$46,475	\$0	\$4,648	\$10,318	\$3,307	\$2,145	\$3,039	\$69,931
Virginia	\$50,888	\$0	\$6,865	\$12,814	\$3,817	\$1,859	\$2,838	\$79,081
West Virginia	\$34,352	\$0	\$3,779	\$7,838	\$2,775	\$2,378	\$1,982	\$53,104
Average w/o Alabama	\$43,719	\$229	\$7,863	\$8,941	\$3,352	\$2,258	\$2,084	\$68,446
Alabama Over/(Under) Average	\$1,887	(\$229)	(\$1,506)	(\$1,319)	\$349	\$23	\$196	(\$599)
Median	\$45,606	\$0	\$6,231	\$8,413	\$3,427	\$2,145	\$2,060	\$69,931
Alabama Over/(Under) Median	\$0	\$0	\$126	(\$790)	\$275	\$135	\$220	(\$2,084)

Sources: 2018 State of Alabama Personnel Department Annual Report as well as State websites documented throughout this report.

State of Alabama State Employees' Average Salary

State	2018 Average State Employee Salary	Rank
Virginia	\$50,888	1
Louisiana	\$48,690	2
Georgia	\$48,250	3
South Carolina	\$48,030	4
North Carolina	\$46,947	5
Texas	\$46,475	6
Alabama	\$45,606	7
Tennessee	\$43,945	8
Arkansas	\$41,710	9
Kentucky	\$40,072	10
Mississippi	\$37,911	11
Florida	\$37,359	12
West Virginia	\$34,352	13
Average w/o Alabama	\$43,719	
Alabama Over/(Under) Average	\$1,887	
Median Salary	\$45,606	
Alabama Over/(Under) Median	\$0	

Sources:

2018 State of Alabama Personnel Department Annual Report:

<https://personnel.alabama.gov/LegalNotices/2018AnnualReport.pdf>

Texas State Classification Office - SAO Report No. 18-704:

Texas has not released the 2018 average salary as of the completion of this study.

Amount shown reflects the 2017 average salary.

<http://www.sao.texas.gov/reports/main/18-704.pdf>

Georgia Department of Administrative Services, Human Resources Division

Note: Average salaries reflect the average annual salary of full-time classified employees.

State of Alabama
Southeastern States
Employer's Retirement Contribution
For State Employees

State	Employer Contribution Percentage	Percentage As Of	Rank
Kentucky	41.06%	06/30/18	1
Louisiana	37.80%	06/30/18	2
Georgia	24.70%	06/30/18	3
Mississippi	15.75%	06/30/18	4
Arkansas	14.94%	06/30/18	5
Tennessee	14.09%	06/30/18	6
Alabama	13.94%	09/30/18	7
South Carolina	13.56%	06/30/18	8
Virginia	13.49%	06/30/18	9
West Virginia	11.00%	06/30/18	10
North Carolina	10.78%	06/30/18	11
Texas	10.00%	08/31/18	12
Florida	6.20%	06/30/18	13
Average w/o Alabama	17.78%		
Alabama Over/(Under) Average	-3.84%		
Median Retirement Contribution	13.94%		
Alabama Over/(Under) Median	0.00%		

Sources for states not listed below: Public Fund Survey (www.publicfundsurvey.org) compiled by the National Association of State Retirement Administrators (NASRA)

Alabama - Rate obtained from Alabama Budget Request Instructions for FY2018 (Tier 1)

Florida - <https://www.myfloridacfo.com/Division/AA/Reports/documents/StateofFLCAFR2018.pdf>

Kentucky - https://kyret.ky.gov/Publications/Books/SAFR2018_Web.pdf

Louisiana - <https://www.doa.la.gov/osrap/library/Publications/CAFR%20FY18%20FINAL.pdf>

South Carolina -

[https://www.cg.sc.gov/sites/default/files/Documents/Publications%20and%20Reports/Comprehensive%20Annual%20Financial%20Reports%20\(CAFR\)/FY2018/FY2018CAFR.pdf](https://www.cg.sc.gov/sites/default/files/Documents/Publications%20and%20Reports/Comprehensive%20Annual%20Financial%20Reports%20(CAFR)/FY2018/FY2018CAFR.pdf)

Tennessee - (Blended Rate of Legacy and Hybrid)

https://treasury.tn.gov/Portals/0/Documents/Retirement/CAFR%20Reports/2018/2018%20TCRS%20CAFR_full%20report_FINAL_hyperlinked.pdf?ver=2019-01-24-163909-493

Virginia - <https://www.varetire.org/pdf/publications/2018-annual-report.pdf>

West Virginia - <https://finance.wv.gov/FARS/CAFR/Documents/CAFR2018.pdf>

**State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2018
Employer's Insurance Contribution**

State	Employer's Insurance Contribution to Active Employee Coverage				
	Single	Family	Monthly Composite	Annual Composite	Rank
Virginia	\$647.00	\$1,699.00	\$1,067.80	\$12,813.60	1
Tennessee	\$599.00	\$1,557.00	\$982.20	\$11,786.40	2
Florida	\$642.84	\$1,379.60	\$937.54	\$11,250.53	3
Texas	\$621.90	\$1,216.80	\$859.86	\$10,318.32	4
Georgia	\$507.18	\$1,336.05	\$838.73	\$10,064.74	5
Kentucky	\$646.96	\$1,105.34	\$830.31	\$9,963.74	6
Louisiana	\$526.82	\$962.40	\$701.05	\$8,412.62	7
West Virginia	\$462.00	\$940.00	\$653.20	\$7,838.40	8
Alabama	\$414.00	\$967.00	\$635.20	\$7,622.40	9
South Carolina	\$374.96	\$929.90	\$596.94	\$7,163.23	10
Arkansas	\$380.80	\$929.16	\$600.14	\$7,201.73	11
North Carolina	\$498.68	\$498.68	\$498.68	\$5,984.16	12
Mississippi	\$375.00	\$375.00	\$375.00	\$4,500.00	13
Average w/o Alabama	\$523.60	\$1,077.41	\$745.12	\$8,941.46	
Alabama Over/(Under) Average	(\$109.60)	(\$110.41)	(\$109.92)	(\$1,319.06)	
Median Employer's Contribution	\$507.18	\$967.00	\$701.05	\$8,412.62	
Alabama Over/(Under) Median	(\$93.18)	\$0.00	(\$65.85)	(\$790.22)	

Sources:

Alabama: 2018 Rates - SEIB FY2018 Benefit Statement Information delivered to State Comptroller

Arkansas: 2018 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2018ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2018 Rates - https://www.mybenefits.myflorida.com/content/download/132895/826712/DSGI_-_Premium_Table_Effective_December_2017_for_January_2018_Coverage.pdf - PPO/HMO Standard Rates

Georgia: 2018 Rates - <https://shbp.georgia.gov/data-table-2018-active-employee-subsidized-extended-coverage> - Rates reflect the BCBS Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2018 Rates - <https://personnel.ky.gov/KEHP/2018%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

Louisiana: 2018 Rates - <https://info.grouppenefits.org/docs/OGBforms/PremiumRates/2017/OGBJanuary2017Rates75percentsigned.pdf> - Magnolia Open Access Rates

Mississippi: 2018 Rates - <http://knowyourbenefits.dfa.ms.gov/media/5795/2017-monthly-premium-rates.pdf> - Legacy Select rate

North Carolina: 2018 Rates - <https://files.nc.gov/ncshp/documents/board-of-trustees/2018-Premium-Rate-Recommendations.pdf> - Enhanced 80/20 Plan rates with participation in 3 wellness activities

South Carolina: 2018 Rates - <https://www.peba.sc.gov/assets/activemonthlypremiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2018 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2018.pdf - BCBST Partnership Promise PPO Plan Rates

Texas: 2018 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY18.pdf> - HealthSelect of Texas Plan

Virginia: 2018 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/open-enrollment-2017/2017-active-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care plan.

West Virginia: 2018 Rates - <https://peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$30,000 - \$36,000 Salary Range

West Virginia: Average of \$165.50 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

Note: Composite rates assume 60% single contracts and 40% family contracts.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2018
Employee's Insurance Contribution

State	Employee's Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Louisiana	\$175.56	\$611.10	\$349.78	\$4,197.31	1
Arkansas	\$182.92	\$573.88	\$339.30	\$4,071.65	2
North Carolina	\$50.00	\$720.00	\$318.00	\$3,816.00	3
Kentucky	\$82.38	\$662.26	\$314.33	\$3,771.98	4
Mississippi	\$20.00	\$699.00	\$291.60	\$3,499.20	5
Tennessee	\$150.00	\$389.00	\$245.60	\$2,947.20	6
Texas	\$0.00	\$594.90	\$237.96	\$2,855.52	7
Georgia	\$110.89	\$394.54	\$224.35	\$2,692.20	8
West Virginia	\$122.00	\$323.00	\$202.40	\$2,428.80	9
South Carolina	\$97.68	\$306.56	\$181.23	\$2,174.78	10
Virginia	\$88.00	\$273.00	\$162.00	\$1,944.00	11
Alabama	\$40.00	\$250.00	\$124.00	\$1,488.00	12
Florida	\$50.00	\$180.00	\$102.00	\$1,224.00	13
Average w/o Alabama	\$94.12	\$477.27	\$247.38	\$2,968.55	
Alabama Over/(Under) Average	(\$54.12)	(\$227.27)	(\$123.38)	(\$1,480.55)	
Median Employee's Contribution	\$88.00	\$394.54	\$237.96	\$2,855.52	
Alabama Over/(Under) Median	(\$48.00)	(\$144.54)	(\$113.96)	(\$1,367.52)	

Sources:

Alabama: 2018 Rates - SEIB FY2018 Benefit Statement Information delivered to State Comptroller

Arkansas: 2018 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2018ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2018 Rates - https://www.mybenefits.myflorida.com/content/download/132895/826712/DSGI_-_Premium_Table_Effective_December_2017_for_January_2018_Coverage.pdf - PPO/HMO Standard Rates

Georgia: 2018 Rates - <https://shbp.georgia.gov/data-table-2018-active-employee-subsidized-extended-coverage> - Rates reflect the BCBS Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2018 Rates - <https://personnel.ky.gov/KEHP/2018%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

Louisiana: 2018 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2017/OGBJanuary2017Rates75percentsigned.pdf> - Magnolia Open Access Rates

Mississippi: 2018 Rates - <http://knowyourbenefits.dfa.ms.gov/media/5795/2017-monthly-premium-rates.pdf> - Legacy Select rate

North Carolina: 2018 Rates - <https://files.nc.gov/ncshp/documents/board-of-trustees/2018-Premium-Rate-Recommendations.pdf> - Enhanced 80/20 Plan rates with participation in 3 wellness activities

South Carolina: 2018 Rates - <https://www.peba.sc.gov/assets/activemonthlypremiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2018 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2018.pdf - BCBST Partnership Promise PPO Plan Rates

Texas: 2018 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY18.pdf> - HealthSelect of Texas Plan

Virginia: 2018 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/open-enrollment-2017/2017-active-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care plan.

West Virginia: 2018 Rates - <https://peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$30,000 - \$36,000 Salary Range

West Virginia: Average of \$165.50 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

Note: Composite rates assume 60% single contracts and 40% family contracts.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2018
Total Insurance Contribution

State	Total Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Virginia	\$735.00	\$1,972.00	\$1,229.80	\$14,757.60	1
Tennessee	\$749.00	\$1,946.00	\$1,227.80	\$14,733.60	2
Kentucky	\$729.34	\$1,767.60	\$1,144.64	\$13,735.73	3
Texas	\$621.90	\$1,811.70	\$1,097.82	\$13,173.84	4
Georgia	\$618.07	\$1,730.59	\$1,063.08	\$12,756.94	5
Louisiana	\$702.38	\$1,573.50	\$1,050.83	\$12,609.94	6
Florida	\$692.84	\$1,559.60	\$1,039.54	\$12,474.53	7
Arkansas	\$563.72	\$1,503.04	\$939.45	\$11,273.38	8
West Virginia	\$584.00	\$1,263.00	\$855.60	\$10,267.20	9
North Carolina	\$548.68	\$1,218.68	\$816.68	\$9,800.16	10
South Carolina	\$472.64	\$1,236.46	\$778.17	\$9,338.02	11
Alabama	\$454.00	\$1,217.00	\$759.20	\$9,110.40	12
Mississippi	\$395.00	\$1,074.00	\$666.60	\$7,999.20	13
Average w/o Alabama	\$617.71	\$1,554.68	\$992.50	\$11,910.01	
Alabama Over/(Under) Average	(\$163.71)	(\$337.68)	(\$233.30)	(\$2,799.61)	
Median Total Contribution	\$618.07	\$1,559.60	\$1,039.54	\$12,474.53	
Alabama Over/(Under) Median	(\$164.07)	(\$342.60)	(\$280.34)	(\$3,364.13)	

Sources:

Alabama: 2018 Rates - SEIB FY2018 Benefit Statement Information delivered to State Comptroller

Arkansas: 2018 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2018ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2018 Rates - https://www.mybenefits.myflorida.com/content/download/132895/826712/DSGL_-_Premium_Table_Effective_December_2017_for_January_2018_Coverage.pdf - PPO/HMO Standard Rates

Georgia: 2018 Rates - <https://shbp.georgia.gov/data-table-2018-active-employee-subsidized-extended-coverage> - Rates reflect the BCBS Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2018 Rates - <https://personnel.ky.gov/KEHP/2018%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

Louisiana: 2018 Rates - <https://info.grouppenefits.org/docs/OGBforms/PremiumRates/2017/OGBJanuary2017Rates75percentsigned.pdf> - Magnolia Open Access Rates

Mississippi: 2018 Rates - <http://knowyourbenefits.dfa.ms.gov/media/5795/2017-monthly-premium-rates.pdf> - Legacy Select rate

North Carolina: 2018 Rates - <https://files.nc.gov/ncshp/documents/board-of-trustees/2018-Premium-Rate-Recommendations.pdf> - Enhanced 80/20 Plan rates with participation in 3 wellness activities

South Carolina: 2018 Rates - <https://www.peba.sc.gov/assets/activemonthlypremiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2018 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2018.pdf - BCBST Partnership Promise PPO Plan Rates

Texas: 2018 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY18.pdf> - HealthSelect of Texas Plan

Virginia: 2018 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/open-enrollment-2017/2017-active-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care plan.

West Virginia: 2018 Rates - <https://peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$30,000 - \$36,000 Salary Range

West Virginia: Average of \$165.50 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

Note: Composite rates assume 60% single contracts and 40% family contracts.

State of Alabama
Southeastern States
2018 Active Employee Health Insurance Coverages and Monthly Premium Rates

State	Coverages			Active Employee Health Insurance Monthly Premium Rates					
	Medical	Prescription Drug	Dental	Single Coverage			Family Coverage		
				Total Cost	Employee Share	State Share	Total Cost	Employee Share	State Share
Alabama	Yes	Yes	Optional	\$454.00	\$40.00	\$414.00	\$1,217.00	\$250.00	\$967.00
Arkansas	Yes	Yes	No	\$563.72	\$182.92	\$380.80	\$1,503.04	\$573.88	\$929.16
Florida	Yes	Yes	Optional	\$692.84	\$50.00	\$642.84	\$1,559.60	\$180.00	\$1,379.60
Georgia	Yes	Yes	No	\$618.07	\$110.89	\$507.18	\$1,730.59	\$394.54	\$1,336.05
Kentucky	Yes	Yes	No	\$729.34	\$82.38	\$646.96	\$1,767.60	\$662.26	\$1,105.34
Louisiana	Yes	Yes	No	\$702.38	\$175.56	\$526.82	\$1,573.50	\$611.10	\$962.40
Mississippi	Yes	Yes	No	\$395.00	\$20.00	\$375.00	\$1,074.00	\$699.00	\$375.00
North Carolina	Yes	Yes	No	\$548.68	\$50.00	\$498.68	\$1,218.68	\$720.00	\$498.68
South Carolina	Yes	Yes	Optional	\$472.64	\$97.68	\$374.96	\$1,236.46	\$306.56	\$929.90
Tennessee	Yes	Yes	Optional	\$749.00	\$150.00	\$599.00	\$1,946.00	\$389.00	\$1,557.00
Texas	Yes	Yes	Optional	\$621.90	\$0.00	\$621.90	\$1,811.70	\$594.90	\$1,216.80
Virginia	Yes	Yes	Optional	\$735.00	\$88.00	\$647.00	\$1,972.00	\$273.00	\$1,699.00
West Virginia	Yes	Yes	No	\$584.00	\$122.00	\$462.00	\$1,263.00	\$323.00	\$940.00
Average w/o Alabama				\$617.71	\$94.12	\$523.60	\$1,554.68	\$477.27	\$1,077.41
Percentage of Total					15.2%	84.8%		30.7%	69.3%
Alabama Over/(Under) Average				(\$163.71)	(\$54.12)	(\$109.60)	(\$337.68)	(\$227.27)	(\$110.41)
Median Active Employee Rates				\$618.07	\$88.00	\$507.18	\$1,559.60	\$394.54	\$967.00
Percentage of Total					14.2%	82.1%		25.3%	62.0%
Alabama Over/(Under) Median				(\$164.07)	(\$48.00)	(\$93.18)	(\$342.60)	(\$144.54)	\$0.00

Sources:

Alabama: 2018 Rates - SEIB FY2018 Benefit Statement Information delivered to State Comptroller

Arkansas: 2018 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2018ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2018 Rates - https://www.mybenefits.myflorida.com/content/download/132895/826712/DSGI_-_Premium_Table_Effective_December_2017_for_January_2018_Coverage.pdf - PPO/HMO Standard Rates

Georgia: 2018 Rates - <https://shbp.georgia.gov/data-table-2018-active-employee-subsidized-extended-coverage> - Rates reflect the BCBS Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2018 Rates - <https://personnel.ky.gov/KEHP/2018%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

Louisiana: 2018 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2017/OGBJanuary2017Rates75percentsigned.pdf> - Magnolia Open Access Rates

Mississippi: 2018 Rates - <http://knowyourbenefits.dfa.ms.gov/media/5795/2017-monthly-premium-rates.pdf> - Legacy Select rate

North Carolina: 2018 Rates - <https://files.nc.gov/ncshp/documents/board-of-trustees/2018-Premium-Rate-Recommendations.pdf> - Enhanced 80/20 Plan rates with participation in 3 wellness activities

South Carolina: 2018 Rates - <https://www.peba.sc.gov/assets/activemonthlypremiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2018 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2018.pdf - BCBST Premier PPO Plan Rates

Texas: 2018 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY18.pdf> - HealthSelect of Texas Plan

Virginia: 2018 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/open-enrollment-2017/2017-active-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care plan.

West Virginia: 2018 Rates - <https://peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$30,000 - \$36,000 Salary Range

West Virginia: Average of \$165.50 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

**State of Alabama
Southeastern States
Summary of State Employees' Annual Leave**

State	Years of Service						
	1 Yr	5 Yrs	10 Yrs	15 yrs	20 Yrs	25 Yrs	Av
Alabama	13	16.25	19.5	22.75	26	29.25	21.1
Arkansas	12	15	18	21	22.5	22.5	18.5
Florida	13	16.25	19.5	19.5	19.5	19.5	17.9
Georgia	15	18	21	21	21	21	19.5
Kentucky	12	15	18	21	24	24	19.0
Louisiana	12	18	21	24	24	24	20.5
Mississippi	18	21	24	24	27	27	23.5
North Carolina	14	17	20	23	26	26	21.0
South Carolina	15	15	15	21.25	27.5	30	20.6
Tennessee	12	18	21	21	24	24	20.0
Texas	12	15	16.5	19.5	22.5	25.5	18.5
Virginia	12	15	18	21	24	27	19.5
West Virginia	15	18	21	24	24	24	21.0
Average w/o Alabama	13.5	16.8	19.4	21.7	23.8	24.5	20.0
Alabama Over/(Under) Average	(0.5)	(0.5)	0.1	1.1	2.2	4.7	1.1
Median Annual Leave	13.0	16.25	19.5	21.0	24.0	24.0	20.0
Alabama Over/(Under) Median	0.0	0.0	0.0	1.8	2.0	5.3	1.1

Alabama: <http://www.alabamaadministrativecode.state.al.us/docs/pers/13PERS.RTF>

Arkansas: http://www.dfa.arkansas.gov/offices/personnelManagement/policy/Documents/50_01AnnualLeave.pdf

Florida: http://www.dms.myflorida.com/content/download/86754/497194/file/60L-34_amended_11-5-13..doc

Georgia: <http://dps.georgia.gov/annual-leave>

Kentucky: <https://hr.personnel.ky.gov/Documents%20Anonymous/Employee%20Handbook.pdf>

Louisiana: http://www.crt.state.la.us/Assets/OMF/hr/policies/PPM_42-Attendance_and_Leave_Policy.pdf

Mississippi: <http://www.mspb.ms.gov/media/31818/7.1.14%20state%20employee%20handbook.pdf>

North Carolina: http://www.oshr.nc.gov/Guide/Policies/5_Leave/Vacation%20Leave.pdf

South Carolina: <http://www.ohr.sc.gov/OHR/regs01/709.htm>

Tennessee: <http://www.tn.gov/dohr/employment/benefits.html>

Texas: <http://www.txdot.gov/inside-txdot/careers/benefits.html>

Virginia: http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol4_10annlv.pdf?sfvrsn=2

West Virginia: <http://www.personnel.wv.gov/employees/Leave/Pages/annualleave.aspx>

**State of Alabama
Southeastern States
Summary of State Employees' Sick Leave**

State	Years of Service						
	1 Yr	5 Yrs	10 Yrs	15 yrs	20 Yrs	25 Yrs	Av
Alabama	13	13	13	13	13	13	13.0
Arkansas	12	12	12	12	12	12	12.0
Florida	13	13	13	13	13	13	13.0
Georgia	15	15	15	15	15	15	15.0
Kentucky	12	12	12	12	12	12	12.8
Louisiana	12	18	21	24	24	24	20.5
Mississippi	12	10.5	9	9	7.5	7.5	9.3
North Carolina	12	12	12	12	12	12	12.0
South Carolina	15	15	15	15	15	15	15.0
Tennessee	12	12	12	12	12	12	12.0
Texas	12	12	12	12	12	12	12.0
Virginia	8	9	10	10	10	10	9.5
West Virginia	18	18	18	18	18	18	18.0
Average w/o Alabama	12.8	13.2	13.4	13.7	13.5	13.5	13.4
Alabama Over/(Under) Average	0.3	(0.2)	(0.4)	(0.7)	(0.5)	(0.5)	(0.4)
Median Sick Leave	12.0	12.0	12.0	12.0	12.0	12.0	12.8
Alabama Over/(Under) Median	1.0	1.0	1.0	1.0	1.0	1.0	0.2

Alabama: <http://www.alabamaadministrativecode.state.al.us/docs/pers/670-X-14.pdf>

Arkansas: http://www.dfa.arkansas.gov/offices/personnelManagement/policy/Documents/50_16SickLeave.pdf

Florida: http://www.dms.myflorida.com/content/download/86754/497194/file/60L-34_amended_11-5-13..doc

Georgia: <https://dps.georgia.gov/documents/sick-leave>

Kentucky: <https://hr.personnel.ky.gov/Documents%20Anonymous/Employee%20Handbook.pdf>

After 10 years of service, a one-time 10 days of sick leave is awarded. After 20 years of service, another one-time 10 days is awarded.

These one-time awards are reflected in the average sick leave amount.

Louisiana: http://www.crt.state.la.us/Assets/OMF/hr/policies/PPM_42-Attendance_and_Leave_Policy.pdf

Mississippi: <http://www.mspb.ms.gov/media/31818/7.1.14%20state%20employee%20handbook.pdf>

North Carolina: http://www.oshr.nc.gov/Guide/Policies/5_Leave/Sick%20Leave.pdf

South Carolina: <http://www.ohr.sc.gov/OHR/applicant/OHR-leavepackage.phtm>

Tennessee: <http://www.tn.gov/dohr/employment/benefits.html>

Texas: <http://www.txdot.gov/inside-txdot/careers/benefits.html>

Virginia: http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol4_55sicklv.pdf?sfvrsn=4 - Employees hired before 1/1/99 receive 15 days per year.

Amounts in chart reflect the Virginia Sickness and Disability Program for employees hired after 1/1/99.

Those amounts can be found here: <http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol457vsdp.pdf?sfvrsn=2>

West Virginia: <http://www.personnel.wv.gov/employees/Leave/sick/Pages/default.aspx>

State of Alabama

Southeastern States

Summary of State Holidays

State	New Years	Indep. Day	Labor Day	Thksgvng Day	Christmas Day	(1) Presidents & Others Birthdays	Veterans Day	King's Birthday	Memorial Day	Day After Thksgvng	Extra Days Christmas	Columbus Day	Good Friday	(2) State Days	Confederate Memorial	(3) General Election	Personal Day	Extra Day New Years	Mardi Gras Day	Total Days
Alabama	1	1	1	1	1	2	1	1	1	0	0	1	0	0	1	0	1	0	0	13
Arkansas	1	1	1	1	1	1	1	1	1	0	1	0	0	0	0	0	1	0	0	11
Florida	1	1	1	1	1	0	1	1	1	1	0	0	0	0	0	0	1	0	0	10
Georgia	1	1	1	1	1	2	1	1	1	0	0	1	0	0	1	0	0	0	0	12
Kentucky	1	1	1	1	1	0	1	1	1	1	1	0	0.5	0	0	0	0	1	0	11.5
Louisiana	1	1	1	1	1	0	1	1	1	0	0	0	1	0	0	1	0	0	1	11
Mississippi	1	1	1	1	1	1	1	1	1	0	0	0	0	0	1	0	0	0	0	10
North Carolina	1	1	1	1	1	0	1	1	1	1	2	0	1	0	0	0	0	0	0	12
South Carolina	1	1	1	1	1	1	1	1	1	1	2	0	0	0	1	0	0	0	0	13
Tennessee	1	1	1	1	1	1	1	1	1	0	0	1	1	0	0	0	0	0	0	11
Texas	1	1	1	1	1	2	1	1	1	1	2	0	0	4	0	0	0	0	0	17
Virginia	1	1	1	1	1	2	1	1	1	1.5	1	1	0	0	0	0	0	1	0	14.5
West Virginia	1	1	1	1	1	1	1	1	1	1	0.5	1	0	1	0	2	0	0.5	0	15
Average w/o Alabama	1.0	1.0	1.0	1.0	1.0	0.9	1.0	1.0	1.0	0.6	0.8	0.3	0.3	0.4	0.3	0.3	0.2	0.2	0.1	12.3
Alabama Over/(Under) Average	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.0	0.0	(0.6)	(0.8)	0.7	(0.3)	(0.4)	0.8	(0.3)	0.8	(0.2)	(0.1)	0.7
Median Holidays	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0
Alabama Over/(Under) Median	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	(1.0)	(0.5)	1.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	1.0

Note: (1) Includes Presidents Day and birthdays for J.Davis, Jackson, L.B. Johnson, R. E. Lee, Lincoln, and Washington.

(2) State Days include Texas Emancipation Day, San Jacinto Day, Texas Independence Day, Confederate Heroes Day (TX), and West Virginia Day.

(3) Louisiana only provides a holiday for years containing a Presidential election. West Virginia provides a holiday for both the general election and the primary election.

Alabama: <http://www.personnel.state.al.us/Downloads/StateHolidays.pdf>

Arkansas: http://www.dfa.arkansas.gov/offices/personnelManagement/policy/Documents/50_08Holidays.pdf

Florida: http://www.dms.myflorida.com/workforce_operations/human_resource_management/for_state_hr_practitioners/2015_state_holidays

Georgia: http://gov.georgia.gov/sites/gov.georgia.gov/files/related_files/document/2014%20State%20Holidays.pdf

Kentucky: <https://personnel.ky.gov/pages/leave.aspx>

Louisiana: <http://doa.louisiana.gov/osp/aboutus/2014holidays.htm>

Mississippi: <http://www.sos.ms.gov/Education-Publications/Pages/State-Holidays.aspx>

North Carolina: <http://www.oshr.nc.gov/holsched.htm>

South Carolina: <http://www.ohr.sc.gov/OHR/applicant/OHR-holidays.phtm>

Tennessee: <http://www.tn.gov/state-holidays.html>

Texas: <http://www.hr.sao.state.tx.us/Compensation/Holidays2015.pdf>

Virginia: <http://www.dhrm.virginia.gov/docs/default-source/default-document-library/payandholidaycalendar2015.pdf?sfvrsn=2>

West Virginia: <http://www.personnel.wv.gov/employees/benefits/Pages/Holidays.aspx>

**State of Alabama
Southeastern States
Summary of State Employees' Total Leave**

State	Annual Leave Days	Sick Leave Days	Holidays	Total Days	Rank
West Virginia	21.0	18.0	15.0	54.0	1
Louisiana	20.5	20.5	11.0	52.0	2
South Carolina	20.6	15.0	13.0	48.6	3
Texas	18.5	12.0	17.0	47.5	4
Alabama	21.1	13.0	13.0	47.1	5
Georgia	19.5	15.0	12.0	46.5	6
North Carolina	21.0	12.0	12.0	45.0	7
Virginia	19.5	9.5	14.5	43.5	8
Kentucky	19.0	12.8	11.5	43.3	9
Tennessee	20.0	12.0	11.0	43.0	10
Mississippi	23.5	9.3	10.0	42.8	11
Arkansas	18.5	12.0	11.0	41.5	12
Florida	17.9	13.0	10.0	40.9	13
Average w/o Alabama	20.0	13.4	12.3	45.7	
Alabama Over/(Under) Average	1.1	(0.4)	0.7	1.4	
Median Total Leave	20.0	12.8	12.0	45.0	
Alabama Over/(Under) Median	1.1	0.2	1.0	2.1	

State of Alabama
Southeastern States
2018 Median Family Income
Cost-of-Living "Wage" Index

State	Median Family Income	Cost-of-Living "Wage" Index
Alabama	\$63,837	0.96
Arkansas	\$58,080	0.88
Florida	\$66,995	1.01
Georgia	\$71,457	1.08
Kentucky	\$62,228	0.94
Louisiana	\$61,847	0.93
Mississippi	\$57,380	0.87
North Carolina	\$67,816	1.02
South Carolina	\$65,742	0.99
Tennessee	\$65,656	0.99
Texas	\$71,868	1.08
Virginia	\$88,929	1.34
West Virginia	\$57,718	0.87
Southeastern Average w/o Alabama	\$66,310	1.00
Alabama Over/(Under) Average	(\$2,473)	(0.04)
Median Family Income	\$65,656	0.99
Alabama Over/(Under) Median	(\$1,819)	(0.03)

Source: US Census, 2018 Median Family Income

Report: B19113: MEDIAN FAMILY INCOME IN THE PAST 12 MONTHS (IN 2018 INFLATION-ADJUSTED DOLLARS)

State of Alabama
Southeastern States Employees
Compensation per Capita
2018

State	FTE to Population Ratio	FTE Index	Full-time Employees Per U.S. Census	Total Compensation Per Employee	Aggregate Compensation	State Population Estimates 7/1/2018	Compensation Per Capita	Ranking
Louisiana	1 to 118.6	1.37	39,292	\$85,246	\$3,349,485,832	4,659,690	\$718.82	1
West Virginia	1 to 75.4	2.15	23,914	\$53,104	\$1,269,929,056	1,804,291	\$703.84	2
Kentucky	1 to 115.8	1.40	38,530	\$73,163	\$2,818,970,390	4,461,153	\$631.89	3
Arkansas	1 to 101.6	1.59	29,628	\$61,801	\$1,831,040,028	3,009,733	\$608.37	4
South Carolina	1 to 122.7	1.32	41,428	\$70,688	\$2,928,462,464	5,084,156	\$576.00	5
Virginia	1 to 148.1	1.09	57,409	\$79,081	\$4,539,961,129	8,501,286	\$534.03	6
Alabama	1 to 135.2	1.20	36,145	\$67,847	\$2,452,329,815	4,887,681	\$501.74	7
Mississippi	1 to 121.7	1.33	24,495	\$54,623	\$1,337,990,385	2,981,020	\$448.84	8
Tennessee	1 to 161.6	1.00	41,908	\$71,937	\$3,014,735,796	6,771,631	\$445.20	9
Georgia	1 to 182.1	0.89	57,711	\$78,862	\$4,551,204,882	10,511,131	\$432.99	10
North Carolina	1 to 172.3	0.94	60,264	\$66,117	\$3,984,474,888	10,381,615	\$383.80	11
Texas	1 to 199.0	0.81	143,897	\$69,931	\$10,062,861,107	28,628,666	\$351.50	12
Florida	1 to 195.3	0.83	108,784	\$56,799	\$6,178,822,416	21,244,317	\$290.85	13
Southeastern States Average w/o Alabama	1 to 161.9	1.00	55,605	\$68,446	\$3,822,328,198	9,003,224	\$510.51	
Alabama Over/(Under) Average			(19,460)	(\$599)	(\$1,369,998,383)	(4,115,543)	(\$8.77)	

Note: Full-time equivalents excludes higher-educational and hospital employees.

Source: State Government Employment Date: March 2018, US Census Report

<http://www.census.gov>

State of Alabama
State Employees' Total Compensation
Southeastern States Ranking
Adjusted for Cost-of Living Index and Full-time Equivalent (FTE) Index

State	Rank	Total Compensation	Cost-of-Living (C.O.L.)			Full-Time Equivalent (FTE)		
			Wage Index	Adjusted Compensation	Adjusted Rank	Index	Adjusted Compensation	Adjusted Rank
Louisiana	1	\$85,246	0.93	\$91,662	1	1.37	\$125,577.44	2
Virginia	2	\$79,081	1.34	\$59,016	12	1.09	\$64,327.08	10
Georgia	3	\$78,862	1.08	\$73,020	3	0.89	\$64,988.13	9
Kentucky	4	\$73,163	0.94	\$77,833	2	1.40	\$108,966.17	4
Tennessee	5	\$71,937	0.99	\$72,664	4	1.00	\$72,663.64	8
South Carolina	6	\$70,688	0.99	\$71,402	5	1.32	\$94,250.67	5
Texas	7	\$69,931	1.08	\$64,751	9	0.81	\$52,448.25	12
Alabama	8	\$67,847	0.96	\$70,674	6	1.20	\$84,808.75	6
North Carolina	9	\$66,117	1.02	\$64,821	8	0.94	\$60,931.35	11
Arkansas	10	\$61,801	0.88	\$70,228	7	1.59	\$111,663.17	3
Florida	11	\$56,799	1.01	\$56,237	13	0.83	\$46,676.41	13
Mississippi	12	\$54,623	0.87	\$62,785	10	1.33	\$83,504.13	7
West Virginia	13	\$53,104	0.87	\$61,039	11	2.15	\$131,234.02	1
Southeastern Average w/o Alabama		\$68,446		\$68,788			\$84,769	
Alabama Over/(Under) Average		(\$599)		\$1,886			\$40	
Median Adjusted Compensation		\$69,931		\$70,228			\$83,504	
Alabama Over/(Under) Median		(\$2,084)		\$446			\$1,305	

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2019
Employer's Insurance Contribution

State	Employer's Insurance Contribution to Active Employee Coverage				
	Single	Family	Monthly Composite	Annual Composite	Rank
Virginia	\$687.00	\$1,802.00	\$1,133.00	\$13,596.00	1
Florida	\$684.42	\$1,473.18	\$999.92	\$11,999.09	2
Tennessee	\$543.00	\$1,411.00	\$890.20	\$10,682.40	3
Georgia	\$527.57	\$1,393.15	\$873.80	\$10,485.61	4
Texas	\$624.82	\$1,222.52	\$863.90	\$10,366.80	5
Kentucky	\$646.96	\$1,105.34	\$830.31	\$9,963.74	6
Louisiana	\$526.82	\$962.40	\$701.05	\$8,412.62	7
Alabama	\$445.00	\$1,051.00	\$687.40	\$8,248.80	8
West Virginia	\$474.00	\$964.00	\$670.00	\$8,040.00	9
South Carolina	\$402.70	\$998.72	\$641.11	\$7,693.30	10
Arkansas	\$327.56	\$905.52	\$558.74	\$6,704.93	11
North Carolina	\$518.64	\$518.64	\$518.64	\$6,223.68	12
Mississippi	\$367.00	\$367.00	\$367.00	\$4,404.00	13
Average w/o Alabama	\$527.54	\$1,093.62	\$753.97	\$9,047.68	
Alabama Over/(Under) Average	(\$82.54)	(\$42.62)	(\$66.57)	(\$798.88)	
Median Employer's Contribution	\$526.82	\$1,051.00	\$701.05	\$8,412.62	
Alabama Over/(Under) Median	(\$81.82)	\$0.00	(\$13.65)	(\$163.82)	

Sources:

Alabama: 2019 Rates - SEIB FY2019 Benefit Statement Information delivered to State Comptroller

Arkansas: 2019 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2019ASEActiveRatesWithout.pdf> - Premium Plan w/o Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2019 Rates - https://www.mybenefits.myflorida.com/content/download/145334/969881/Premium_Rates_-_July_2019.pdf - PPO/HMO Standard Rates

Georgia: 2019 Rates - <https://shbp.georgia.gov/data-table-2019-active-employee-subsidized-extended-coverage> - Rates reflect the Anthem Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2019 Rates - <https://personnel.ky.gov/KEHP/2019%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan and completing LivingWell Promise.

Louisiana: 2019 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2019/January2019Rates75percentupdated2619.pdf> - Magnolia Open Access Rates

Mississippi: 2019 Rates - <http://knowyourbenefits.dfa.ms.gov/media/6842/2019-rate-sheet.pdf> - Legacy Select rate

North Carolina: 2019 Rates - https://files.nc.gov/ncshp/documents/ratesheets/oe_19_ratesheet_active.pdf - 80/20 Plan rates with tobacco attestation completed

South Carolina: 2019 Rates - <https://www.peba.sc.gov/assets/50statesurvey2.pdf> - Standard Plan

Tennessee: 2019 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2019.pdf - BCBST Premiere PPO Plan Rates

Texas: 2019 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY19.pdf> - HealthSelect of Texas Plan

Virginia: 2019 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/2018-19-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care Premium plan.

West Virginia: 2019 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$32,701 - \$38,700 Salary Range

West Virginia: Average of \$183 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

Note: Composite rates assume 60% single contracts and 40% family contracts.

THE 2019 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2018 COMPENSATION PACKAGE.
 THESE ARE FOR INFORMATIONAL PURPOSES ONLY.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2019
Employee's Insurance Contribution

State	Employee's Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Louisiana	\$175.56	\$611.10	\$349.78	\$4,197.31	1
Arkansas	\$182.92	\$573.88	\$339.30	\$4,071.65	2
North Carolina	\$50.00	\$720.00	\$318.00	\$3,816.00	3
Kentucky	\$82.38	\$662.26	\$314.33	\$3,771.98	4
Mississippi	\$20.00	\$686.00	\$286.40	\$3,436.80	5
Texas	\$0.00	\$597.70	\$239.08	\$2,868.96	6
Georgia	\$110.89	\$394.54	\$224.35	\$2,692.20	7
Tennessee	\$136.00	\$352.00	\$222.40	\$2,668.80	8
West Virginia	\$122.00	\$323.00	\$202.40	\$2,428.80	9
South Carolina	\$97.68	\$306.56	\$181.23	\$2,174.78	10
Virginia	\$92.00	\$287.00	\$170.00	\$2,040.00	11
Alabama	\$41.00	\$252.00	\$125.40	\$1,504.80	12
Florida	\$50.00	\$180.00	\$102.00	\$1,224.00	13
Average w/o Alabama	\$93.29	\$474.50	\$245.77	\$2,949.27	
Alabama Over/(Under) Average	(\$52.29)	(\$222.50)	(\$120.37)	(\$1,444.47)	
Median Employee's Contribution	\$92.00	\$394.54	\$224.35	\$2,692.20	
Alabama Over/(Under) Median	(\$51.00)	(\$142.54)	(\$98.95)	(\$1,187.40)	

Sources:

Alabama: 2019 Rates - SEIB FY2019 Benefit Statement Information delivered to State Comptroller

Arkansas: 2019 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2019ASEActiveRatesWithout.pdf> - Premium Plan w/o Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2019 Rates - https://www.mybenefits.myflorida.com/content/download/145334/969881/Premium_Rates_-_July_2019.pdf - PPO/HMO Standard Rates

Georgia: 2019 Rates - <https://shbp.georgia.gov/data-table-2019-active-employee-subsidized-extended-coverage> - Rates reflect the Anthem Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2019 Rates - <https://personnel.ky.gov/KEHP/2019%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan and completing LivingWell Promise.

Louisiana: 2019 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2019/January2019Rates75percentupdated2619.pdf> - Magnolia Open Access Rates

Mississippi: 2019 Rates - <http://knowyourbenefits.dfa.ms.gov/media/6842/2019-rate-sheet.pdf> - Legacy Select rate

North Carolina: 2019 Rates - https://files.nc.gov/ncshp/documents/ratesheets/oe_19_ratesheet_active.pdf- 80/20 Plan rates with tobacco attestation completed

South Carolina: 2019 Rates - <https://www.peba.sc.gov/assets/50statesurvey2.pdf> - Standard Plan

Tennessee: 2019 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2019.pdf - BCBST Premiere PPO Plan Rates

Texas: 2019 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY19.pdf> - HealthSelect of Texas Plan

Virginia: 2019 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/2018-19-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care Premium plan.

West Virginia: 2019 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$32,701 - \$38,700 Salary Range

West Virginia: Average of \$183 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

Note: Composite rates assume 60% single contracts and 40% family contracts.

THE 2019 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2018 COMPENSATION PACKAGE.
 THESE ARE FOR INFORMATIONAL PURPOSES ONLY.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2019
Total Insurance Contribution

State	Total Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Virginia	\$779.00	\$2,089.00	\$1,303.00	\$15,636.00	1
Kentucky	\$729.34	\$1,767.60	\$1,144.64	\$13,735.73	2
Tennessee	\$679.00	\$1,763.00	\$1,112.60	\$13,351.20	3
Texas	\$624.82	\$1,820.22	\$1,102.98	\$13,235.76	4
Florida	\$734.42	\$1,653.18	\$1,101.92	\$13,223.09	5
Georgia	\$638.46	\$1,787.69	\$1,098.15	\$13,177.81	6
Louisiana	\$702.38	\$1,573.50	\$1,050.83	\$12,609.94	7
Arkansas	\$510.48	\$1,479.40	\$898.05	\$10,776.58	8
West Virginia	\$596.00	\$1,287.00	\$872.40	\$10,468.80	9
North Carolina	\$568.64	\$1,238.64	\$836.64	\$10,039.68	10
South Carolina	\$500.38	\$1,305.28	\$822.34	\$9,868.08	11
Alabama	\$486.00	\$1,303.00	\$812.80	\$9,753.60	12
Mississippi	\$387.00	\$1,053.00	\$653.40	\$7,840.80	13
Average w/o Alabama	\$620.83	\$1,568.13	\$999.75	\$11,996.95	
Alabama Over/(Under) Average	(\$134.83)	(\$265.13)	(\$186.95)	(\$2,243.35)	
Median Total Contribution	\$624.82	\$1,573.50	\$1,050.83	\$12,609.94	
Alabama Over/(Under) Median	(\$138.82)	(\$270.50)	(\$238.03)	(\$2,856.34)	

Sources:

Alabama: 2019 Rates - SEIB FY2019 Benefit Statement Information delivered to State Comptroller

Arkansas: 2019 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2019ASEActiveRatesWithout.pdf> - Premium Plan w/o Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2019 Rates - https://www.mybenefits.myflorida.com/content/download/145334/969881/Premium_Rates_-_July_2019.pdf - PPO/HMO Standard Rates

Georgia: 2019 Rates - <https://shbp.georgia.gov/data-table-2019-active-employee-subsidized-extended-coverage> - Rates reflect the Anthem Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2019 Rates - <https://personnel.ky.gov/KEHP/2019%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan and completing LivingWell Promise.

Louisiana: 2019 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2019/January2019Rates75percentupdated2619.pdf> - Magnolia Open Access Rates

Mississippi: 2019 Rates - <http://knowyourbenefits.dfa.ms.gov/media/6842/2019-rate-sheet.pdf> - Legacy Select rate

North Carolina: 2019 Rates - https://files.nc.gov/ncshp/documents/ratesheets/oe_19_ratesheet_active.pdf - 80/20 Plan rates with tobacco attestation completed

South Carolina: 2019 Rates - <https://www.peba.sc.gov/assets/50statesurvey2.pdf> - Standard Plan

Tennessee: 2019 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2019.pdf - BCBST Premiere PPO Plan Rates

Texas: 2019 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY19.pdf> - HealthSelect of Texas Plan

Virginia: 2019 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/2018-19-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care Premium plan.

West Virginia: 2019 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$32,701 - \$38,700 Salary Range

West Virginia: Average of \$183 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

Note: Composite rates assume 60% single contracts and 40% family contracts.

THE 2019 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2018 COMPENSATION PACKAGE.
 THESE ARE FOR INFORMATIONAL PURPOSES ONLY.

**State of Alabama
Southeastern States
Plan Year 2019 Active Employee Health Insurance Coverages and Monthly Premium Rates**

State	Coverages			Active Employee Health Insurance Monthly Premium Rates					
	Medical	Prescription Drug	Dental	Single Coverage			Family Coverage		
				Total Cost	Employee Share	State Share	Total Cost	Employee Share	State Share
Alabama	Yes	Yes	Optional	\$486.00	\$41.00	\$445.00	\$1,303.00	\$252.00	\$1,051.00
Arkansas	Yes	Yes	No	\$510.48	\$182.92	\$327.56	\$1,479.40	\$573.88	\$905.52
Florida	Yes	Yes	Optional	\$734.42	\$50.00	\$684.42	\$1,653.18	\$180.00	\$1,473.18
Georgia	Yes	Yes	No	\$638.46	\$110.89	\$527.57	\$1,787.69	\$394.54	\$1,393.15
Kentucky	Yes	Yes	No	\$729.34	\$82.38	\$646.96	\$1,767.60	\$662.26	\$1,105.34
Louisiana	Yes	Yes	No	\$702.38	\$175.56	\$526.82	\$1,573.50	\$611.10	\$962.40
Mississippi	Yes	Yes	No	\$387.00	\$20.00	\$367.00	\$1,053.00	\$686.00	\$367.00
North Carolina	Yes	Yes	No	\$568.64	\$50.00	\$518.64	\$1,238.64	\$720.00	\$518.64
South Carolina	Yes	Yes	Optional	\$500.38	\$97.68	\$402.70	\$1,305.28	\$306.56	\$998.72
Tennessee	Yes	Yes	Optional	\$679.00	\$136.00	\$543.00	\$1,763.00	\$352.00	\$1,411.00
Texas	Yes	Yes	Optional	\$624.82	\$0.00	\$624.82	\$1,820.22	\$597.70	\$1,222.52
Virginia	Yes	Yes	Optional	\$779.00	\$92.00	\$687.00	\$2,089.00	\$287.00	\$1,802.00
West Virginia	Yes	Yes	No	\$596.00	\$122.00	\$474.00	\$1,287.00	\$323.00	\$964.00
Average w/o Alabama				\$620.83	\$93.29	\$527.54	\$1,568.13	\$474.50	\$1,093.62
Percentage of Total					15.0%	85.0%		30.3%	69.7%
Alabama Over/(Under) Average				(\$134.83)	(\$52.29)	(\$82.54)	(\$265.13)	(\$222.50)	(\$42.62)
Median Active Employee Rates				\$624.82	\$92.00	\$526.82	\$1,573.50	\$394.54	\$1,051.00
Percentage of Total					14.7%	84.3%		25.1%	66.8%
Alabama Over/(Under) Median				(\$138.82)	(\$51.00)	(\$81.82)	(\$270.50)	(\$142.54)	\$0.00

Sources:

- Alabama:** 2019 Rates - SEIB FY2019 Benefit Statement Information delivered to State Comptroller
- Arkansas:** 2019 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2019ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)
- Florida:** 2019 Rates - https://www.mybenefits.myflorida.com/content/download/145334/969881/Premium_Rates_-_July_2019.pdf - PPO/HMO Standard Rates
- Georgia:** 2019 Rates - <https://shbp.georgia.gov/data-table-2019-active-employee-subsidized-extended-coverage> - Rates reflect the Anthem Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)
- Kentucky:** 2019 Rates - <https://personnel.ky.gov/KEHP/2019%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan and completing LivingWell Promise.
- Louisiana:** 2019 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2019/January2019Rates75percentupdated2619.pdf> - Magnolia Open Access Rates
- Mississippi:** 2019 Rates - <http://knowyourbenefits.dfa.ms.gov/media/6842/2019-rate-sheet.pdf> - Legacy Select rate
- North Carolina:** 2019 Rates - https://files.nc.gov/ncshp/documents/ratesheets/oe_19_ratesheet_active.pdf- 80/20 Plan rates with tobacco attestation completed
- South Carolina:** 2019 Rates - <https://www.peba.sc.gov/assets/50statesurvey2.pdf> - Standard Plan
- Tennessee:** 2019 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2019.pdf - BCBST Premiere PPO Plan Rates
- Texas:** 2019 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY19.pdf> - HealthSelect of Texas Plan
- Virginia:** 2019 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/2018-19-employee-premiums.pdf?sfvrsn=0> - Rates for the COVA Care Premium plan.
- West Virginia:** 2019 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$32,701 - \$38,700 Salary Range
- West Virginia:** Average of \$183 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

Note: Dental coverage premiums that are optional to the health insurance plan are not included in the employee premiums amounts.

THE 2019 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2018 COMPENSATION PACKAGE.
THESE ARE FOR INFORMATIONAL PURPOSES ONLY.