

State of Alabama
State Employee Compensation
2023 Southeastern States Survey

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2/5/2025

State of Alabama

State Employees' Compensation per Capita

Southeastern States Ranking

State	Rank	Compensation per Capita
West Virginia	1	\$885
Louisiana	2	\$784
Arkansas	3	\$649
Virginia	4	\$635
Kentucky	5	\$595
South Carolina	6	\$575
Alabama	7	\$557
Tennessee	8	\$523
Mississippi	9	\$459
North Carolina	10	\$424
Texas	11	\$416
Georgia	12	\$404
Florida	13	\$287
Southeastern Average w/o Alabama		\$553
Alabama Over/(Under) Average		\$4
Southeastern Median Compensation per Capita		\$557
Alabama Over/(Under) Median		\$0

State of Alabama

State Employees' Total Compensation

Southeastern States Ranking

State	Rank	Total Compensation
Louisiana	1	\$104,684
Virginia	2	\$101,342
Georgia	3	\$95,926
Tennessee	4	\$93,565
Texas	5	\$92,888
Alabama	6	\$88,355
North Carolina	7	\$85,947
South Carolina	8	\$85,492
Kentucky	9	\$79,809
Arkansas	10	\$75,155
West Virginia	11	\$70,033
Florida	12	\$65,499
Mississippi	13	\$64,404
Southeastern Average w/o Alabama		\$84,562
Alabama Over/(Under) Average		\$3,793
Southeastern Median Compensation		\$85,947
Alabama Over/(Under) Median		\$2,408

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	\$58,121	40.0	16.00%	\$10,406	21.1	13.0	13.0	47.1
Arkansas	\$50,682	40.0	15.32%	\$8,619	18.5	12.0	11.0	41.5
Florida	\$40,803	40.0	11.91%	\$13,422	17.9	13.0	10.0	40.9
Georgia	\$53,809	40.0	31.01%	\$15,807	19.5	15.0	12.0	46.5
Kentucky	\$53,973	40.0	9.97%	\$11,466	19.0	12.8	11.5	43.3
Louisiana	\$58,561	40.0	41.30%	\$10,225	20.5	20.5	11.0	52.0
Mississippi	\$44,195	40.0	17.40%	\$5,244	23.5	9.3	10.0	42.8
North Carolina	\$58,735	40.0	17.07%	\$7,020	21.0	12.0	12.0	45.0
South Carolina	\$55,988	40.0	17.56%	\$9,202	20.6	15.0	13.0	48.6
Tennessee	\$56,419	37.5	21.88%	\$11,945	20.0	12.0	11.0	43.0
Texas	\$56,409	40.0	28.07%	\$10,340	18.5	12.0	17.0	47.5
Virginia	\$66,555	40.0	14.46%	\$14,028	19.5	9.5	14.5	43.5
West Virginia	\$47,450	40.0	9.88%	\$8,040	21.0	18.0	15.0	54.0
Average w/o Alabama	\$53,632	39.8	19.65%	\$10,447	20.0	13.4	12.3	45.7
Alabama Over/(Under) Average	\$4,489	0.2	-3.65%	(\$41)	1.1	(0.4)	0.7	1.4
Median	\$55,988	40.0	17.07%	\$10,340	20.0	12.8	12.0	45.0
Alabama Over/(Under) Median	\$2,133	0.0	-1.07%	\$66	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	\$58,121	\$0	\$9,299	\$10,406	\$4,717	\$2,906	\$2,906	\$88,355
Arkansas	\$50,682	\$0	\$7,764	\$8,619	\$3,606	\$2,339	\$2,144	\$75,155
Florida	\$40,803	\$0	\$4,860	\$13,422	\$2,805	\$2,040	\$1,569	\$65,499
Georgia	\$53,809	\$0	\$16,686	\$15,807	\$4,036	\$3,104	\$2,483	\$95,926
Kentucky	\$53,973	\$0	\$5,381	\$11,466	\$3,944	\$2,657	\$2,387	\$79,809
Louisiana	\$58,561	\$0	\$24,186	\$10,225	\$4,617	\$4,617	\$2,478	\$104,684
Mississippi	\$44,195	\$0	\$7,690	\$5,244	\$3,995	\$1,581	\$1,700	\$64,404
North Carolina	\$58,735	\$0	\$10,026	\$7,020	\$4,744	\$2,711	\$2,711	\$85,947
South Carolina	\$55,988	\$0	\$9,831	\$9,202	\$4,441	\$3,230	\$2,799	\$85,492
Tennessee	\$56,419	\$3,526	\$12,344	\$11,945	\$4,340	\$2,604	\$2,387	\$93,565
Texas	\$56,409	\$0	\$15,834	\$10,340	\$4,014	\$2,603	\$3,688	\$92,888
Virginia	\$66,555	\$0	\$9,624	\$14,028	\$4,992	\$2,432	\$3,712	\$101,342
West Virginia	\$47,450	\$0	\$4,688	\$8,040	\$3,833	\$3,285	\$2,738	\$70,033
Average w/o Alabama	\$53,632	\$294	\$10,743	\$10,447	\$4,114	\$2,767	\$2,566	\$84,562
Alabama Over/(Under) Average	\$4,489	(\$294)	(\$1,445)	(\$41)	\$603	\$139	\$339	\$3,794
Median	\$55,988	\$0	\$9,624	\$10,340	\$4,036	\$2,657	\$2,483	\$85,947
Alabama Over/(Under) Median	\$2,133	\$0	(\$324)	\$66	\$681	\$249	\$423	\$2,408

Sources: 2023 State of Alabama Personnel Department Annual Report as well as State websites documented throughout this report.

State of Alabama State Employees' Average Salary

State	2023 Average State Employee Salary	Rank
Virginia	\$66,555	1
North Carolina	\$58,735	2
Louisiana	\$58,561	3
Alabama	\$58,121	4
Tennessee	\$56,419	5
Texas	\$56,409	6
South Carolina	\$55,988	7
Kentucky	\$53,973	8
Georgia	\$53,809	9
Arkansas	\$50,682	10
West Virginia	\$47,450	11
Mississippi	\$44,195	12
Florida	\$40,803	13
Average w/o Alabama	\$53,632	
Alabama Over/(Under) Average	\$4,489	
Median Salary	\$55,988	
Alabama Over/(Under) Median	\$2,133	

Sources:

2023 State of Alabama Personnel Department Annual Report:

<https://www.personnel.alabama.gov/LegalNotices/2023AnnualReport.pdf>

Texas State Comptroller's Office

A Report on the Texas State Employee Workforce

<https://comptroller.texas.gov/economy/in-depth/special-reports/state-workforce/96-1886.pdf>

Georgia Department of Administrative Services, Human Resources Division

Annual Workforce Report FYE 2023

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
Louisiana	41.30%	07/01/23	1
Georgia	31.01%	06/30/23	2
Texas	28.07%	08/31/23	3
Tennessee	21.88%	06/30/23	4
South Carolina	17.56%	06/30/23	5
Mississippi	17.40%	06/30/23	6
North Carolina	17.07%	06/30/23	7
Alabama	16.00%	10/01/23	8
Arkansas	15.32%	07/01/23	9
Virginia	14.46%	06/30/23	10
Florida	11.91%	06/30/23	11
Kentucky	9.97%	06/30/23	12
West Virginia	9.88%	06/30/23	13
Average w/o Alabama	19.65%		
Alabama Over/(Under) Average	-3.65%		
Median Retirement Contribution	17.07%		
Alabama Over/(Under) Median	-1.07%		

Alabama - Rate obtained from Alabama Budget Request Instructions for FY2024 (Tier 1)

Arkansas - <https://apers.org/wp-content/uploads/2024/05/Publication-Employer-Contribution-Rates.pdf>

Florida - https://frs.fl.gov/forms/2024-25_contributions.pdf

Georgia (Rate for New Plan) - https://www.ers.ga.gov/sites/main/files/file-attachments/ersregular_contrib_rate_history.pdf?1590166492

Kentucky (Rate for General Fund Agencies) (Rate does not include fixed dollar amount to cover unfunded liability) -

<https://kyret.ky.gov/Employers/Historical%20Contribution%20Rates/KERS%20Nonhazardous%20Historical%20Contribution%20Rates.pdf>

Louisiana - <https://www.doa.la.gov/doa/osup/state-agencies/retirement-rates/>

Mississippi - <https://www.pers.ms.gov/sites/default/files/Content/GASB%20Resource%20Materials/2023/Miss%20PERS%20GASB%2068%202023%20FINAL.pdf>

North Carolina - <https://www.nctreasurer.com/documents/files/slglfdgc/retirement-and-investment-disclosures-2023/download>

South Carolina - [https://cg.sc.gov/sites/cg/files/Documents/Publications%20and%20Reports/Comprehensive%20Annual%20Financial%20Reports%20\(CAFR\)/FY2023/FY2023A](https://cg.sc.gov/sites/cg/files/Documents/Publications%20and%20Reports/Comprehensive%20Annual%20Financial%20Reports%20(CAFR)/FY2023/FY2023A)

Tennessee - (Legacy Plan) https://treasury.tn.gov/Portals/0/Documents/Retirement/CAFR%20Reports/2023/2023TCRSReport_Full%20Report.pdf

Texas - <https://www.ers.texas.gov/About-ERS/GASB-Requirements-2023-GASB-67-&-68-Audited-Schedules>

Virginia - <https://employers.varetire.org/media/shared/pdf/gasb/actuarial/gasb-67-2023.pdf>

West Virginia - <https://www.wvretirement.com/Publications.html#AnnualReport>

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2023
Employer's Insurance Contribution

State	Employer's Insurance Contribution to Active Employee Coverage				
	Single	Family	Monthly Composite	Annual Composite	Rank
Georgia	\$786.52	\$2,113.40	\$1,317.27	\$15,807.26	1
Virginia	\$709.00	\$1,859.00	\$1,169.00	\$14,028.00	2
Florida	\$763.46	\$1,651.08	\$1,118.51	\$13,422.10	3
Tennessee	\$607.00	\$1,578.00	\$995.40	\$11,944.80	4
Kentucky	\$744.50	\$1,271.98	\$955.49	\$11,465.90	5
Alabama	\$566.00	\$1,319.00	\$867.20	\$10,406.40	6
Texas	\$622.60	\$1,220.30	\$861.68	\$10,340.16	7
Louisiana	\$640.34	\$1,169.78	\$852.12	\$10,225.39	8
South Carolina	\$463.10	\$1,222.44	\$766.84	\$9,202.03	9
Arkansas	\$375.78	\$1,231.93	\$718.24	\$8,618.88	10
West Virginia	\$474.00	\$964.00	\$670.00	\$8,040.00	11
North Carolina	\$584.96	\$584.96	\$584.96	\$7,019.52	12
Mississippi	\$437.00	\$437.00	\$437.00	\$5,244.00	13
Average w/o Alabama	\$600.69	\$1,275.32	\$870.54	\$10,446.50	
Alabama Over/(Under) Average	(\$34.69)	\$43.68	(\$3.34)	(\$40.10)	
Median Employer's Contribution	\$607.00	\$1,231.93	\$861.68	\$10,340.16	
Alabama Over/(Under) Median	(\$41.00)	\$87.07	\$5.52	\$66.24	

Sources:

Alabama: 2023 Rates - SEIB FY2023 Benefit Statement Information delivered to State Comptroller

Arkansas: 2023 Rates - <https://www.transform.ar.gov/wp-content/uploads/ase-active.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2023 Rates - https://www.mybenefits.myflorida.com/content/download/156958/1041094/2023PremiumRateTableEffectiveDecember2022forJanuary2023Coverage_1_13_23.pdf - PPO/HMO St.

Georgia: 2023 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (State Share = LWOP rate less employee rate)

Kentucky: 2023 Rates - <https://extranet.personnel.ky.gov/KEHP/2023%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion of LW Promise..

Louisiana: 2023 Rates - <https://info.groupbenefits.org/premium-rates/> - Magnolia Open Access Rates

Mississippi: 2023 Rates - <https://www.dfa.ms.gov/rates-and-coverage> - Legacy Select rate

North Carolina: 2023 Rates - <https://www.shpnc.org/media/2923/download?attachment> - Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2023 Rates - https://www.peba.sc.gov/sites/default/files/2023_active_monthly_premiums.pdf - Employee share rates are for SHP Standard Plan.

Tennessee: 2023 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/2023_annual_enrollment/premium_state_active_23.pdf - BCBST Network S Premier PPO Plan Rates

Texas: 2023 Rates - <https://www.ers.texas.gov/PDFs/rates-py23/ratesheet-py23> - HealthSelect of Texas Plan

Virginia: 2023 Rates - <https://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/cardinal-premiums-active-employees-62722.pdf> - Rates for the COVA Care plan.

West Virginia: 2023 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$44,101 - \$50,100 Salary Range

West Virginia: \$70 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
Active Employee Composite Rate - Plan Year 2023
Employee's Insurance Contribution

State	Employee's Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Louisiana	\$213.38	\$742.78	\$425.14	\$5,101.68	1
Arkansas	\$172.00	\$630.52	\$355.41	\$4,264.90	2
Kentucky	\$89.14	\$716.64	\$340.14	\$4,081.68	3
Mississippi	\$20.00	\$814.00	\$337.60	\$4,051.20	4
North Carolina	\$50.00	\$720.00	\$318.00	\$3,816.00	5
Tennessee	\$152.00	\$394.00	\$248.80	\$2,985.60	6
Texas	\$0.00	\$597.70	\$239.08	\$2,868.96	7
Georgia	\$114.32	\$408.95	\$232.17	\$2,786.06	8
West Virginia	\$128.00	\$336.00	\$211.20	\$2,534.40	9
South Carolina	\$97.68	\$306.56	\$181.23	\$2,174.78	10
Virginia	\$94.00	\$295.00	\$174.40	\$2,092.80	11
Alabama	\$47.00	\$264.00	\$133.80	\$1,605.60	12
Florida	\$50.00	\$180.00	\$102.00	\$1,224.00	13
Average w/o Alabama	\$98.38	\$511.85	\$263.76	\$3,165.17	
Alabama Over/(Under) Average	(\$51.38)	(\$247.85)	(\$129.96)	(\$1,559.57)	
Median Employee's Contribution	\$94.00	\$408.95	\$239.08	\$2,868.96	
Alabama Over/(Under) Median	(\$47.00)	(\$144.95)	(\$105.28)	(\$1,263.36)	

Sources:

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Arkansas: 2023 Rates - <https://www.transform.ar.gov/wp-content/uploads/ase-active.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2023 Rates - https://www.mybenefits.myflorida.com/content/download/156958/1041094/2023PremiumRateTableEffectiveDecember2022forJanuary2023Coverage_1_13_23.pdf - PPO/HMO St

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Louisiana: 2023 Rates - <https://info.groupbenefits.org/premium-rates/> - Magnolia Open Access Rates

Mississippi: 2023 Rates - <https://www.dfa.ms.gov/rates-and-coverage> - Legacy Select rate

North Carolina: 2023 Rates - <https://www.shpnc.org/media/2923/download?attachment> - Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2023 Rates - https://www.peba.sc.gov/sites/default/files/2023_active_monthly_premiums.pdf - Employee share rates are for SHP Standard Plan.

Tennessee: 2023 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/2023_annual_enrollment/premium_state_active_23.pdf - BCBST Network S Premier PPO Plan Rates

Texas: 2023 Rates - <https://www.ers.texas.gov/PDFs/rates-py23/ratesheet-py23> - HealthSelect of Texas Plan

Virginia: 2023 Rates - <https://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/cardinal-premiums-active-employees-62722.pdf> - Rates for the COVA Care plan.

West Virginia: 2023 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$44,101 - \$50,100 Salary Range

West Virginia: \$70 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
Active Employee Composite Rate - Plan Year 2023
Total Insurance Contribution

State	Total Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Georgia	\$900.84	\$2,522.35	\$1,549.44	\$18,593.33	1
Virginia	\$803.00	\$2,154.00	\$1,343.40	\$16,120.80	2
Kentucky	\$833.64	\$1,988.62	\$1,295.63	\$15,547.58	3
Louisiana	\$853.72	\$1,912.56	\$1,277.26	\$15,327.07	4
Tennessee	\$759.00	\$1,972.00	\$1,244.20	\$14,930.40	5
Florida	\$813.46	\$1,831.08	\$1,220.51	\$14,646.10	6
Texas	\$622.60	\$1,818.00	\$1,100.76	\$13,209.12	7
Arkansas	\$547.78	\$1,862.45	\$1,073.65	\$12,883.78	8
Alabama	\$613.00	\$1,583.00	\$1,001.00	\$12,012.00	9
South Carolina	\$560.78	\$1,529.00	\$948.07	\$11,376.82	10
North Carolina	\$634.96	\$1,304.96	\$902.96	\$10,835.52	11
West Virginia	\$602.00	\$1,300.00	\$881.20	\$10,574.40	12
Mississippi	\$457.00	\$1,251.00	\$774.60	\$9,295.20	13
Average w/o Alabama	\$699.07	\$1,787.17	\$1,134.31	\$13,611.68	
Alabama Over/(Under) Average	(\$86.06)	(\$204.17)	(\$133.31)	(\$1,599.68)	
Median Total Contribution	\$634.96	\$1,831.08	\$1,100.76	\$13,209.12	
Alabama Over/(Under) Median	(\$21.96)	(\$248.08)	(\$99.76)	(\$1,197.12)	

Sources:

Alabama: 2023 Rates - SEIB FY2023 Benefit Statement Information delivered to State Comptroller

Arkansas: 2023 Rates - <https://www.transform.ar.gov/wp-content/uploads/ase-active.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2023 Rates - https://www.mybenefits.myflorida.com/content/download/156958/1041094/2023PremiumRateTableEffectiveDecember2022forJanuary2023Coverage_1_13_23.pdf - PPO/HMO St

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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
Plan Year 2023 Active Employee Health Insurance Coverages and Rates

State	Coverages			Active Employee Health Insurance 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	\$613.00	\$47.00	\$566.00	\$1,583.00	\$264.00	\$1,319.00
Arkansas	Yes	Yes	No	\$547.78	\$172.00	\$375.78	\$1,862.45	\$630.52	\$1,231.93
Florida	Yes	Yes	Optional	\$813.46	\$50.00	\$763.46	\$1,831.08	\$180.00	\$1,651.08
Georgia	Yes	Yes	No	\$900.84	\$114.32	\$786.52	\$2,522.35	\$408.95	\$2,113.40
Kentucky	Yes	Yes	No	\$833.64	\$89.14	\$744.50	\$1,988.62	\$716.64	\$1,271.98
Louisiana	Yes	Yes	No	\$853.72	\$213.38	\$640.34	\$1,912.56	\$742.78	\$1,169.78
Mississippi	Yes	Yes	No	\$457.00	\$20.00	\$437.00	\$1,251.00	\$814.00	\$437.00
North Carolina	Yes	Yes	No	\$634.96	\$50.00	\$584.96	\$1,304.96	\$720.00	\$584.96
South Carolina	Yes	Yes	Optional	\$560.78	\$97.68	\$463.10	\$1,529.00	\$306.56	\$1,222.44
Tennessee	Yes	Yes	Optional	\$759.00	\$152.00	\$607.00	\$1,972.00	\$394.00	\$1,578.00
Texas	Yes	Yes	Optional	\$622.60	\$0.00	\$622.60	\$1,818.00	\$597.70	\$1,220.30
Virginia	Yes	Yes	Optional	\$803.00	\$94.00	\$709.00	\$2,154.00	\$295.00	\$1,859.00
West Virginia	Yes	Yes	No	\$602.00	\$128.00	\$474.00	\$1,300.00	\$336.00	\$964.00
Average w/o Alabama				\$699.07	\$98.38	\$600.69	\$1,787.17	\$511.85	\$1,275.32
Percentage of Total					14.1%	85.9%		28.6%	71.4%
Alabama Over/(Under) Average				(\$86.06)	(\$51.38)	(\$34.69)	(\$204.17)	(\$247.85)	\$43.68
Median Active Employee Rates				\$634.96	\$94.00	\$607.00	\$1,831.08	\$408.95	\$1,231.93
Percentage of Total					14.8%	95.6%		22.3%	67.3%
Alabama Over/(Under) Median				(\$21.96)	(\$47.00)	(\$41.00)	(\$248.08)	(\$144.95)	\$87.07

Sources:

Alabama: 2023 Rates - SEIB FY2023 Benefit Statement Information delivered to State Comptroller

Arkansas: 2023 Rates - <https://www.transform.ar.gov/wp-content/uploads/ase-active.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2023 Rates - https://www.mybenefits.myflorida.com/content/download/156958/1041094/2023PremiumRateTableEffectiveDecember2022forJanuary2023Coverage_1_13_23.pdf - PPO/HMO Standard Rates

Georgia: 2023 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (State Share = LWOP rate less employee rate)

Kentucky: 2023 Rates - <https://extranet.personnel.ky.gov/KEHP/2023%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion of LW Promise..

Louisiana: 2023 Rates - <https://info.groupbenefits.org/premium-rates/> - Magnolia Open Access Rates

Mississippi: 2023 Rates - <https://www.dfa.ms.gov/rates-and-coverage> - Legacy Select rate

North Carolina: 2023 Rates - <https://www.shpnc.org/media/2923/download?attachment> - Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2023 Rates - https://www.peba.sc.gov/sites/default/files/2023_active_monthly_premiums.pdf - Employee share rates are for SHP Standard Plan.

Tennessee: 2023 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/2023_annual_enrollment/premium_state_active_23.pdf - BCBST Network S Premier PPO Plan Rates

Texas: 2023 Rates - <https://www.ers.texas.gov/PDFs/rates-py23/ratesheet-py23> - HealthSelect of Texas Plan

Virginia: 2023 Rates - <https://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/cardinal-premiums-active-employees-62722.pdf> - Rates for the COVA Care plan.

West Virginia: 2023 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$44,101 - \$50,100 Salary Range

West Virginia: \$70 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	Average
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	Average
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	Thanksgiving Day	Christmas Day	(1) Presidents & Others Birthdays	Veterans Day	King's Birthday	Memorial Day	Day After Thanksgiving	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: https://www.dfa.arkansas.gov/images/uploads/humanResourcesOffice/DFA_Handbook_FINAL11222021.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.phtml>

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
2023 Median Family Income
Cost-of-Living "Wage" Index

State	Median Family Income	Cost-of-Living "Wage" Index
Alabama	\$79,940	0.95
Arkansas	\$74,179	0.88
Florida	\$88,238	1.05
Georgia	\$91,058	1.08
Kentucky	\$77,935	0.92
Louisiana	\$75,974	0.90
Mississippi	\$72,259	0.86
North Carolina	\$87,911	1.04
South Carolina	\$83,747	0.99
Tennessee	\$85,440	1.01
Texas	\$91,467	1.09
Virginia	\$109,947	1.30
West Virginia	\$73,421	0.87
Southeastern Average w/o Alabama	\$84,298	1.00
Alabama Over/(Under) Average	(\$4,358)	(0.05)
Median Family Income	\$83,747	0.99
Alabama Over/(Under) Median	(\$3,807)	(0.05)

Source: US Census, 2023 Median Family Income

Report: B19113: MEDIAN FAMILY INCOME IN THE PAST 12 MONTHS (IN 2022 INFLATION-ADJUSTED DOLLARS)

State of Alabama
Southeastern States Employees
Compensation per Capita
2023

State	FTE to Ratio	Population	FTE Index	Full-time Employees Per U.S. Census	Total Compensation Per Employee	Aggregate Compensation	State Population Estimates 7/1/2023	Compensation Per Capita	Ranking
West Virginia	1 to	79.2	2.37	22,362	\$70,033	\$1,566,077,946	1,770,495	\$884.54	1
Louisiana	1 to	133.5	1.40	34,372	\$104,684	\$3,598,198,448	4,588,071	\$784.25	2
Arkansas	1 to	115.9	1.62	26,492	\$75,155	\$1,991,006,260	3,069,463	\$648.65	3
Virginia	1 to	159.7	1.17	54,689	\$101,342	\$5,542,292,638	8,734,685	\$634.52	4
Kentucky	1 to	134.1	1.40	33,925	\$79,809	\$2,707,520,325	4,550,595	\$594.98	5
South Carolina	1 to	148.7	1.26	36,232	\$85,492	\$3,097,546,144	5,387,830	\$574.92	6
Alabama	1 to	158.7	1.18	32,253	\$88,355	\$2,849,713,815	5,117,673	\$556.84	7
Tennessee	1 to	178.9	1.05	39,967	\$93,565	\$3,739,512,355	7,148,304	\$523.13	8
Mississippi	1 to	140.4	1.33	20,961	\$64,404	\$1,349,972,244	2,943,172	\$458.68	9
North Carolina	1 to	202.9	0.92	53,640	\$85,947	\$4,610,197,080	10,881,189	\$423.69	10
Texas	1 to	223.0	0.84	137,772	\$92,888	\$12,797,365,536	30,727,890	\$416.47	11
Georgia	1 to	237.3	0.79	46,636	\$95,926	\$4,473,604,936	11,064,432	\$404.32	12
Florida	1 to	228.0	0.82	100,463	\$65,499	\$6,580,226,037	22,904,868	\$287.29	13
Southeastern States Average w/o Alabama	1 to	187.3	1.00	50,626	\$84,562	\$4,337,793,329	9,480,916	\$552.95	
Alabama Over/(Under) Average				(18,373)	\$3,794	(\$1,488,079,514)	(4,363,243)	\$3.88	

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

Source: State Government Employment Date: July 2023, US Census Report

<https://www.census.gov/data/tables/time-series/demo/popest/2020s-state-total.html>

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	FTE Index	Adjusted Compensation	Adjusted Rank
Louisiana	1	\$104,684	0.90	\$116,316	1	1.40	\$162,841.78	2
Virginia	2	\$101,342	1.30	\$77,955	11	1.17	\$91,207.80	9
Georgia	3	\$95,926	1.08	\$88,820	4	0.79	\$70,168.09	12
Tennessee	4	\$93,565	1.01	\$92,639	3	1.05	\$97,270.54	8
Texas	5	\$92,888	1.09	\$85,218	8	0.84	\$71,583.41	11
Alabama	6	\$88,355	0.95	\$93,005	2	1.18	\$109,746.21	5
North Carolina	7	\$85,947	1.04	\$82,641	9	0.92	\$76,030.04	10
South Carolina	8	\$85,492	0.99	\$86,356	6	1.26	\$108,808.00	6
Kentucky	9	\$79,809	0.92	\$86,749	5	1.40	\$121,448.48	4
Arkansas	10	\$75,155	0.88	\$85,403	7	1.62	\$138,353.52	3
West Virginia	11	\$70,033	0.87	\$80,498	10	2.37	\$190,779.55	1
Florida	12	\$65,499	1.05	\$62,380	13	0.82	\$51,151.60	13
Mississippi	13	\$64,404	0.86	\$74,888	12	1.33	\$99,601.53	7
Southeastern Average w/o Alabama		\$84,562		\$84,989			\$106,604	
Alabama Over/(Under) Average		\$3,793		\$8,017			\$3,143	
Median Adjusted Compensation		\$85,947		\$85,403			\$99,602	
Alabama Over/(Under) Median		\$2,408		\$7,602			\$10,145	

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2024
Employer's Insurance Contribution

State	Employer's Insurance Contribution to Active Employee Coverage				
	Single	Family	Monthly Composite	Annual Composite	Rank
Virginia	\$709.00	\$1,859.00	\$1,169.00	\$14,028.00	1
Georgia	\$697.14	\$1,863.14	\$1,163.54	\$13,962.48	2
Florida	\$763.46	\$1,651.08	\$1,118.51	\$13,422.10	3
Tennessee	\$573.00	\$1,489.00	\$939.40	\$11,272.80	4
Kentucky	\$683.02	\$1,166.96	\$876.60	\$10,519.15	5
Texas	\$624.82	\$1,221.74	\$863.59	\$10,363.06	6
Alabama	\$555.00	\$1,269.00	\$840.60	\$10,087.20	7
Louisiana	\$612.76	\$1,119.40	\$815.42	\$9,784.99	8
West Virginia	\$474.00	\$964.00	\$670.00	\$8,040.00	9
South Carolina	\$402.70	\$1,018.70	\$649.10	\$7,789.20	10
North Carolina	\$647.86	\$647.86	\$647.86	\$7,774.32	11
Arkansas	\$346.69	\$999.98	\$608.01	\$7,296.07	12
Mississippi	\$412.00	\$412.00	\$412.00	\$4,944.00	13
Average w/o Alabama	\$578.87	\$1,201.07	\$827.75	\$9,933.01	
Alabama Over/(Under) Average	(\$23.87)	\$67.93	\$12.85	\$154.19	
Median Employer's Contribution	\$612.76	\$1,166.96	\$840.60	\$10,087.20	
Alabama Over/(Under) Median	(\$57.76)	\$102.04	\$0.00	\$0.00	

Sources:

Alabama: 2024 Rates - SEIB FY2024 Benefit Statement Information delivered to State Comptroller

Arkansas: 2024 Rates - <https://www.transform.ar.gov/wp-content/uploads/ASE-Active-Employee-Rate-Sheet-2024-1.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2024 Rates - https://dms-media.ccplatform.net/content/download/160511/file/2024%20Premium%20Rate%20Table%20Effective%20December%202023%20for%20January%202024%20Coverage_7.19.23.pdf - PI

Georgia: 2024 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (State Share = LWOP Rate less employee rate)

Kentucky: 2024 Rates - <https://extranet.personnel.ky.gov/KEHP/2024%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion of LW Promise..

Louisiana: 2024 Rates - <https://info.groupbenefits.org/premium-rates/> - Magnolia Open Access Rates

Mississippi: 2024 Rates - <https://www.dfa.ms.gov/rates-and-coverage> - Legacy Select rate

North Carolina: 2024 Rates - <https://www.shpnc.org/media/3265/download?attachment> - Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2024 Rates - https://www.peba.sc.gov/sites/default/files/2024_active_monthly_premiums.pdf - Employee share rates are for SHP Standard Plan.

Tennessee: 2024 Rates - https://www.tn.gov/content/dam/tn/partnersforhealth/documents/2024_premium_charts/premium_state_active_24.pdf - BCBST Network S Premier PPO Plan Rates

Texas: 2024 Rates - <https://www.ers.texas.gov/PDFs/rates-py24/ratesheet-py24-final-accessible> - HealthSelect of Texas Plan

Virginia: 2024 Rates - <https://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/open-enrollment-2023/spotlight---rate-page.pdf> - Rates for the COVA Care plan.

West Virginia: 2024 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$46,401 - \$52,400 Salary Range

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 2024 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2023 COMPENSATION PACKAGE.

THESE ARE FOR INFORMATIONAL PURPOSES ONLY.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2024
Employee's Insurance Contribution

State	Employee's Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Louisiana	\$226.50	\$788.46	\$451.28	\$5,415.41	1
Mississippi	\$20.00	\$854.00	\$353.60	\$4,243.20	2
Arkansas	\$162.14	\$613.76	\$342.79	\$4,113.46	3
Kentucky	\$89.14	\$716.64	\$340.14	\$4,081.68	4
North Carolina	\$50.00	\$720.00	\$318.00	\$3,816.00	5
Tennessee	\$159.00	\$412.00	\$260.20	\$3,122.40	6
Georgia	\$125.19	\$441.78	\$251.83	\$3,021.91	7
Texas	\$0.00	\$597.70	\$239.08	\$2,868.96	8
West Virginia	\$142.00	\$378.00	\$236.40	\$2,836.80	9
South Carolina	\$97.68	\$306.56	\$181.23	\$2,174.78	10
Virginia	\$97.00	\$306.00	\$180.60	\$2,167.20	11
Alabama	\$49.00	\$276.00	\$139.80	\$1,677.60	12
Florida	\$50.00	\$180.00	\$102.00	\$1,224.00	13
Average w/o Alabama	\$101.55	\$526.24	\$271.43	\$3,257.15	
Alabama Over/(Under) Average	(\$52.55)	(\$250.24)	(\$131.63)	(\$1,579.55)	
Median Employee's Contribution	\$97.00	\$441.78	\$251.83	\$3,021.91	
Alabama Over/(Under) Median	(\$48.00)	(\$165.78)	(\$112.03)	(\$1,344.31)	

Sources:

Alabama: 2024 Rates - SEIB FY2024 Benefit Statement Information delivered to State Comptroller
Arkansas: 2024 Rates - <https://www.transform.ar.gov/wp-content/uploads/ASE-Active-Employee-Rate-Sheet-2024-1.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)
Florida: 2024 Rates - https://dms-media.ccplatform.net/content/download/160511/file/2024%20Premium%20Rate%20Table%20Effective%20December%202023%20for%20January%202024%20Coverage_7.19.23.pdf - P
Georgia: 2024 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (State Share = LWOP Rate less employee rate)
Kentucky: 2024 Rates - <https://extranet.personnel.ky.gov/KEHP/2024%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion of LW Promise..
Louisiana: 2024 Rates - <https://info.groupbenefits.org/premium-rates/> - Magnolia Open Access Rates
Mississippi: 2024 Rates - <https://www.dfa.ms.gov/rates-and-coverage> - Legacy Select rate
North Carolina: 2024 Rates - <https://www.shpnc.org/media/3265/download?attachment> - Enhanced 80/20 Plan rates with completed tobacco attestation.
South Carolina: 2024 Rates - https://www.peba.sc.gov/sites/default/files/2024_active_monthly_premiums.pdf - Employee share rates are for SHP Standard Plan.
Tennessee: 2024 Rates - https://www.tn.gov/content/dam/tn/partnersforhealth/documents/2024_premium_charts/premium_state_active_24.pdf - BCBST Network S Premier PPO Plan Rates
Texas: 2024 Rates - <https://www.ers.texas.gov/PDFs/rates-py24/ratesheet-py24-final-accessible> - HealthSelect of Texas Plan
Virginia: 2024 Rates - <https://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/open-enrollment-2023/spotlight---rate-page.pdf> - Rates for the COVA Care plan.
West Virginia: 2024 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$46,401 - \$52,400 Salary Range

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 2024 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2023 COMPENSATION PACKAGE.
THESE ARE FOR INFORMATIONAL PURPOSES ONLY.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2024
Total Insurance Contribution

State	Total Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Georgia	\$940.45	\$2,633.27	\$1,617.58	\$19,410.94	1
Kentucky	\$949.04	\$2,185.78	\$1,443.74	\$17,324.83	2
Virginia	\$835.00	\$2,241.00	\$1,397.40	\$16,768.80	3
Louisiana	\$906.22	\$2,030.18	\$1,355.80	\$16,269.65	4
Tennessee	\$793.00	\$2,060.00	\$1,299.80	\$15,597.60	5
Florida	\$813.46	\$1,831.08	\$1,220.51	\$14,646.10	6
West Virginia	\$753.00	\$1,641.00	\$1,108.20	\$13,298.40	7
Arkansas	\$563.41	\$1,915.59	\$1,104.28	\$13,251.38	8
Texas	\$624.82	\$1,820.22	\$1,102.98	\$13,235.76	9
Alabama	\$646.00	\$1,624.00	\$1,037.20	\$12,446.40	10
North Carolina	\$724.54	\$1,394.54	\$992.54	\$11,910.48	11
South Carolina	\$574.68	\$1,577.90	\$975.97	\$11,711.62	12
Mississippi	\$479.00	\$1,313.00	\$812.60	\$9,751.20	13
Average w/o Alabama	\$746.39	\$1,886.96	\$1,202.62	\$14,431.40	
Alabama Over/(Under) Average	(\$100.39)	(\$262.96)	(\$165.42)	(\$1,985.00)	
Median Total Contribution	\$753.00	\$1,831.08	\$1,108.20	\$13,298.40	
Alabama Over/(Under) Median	(\$107.00)	(\$207.08)	(\$71.00)	(\$852.00)	

Sources:

Alabama: 2024 Rates - SEIB FY2024 Benefit Statement Information delivered to State Comptroller

Arkansas: 2024 Rates - <https://www.transform.ar.gov/wp-content/uploads/ASE-Active-Employee-Rate-Sheet-2024-1.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2024 Rates - https://dms-media.ccplatform.net/content/download/160511/file/2024%20Premium%20Rate%20Table%20Effective%20December%202023%20for%20January%202024%20Coverage_7.19.23.pdf

Georgia: 2024 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (State Share = LWOP Rate less employee rate)

Kentucky: 2024 Rates - <https://extranet.personnel.ky.gov/KEHP/2024%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion of LW Promise..

Louisiana: 2024 Rates - <https://info.groupbenefits.org/premium-rates/> - Magnolia Open Access Rates

Mississippi: 2024 Rates - <https://www.dfa.ms.gov/rates-and-coverage> - Legacy Select rate

North Carolina: 2024 Rates - <https://www.shpnc.org/media/3265/download?attachment>- Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2024 Rates - https://www.peba.sc.gov/sites/default/files/2024_active_monthly_premiums.pdf - Employee share rates are for SHP Standard Plan.

Tennessee: 2024 Rates - https://www.tn.gov/content/dam/tn/partnersforhealth/documents/2024_premium_charts/premium_state_active_24.pdf - BCBST Network S Premier PPO Plan Rates

Texas: 2024 Rates - <https://www.ers.texas.gov/PDFs/rates-py24/ratesheet-py24-final-accessible> - HealthSelect of Texas Plan

Virginia: 2024 Rates - <https://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/open-enrollment-2023/spotlight---rate-page.pdf> - Rates for the COVA Care plan.

West Virginia: 2024 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$46,401 - \$52,400 Salary Range

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.

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State of Alabama
Southeastern States
2024 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	\$646.00	\$49.00	\$597.00	\$1,624.00	\$276.00	\$1,348.00
Arkansas	Yes	Yes	No	\$563.41	\$162.14	\$401.27	\$1,915.59	\$613.76	\$1,301.83
Florida	Yes	Yes	Optional	\$813.46	\$50.00	\$763.46	\$1,831.08	\$180.00	\$1,651.08
Georgia	Yes	Yes	No	\$940.45	\$125.19	\$815.26	\$2,633.27	\$441.78	\$2,191.49
Kentucky	Yes	Yes	No	\$949.04	\$89.14	\$859.90	\$2,185.78	\$716.64	\$1,469.14
Louisiana	Yes	Yes	No	\$906.22	\$226.50	\$679.72	\$2,030.18	\$788.46	\$1,241.72
Mississippi	Yes	Yes	No	\$479.00	\$20.00	\$459.00	\$1,313.00	\$854.00	\$459.00
North Carolina	Yes	Yes	No	\$724.54	\$50.00	\$674.54	\$1,394.54	\$720.00	\$674.54
South Carolina	Yes	Yes	Optional	\$574.68	\$97.68	\$477.00	\$1,577.90	\$306.56	\$1,271.34
Tennessee	Yes	Yes	Optional	\$793.00	\$159.00	\$634.00	\$2,060.00	\$412.00	\$1,648.00
Texas	Yes	Yes	Optional	\$624.82	\$0.00	\$624.82	\$1,820.22	\$597.70	\$1,222.52
Virginia	Yes	Yes	Optional	\$835.00	\$97.00	\$738.00	\$2,241.00	\$306.00	\$1,935.00
West Virginia	Yes	Yes	No	\$753.00	\$142.00	\$611.00	\$1,641.00	\$378.00	\$1,263.00
Average w/o Alabama				\$746.39	\$101.55	\$644.83	\$1,886.96	\$526.24	\$1,360.72
Percentage of Total					13.6%	86.4%		27.9%	72.1%
Alabama Over/(Under) Average				(\$100.39)	(\$52.55)	(\$47.83)	(\$262.96)	(\$250.24)	(\$12.72)
Median Active Employee Rates				\$753.00	\$97.00	\$634.00	\$1,831.08	\$441.78	\$1,301.83
Percentage of Total					12.9%	84.2%		24.1%	71.1%
Alabama Over/(Under) Median				(\$107.00)	(\$48.00)	(\$37.00)	(\$207.08)	(\$165.78)	\$46.17

Sources:

Alabama: 2024 Rates - SEIB FY2024 Benefit Statement Information delivered to State Comptroller

Arkansas: 2024 Rates - <https://www.transform.ar.gov/wp-content/uploads/ASE-Active-Employee-Rate-Sheet-2024-1.pdf> - Premium Plan (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2024 Rates - https://dms-media.ccplatform.net/content/download/160511/file/2024%20Premium%20Rate%20Table%20Effective%20December%202023%20for%20January%202024%20Coverage_7.19.23.pdf - PPO/HMO Standard Rates

Georgia: 2024 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (State Share = LWOP Rate less employee rate)

Kentucky: 2024 Rates - <https://extranet.personnel.ky.gov/KEHP/2024%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion of LW Promise..

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Mississippi: 2024 Rates - <https://www.dfa.ms.gov/rates-and-coverage> - Legacy Select rate

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Texas: 2024 Rates - <https://www.ers.texas.gov/PDFs/rates-py24/ratesheet-py24-final-accessible> - HealthSelect of Texas Plan

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