

**State of Alabama
State Employee Compensation
2008 Southeastern States Survey**

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4/15/2009

State of Alabama
State Employees' Total Compensation
Southeastern States Ranking

State	Rank	Total Compensation
Louisiana	1	\$66,811
Virginia	2	\$63,519
Tennessee	3	\$61,601
Kentucky	4	\$60,596
Alabama	5	\$60,476
Florida	6	\$55,468
Georgia	7	\$54,921
South Carolina	8	\$53,741
North Carolina	9	\$53,032
Texas	10	\$52,579
Arkansas	11	\$51,423
West Virginia	12	\$51,339
Mississippi	13	\$48,373
Southeastern Average w/o Alabama		\$56,117
Alabama Over/Under Average		\$4,359

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	Holidays Days	Total Days
Alabama	\$42,723	40.0	10.26%	\$5,630	21.1	13.0	13.0	47.1
Arkansas	\$36,081	40.0	12.54%	\$5,058	18.5	12.0	11.0	41.5
Florida	\$38,685	40.0	9.85%	\$6,887	17.9	13.0	10.0	40.9
Georgia	\$37,727	40.0	10.39%	\$6,527	19.5	15.0	12.0	46.5
Kentucky	\$39,867	37.5	7.75%	\$6,944	19.0	22.0	12.5	53.5
Louisiana	\$43,549	40.0	18.50%	\$6,496	20.5	20.5	11.0	52.0
Mississippi	\$34,303	40.0	11.85%	\$4,332	24.0	9.0	10.0	43.0
North Carolina	\$40,817	40.0	3.05%	\$4,157	20.4	12.0	11.0	43.4
South Carolina	\$36,871	37.5	9.24%	\$4,408	20.6	15.0	12.0	47.6
Tennessee	\$39,596	37.5	13.11%	\$7,791	20.0	12.0	11.0	43.0
Texas	\$37,365	40.0	6.45%	\$5,978	18.5	12.0	17.0	47.5
Virginia	\$43,342	40.0	11.23%	\$8,259	19.5	10.8	12.0	42.3
West Virginia	\$34,741	40.0	10.50%	\$5,868	21.0	18.0	14.0	53.0
Average w/o Alabama	\$38,579	39.4	10.37%	\$6,059	20.0	14.3	12.0	46.2
Alabama Over/Under Average	\$4,144	0.6	-0.11%	(\$429)	1.2	(1.3)	1.0	0.9

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	\$42,723	\$0	\$4,383	\$5,630	\$3,467	\$2,136	\$2,136	\$60,476
Arkansas	\$36,081	\$0	\$4,525	\$5,058	\$2,567	\$1,665	\$1,527	\$51,423
Florida	\$38,685	\$0	\$3,810	\$6,887	\$2,663	\$1,934	\$1,488	\$55,468
Georgia	\$37,727	\$0	\$3,920	\$6,527	\$2,830	\$2,177	\$1,741	\$54,921
Kentucky	\$39,867	\$2,492	\$3,090	\$6,944	\$2,913	\$3,373	\$1,917	\$60,596
Louisiana	\$43,549	\$0	\$8,057	\$6,496	\$3,434	\$3,434	\$1,842	\$66,811
Mississippi	\$34,303	\$0	\$4,065	\$4,332	\$3,166	\$1,187	\$1,319	\$48,373
North Carolina	\$40,817	\$0	\$1,245	\$4,157	\$3,203	\$1,884	\$1,727	\$53,032
South Carolina	\$36,871	\$2,304	\$3,407	\$4,408	\$2,921	\$2,127	\$1,702	\$53,741
Tennessee	\$39,596	\$2,475	\$5,191	\$7,791	\$3,046	\$1,828	\$1,675	\$61,601
Texas	\$37,365	\$0	\$2,410	\$5,978	\$2,659	\$1,725	\$2,443	\$52,579
Virginia	\$43,342	\$0	\$4,867	\$8,259	\$3,251	\$1,800	\$2,000	\$63,519
West Virginia	\$34,741	\$0	\$3,648	\$5,868	\$2,806	\$2,405	\$1,871	\$51,339
Average w/o Alabama	\$38,579	\$606	\$4,020	\$6,059	\$2,955	\$2,128	\$1,771	\$56,117
Alabama Over/Under Average	\$4,144	(\$606)	\$364	(\$429)	\$512	\$8	\$365	\$4,359

Sources: 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi

State of Alabama State Employees' Average Salary

State	2008 Average State Employee Salary	Rank
Alabama	\$42,723	3
Arkansas	\$36,081	11
Florida	\$38,685	7
Georgia	\$37,727	8
Kentucky	\$39,867	5
Louisiana	\$43,549	1
Mississippi	\$34,303	13
North Carolina	\$40,817	4
South Carolina	\$36,871	10
Tennessee	\$39,596	6
Texas	\$37,365	9
Virginia	\$43,342	2
West Virginia	\$34,741	12
Average w/o Alabama	\$38,579	
Alabama Over/Under Average	\$4,144	

Sources: 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi
Texas State Classification Office - SAO Report No. 09-704

Note: Average salaries reflect a weighted average of classified and at-will employees.

State of Alabama
Southeastern States
Employer's Health Insurance Contribution
Active Employee Composite Rate

State	Employer's Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Alabama (1)	\$332.11	\$674.71	\$469.15	\$5,629.80	9
Arkansas (2)	\$294.00	\$612.84	\$421.54	\$5,058.43	10
Florida (3)	\$399.26	\$835.98	\$573.95	\$6,887.38	4
Georgia (4)	\$371.57	\$802.36	\$543.89	\$6,526.63	5
Kentucky (5)	\$470.21	\$741.44	\$578.70	\$6,944.42	3
Louisiana (6)	\$406.78	\$743.06	\$541.29	\$6,495.50	6
Mississippi (7)	\$361.00	\$361.00	\$361.00	\$4,332.00	12
North Carolina (8)	\$346.38	\$346.38	\$346.38	\$4,156.56	13
South Carolina (9)	\$260.90	\$602.56	\$367.33	\$4,407.96	11
Tennessee (10)	\$406.11	\$1,013.92	\$649.23	\$7,790.81	2
Texas (11)	\$360.54	\$704.52	\$498.13	\$5,977.58	7
Virginia (12)	\$411.00	\$1,078.00	\$688.21	\$8,258.52	1
West Virginia (13)	\$345.00	\$705.00	\$489.00	\$5,868.00	8
Average w/o Alabama	\$369.40	\$712.26	\$504.89	\$6,058.65	
Alabama Over/Under Average	(\$37.29)	(\$37.55)	(\$35.74)	(\$428.85)	

Sources: (1) 2008 Rates - SEIB Cost Study

(2) 2008 Rates - https://arbenefits.org/ebd_pages/forms/rates_ase_%20active2008.pdf

(3) 2008 Rates - http://dms.myflorida.com/human_resource_support/state_group_insurance/publications/2009_premium_rate_chart

(4) 2008 Rates - http://dch.georgia.gov/00/channel_title/0,2094,31446711_52230955,00.html

Rates are the United Healthcare Choice HMO plan, which has the largest enrollment

(5) 2008 Rates - <http://personnel.ky.gov/NR/rdonlyres/2EA87AC6-B47A-4EFC-8B42-34BEB4274ECD/0/2008PremiumsandContributions.pdf>

Rates reflect the averages of all plans for both Non-smoker and smoker rates.

(6) 2008 Rates - https://www.groupbenefits.org/ogb-images/docs/2008_09premiums.pdf

(7) 2008 Rates - <http://knowyourbenefits.dfa.state.ms.us/Ins%20PDFs/Jul2008Rates.pdf>

(8) 2008 Rates - http://www.shpnc.org/pdf/emp_rate_sheet.pdf

(9) 2008 Rates - <http://www.eip.sc.gov/publications/2008ACTIVERATES.pdf?ts=-205671571>

(10) 2008 Rates - http://www.state.tn.us/finance/ins/prem_st09.html

(11) 2008 Rates - http://www.ers.state.tx.us/insurance/rates/health_rates_fte.aspx

(12) 2008 Rates - <http://www.dpt.state.va.us/hbenefits/openenroll08/premiums2008.pdf>

Rates for the COVA Care plan.

(13) 2008 Rates - 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi

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

States contributing their own composite rates based on multiple tier plans are South Carolina, Virginia.

**State of Alabama
Southeastern States
Active Employee Health Insurance Coverages and Rates**

State	Coverages			Active Employee Rates					
	Medical	Prescription Drug	Dental	Single Coverage			Family Coverage		
				Total Cost	Employee Share	State Share	Total Cost	Employee Share	State Share
Alabama (1)	Yes	Yes	Yes	\$337.91	\$5.80	\$332.11	\$854.71	\$180.00	\$674.71
Arkansas (2)	Yes	Yes	Yes	\$392.00	\$98.00	\$294.00	\$1,029.68	\$416.84	\$612.84
Florida (3)	Yes	Yes	Optional	\$449.26	\$50.00	\$399.26	\$1,015.98	\$180.00	\$835.98
Georgia (4)	Yes	Yes	Optional	\$462.67	\$91.10	\$371.57	\$1,025.46	\$223.10	\$802.36
Kentucky (5)	Yes	Yes	No	\$484.81	\$14.60	\$470.21	\$1,190.55	\$449.11	\$741.44
Louisiana (6)	Yes	Yes	Optional	\$542.36	\$135.58	\$406.78	\$1,214.92	\$471.86	\$743.06
Mississippi (7)	Yes	Yes	No	\$361.00	\$0.00	\$361.00	\$924.00	\$563.00	\$361.00
North Carolina (8)	Yes	Yes	Optional	\$346.38	\$0.00	\$346.38	\$759.84	\$413.46	\$346.38
South Carolina (9)	Yes	Yes	Yes	\$366.07	\$93.46	\$272.61	\$930.19	\$315.92	\$614.27
Tennessee (10)	Yes	Yes	Optional	\$507.64	\$101.53	\$406.11	\$1,267.40	\$253.48	\$1,013.92
Texas (11)	Yes	Yes	Optional	\$360.54	\$0.00	\$360.54	\$1,048.50	\$343.98	\$704.52
Virginia (12)	Yes	Yes	Yes	\$452.00	\$41.00	\$411.00	\$1,231.00	\$153.00	\$1,078.00
West Virginia (13)	Yes	Yes	Optional	\$403.00	\$58.00	\$345.00	\$825.00	\$120.00	\$705.00

Sources: (1) 2008 Rates - SEIB Cost Study

(2) 2008 Rates - https://arbenefits.org/ebd_pages/forms/rates_ase_%20active2008.pdf - ARHealth-Health Advantage Plan

(3) 2008 Rates - http://dms.myflorida.com/human_resource_support/state_group_insurance/publications/2009_premium_rate_chart

(4) 2008 Rates - http://dch.georgia.gov/00/channel_title/0,2094,31446711_52230955,00.html

Rates are the United Healthcare Choice HMO plan, which has the largest enrollment

(5) 2008 Rates - <http://personnel.ky.gov/NR/rdonlyres/2EA87AC6-B47A-4EFC-8B42-34BEB4274ECD/0/2008PremiumsandContributions.pdf>

Rates reflect the averages of all plans for both Non-smoker and smoker rates.

(6) 2008 Rates - https://www.groupbenefits.org/ogb-images/docs/2008_09premiums.pdf

(7) 2008 Rates - <http://knowyourbenefits.dfa.state.ms.us/Ins%20PDFs/Jul2008Rates.pdf>

(8) 2008 Rates - http://www.shpnc.org/pdf/emp_rate_sheet.pdf

(9) 2008 Rates - <http://www.eip.sc.gov/publications/2008ACTIVERATES.pdf?ts=-205671571>

Rates for employee share represent the SHP Standard Plan and the Dental Basic Plan.

(10) 2008 Rates - http://www.state.tn.us/finance/ins/prem_st09.html

(11) 2008 Rates - http://www.ers.state.tx.us/insurance/rates/health_rates_fte.aspx

(12) 2008 Rates - <http://www.dpt.state.va.us/hbenefits/openenroll08/premiums2008.pdf>

Rates for the COVA Care plan.

(13) 2008 Rates - 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi - Health Plan-Plan A

Rates for employee share are based on average salary as reported by the 2008 Southeastern States Salary Conference. A sliding scale rate structure is in place based on salary.

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

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

State	Employer Contribution Percentage	Percentage As Of	Rank
Alabama	10.26%	09/30/07	8
Arkansas	12.54%	06/30/07	3
Florida	9.85%	06/30/07	9
Georgia	10.39%	06/30/07	7
Kentucky	7.75%	06/30/07	11
Louisiana	18.50%	07/01/08	1
Mississippi	11.85%	06/30/08	4
North Carolina	3.05%	06/30/07	13
South Carolina	9.24%	07/01/08	10
Tennessee	13.11%	06/30/07	2
Texas	6.45%	09/01/08	12
Virginia	11.23%	06/30/07	5
West Virginia	10.50%	06/30/07	6
Average w/o Alabama	10.37%		
Alabama Over/Under Average	-0.11%		

Sources: Public Fund Survey (www.publicfundsurvey.org) and confirmations from states

**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	27	27	27	24.0
North Carolina	11.75	16.75	19.75	22.75	25.75	25.75	20.4
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	13.3	16.8	19.4	21.9	23.8	24.5	20.0
Alabama Over/Under Average	(0.3)	(0.5)	0.1	0.8	2.2	4.7	1.2

Sources: 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi

**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	22	22	32	32	22.0
Louisiana	12	18	21	24	24	24	20.5
Mississippi	12	10.5	9	7.5	7.5	7.5	9.0
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	10.8	10.8	10.8	10.8	10.8	10.8	10.8
West Virginia	18	18	18	18	18	18	18.0
Average w/o Alabama	13.0	13.4	14.3	14.4	15.3	15.3	14.3
Alabama Over/Under Average	0.0	(0.4)	(1.3)	(1.4)	(2.3)	(2.3)	(1.3)

Sources: 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi

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	(4) 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	1	1	1	1	0	1	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	1	0	1	0	12.5
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	1	0	1	0	0	0	0	0	0	11
South Carolina	1	1	1	1	1	1	1	1	1	1	1	0	0	0	1	0	0	0	0	12
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	0	1	0	0	0	0	0	0	0	12
West Virginia	1	1	1	1	1	2	1	1	1	0	0.5	1	0	1	0	1	0	0.5	0	14
Average w/o Alabama	1.0	1.0	1.0	1.0	1.0	0.9	1.0	1.0	1.0	0.5	0.6	0.3	0.3	0.4	0.3	0.3	0.2	0.1	0.1	12.0
Alabama Over/Under Average	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.0	0.0	(0.5)	(0.6)	0.7	(0.3)	(0.4)	0.8	(0.3)	0.8	(0.1)	(0.1)	1.0

Sources: 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi

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

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

(3) Louisiana, West Virginia, and Kentucky only provides a holiday for years containing a Presidential election.

(4) Memorial Day must be proclaimed by the Governor in Louisiana.

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

State	Annual Leave Days	Sick Leave Days	Holidays	Total Days	Rank
Alabama	21.1	13.0	13.0	47.1	6
Arkansas	18.5	12.0	11.0	41.5	12
Florida	17.9	13.0	10.0	40.9	13
Georgia	19.5	15.0	12.0	46.5	7
Kentucky	19.0	22.0	12.5	53.5	1
Louisiana	20.5	20.5	11.0	52.0	3
Mississippi	24.0	9.0	10.0	43.0	9
North Carolina	20.4	12.0	11.0	43.4	8
South Carolina	20.6	15.0	12.0	47.6	4
Tennessee	20.0	12.0	11.0	43.0	9
Texas	18.5	12.0	17.0	47.5	5
Virginia	19.5	10.8	12.0	42.3	11
West Virginia	21.0	18.0	14.0	53.0	2
Average w/o Alabama	20.0	14.3	12.0	46.2	
Alabama Over/Under Average	1.2	(1.3)	1.0	0.9	

Sources: 2008 Southeastern States Salary Conference Annual Report, Compiled by State of Mississippi

State of Alabama
Southeastern States
2007 Median Household Income
Cost-of-Living "Wage" Index

State	Median Household Income	Cost-of-Living "Wage" Index
Alabama	\$50,770	0.95
Arkansas	\$47,021	0.88
Florida	\$56,966	1.07
Georgia	\$58,403	1.09
Kentucky	\$50,291	0.94
Louisiana	\$50,727	0.95
Mississippi	\$44,769	0.84
North Carolina	\$55,028	1.03
South Carolina	\$52,913	0.99
Tennessee	\$51,945	0.97
Texas	\$55,742	1.04
Virginia	\$70,894	1.33
West Virginia	\$46,338	0.87
Southeastern Average w/o Alabama	\$53,420	1.00
Alabama Over/(Under) Average	(\$2,650)	(0.05)

Source: US Census, 2007 Median Household Income, www.census.gov

State of Alabama
Southeastern States Employees
Full-Time Equivalents (FTE) to State Population
2007

State	FTE Ranking	FTE	to Ratio	Population	FTE Index
West Virginia	1	1	to	75.2	1.60
Arkansas	2	1	to	93.1	1.29
Kentucky	3	1	to	99.9	1.20
Louisiana	4	1	to	100.8	1.19
South Carolina	5	1	to	109.8	1.09
Alabama	6	1	to	118.5	1.01
Mississippi	7	1	to	118.8	1.01
North Carolina	8	1	to	126.2	0.95
Virginia	9	1	to	133.8	0.90
Tennessee	10	1	to	138.4	0.87
Georgia	11	1	to	139.9	0.86
Florida	12	1	to	141.7	0.85
Texas	13	1	to	163.5	0.73
Southeastern States Average w/o Alabama		1	to	120.1	1.00

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

Source: State Government Employment Date: March 2007, US Census Report

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	\$66,811	0.95	\$70,327	1	1.19	\$83,689.57	2
Virginia	2	\$63,519	1.33	\$47,759	13	0.90	\$42,982.78	12
Tennessee	3	\$61,601	0.97	\$63,506	4	0.87	\$55,250.38	8
Kentucky	4	\$60,596	0.94	\$64,464	2	1.20	\$77,356.60	3
Alabama	5	\$60,476	0.95	\$63,659	3	1.01	\$64,295.54	5
Florida	6	\$55,468	1.07	\$51,839	9	0.85	\$44,063.36	10
Georgia	7	\$54,921	1.09	\$50,386	12	0.86	\$43,332.17	11
South Carolina	8	\$53,741	0.99	\$54,284	8	1.09	\$59,169.38	6
North Carolina	9	\$53,032	1.03	\$51,487	10	0.95	\$48,913.01	9
Texas	10	\$52,579	1.04	\$50,557	11	0.73	\$36,906.41	13
Arkansas	11	\$51,423	0.88	\$58,435	6	1.29	\$75,381.44	4
West Virginia	12	\$51,339	0.87	\$59,010	5	1.60	\$94,416.55	1
Mississippi	13	\$48,373	0.84	\$57,587	7	1.01	\$58,162.77	7
Southeastern Average w/o Alabama:		\$56,117		\$56,637			\$59,969	
Alabama Over/(Under) Average		\$4,359		\$7,022			\$4,327	