

State of Alabama
State Employee Compensation
2016 Southeastern States Survey

Prepared By:
William L. Ashmore
Chief Executive Officer
State Employees' Insurance Board
1/11/2018

State of Alabama

State Employees' Compensation per Capita

Southeastern States Ranking

State	Rank	Compensation per Capita
Louisiana	1	\$681
West Virginia	2	\$679
Kentucky	3	\$600
Arkansas	4	\$563
South Carolina	5	\$500
Virginia	6	\$497
Alabama	7	\$464
Mississippi	8	\$452
North Carolina	9	\$389
Tennessee	10	\$388
Georgia	11	\$356
Texas	12	\$346
Florida	13	\$285
Southeastern Average w/o Alabama		\$478
Alabama Over/(Under) Average		(\$14)
Southeastern Median Compensation per Capita		\$464
Alabama Over/(Under) Median		\$0

State of Alabama

State Employees' Total Compensation

Southeastern States Ranking

State	Rank	Total Compensation
Louisiana	1	\$83,378
Virginia	2	\$73,795
Kentucky	3	\$66,817
Alabama	4	\$65,304
Texas	5	\$65,134
Georgia	6	\$64,341
Tennessee	7	\$63,695
North Carolina	8	\$63,552
South Carolina	9	\$60,185
Arkansas	10	\$56,585
Florida	11	\$53,941
Mississippi	12	\$52,577
West Virginia	13	\$50,036
Southeastern Average w/o Alabama		\$62,836
Alabama Over/(Under) Average		\$2,467
Southeastern Median Compensation		\$63,695
Alabama Over/(Under) Median		\$1,609

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	\$44,214	40.0	14.57%	\$6,638	21.1	13.0	13.0	47.1
Arkansas	\$38,232	40.0	14.72%	\$6,623	18.5	12.0	11.0	41.5
Florida	\$35,950	40.0	5.60%	\$10,326	17.9	13.0	10.0	40.9
Georgia	\$38,708	40.0	24.90%	\$9,072	19.5	15.0	12.0	46.5
Kentucky	\$38,607	40.0	30.84%	\$9,874	19.0	12.8	11.5	43.3
Louisiana	\$47,517	40.0	39.00%	\$7,826	20.5	20.5	11.0	52.0
Mississippi	\$36,536	40.0	15.75%	\$4,272	23.5	9.3	10.0	42.8
North Carolina	\$46,023	40.0	8.69%	\$5,564	21.0	12.0	12.0	45.0
South Carolina	\$40,971	40.0	11.06%	\$7,020	20.6	15.0	13.0	48.6
Tennessee	\$39,374	37.5	12.00%	\$10,623	20.0	12.0	11.0	43.0
Texas	\$43,255	40.0	10.20%	\$9,565	18.5	12.0	17.0	47.5
Virginia	\$48,203	40.0	14.04%	\$10,759	19.5	9.5	14.5	43.5
West Virginia	\$32,219	40.0	13.42%	\$6,802	21.0	18.0	15.0	54.0
Average w/o Alabama	\$40,466	39.8	16.69%	\$8,194	20.0	13.4	12.3	45.7
Alabama Over/(Under) Average	\$3,748	0.2	-2.12%	(\$1,556)	1.1	(0.4)	0.7	1.4
Median	\$39,374	40.0	14.04%	\$7,826	20.0	12.8	12.0	45.0
Alabama Over/(Under) Median	\$4,840	0.0	0.53%	(\$1,188)	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	\$44,214	\$0	\$6,442	\$6,638	\$3,588	\$2,211	\$2,211	\$65,304
Arkansas	\$38,232	\$0	\$5,628	\$6,623	\$2,720	\$1,765	\$1,618	\$56,585
Florida	\$35,950	\$0	\$2,013	\$10,326	\$2,472	\$1,798	\$1,383	\$53,941
Georgia	\$38,708	\$0	\$9,638	\$9,072	\$2,903	\$2,233	\$1,787	\$64,341
Kentucky	\$38,607	\$0	\$11,906	\$9,874	\$2,821	\$1,901	\$1,708	\$66,817
Louisiana	\$47,517	\$0	\$18,532	\$7,826	\$3,747	\$3,747	\$2,010	\$83,378
Mississippi	\$36,536	\$0	\$5,754	\$4,272	\$3,302	\$1,307	\$1,405	\$52,577
North Carolina	\$46,023	\$0	\$3,999	\$5,564	\$3,717	\$2,124	\$2,124	\$63,552
South Carolina	\$40,971	\$0	\$4,531	\$7,020	\$3,250	\$2,364	\$2,049	\$60,185
Tennessee	\$39,374	\$2,461	\$4,725	\$10,623	\$3,029	\$1,817	\$1,666	\$63,695
Texas	\$43,255	\$0	\$4,412	\$9,565	\$3,078	\$1,996	\$2,828	\$65,134
Virginia	\$48,203	\$0	\$6,768	\$10,759	\$3,615	\$1,761	\$2,688	\$73,795
West Virginia	\$32,219	\$0	\$4,324	\$6,802	\$2,602	\$2,231	\$1,859	\$50,036
Average w/o Alabama	\$40,466	\$205	\$6,853	\$8,194	\$3,105	\$2,087	\$1,927	\$62,836
Alabama Over/(Under) Average	\$3,748	(\$205)	(\$412)	(\$1,556)	\$483	\$124	\$283	\$2,467
Median	\$39,374	\$0	\$5,628	\$7,826	\$3,078	\$1,996	\$1,859	\$63,695
Alabama Over/(Under) Median	\$4,840	\$0	\$814	(\$1,188)	\$510	\$214	\$352	\$1,609

Sources: 2016 State of Alabama Personnel Department Annual Report as well as State websites documented throughout this report.

State of Alabama State Employees' Average Salary

State	2016 Average State Employee Salary	Rank
Virginia	\$48,203	1
Louisiana	\$47,517	2
North Carolina	\$46,023	3
Alabama	\$44,214	4
Texas	\$43,255	5
South Carolina	\$40,971	6
Tennessee	\$39,374	7
Georgia	\$38,708	8
Kentucky	\$38,607	9
Arkansas	\$38,232	10
Mississippi	\$36,536	11
Florida	\$35,950	12
West Virginia	\$32,219	13
Average w/o Alabama	\$40,466	
Alabama Over/(Under) Average	\$3,748	
Median Salary	\$39,374	
Alabama Over/(Under) Median	\$4,840	

Sources:

2016 State of Alabama Personnel Department Annual Report:

<https://www.personnel.alabama.gov/LegalNotices/2016AnnualReport.pdf>

Texas State Classification Office - SAO Report No. 16-703:

Texas has not released the 2016 average salary as of the completion of this study.

Amount shown reflects the 2015 average salary.

<http://www.sao.texas.gov/reports/main/16-703.pdf>

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	39.00%	06/30/16	1
Kentucky	30.84%	06/30/16	2
Georgia	24.90%	06/30/16	3
Mississippi	15.75%	06/30/16	4
Arkansas	14.72%	06/30/16	5
Alabama	14.57%	09/30/16	6
Virginia	14.04%	06/30/16	7
West Virginia	13.42%	06/30/16	8
Tennessee	12.00%	06/30/16	9
South Carolina	11.06%	06/30/16	10
Texas	10.20%	08/31/16	11
North Carolina	8.69%	06/30/16	12
Florida	5.60%	06/30/16	13
Average w/o Alabama	16.69%		
Alabama Over/(Under) Average	-2.12%		
Median Retirement Contribution	14.04%		
Alabama Over/(Under) Median	0.53%		

Sources: 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 FY2016

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2016
Employer's Insurance Contribution

State	Employer's Insurance Contribution to Active Employee Coverage				
	Single	Family	Monthly Composite	Annual Composite	Rank
Virginia	\$543.00	\$1,427.00	\$896.60	\$10,759.20	1
Tennessee	\$539.80	\$1,403.51	\$885.28	\$10,623.41	2
Florida	\$591.52	\$1,264.06	\$860.54	\$10,326.43	3
Kentucky	\$641.16	\$1,095.42	\$822.86	\$9,874.37	4
Texas	\$576.54	\$1,127.90	\$797.08	\$9,565.01	5
Georgia	\$456.93	\$1,204.61	\$756.00	\$9,072.02	6
Louisiana	\$490.06	\$895.26	\$652.14	\$7,825.68	7
South Carolina	\$371.82	\$904.76	\$585.00	\$7,019.95	8
West Virginia	\$400.00	\$817.00	\$566.80	\$6,801.60	9
Alabama	\$376.00	\$819.00	\$553.20	\$6,638.40	10
Arkansas	\$355.18	\$846.94	\$551.88	\$6,622.61	11
North Carolina	\$463.68	\$463.68	\$463.68	\$5,564.16	12
Mississippi	\$356.00	\$356.00	\$356.00	\$4,272.00	13
Average w/o Alabama	\$482.14	\$983.85	\$682.82	\$8,193.87	
Alabama Over/(Under) Average	(\$106.14)	(\$164.85)	(\$129.62)	(\$1,555.47)	
Median Employer's Contribution	\$463.68	\$904.76	\$652.14	\$7,825.68	
Alabama Over/(Under) Median	(\$87.68)	(\$85.76)	(\$98.94)	(\$1,187.28)	

Sources: **Alabama:** 2016 Rates - SEIB FY2016 Benefit Statement Information delivered to State Comptroller

Arkansas: 2016 Rates - <http://portal.arbenefits.org/Benefits/2016ASEActiveRatesWithout.pdf> - Premium Plan w/o Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2016 Rates - http://mybenefits.myflorida.com/content/download/118950/652870/DSGI_-_Premium_Table_Effective_December_2015_for_January_2016_Coverage.pdf - PPO/HMO Std Rates

Georgia: 2016 Rates - <https://dch.georgia.gov/rates> - Rates reflect the BCBS Silver Plan. (Subsidized rate = employee rate, unsubsidized rate = total premium)

Kentucky: 2016 Rates - <https://personnel.ky.gov/KEHP/2016%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

Louisiana: 2016 Rates - http://info.groupbenefits.org/docs/OGBforms/PremiumRates/2016/OGBJanuary2016Rates_Signed75_disclaimer_12-8-15.pdf - Magnolia Open Access Rates

Mississippi: 2016 Rates - http://knowyourbenefits.dfa.ms.gov/media/3527/cy_2016_premium_rates-1.pdf - Horizon Select rate

North Carolina: 2016 Rates - https://shp.nctreasurer.com/Rate%20Sheets/AE_16_RateSheet_Enhanced8020_NonMed_15_PRT.PDF- Enhanced 80/20 Plan rates with 3 wellness activities

South Carolina: 2016 Rates - <https://www.peba.sc.gov/assets/2016premiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2016 Rates - http://www.tn.gov/assets/entities/finance/benefits/attachments/premium_st_active_2016.pdf - Partnership PPO Plan Rates (Most popular plan)

Texas: 2016 Rates - <http://www.ers.state.tx.us/2016-Rates/> - HealthSelect of Texas Plan

Virginia: 2016 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/2015-premiums041515.pdf?sfvrsn=0> - 7/1/15-6/30/16 Rates - COVA Care w/ expanded dental.

West Virginia: 2016 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Regions 1&2 PEIA PPB-Plan A - \$30,000 - \$36,000 Salary Range

West Virginia: \$164 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 2016
Employee's Insurance Contribution

State	Employee's Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Arkansas	\$179.78	\$559.34	\$331.60	\$3,979.25	1
Louisiana	\$163.32	\$568.48	\$325.38	\$3,904.61	2
Kentucky	\$79.98	\$642.98	\$305.18	\$3,662.16	3
Mississippi	\$38.00	\$685.00	\$296.80	\$3,561.60	4
North Carolina	\$14.20	\$699.42	\$288.29	\$3,459.46	5
Texas	\$0.00	\$551.36	\$220.54	\$2,646.53	6
Georgia	\$105.33	\$369.74	\$211.09	\$2,533.13	7
Tennessee	\$118.50	\$308.09	\$194.34	\$2,332.03	8
South Carolina	\$97.68	\$327.90	\$189.77	\$2,277.22	9
Virginia	\$103.00	\$313.00	\$187.00	\$2,244.00	10
West Virginia	\$77.00	\$233.00	\$139.40	\$1,672.80	11
Alabama	\$37.00	\$248.00	\$121.40	\$1,456.80	12
Florida	\$50.00	\$180.00	\$102.00	\$1,224.00	13
Average w/o Alabama	\$85.57	\$453.19	\$232.62	\$2,791.40	
Alabama Over/(Under) Average	(\$48.57)	(\$205.19)	(\$111.22)	(\$1,334.60)	
Median Employee's Contribution	\$79.98	\$369.74	\$211.09	\$2,533.13	
Alabama Over/(Under) Median	(\$42.98)	(\$121.74)	(\$89.69)	(\$1,076.33)	

Sources: **Alabama:** 2016 Rates - SEIB FY2016 Benefit Statement Information delivered to State Comptroller

Arkansas: 2016 Rates - <http://portal.arbenefits.org/Benefits/2016ASEActiveRatesWithout.pdf> - Premium Plan w/o Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2016 Rates - http://mybenefits.myflorida.com/content/download/118950/652870/DSGI_-_Premium_Table_Effective_December_2015_for_January_2016_Coverage.pdf - PPO/HMO Std Rates

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Louisiana: 2016 Rates - http://info.groupbenefits.org/docs/OGBforms/PremiumRates/2016/OGBJanuary2016Rates_Signed75_disclaimer_12-8-15.pdf - Magnolia Open Access Rates

Mississippi: 2016 Rates - http://knowyourbenefits.dfa.ms.gov/media/3527/cy_2016_premium_rates-1.pdf - Horizon Select rate

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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 2016
Total Insurance Contribution

State	Total Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Kentucky	\$721.14	\$1,738.40	\$1,128.04	\$13,536.53	1
Virginia	\$646.00	\$1,740.00	\$1,083.60	\$13,003.20	2
Tennessee	\$658.30	\$1,711.60	\$1,079.62	\$12,955.44	3
Texas	\$576.54	\$1,679.26	\$1,017.63	\$12,211.54	4
Louisiana	\$653.38	\$1,463.74	\$977.52	\$11,730.29	5
Georgia	\$562.26	\$1,574.35	\$967.10	\$11,605.15	6
Florida	\$641.52	\$1,444.06	\$962.54	\$11,550.43	7
Arkansas	\$534.96	\$1,406.28	\$883.49	\$10,601.86	8
South Carolina	\$469.50	\$1,232.66	\$774.76	\$9,297.17	9
North Carolina	\$477.88	\$1,163.10	\$751.97	\$9,023.62	10
West Virginia	\$477.00	\$1,050.00	\$706.20	\$8,474.40	11
Alabama	\$413.00	\$1,067.00	\$674.60	\$8,095.20	12
Mississippi	\$394.00	\$1,041.00	\$652.80	\$7,833.60	13
Average w/o Alabama	\$567.71	\$1,437.04	\$915.44	\$10,985.27	
Alabama Over/(Under) Average	(\$154.71)	(\$370.04)	(\$240.84)	(\$2,890.07)	
Median Total Contribution	\$562.26	\$1,444.06	\$962.54	\$11,550.43	
Alabama Over/(Under) Median	(\$149.26)	(\$377.06)	(\$287.94)	(\$3,455.23)	

Sources: **Alabama:** 2016 Rates - SEIB FY2016 Benefit Statement Information delivered to State Comptroller

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Mississippi: 2016 Rates - http://knowyourbenefits.dfa.ms.gov/media/3527/cy_2016_premium_rates-1.pdf - Horizon Select rate

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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
Plan Year 2016 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	\$413.00	\$37.00	\$376.00	\$1,067.00	\$248.00	\$819.00
Arkansas	Yes	Yes	No	\$534.96	\$179.78	\$355.18	\$1,406.28	\$559.34	\$846.94
Florida	Yes	Yes	Optional	\$641.52	\$50.00	\$591.52	\$1,444.06	\$180.00	\$1,264.06
Georgia	Yes	Yes	No	\$562.26	\$105.33	\$456.93	\$1,574.35	\$369.74	\$1,204.61
Kentucky	Yes	Yes	No	\$721.14	\$79.98	\$641.16	\$1,738.40	\$642.98	\$1,095.42
Louisiana	Yes	Yes	No	\$653.38	\$163.32	\$490.06	\$1,463.74	\$568.48	\$895.26
Mississippi	Yes	Yes	No	\$394.00	\$38.00	\$356.00	\$1,041.00	\$685.00	\$356.00
North Carolina	Yes	Yes	No	\$477.88	\$14.20	\$463.68	\$1,163.10	\$699.42	\$463.68
South Carolina	Yes	Yes	Yes	\$469.50	\$97.68	\$371.82	\$1,232.66	\$327.90	\$904.76
Tennessee	Yes	Yes	Optional	\$658.30	\$118.50	\$539.80	\$1,711.60	\$308.09	\$1,403.51
Texas	Yes	Yes	Optional	\$576.54	\$0.00	\$576.54	\$1,679.26	\$551.36	\$1,127.90
Virginia	Yes	Yes	Yes	\$646.00	\$103.00	\$543.00	\$1,740.00	\$313.00	\$1,427.00
West Virginia	Yes	Yes	No	\$477.00	\$77.00	\$400.00	\$1,050.00	\$233.00	\$817.00
Average w/o Alabama				\$567.71	\$85.57	\$482.14	\$1,437.04	\$453.19	\$983.85
Percentage of Total					15.1%	84.9%		31.5%	68.5%
Alabama Over/(Under) Average				(\$154.71)	(\$48.57)	(\$106.14)	(\$370.04)	(\$205.19)	(\$164.85)
Median Active Employee Rates				\$562.26	\$79.98	\$463.68	\$1,444.06	\$369.74	\$904.76
Percentage of Total					14.2%	82.5%		25.6%	62.7%
Alabama Over/(Under) Median				(\$149.26)	(\$42.98)	(\$87.68)	(\$377.06)	(\$121.74)	(\$85.76)

Sources: **Alabama:** 2016 Rates - SEIB FY2016 Benefit Statement Information delivered to State Comptroller

Arkansas: 2016 Rates - <http://portal.arbenefits.org/Benefits/2016ASEActiveRatesWithout.pdf> - Premium Plan w/o Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2016 Rates - http://mybenefits.myflorida.com/content/download/118950/652870/DSGL_-_Premium_Table_Effective_December_2015_for_January_2016_Coverage.pdf - PPO/HMO Standard Rates

Georgia: 2016 Rates - <https://dch.georgia.gov/rates> - Rates reflect the BCBS Silver Plan. (Subsidized rate = employee rate, unsubsidized rate = total premium)

Kentucky: 2016 Rates - <https://personnel.ky.gov/KEHP/2016%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

Louisiana: 2016 Rates - http://info.groupbenefits.org/docs/OGBforms/PremiumRates/2016/OGBJanuary2016Rates_Signed75_disclaimer_12-8-15.pdf - Magnolia Open Access Rates

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South Carolina: 2016 Rates - <https://www.peba.sc.gov/assets/2016premiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2016 Rates - http://www.tn.gov/assets/entities/finance/benefits/attachments/premium_st_active_2016.pdf - Partnership PPO Plan Rates (Most popular plan)

Texas: 2016 Rates - <http://www.ers.state.tx.us/2016-Rates/> - HealthSelect of Texas Plan

Virginia: 2016 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/2015-premiums041515.pdf?sfvrsn=0> - 7/1/15-6/30/16 Rates - COVA Care plan w/ expanded dental.

West Virginia: 2016 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Regions 1&2 PEIA PPB-Plan A - \$30,000 - \$36,000 Salary Range

West Virginia: \$164 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.o hr.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
2016 Median Household Income
Cost-of-Living "Wage" Index

State	Median Household Income	Cost-of-Living "Wage" Index
Alabama	\$59,764	1.01
Arkansas	\$55,484	0.93
Florida	\$61,289	1.03
Georgia	\$65,018	1.10
Kentucky	\$59,023	0.99
Louisiana	\$57,490	0.97
Mississippi	\$52,672	0.89
North Carolina	\$62,289	1.05
South Carolina	\$61,535	1.04
Tennessee	\$60,659	1.02
Texas	\$67,025	1.13
Virginia	\$53,306	0.90
West Virginia	\$56,703	0.96
Southeastern Average w/o Alabama	\$59,374	1.00
Alabama Over/(Under) Average	\$390	0.01
Median Household Income	\$59,764	1.01
Alabama Over/(Under) Median	\$0	0.00

Source: US Census, 2016 Median Household Income

State of Alabama
Southeastern States Employees
Compensation per Capita
2016

State	FTE to Population Ratio	FTE Index	Full-time Employees Per U.S. Census	Total Compensation Per Employee	Aggregate Compensation	State Population Estimates 7/1/2016	Compensation Per Capita	Ranking
Louisiana	1 to 122.5	1.28	38,227	\$83,378	\$3,187,290,806	4,681,666	\$680.80	1
West Virginia	1 to 73.7	2.13	24,836	\$50,036	\$1,242,694,096	1,831,102	\$678.66	2
Kentucky	1 to 111.4	1.41	39,838	\$66,817	\$2,661,855,646	4,436,974	\$599.93	3
Arkansas	1 to 100.5	1.57	29,723	\$56,585	\$1,681,875,955	2,988,248	\$562.83	4
South Carolina	1 to 120.3	1.31	41,253	\$60,185	\$2,482,811,805	4,961,119	\$500.45	5
Virginia	1 to 148.4	1.06	56,686	\$73,795	\$4,183,143,370	8,411,808	\$497.29	6
Alabama	1 to 140.8	1.12	34,542	\$65,304	\$2,255,730,768	4,863,300	\$463.83	7
Mississippi	1 to 116.4	1.35	25,669	\$52,577	\$1,349,599,013	2,988,726	\$451.56	8
North Carolina	1 to 163.2	0.96	62,172	\$63,552	\$3,951,154,944	10,146,788	\$389.40	9
Tennessee	1 to 164.0	0.96	40,555	\$63,695	\$2,583,150,725	6,651,194	\$388.37	10
Georgia	1 to 180.5	0.87	57,106	\$64,341	\$3,674,257,146	10,310,371	\$356.37	11
Texas	1 to 188.1	0.84	148,135	\$65,134	\$9,648,625,090	27,862,596	\$346.29	12
Florida	1 to 189.6	0.83	108,740	\$53,941	\$5,865,544,340	20,612,439	\$284.56	13
Southeastern States Average w/o Alabama	1 to 157.3	1.00	56,078	\$62,836	\$3,542,666,911	8,823,586	\$478.04	
Alabama Over/(Under) Average			(21,536)	\$2,467	(\$1,286,936,143)	(3,960,286)	(\$14.22)	

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

Source: State Government Employment Date: March 2015, US Census Report

<http://www.census.gov/govs/apes/>

<http://www.census.gov/data/tables/2016/demo/popest/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	Index	Adjusted Compensation	Adjusted Rank
Louisiana	1	\$83,378	0.97	\$85,957	1	1.28	\$110,024.58	2
Virginia	2	\$73,795	0.90	\$81,994	2	1.06	\$86,914.11	5
Kentucky	3	\$66,817	0.99	\$67,492	3	1.41	\$95,163.61	4
Alabama	4	\$65,304	1.01	\$64,657	4	1.12	\$72,416.32	8
Texas	5	\$65,134	1.13	\$57,641	11	0.84	\$48,418.19	12
Georgia	6	\$64,341	1.10	\$58,492	9	0.87	\$50,887.88	11
Tennessee	7	\$63,695	1.02	\$62,446	5	0.96	\$59,948.24	9
North Carolina	8	\$63,552	1.05	\$60,526	7	0.96	\$58,104.69	10
South Carolina	9	\$60,185	1.04	\$57,870	10	1.31	\$75,809.95	7
Arkansas	10	\$56,585	0.93	\$60,844	6	1.57	\$95,525.22	3
Florida	11	\$53,941	1.03	\$52,370	12	0.83	\$43,467.02	13
Mississippi	12	\$52,577	0.89	\$59,075	8	1.35	\$79,751.63	6
West Virginia	13	\$50,036	0.96	\$52,121	13	2.13	\$111,017.38	1
Southeastern Average w/o Alabama		\$62,836		\$63,069			\$76,253	
Alabama Over/(Under) Average		\$2,468		\$1,588			(\$3,836)	
Median Adjusted Compensation		\$63,695		\$60,526			\$75,810	
Alabama Over/(Under) Median		\$1,609		\$4,132			(\$3,394)	

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2017
Employer's Insurance Contribution

State	Employer's Insurance Contribution to Active Employee Coverage				
	Single	Family	Monthly Composite	Annual Composite	Rank
Virginia	\$595.00	\$1,563.00	\$982.20	\$11,786.40	1
Tennessee	\$572.00	\$1,486.00	\$937.60	\$11,251.20	2
Florida	\$642.84	\$1,379.60	\$937.54	\$11,250.53	3
Texas	\$617.30	\$1,207.78	\$853.49	\$10,241.90	4
Kentucky	\$641.16	\$1,095.42	\$822.86	\$9,874.37	5
Georgia	\$482.71	\$1,271.61	\$798.27	\$9,579.24	6
Louisiana	\$526.82	\$962.40	\$701.05	\$8,412.62	7
West Virginia	\$462.00	\$940.00	\$653.20	\$7,838.40	8
South Carolina	\$376.46	\$913.66	\$591.34	\$7,096.08	9
Arkansas	\$370.92	\$913.12	\$587.80	\$7,053.60	10
Alabama	\$376.00	\$877.00	\$576.40	\$6,916.80	11
North Carolina	\$479.48	\$479.48	\$479.48	\$5,753.76	12
Mississippi	\$356.00	\$356.00	\$356.00	\$4,272.00	13
Average w/o Alabama	\$510.22	\$1,047.34	\$725.07	\$8,700.84	
Alabama Over/(Under) Average	(\$134.22)	(\$170.34)	(\$148.67)	(\$1,784.04)	
Median Employer's Contribution	\$482.71	\$962.40	\$701.05	\$8,412.62	
Alabama Over/(Under) Median	(\$111.79)	(\$49.28)	(\$113.25)	(\$1,359.02)	

Sources: **Alabama:** 2017 Rates - SEIB FY2017 Benefit Statement Information delivered to State Comptroller

Arkansas: 2017 Rates - <http://portal.arbenefits.org/Benefits/2017ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2017 Rates - https://www.mybenefits.myflorida.com/content/download/130052/808071/DSGI_-_Premium_Table_Effective_January_2017_for_February_2017_Coverage.pdf - PPO/HMO Standard Rates

Georgia: 2017 Rates - <https://shbp.georgia.gov/editors-choice/2017-active-member-rates> - Rates reflect the BCBS Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2017 Rates - <https://personnel.ky.gov/KEHP/2017%20Rates.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

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

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

North Carolina: 2017 Rates - [https://shp.nctreasurer.com/Rate%20Sheets/OE_17_RateSheet_Enhanced8020_Actives.pdf#search=rates-Enhanced 80/20 Plan rates with participation in 3 wellness activities](https://shp.nctreasurer.com/Rate%20Sheets/OE_17_RateSheet_Enhanced8020_Actives.pdf#search=rates-Enhanced%20Plan%20rates%20with%20participation%20in%203%20wellness%20activities)

South Carolina: 2017 Rates - <https://www.peba.sc.gov/assets/2017premiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2017 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2017.pdf - BCBST Partnership Promise PPO Plan Rates

Texas: 2017 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY17.pdf> - HealthSelect of Texas Plan

Virginia: 2017 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/Open-Enrollment-2016/2016-17-employee-premiums.pdf?sfvrsn=2> - Rates for the COVA Care plan with expanded dental.

West Virginia: 2017 Rates - <http://www.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.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2017
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
Kentucky	\$79.98	\$642.98	\$305.18	\$3,662.16	3
North Carolina	\$15.04	\$723.76	\$298.53	\$3,582.34	4
Mississippi	\$20.00	\$667.00	\$278.80	\$3,345.60	5
Texas	\$0.00	\$590.48	\$236.19	\$2,834.30	6
Georgia	\$108.49	\$383.76	\$218.60	\$2,623.18	7
Tennessee	\$133.00	\$346.00	\$218.20	\$2,618.40	8
West Virginia	\$122.00	\$323.00	\$202.40	\$2,428.80	9
Virginia	\$111.00	\$338.00	\$201.80	\$2,421.60	10
South Carolina	\$97.68	\$327.90	\$189.77	\$2,277.22	11
Alabama	\$41.00	\$251.00	\$125.00	\$1,500.00	12
Florida	\$50.00	\$180.00	\$102.00	\$1,224.00	13
Average w/o Alabama	\$91.31	\$475.66	\$245.05	\$2,940.55	
Alabama Over/(Under) Average	(\$50.31)	(\$224.66)	(\$120.05)	(\$1,440.55)	
Median Employee's Contribution	\$97.68	\$383.76	\$218.60	\$2,623.18	
Alabama Over/(Under) Median	(\$56.68)	(\$132.76)	(\$93.60)	(\$1,123.18)	

Sources: Alabama: 2017 Rates - SEIB FY2017 Benefit Statement Information delivered to State Comptroller

Arkansas: 2017 Rates - <http://portal.arbenefits.org/Benefits/2017ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2017 Rates - https://www.mybenefits.myflorida.com/content/download/130052/808071/DSGI_-_Premium_Table_Effective_January_2017_for_February_2017_Coverage.pdf - PPO/HMO Standard Rates

Georgia: 2017 Rates - <https://shbp.georgia.gov/editors-choice/2017-active-member-rates> - Rates reflect the BCBS Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2017 Rates - <https://personnel.ky.gov/KEHP/2017%20Rates.pdf> - Rates reflect the LivingWell PPO Non-Smoker plan.

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

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

North Carolina: 2017 Rates - https://shp.nctreasurer.com/Rate%20Sheets/OE_17_RateSheet_Enhanced8020_Actives.pdf#search=rates- Enhanced 80/20 Plan rates with participation in 3 wellness activities

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Tennessee: 2017 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2017.pdf - BCBST Partnership Promise PPO Plan Rates

Texas: 2017 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY17.pdf> - HealthSelect of Texas Plan

Virginia: 2017 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/Open-Enrollment-2016/2016-17-employee-premiums.pdf?sfvrsn=2> - Rates for the COVA Care plan with expanded dental.

West Virginia: 2017 Rates - <http://www.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.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2017
Total Insurance Contribution

State	Total Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Virginia	\$706.00	\$1,901.00	\$1,184.00	\$14,208.00	1
Tennessee	\$705.00	\$1,832.00	\$1,155.80	\$13,869.60	2
Kentucky	\$721.14	\$1,738.40	\$1,128.04	\$13,536.53	3
Texas	\$617.30	\$1,798.26	\$1,089.68	\$13,076.21	4
Louisiana	\$702.38	\$1,573.50	\$1,050.83	\$12,609.94	5
Florida	\$692.84	\$1,559.60	\$1,039.54	\$12,474.53	6
Georgia	\$591.20	\$1,655.37	\$1,016.87	\$12,202.42	7
Arkansas	\$553.84	\$1,487.00	\$927.10	\$11,125.25	8
West Virginia	\$584.00	\$1,263.00	\$855.60	\$10,267.20	9
South Carolina	\$474.14	\$1,241.56	\$781.11	\$9,373.30	10
North Carolina	\$494.52	\$1,203.24	\$778.01	\$9,336.10	11
Alabama	\$417.00	\$1,128.00	\$701.40	\$8,416.80	12
Mississippi	\$376.00	\$1,023.00	\$634.80	\$7,617.60	13
Average w/o Alabama	\$601.53	\$1,522.99	\$970.12	\$11,641.39	
Alabama Over/(Under) Average	(\$184.53)	(\$394.99)	(\$268.72)	(\$3,224.59)	
Median Total Contribution	\$591.20	\$1,559.60	\$1,016.87	\$12,202.42	
Alabama Over/(Under) Median	(\$174.20)	(\$431.60)	(\$315.47)	(\$3,785.62)	

Sources: Alabama: 2017 Rates - SEIB FY2017 Benefit Statement Information delivered to State Comptroller

Arkansas: 2017 Rates - <http://portal.arbenefits.org/Benefits/2017ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

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

North Carolina: 2017 Rates - [https://shp.nctreasurer.com/Rate%20Sheets/OE_17_RateSheet_Enhanced8020_Actives.pdf#search=rates-Enhanced 80/20 Plan rates with participation in 3 wellness activities](https://shp.nctreasurer.com/Rate%20Sheets/OE_17_RateSheet_Enhanced8020_Actives.pdf#search=rates-Enhanced%2080/20%20Plan%20rates%20with%20participation%20in%203%20wellness%20activities)

South Carolina: 2017 Rates - <https://www.peba.sc.gov/assets/2017premiums.pdf> - Employee share rates are for SHP Standard Plan and Dental Basic Plan.

Tennessee: 2017 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_2017.pdf - BCBST Partnership Promise PPO Plan Rates

Texas: 2017 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY17.pdf> - HealthSelect of Texas Plan

Virginia: 2017 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/Open-Enrollment-2016/2016-17-employee-premiums.pdf?sfvrsn=2> - Rates for the COVA Care plan with expanded dental.

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

State of Alabama
Southeastern States
2017 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	\$417.00	\$41.00	\$376.00	\$1,128.00	\$251.00	\$877.00
Arkansas	Yes	Yes	No	\$553.84	\$182.92	\$370.92	\$1,487.00	\$573.88	\$913.12
Florida	Yes	Yes	Optional	\$692.84	\$50.00	\$642.84	\$1,559.60	\$180.00	\$1,379.60
Georgia	Yes	Yes	No	\$591.20	\$108.49	\$482.71	\$1,655.37	\$383.76	\$1,271.61
Kentucky	Yes	Yes	No	\$721.14	\$79.98	\$641.16	\$1,738.40	\$642.98	\$1,095.42
Louisiana	Yes	Yes	No	\$702.38	\$175.56	\$526.82	\$1,573.50	\$611.10	\$962.40
Mississippi	Yes	Yes	No	\$376.00	\$20.00	\$356.00	\$1,023.00	\$667.00	\$356.00
North Carolina	Yes	Yes	No	\$494.52	\$15.04	\$479.48	\$1,203.24	\$723.76	\$479.48
South Carolina	Yes	Yes	Yes	\$474.14	\$97.68	\$376.46	\$1,241.56	\$327.90	\$913.66
Tennessee	Yes	Yes	Optional	\$705.00	\$133.00	\$572.00	\$1,832.00	\$346.00	\$1,486.00
Texas	Yes	Yes	Optional	\$617.30	\$0.00	\$617.30	\$1,798.26	\$590.48	\$1,207.78
Virginia	Yes	Yes	Yes	\$706.00	\$111.00	\$595.00	\$1,901.00	\$338.00	\$1,563.00
West Virginia	Yes	Yes	No	\$584.00	\$122.00	\$462.00	\$1,263.00	\$323.00	\$940.00
Average w/o Alabama				\$601.53	\$91.31	\$510.22	\$1,522.99	\$475.66	\$1,047.34
Percentage of Total					15.2%	84.8%		31.2%	68.8%
Alabama Over/(Under) Average				(\$184.53)	(\$50.31)	(\$134.22)	(\$394.99)	(\$224.66)	(\$170.34)
Median Active Employee Rates				\$591.20	\$97.68	\$482.71	\$1,559.60	\$383.76	\$962.40
Percentage of Total					16.5%	81.6%		24.6%	61.7%
Alabama Over/(Under) Median				(\$174.20)	(\$56.68)	(\$106.71)	(\$431.60)	(\$132.76)	(\$85.40)

Sources: **Alabama:** 2017 Rates - SEIB FY2017 Benefit Statement Information delivered to State Comptroller

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