

**State of Alabama
State Employee Compensation
2019 Southeastern States Survey**

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State Employees' Insurance Board
1/28/21

State of Alabama

State Employees' Compensation per Capita Southeastern States Ranking

State	Rank	Compensation per Capita
Kentucky	1	\$754
West Virginia	2	\$751
Louisiana	3	\$742
Arkansas	4	\$631
Virginia	5	\$560
South Carolina	6	\$552
Alabama	7	\$546
Tennessee	8	\$449
Georgia	9	\$427
Mississippi	10	\$414
North Carolina	11	\$414
Texas	12	\$365
Florida	13	\$291
Southeastern Average w/o Alabama		\$529
Alabama Over/(Under) Average		\$17
Southeastern Median Compensation per Capita		\$546
Alabama Over/(Under) Median		\$0

State of Alabama

State Employees' Total Compensation

Southeastern States Ranking

State	Rank	Total Compensation
Kentucky	1	\$91,044
Louisiana	2	\$87,016
Virginia	3	\$83,443
Georgia	4	\$80,941
Tennessee	5	\$74,597
Texas	6	\$72,025
Alabama	7	\$71,987
North Carolina	8	\$70,740
South Carolina	9	\$69,512
Arkansas	10	\$62,954
Florida	11	\$57,435
West Virginia	12	\$56,443
Mississippi	13	\$50,961
Southeastern Average w/o Alabama		\$71,426
Alabama Over/(Under) Average		\$561
Southeastern Median Compensation		\$71,987
Alabama Over/(Under) Median		\$0

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	\$48,059	40.0	14.51%	\$8,249	21.1	13.0	13.0	47.1
Arkansas	\$42,846	40.0	15.32%	\$6,705	18.5	12.0	11.0	41.5
Florida	\$37,163	40.0	6.54%	\$11,999	17.9	13.0	10.0	40.9
Georgia	\$49,385	40.0	24.78%	\$10,486	19.5	15.0	12.0	46.5
Kentucky	\$40,523	40.0	83.43%	\$9,964	19.0	12.8	11.5	43.3
Louisiana	\$49,780	40.0	37.90%	\$8,413	20.5	20.5	11.0	52.0
Mississippi	\$35,214	40.0	15.75%	\$4,404	23.5	9.3	10.0	42.8
North Carolina	\$49,782	40.0	12.29%	\$6,224	21.0	12.0	12.0	45.0
South Carolina	\$46,389	40.0	14.56%	\$7,693	20.6	15.0	13.0	48.6
Tennessee	\$45,005	37.5	19.23%	\$10,682	20.0	12.0	11.0	43.0
Texas	\$47,994	40.0	10.20%	\$10,367	18.5	12.0	17.0	47.5
Virginia	\$53,625	40.0	13.52%	\$13,596	19.5	9.5	14.5	43.5
West Virginia	\$36,848	40.0	10.59%	\$8,040	21.0	18.0	15.0	54.0
Average w/o Alabama	\$44,546	39.8	22.01%	\$9,048	20.0	13.4	12.3	45.7
Alabama Over/(Under) Average	\$3,513	0.2	-7.50%	(\$799)	1.1	(0.4)	0.7	1.4
Median	\$46,389	40.0	14.56%	\$8,413	20.0	12.8	12.0	45.0
Alabama Over/(Under) Median	\$1,670	0.0	-0.05%	(\$163)	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	\$48,059	\$0	\$6,973	\$8,249	\$3,900	\$2,403	\$2,403	\$71,987
Arkansas	\$42,846	\$0	\$6,564	\$6,705	\$3,049	\$1,978	\$1,813	\$62,954
Florida	\$37,163	\$0	\$2,430	\$11,999	\$2,555	\$1,858	\$1,429	\$57,435
Georgia	\$49,385	\$0	\$12,238	\$10,486	\$3,704	\$2,849	\$2,279	\$80,941
Kentucky	\$40,523	\$0	\$33,808	\$9,964	\$2,961	\$1,995	\$1,792	\$91,044
Louisiana	\$49,780	\$0	\$18,867	\$8,413	\$3,925	\$3,925	\$2,106	\$87,016
Mississippi	\$35,214	\$0	\$5,546	\$4,404	\$3,183	\$1,260	\$1,354	\$50,961
North Carolina	\$49,782	\$0	\$6,118	\$6,224	\$4,021	\$2,298	\$2,298	\$70,740
South Carolina	\$46,389	\$0	\$6,754	\$7,693	\$3,680	\$2,676	\$2,319	\$69,512
Tennessee	\$45,005	\$2,813	\$8,654	\$10,682	\$3,462	\$2,077	\$1,904	\$74,597
Texas	\$47,994	\$0	\$4,895	\$10,367	\$3,415	\$2,215	\$3,138	\$72,025
Virginia	\$53,625	\$0	\$7,250	\$13,596	\$4,022	\$1,959	\$2,991	\$83,443
West Virginia	\$36,848	\$0	\$3,902	\$8,040	\$2,976	\$2,551	\$2,126	\$56,443
Average w/o Alabama	\$44,546	\$234	\$9,752	\$9,048	\$3,413	\$2,303	\$2,129	\$71,426
Alabama Over/(Under) Average	\$3,513	(\$234)	(\$2,780)	(\$799)	\$487	\$100	\$273	\$562
Median	\$46,389	\$0	\$6,754	\$8,413	\$3,462	\$2,215	\$2,126	\$71,987
Alabama Over/(Under) Median	\$1,670	\$0	\$219	(\$163)	\$438	\$188	\$277	\$0

Sources: 2019 State of Alabama Personnel Department Annual Report as well as State websites documented throughout this report.

State of Alabama State Employees' Average Salary

State	2019 Average State Employee Salary	Rank
Virginia	\$53,625	1
North Carolina	\$49,782	2
Louisiana	\$49,780	3
Georgia	\$49,385	4
Alabama	\$48,059	5
Texas	\$47,994	6
South Carolina	\$46,389	7
Tennessee	\$45,005	8
Arkansas	\$42,846	9
Kentucky	\$40,523	10
Florida	\$37,163	11
West Virginia	\$36,848	12
Mississippi	\$35,214	13
Average w/o Alabama	\$44,546	
Alabama Over/(Under) Average	\$3,513	
Median Salary	\$46,389	
Alabama Over/(Under) Median	\$1,670	

Sources:

2019 State of Alabama Personnel Department Annual Report:

<https://www.personnel.alabama.gov/LegalNotices/2019AnnualReport.pdf>

Texas State Classification Office - SAO Report No. 20-705:

<https://sao.texas.gov/reports/main/20-705.pdf>

Georgia Department of Administrative Services, Human Resources Division

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

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

State	Employer Contribution Percentage	Percentage As Of	Rank
Kentucky	83.43%	06/30/19	1
Louisiana	37.90%	06/30/19	2
Georgia	24.78%	06/30/19	3
Tennessee	19.23%	06/30/19	4
Mississippi	15.75%	06/30/19	5
Arkansas	15.32%	06/30/19	6
South Carolina	14.56%	06/30/19	7
Alabama	14.51%	09/30/19	8
Virginia	13.52%	06/30/19	9
North Carolina	12.29%	06/30/19	10
West Virginia	10.59%	06/30/19	11
Texas	10.20%	08/31/19	12
Florida	6.54%	06/30/19	13
Average w/o Alabama	22.01%		
Alabama Over/(Under) Average	-7.50%		
Median Retirement Contribution	14.56%		
Alabama Over/(Under) Median	-0.05%		

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

Alabama - Rate obtained from Alabama Budget Request Instructions for FY2019 (Tier 1)

Arkansas - https://www.apers.org/images/PDFs/employer/EMPLOYER_RATES_CHART_FY2010-2022.pdf

Florida - https://frs.fl.gov/forms/2018-19_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) -

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

Louisiana - <https://lasersonline.org/wp-content/uploads/2020/02/Historic-agency-contribution-rates-thru-FY-2020-21.pdf>

Mississippi - https://www.pers.ms.gov/Content/EmployerGuides/MyPERS_Reporting_Employer_Guide.pdf

North Carolina - <https://help.myncretirement.com/media/58/open>

South Carolina - https://www.peba.sc.gov/sites/default/files/cafr_2019.pdf

Tennessee - (Legacy Plan)

https://treasury.tn.gov/Portals/0/Documents/Retirement/CAFR%20Reports/2019/2019%20CAFR_Full%20Report.pdf

Virginia - <https://employers.varetire.org/financial-reporting/contribution-rates.php>

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

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

Sources:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Sources:

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

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

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

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

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

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

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

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

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

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

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

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

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

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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 2019
Total Insurance Contribution

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

Sources:

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

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

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

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

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

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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 2019 Active Employee Health Insurance Coverages and Monthly Premium Rates

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

Sources:

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

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

**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.o hr.sc.gov/OHR/applicant/OHR-leavepackage.phtml>

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_55sickl.pdf?sfvrsn=4 - Employees hired before 1/1/99 receive 15 days per year.

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

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

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

State of Alabama Southeastern States Summary of State Holidays

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Virginia: <http://www.dhmr.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
2019 Median Family Income
Cost-of-Living "Wage" Index**

State	Median Family Income	Cost-of-Living "Wage" Index
Alabama	\$66,171	0.94
Arkansas	\$62,387	0.89
Florida	\$71,348	1.02
Georgia	\$74,833	1.07
Kentucky	\$66,183	0.94
Louisiana	\$65,105	0.93
Mississippi	\$58,503	0.83
North Carolina	\$72,049	1.03
South Carolina	\$70,537	1.01
Tennessee	\$69,993	1.00
Texas	\$76,727	1.09
Virginia	\$93,497	1.33
West Virginia	\$60,920	0.87
Southeastern Average w/o Alabama	\$70,174	1.00
Alabama Over/(Under) Average	(\$4,003)	(0.06)
Median Family Income	\$69,993	1.00
Alabama Over/(Under) Median	(\$3,822)	(0.05)

Source: US Census, 2019 Median Family Income

Report: B19113: MEDIAN FAMILY INCOME IN THE PAST 12 MONTHS (IN 2019 INFLATION-ADJUSTED DOLLARS)

State of Alabama
Southeastern States Employees
Compensation per Capita
2019

State	FTE to Population Ratio	FTE Index	Full-time Employees Per U.S. Census	Total Compensation Per Employee	Aggregate Compensation	State Population Estimates 7/1/2019	Compensation Per Capita	Ranking
Kentucky	1 to 120.8	1.35	36,999	\$91,044	\$3,368,536,956	4,467,673	\$753.98	1
West Virginia	1 to 75.2	2.17	23,841	\$56,443	\$1,345,657,563	1,792,147	\$750.86	2
Louisiana	1 to 117.3	1.39	39,642	\$87,016	\$3,449,488,272	4,648,794	\$742.02	3
Arkansas	1 to 99.8	1.64	30,244	\$62,954	\$1,903,980,776	3,017,804	\$630.92	4
Virginia	1 to 149.0	1.10	57,289	\$83,443	\$4,780,366,027	8,535,519	\$560.06	5
South Carolina	1 to 126.0	1.30	40,859	\$69,512	\$2,840,190,808	5,148,714	\$551.63	6
Alabama	1 to 131.8	1.24	37,208	\$71,987	\$2,678,492,296	4,903,185	\$546.28	7
Tennessee	1 to 166.2	0.98	41,086	\$74,597	\$3,064,892,342	6,829,174	\$448.79	8
Georgia	1 to 189.4	0.86	56,073	\$80,941	\$4,538,604,693	10,617,423	\$427.47	9
Mississippi	1 to 123.0	1.33	24,192	\$50,961	\$1,232,848,512	2,976,149	\$414.24	10
North Carolina	1 to 171.1	0.95	61,314	\$70,740	\$4,337,352,360	10,488,084	\$413.55	11
Texas	1 to 197.4	0.83	146,888	\$72,025	\$10,579,608,200	28,995,881	\$364.87	12
Florida	1 to 197.3	0.83	108,847	\$57,435	\$6,251,627,445	21,477,737	\$291.07	13
Southeastern States Average w/o Alabama	1 to 163.3	1.00	55,606	\$71,426	\$3,974,429,496	9,082,925	\$529.12	
Alabama Over/(Under) Average			(18,398)	\$561	(\$1,295,937,200)	(4,179,740)	\$17.15	

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

Source: State Government Employment Date: March 2019, US Census Report

<http://www.census.gov>

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

State	Rank	Total Compensation	Cost-of-Living (C.O.L.)			Full-Time Equivalent (FTE)		
			Wage Index	Adjusted Compensation	Adjusted Rank	FTE Index	Adjusted Compensation	Adjusted Rank
Kentucky	1	\$91,044	0.94	\$96,855	1	1.35	\$130,754.68	2
Louisiana	2	\$87,016	0.93	\$93,566	2	1.39	\$130,056.17	3
Virginia	3	\$83,443	1.33	\$62,739	11	1.10	\$69,013.01	9
Georgia	4	\$80,941	1.07	\$75,646	4	0.86	\$65,055.38	11
Tennessee	5	\$74,597	1.00	\$74,597	5	0.98	\$73,105.06	8
Texas	6	\$72,025	1.09	\$66,078	9	0.83	\$54,844.72	12
Alabama	7	\$71,987	0.94	\$76,582	3	1.24	\$94,961.57	5
North Carolina	8	\$70,740	1.03	\$68,680	8	0.95	\$65,245.63	10
South Carolina	9	\$69,512	1.01	\$68,824	7	1.30	\$89,470.89	6
Arkansas	10	\$62,954	0.89	\$70,735	6	1.64	\$116,005.12	4
Florida	11	\$57,435	1.02	\$56,309	13	0.83	\$46,736.32	13
West Virginia	12	\$56,443	0.87	\$64,877	10	2.17	\$140,783.11	1
Mississippi	13	\$50,961	0.83	\$61,399	12	1.33	\$81,660.40	7
Southeastern Average w/o Alabama		\$71,426		\$71,692			\$88,561	
Alabama Over/(Under) Average		\$561		\$4,890			\$6,401	
Median Adjusted Compensation		\$71,987		\$68,824			\$81,660	
Alabama Over/(Under) Median		\$0		\$7,758			\$13,301	

**State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2020
Employer's Insurance Contribution**

State	Employer's Insurance Contribution to Active Employee Coverage				
	Single	Family	Monthly Composite	Annual Composite	Rank
Virginia	\$687.00	\$1,802.00	\$1,133.00	\$13,596.00	1
Florida	\$713.80	\$1,539.32	\$1,044.01	\$12,528.10	2
Georgia	\$575.72	\$1,527.97	\$956.62	\$11,479.44	3
Tennessee	\$543.00	\$1,411.00	\$890.20	\$10,682.40	4
Texas	\$624.82	\$1,222.52	\$863.90	\$10,366.80	5
Kentucky	\$646.96	\$1,105.34	\$830.31	\$9,963.74	6
Louisiana	\$553.16	\$1,010.52	\$736.10	\$8,833.25	7
Alabama	\$477.00	\$1,091.00	\$722.60	\$8,671.20	8
West Virginia	\$474.00	\$964.00	\$670.00	\$8,040.00	9
South Carolina	\$402.70	\$998.72	\$641.11	\$7,693.30	10
Arkansas	\$338.66	\$945.42	\$581.36	\$6,976.37	11
North Carolina	\$532.36	\$532.36	\$532.36	\$6,388.32	12
Mississippi	\$378.00	\$378.00	\$378.00	\$4,536.00	13
Average w/o Alabama	\$539.18	\$1,119.76	\$771.41	\$9,256.98	
Alabama Over/(Under) Average	(\$62.18)	(\$28.76)	(\$48.81)	(\$585.78)	
Median Employer's Contribution	\$543.00	\$1,091.00	\$736.10	\$8,833.25	
Alabama Over/(Under) Median	(\$66.00)	\$0.00	(\$13.50)	(\$162.05)	

Sources:

Alabama: 2020 Rates - SEIB FY2020 Benefit Statement Information delivered to State Comptroller

Arkansas: 2020 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2020ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2020 Rates - https://www.mybenefits.myflorida.com/content/download/146393/976286/Premium_Table_Effective_December_2019_for_January_2020_Coverage_09-09-19.pdf - PPO/HMO Standard Rates

Georgia: 2020 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2020 Rates - <https://personnel.ky.gov/KEHP/2020%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion LW Promise.

Louisiana: 2020 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2020/2020ratesheet75percent.pdf> - Magnolia Open Access Rates

Mississippi: 2020 Rates - <http://knowyourbenefits.dfa.ms.gov/media/8980/cy-2020-rate-sheet.pdf> - Legacy Select rate

North Carolina: 2020 Rates - <https://files.nc.gov/ncshp/documents/open-enrollment-documents/2020/80-20-70-30-Plan-for-Active-Subscribers.pdf> - Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2020 Rates - <https://www.peba.sc.gov/assets/activemonthlypremiums.pdf> - Employee share rates are for SHP Standard Plan.

Tennessee: 2020 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_1920.pdf - BCBST Premier PPO Plan Rates

Texas: 2020 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY20.pdf> - HealthSelect of Texas Plan

Virginia: 2020 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/employee-premiums-2019.pdf?sfvrsn=4> - Rates for the COVA Care plan.

West Virginia: 2020 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$35,401 - \$41,400 Salary Range

West Virginia: \$168 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

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

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

THE 2020 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2019 COMPENSATION PACKAGE.

State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2020
Employee's Insurance Contribution

State	Employee's Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Louisiana	\$184.34	\$641.66	\$367.27	\$4,407.22	1
Arkansas	\$188.32	\$598.82	\$352.52	\$4,230.24	2
Kentucky	\$84.86	\$682.12	\$323.76	\$3,885.17	3
North Carolina	\$50.00	\$720.00	\$318.00	\$3,816.00	4
Mississippi	\$20.00	\$706.00	\$294.40	\$3,532.80	5
Texas	\$0.00	\$597.70	\$239.08	\$2,868.96	6
Georgia	\$110.89	\$394.54	\$224.35	\$2,692.20	7
Tennessee	\$136.00	\$352.00	\$222.40	\$2,668.80	8
West Virginia	\$122.00	\$307.00	\$196.00	\$2,352.00	9
South Carolina	\$97.68	\$306.56	\$181.23	\$2,174.78	10
Virginia	\$92.00	\$287.00	\$170.00	\$2,040.00	11
Alabama	\$42.00	\$251.00	\$125.60	\$1,507.20	12
Florida	\$50.00	\$180.00	\$102.00	\$1,224.00	13
Average w/o Alabama	\$94.67	\$481.12	\$249.25	\$2,991.01	
Alabama Over/(Under) Average	(\$52.67)	(\$230.12)	(\$123.65)	(\$1,483.81)	
Median Employee's Contribution	\$92.00	\$394.54	\$224.35	\$2,692.20	
Alabama Over/(Under) Median	(\$50.00)	(\$143.54)	(\$98.75)	(\$1,185.00)	

Sources:

Alabama: 2020 Rates - SEIB FY2020 Benefit Statement Information delivered to State Comptroller

Arkansas: 2020 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2020ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2020 Rates - https://www.mybenefits.myflorida.com/content/download/146393/976286/Premium_Table_Effective_December_2019_for_January_2020_Coverage_09-09-19.pdf - PPO/HMO Standard Rates

Georgia: 2020 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2020 Rates - <https://personnel.ky.gov/KEHP/2020%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion LW Promise.

Louisiana: 2020 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2020/2020ratesheet75percent.pdf> - Magnolia Open Access Rates

Mississippi: 2020 Rates - <http://knowyourbenefits.dfa.ms.gov/media/8980/cy-2020-rate-sheet.pdf> - Legacy Select rate

North Carolina: 2020 Rates - <https://files.nc.gov/ncshp/documents/open-enrollment-documents/2020/80-20-70-30-Plan-for-Active-Subscribers.pdf> - Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2020 Rates - <https://www.peba.sc.gov/assets/activemonthlypremiums.pdf> - Employee share rates are for SHP Standard Plan.

Tennessee: 2020 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_1920.pdf - BCBST Premier PPO Plan Rates

Texas: 2020 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY20.pdf> - HealthSelect of Texas Plan

Virginia: 2020 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/employee-premiums-2019.pdf?sfvrsn=4> - Rates for the COVA Care plan.

West Virginia: 2020 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$35,401 - \$41,400 Salary Range

West Virginia: \$168 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

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

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

THE 2020 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2019 COMPENSATION PACKAGE.

**State of Alabama
Southeastern States
Active Employee Composite Rate - Plan Year 2020
Total Insurance Contribution**

State	Total Insurance Contribution to Active Employee Coverage				Rank
	Single	Family	Monthly Composite	Annual Composite	
Virginia	\$779.00	\$2,089.00	\$1,303.00	\$15,636.00	1
Georgia	\$686.61	\$1,922.51	\$1,180.97	\$14,171.64	2
Kentucky	\$731.82	\$1,787.46	\$1,154.08	\$13,848.91	3
Florida	\$763.80	\$1,719.32	\$1,146.01	\$13,752.10	4
Tennessee	\$679.00	\$1,763.00	\$1,112.60	\$13,351.20	5
Louisiana	\$737.50	\$1,652.18	\$1,103.37	\$13,240.46	6
Texas	\$624.82	\$1,820.22	\$1,102.98	\$13,235.76	7
Arkansas	\$526.98	\$1,544.24	\$933.88	\$11,206.61	8
West Virginia	\$596.00	\$1,271.00	\$866.00	\$10,392.00	9
North Carolina	\$582.36	\$1,252.36	\$850.36	\$10,204.32	10
Alabama	\$519.00	\$1,342.00	\$848.20	\$10,178.40	11
South Carolina	\$500.38	\$1,305.28	\$822.34	\$9,868.08	12
Mississippi	\$398.00	\$1,084.00	\$672.40	\$8,068.80	13
Average w/o Alabama	\$633.86	\$1,600.88	\$1,020.67	\$12,247.99	
Alabama Over/(Under) Average	(\$114.86)	(\$258.88)	(\$172.47)	(\$2,069.59)	
Median Total Contribution	\$624.82	\$1,652.18	\$1,102.98	\$13,235.76	
Alabama Over/(Under) Median	(\$105.82)	(\$310.18)	(\$254.78)	(\$3,057.36)	

Sources:

Alabama: 2020 Rates - SEIB FY2020 Benefit Statement Information delivered to State Comptroller

Arkansas: 2020 Rates - <https://www.dfa.arkansas.gov/images/uploads/arBenefits/2020ASEActiveRatesWithout.pdf> - Premium Plan without Wellness Visit (State Share includes Plan Cont. funded by ASE Trust Fund)

Florida: 2020 Rates - https://www.mybenefits.myflorida.com/content/download/146393/976286/Premium_Table_Effective_December_2019_for_January_2020_Coverage_09-09-19.pdf - PPO/HMO Standard Rates

Georgia: 2020 Rates - <https://shbp.georgia.gov/active-rates> - Rates reflect the Anthem Silver Plan. (Employer share = COBRA Rate less 2% less employee rate)

Kentucky: 2020 Rates - <https://personnel.ky.gov/KEHP/2020%20Benefits%20Selection%20Guide.pdf> - Rates reflect the LivingWell PPO w/ completion LW Promise.

Louisiana: 2020 Rates - <https://info.groupbenefits.org/docs/OGBforms/PremiumRates/2020/2020ratesheet75percent.pdf> - Magnolia Open Access Rates

Mississippi: 2020 Rates - <http://knowyourbenefits.dfa.ms.gov/media/8980/cy-2020-rate-sheet.pdf> - Legacy Select rate

North Carolina: 2020 Rates - <https://files.nc.gov/ncshdp/documents/open-enrollment-documents/2020/80-20-70-30-Plan-for-Active-Subscribers.pdf> - Enhanced 80/20 Plan rates with completed tobacco attestation.

South Carolina: 2020 Rates - <https://www.peba.sc.gov/assets/activemonthlypremiums.pdf> - Employee share rates are for SHP Standard Plan.

Tennessee: 2020 Rates - https://www.tn.gov/content/dam/tn/finance/fa-benefits/documents/premium_st_active_1920.pdf - BCBST Premier PPO Plan Rates

Texas: 2020 Rates - <https://ers.texas.gov/PDFs/Ratesheet-PY20.pdf> - HealthSelect of Texas Plan

Virginia: 2020 Rates - <http://www.dhrm.virginia.gov/docs/default-source/benefitsdocuments/ohb/employee-premiums-2019.pdf?sfvrsn=4> - Rates for the COVA Care plan.

West Virginia: 2020 Rates - <http://www.peia.wv.gov/Forms-Downloads/Pages/Premium-Rates.aspx> - Active State Health Plan A - \$35,401 - \$41,400 Salary Range

West Virginia: \$168 of the total State Share shown above is contributed by the Retiree Health Benefit Trust.

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

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

THE 2020 INSURANCE PREMIUM RATES DO NOT FACTOR IN THE CALCULATIONS OF THE 2019 COMPENSATION PACKAGE.

**State of Alabama
Southeastern States
2020 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	\$519.00	\$42.00	\$477.00	\$1,342.00	\$251.00	\$1,091.00	
Arkansas	Yes	Yes	No	\$526.98	\$188.32	\$338.66	\$1,544.24	\$598.82	\$945.42	
Florida	Yes	Yes	Optional	\$763.80	\$50.00	\$713.80	\$1,719.32	\$180.00	\$1,539.32	
Georgia	Yes	Yes	No	\$686.61	\$110.89	\$575.72	\$1,922.51	\$394.54	\$1,527.97	
Kentucky	Yes	Yes	No	\$731.82	\$84.86	\$646.96	\$1,787.46	\$682.12	\$1,105.34	
Louisiana	Yes	Yes	No	\$737.50	\$184.34	\$553.16	\$1,652.18	\$641.66	\$1,010.52	
Mississippi	Yes	Yes	No	\$398.00	\$20.00	\$378.00	\$1,084.00	\$706.00	\$378.00	
North Carolina	Yes	Yes	No	\$582.36	\$50.00	\$532.36	\$1,252.36	\$720.00	\$532.36	
South Carolina	Yes	Yes	Optional	\$500.38	\$97.68	\$402.70	\$1,305.28	\$306.56	\$998.72	
Tennessee	Yes	Yes	Optional	\$679.00	\$136.00	\$543.00	\$1,763.00	\$352.00	\$1,411.00	
Texas	Yes	Yes	Optional	\$624.82	\$0.00	\$624.82	\$1,820.22	\$597.70	\$1,222.52	
Virginia	Yes	Yes	Optional	\$779.00	\$92.00	\$687.00	\$2,089.00	\$287.00	\$1,802.00	
West Virginia	Yes	Yes	No	\$596.00	\$122.00	\$474.00	\$1,271.00	\$307.00	\$964.00	
Average w/o Alabama				\$633.86	\$94.67	\$539.18	\$1,600.88	\$481.12	\$1,119.76	
Percentage of Total					14.9%	85.1%		30.1%	69.9%	
Alabama Over/(Under) Average				(\$114.86)	(\$52.67)	(\$62.18)	(\$258.88)	(\$230.12)	(\$28.76)	
Median Active Employee Rates				\$624.82	\$92.00	\$543.00	\$1,652.18	\$394.54	\$1,091.00	
Percentage of Total					14.7%	86.9%		23.9%	66.0%	
Alabama Over/(Under) Median				(\$105.82)	(\$50.00)	(\$66.00)	(\$310.18)	(\$143.54)	\$0.00	

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