

TENTATIVE AGENDA
SPECIAL PERSONNEL WORK GROUP

9:00 a.m. Call to Order

 Discussion of Minutes

 Discussion of Proposed Goals and Objectives

 Explanation of Materials prepared by LFB

 Agenda for Next Meeting

LEGAL COUNSELS

Douglas L. Adkisson
 Edwin G. Cook
 Susan E. Crowley
 Patricia A. Funaro
 Michael J. Goedert
 Cole R. Haatvedt
 Janet S. Johnson
 Mark W. Johnson
 Timothy C. McDermott
 Joseph E. McEniry
 Richard S. Nelson

RESEARCH ANALYSTS

Kathleen B. Hanlon
 Thane R. Johnson

GENERAL ASSEMBLY OF IOWA**LEGISLATIVE SERVICE BUREAU**

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JOHN C. POLLAK
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LESLIE E. W. HICKEY
 IOWA CODE EDITOR

KATHLEEN K. BATES
 ADMINISTRATIVE CODE EDITOR

JULIE E. LIVERS
 LEGISLATIVE INFORMATION OFFICE DIRECTOR

August 12, 1999

MEMORANDUM

TO: Special Personnel Committee of the Service Committee

FROM: Diane Bolender, Director, Legislative Service Bureau *DB*

RE: Background Information and First Meeting Date

At its November 1998 meeting, the Legislative Council approved the establishment of a special personnel committee to review job classifications and salary structures for legislative employees. The committee is required to report its findings during the 1999 interim. The first meeting of the special committee has been set for Tuesday, August 31, 1999, at 9:30 a.m. in Room 1 of the State Capitol.

Attached is a short memorandum containing background information regarding the General Assembly's personnel system. If the Legislative Service Bureau can be of further assistance in gathering other information for members of the special committee, please don't hesitate to contact Rich Johnson or me.

In order that the August 31 meeting can be productive, I ask that each of you think about the personnel issues that you would like to have discussed by the committee. Please provide Rich Johnson or me with your list by August 23, and we will then forward you a complete list of the issues. These issues could be placed on the agenda for that meeting or for a subsequent meeting.

If you are unable to attend the meeting on August 31, please let me know. If you would like a substitute to attend in your place, I would appreciate knowing that as well. Thank you in advance for your cooperation in assisting with the work of this important personnel committee.

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JULIE E. LIVERS
LEGISLATIVE INFORMATION OFFICE DIRECTOR

August 13, 1999

MEMORANDUM

TO: Special Personnel Committee of the Service Committee
FROM: Diane Bolender, Director, Legislative Service Bureau
RE: Background Information Regarding the Iowa General Assembly's Personnel System

Introduction. At its November 1998 meeting, the Legislative Council approved the establishment of a special personnel committee to review job classifications and salary structures for legislative employees. The Council directed that the committee's membership consist of representatives from the central nonpartisan staff agencies, representatives from the Senate and House staffs, caucus staff directors, and assistants to leaders, as well as four legislators, one from each caucus. The committee is required to report its findings during the 1999 interim.

Membership. The special Personnel Committee consists of the following members:

Central Nonpartisan Staff Agencies

Diane Bolender, Director, LSB
Dennis Prouty, Director, LFB
Sandy Scharf, Director, CSB
Bill Angrick, Citizens' Aide

Senate

Senator Mary Kramer
Senator Patricia Harper
Mike Marshall, Secretary of the Senate
Chris Hull, Director, Majority Caucus Staff
Debbie O'Leary, Director, Minority Caucus Staff
Administrative Assistant to the President of the Senate
Administrative Assistant to the Majority Leader
Jo Ann Hanover, Administrative Assistant to the Minority Leader

House of Representatives

Representative Libby Jacobs

Representative John Connors

Liz Isaacson, Chief Clerk of the House

Warren Fye, Director, Majority Caucus Staff

Paulee Lipsman, Director, Minority Caucus Staff

Susan Severino, Administrative Assistant to the Speaker of the House

Jeff Mitchell, Administrative Assistant to the Majority Leader

Mark Brandsgard, Administrative Assistant to the Minority Leader

Personnel Administration. For the purposes of making personnel policy and executing that policy the Iowa General Assembly is generally considered to consist of the following 10 personnel entities:

1. Senate central administrative staff.
2. Senate majority caucus staff.
3. Senate minority caucus staff.
4. House central administrative staff.
5. House majority caucus staff.
6. House minority caucus staff.
7. Legislative Service Bureau.
8. Legislative Fiscal Bureau
9. Legislative Computer Support Bureau.
10. Citizens' Aide/Ombudsman.

The three Senate staffs are supervised respectively by the Secretary of the Senate, the Senate majority leaders, and the Senate minority leaders. All are subject to the jurisdiction of the Senate Rules and Administration Committee chaired by the Senate Majority Leader.

The three House staffs are supervised respectively by the Chief Clerk of the House, the House majority leaders, and the House minority leaders. All are subject to the jurisdiction of the House Administration and Rules Committee chaired by one of the House majority leaders.

The four central nonpartisan staff agencies are supervised by the Service Committee of the Legislative Council.

Senate Rules and Administration Committee Membership and Charge. The Senate Rules and Administration Committee, consisting of eleven senators, including the Majority and Minority Leaders and the President and President Pro Tempore, is responsible for establishing policies for the operation of the Secretary of the Senate, leadership, and caucus staffs. The Rules and Administration Committee approves the personnel classification system for Senate employees (staff positions and salary grades). The Committee also approves or establishes protocol for the approval of the promotion of staff members, and the granting of merit step increases, educational leave, and parental and family leave for staff members, and approves certain other personnel and organizational actions of the Senate staffs.

House Administration and Rules Committee Membership and Charge. The House Administration and Rules Committee, consisting of 14 representatives, including the Speaker and Speaker Pro Tempore, Majority and Minority Leaders and Assistant Majority and Minority Leaders, is responsible for establishing policies for the operation of the Chief Clerk, leadership, and caucus

staffs. The Administration and Rules Committee approves the personnel classification system for House employees (staff positions and salary grades). The Committee also approves or establishes protocol for the approval of the promotion of staff members, and the granting of merit step increases, educational leave, and parental and family leave for staff members, and approves certain other personnel and organizational actions of the House staffs.

Service Committee Membership and Charge – Similar Policy Coverage Extended to Senate and House Employees. The Service Committee, consisting of six members, is responsible for recommending policies for the operation of the four central nonpartisan staff agencies. The Service Committee in 1989 completed its development of comprehensive personnel guidelines which were adopted by the Legislative Council. The Personnel Guidelines for the Central Legislative Staff Agencies technically govern only the employment of staff members of the central agencies. However, since the Service Committee membership has included the legislative leaders, the policies approved for the employees of the central nonpartisan staff agencies have often been extended, as appropriate, by the respective houses to cover their own employees.

The Service Committee recommends the personnel classification system for central nonpartisan staff employees (staff positions and salary grades), selection of directors of the four central agencies, the directors' salaries, the hiring of any staff member above the entry level, the promotion of any staff member, and the granting of any additional merit steps for outstanding service. An agency director must present any changes in organizational structure of the agency to the Service Committee. The Service Committee must be notified of, but does not act upon, certain other personnel and organizational actions of the directors such as the granting of merit step increases for staff members, granting of educational leave, and the granting of parental and family leave. Staff promotions for employees of the central nonpartisan staff agencies are proposed only at the June and December meetings of the Service Committee.

Comparable Worth and Staff Uniformity. Former Speaker Del Stromer was a member of the Service Committee for many years and under his leadership some uniformity in pay and personnel practices for all legislative employees, regardless of the employing agency, was implemented. In 1986, pursuant to 1985 legislation requiring that the jobs within state government be evaluated for comparable worth, the Legislative Council employed Arthur Young & Company, to perform the analysis for the legislative branch. Arthur Young & Company was the same consulting firm that had evaluated jobs in both the executive and judicial branches of Iowa state government. The consulting firm reviewed all of the jobs in the General Assembly and evaluated them in terms of the same 13 factors on which the executive branch and judicial branch employees had been evaluated. The report of Arthur Young & Company was then reviewed by a Comparable Worth Staff Committee which included representatives from each of the four nonpartisan agencies and from the Iowa Code Office, the Chief Clerk of the House, the Assistant Secretary of the Senate, a representative of the Senate partisan staff and a representative of the House partisan staff. The Committee developed a proposed job classification system that was submitted to the Service Committee. The proposal was recommended to the Legislative Council and to the appropriate Senate and House committees and adopted. Under the proposal adopted by the Legislative Council, positions of similar responsibilities regardless of the specific employing legislative agency were placed in similar job series. For the analyst series, the positions corresponded to the pay grades in the executive branch for the job series for public service executives. Attached is the Summary of the Report of the Comparable Worth Staff Committee from 1986.

Staff Personnel Committee. The comparable worth plan has remained in place since its adoption. In 1991 and 1992 discussions took place among the various staffs concluding that promotions were not applied within each legislative agency using uniform criteria and that the personnel classification system needed to be updated. The Service Committee authorized a staff committee, with members representing the same positions as the Comparable Worth Staff Committee and with the addition of caucus staff directors and other administrative assistants to the leaders, to meet during the early part of the 1992 interim to develop recommendations. The Staff Committee developed a proposal to define criteria for promotion, to provide credit for previous job experience and for the possession of advanced degrees, and to revise the personnel classification system. The proposal was recommended by the Service Committee and was adopted by the Legislative Council. It was then submitted to the appropriate Senate and House committees so that the personnel classification system changes were adopted for the entire legislative branch. Attached is the Implementation Plan for the Proposed Position Classification System which was implemented in 1992.

1997 Revision of Personnel Guidelines. In November 1997, the Legislative Council adopted the following significant changes to the Personnel Guidelines for Central Legislative Staff Agencies relating to employee status and salary:

1. *Guidelines Subject to Change and Status of Employees.* Provisions were added to the Guidelines to state that the Guidelines are informational in nature only and do not in any way alter the employment relationship or create contractual employment rights, to state that all employees of the central legislative staff agencies are employees at will, and to require that each employee receive and acknowledge receipt of a copy of the Guidelines.

2. *Salary Increases.* Merit increase eligibility dates are required to be set on an employee's anniversary date or on a standard date. An employee is limited to only two step increases in pay during any twelve-month period.

LEGISLATIVE AND EXECUTIVE PAY PLANS & BENEFITS

Legislative Pay Matrix

- Historically the Legislative pay matrix has duplicated the Executive Branch professional staff non-covered pay plan, the 000 pay plan.
- Historically the Legislative benefits have duplicated the Executive Branch professional staff benefits, which in turn have been based upon the AFSCME settlement.
- The 000 pay plan does not have steps. The Legislative pay matrix replicated the minimums and maximums of the 000 pay plan and six steps were created within that range.
- The Legislative pay matrix for FY 2000 was adjusted upwards by the AFSCME bargained 3% cost of living adjustment and no longer uses the 000 minimum and maximums.

000 Pay Plan v. 014 Pay Plan FY 2000

- The 014 Executive branch pay plan is for AFSCME covered employees on a minimum/maximum plan, no steps. For FY 2000 the Executive Branch plans to make the 000 pay plan the same as the 014 pay plan.
- The maximums for the 000 pay plan are generally 1.6% lower than the 014 pay plan. The 000 pay plan minimums are lower at the bottom and top grades but higher in the middle grades. See Attachment 1 for the differences by grade.
- The Executive Branch has made the 000 pay plan minimums match the 014 pay plan minimums. The Executive Branch intends to match the 000 pay plan maximums with the 014 pay plan maximums upon completion of a new performance based appraisal system. Governor Vilsack wrote the following to all Legislators on July 27 regarding this situation:
IDOP, working with DRF and individual departments, was to provide for a performance-based system(s) of approximately equivalent earning opportunities to non-contract employees. This was intended to address some current problems with inequities between contract-covered employees and non-contract employees in similar positions, as well as concerns about employee recruitment and retention.
- The Department of Personnel (IDOP) hopes to implement the performance based system during FY 2000. At that time the 000 pay plan maximums will be adjusted to mirror the 014 pay plan.

000 Pay Plan FY 2001 & FY 2002

- The Executive Branch intends to increase the maximum of the new 000 pay plan over the next two years beyond the cost of living adjustments negotiated by AFSCME.
- Mollie Anderson, IDOP Director, outlined the plan in a July 20 letter:
The Governor is very supportive of the need to address recruitment and retention problems, and relieve the other compensation issues that result from having pay ranges that are too short. He wants to accomplish this, however, in conjunction with a new performance management system that recognizes the outstanding contributions and productivity of our workforce. Work is already underway on this new system. Following the implementation of the new performance management system, it is also the Governor's intent to add 5% to the maximum of the noncontract pay ranges on 12-22-00 and another 5% on 7-1-01 so that employees who make positive contributions to the state's mission and add value for our customers can take advantage of that increased salary growth potential.

Executive Branch AFSCME FY 2001 Step Increases

- The AFSCME system pay plans for FY 2000 have been restructured. They were based on the previous fiscal year 1999 six step range, divided into seven equal steps, with the addition of one more step, for a eight step range. Three percent was added to the restructured plan to create the actual FY 2000 scale for each pay grade.
- If the employee has been at step 6 of the pay grade for twelve months or more on July 1, 1999, they; move to step 7 of FY 2000 matrix on July 1, 1999, receive the 2.6% increase July 1, 2000, and are eligible to move to step 8 on December 22, 2000.

Benefits

- AFSCME Executive Branch bargained for deferred compensation employer match at \$1 for \$2 up to \$300 per year - effective April 1, 2001.
- AFSCME Judicial Branch bargained for deferred compensation employer match at \$1 for \$2 up to \$180 per year - effective August 1, 2000.
- IDOP has not decided if deferred compensation match will be extended to non-covered employees.

014 Pay Plan v. 000 Pay Plan FY 2000

| Grade | Plan | Minimum | Maximum | Plan | Minimum | Maximum | Dif Min | Dif Max | % Min | % Max |
|-------|------|------------|------------|------|------------|------------|----------|---------|-------|-------|
| 10 | 014 | \$610.58 | \$766.32 | 000 | \$588.34 | \$755.61 | (22.25) | (10.71) | -3.8% | -1.4% |
| 11 | 014 | \$641.07 | \$804.22 | 000 | \$618.00 | \$792.69 | (23.07) | (11.54) | -3.7% | -1.5% |
| 12 | 014 | \$666.62 | \$843.78 | 000 | \$649.31 | \$828.12 | (17.30) | (15.66) | -2.7% | -1.9% |
| 13 | 014 | \$701.22 | \$882.50 | 000 | \$680.62 | \$868.50 | (20.60) | (14.01) | -3.0% | -1.6% |
| 14 | 014 | \$730.06 | \$924.53 | 000 | \$716.88 | \$908.46 | (13.18) | (16.07) | -1.8% | -1.8% |
| 15 | 014 | \$760.55 | \$971.50 | 000 | \$755.61 | \$955.84 | (4.94) | (15.66) | -0.7% | -1.6% |
| 16 | 014 | \$793.51 | \$1,015.99 | 000 | \$792.69 | \$998.69 | (0.82) | (17.30) | -0.1% | -1.7% |
| 17 | 014 | \$826.47 | \$1,067.08 | 000 | \$828.12 | \$1,048.13 | 1.65 | (18.95) | 0.2% | -1.8% |
| 18 | 014 | \$861.90 | \$1,116.52 | 000 | \$868.50 | \$1,100.04 | 6.59 | (16.48) | 0.8% | -1.5% |
| 19 | 014 | \$901.46 | \$1,168.43 | 000 | \$908.87 | \$1,149.48 | 7.42 | (18.95) | 0.8% | -1.6% |
| 20 | 014 | \$944.30 | \$1,226.11 | 000 | \$955.84 | \$1,207.16 | 11.54 | (18.95) | 1.2% | -1.6% |
| 21 | 014 | \$986.33 | \$1,283.79 | 000 | \$998.69 | \$1,263.19 | 12.36 | (20.60) | 1.2% | -1.6% |
| 22 | 014 | \$1,029.18 | \$1,346.42 | 000 | \$1,048.13 | \$1,324.17 | 18.95 | (22.25) | 1.8% | -1.7% |
| 23 | 014 | \$1,076.14 | \$1,410.69 | 000 | \$1,100.04 | \$1,389.26 | 23.90 | (21.42) | 2.2% | -1.5% |
| 24 | 014 | \$1,134.65 | \$1,478.26 | 000 | \$1,149.48 | \$1,455.18 | 14.83 | (23.07) | 1.3% | -1.6% |
| 25 | 014 | \$1,171.73 | \$1,548.30 | 000 | \$1,207.16 | \$1,525.22 | 35.43 | (23.07) | 2.9% | -1.5% |
| 26 | 014 | \$1,214.58 | \$1,627.40 | 000 | \$1,263.19 | \$1,600.21 | 48.62 | (27.19) | 3.8% | -1.7% |
| 27 | 014 | \$1,269.78 | \$1,699.09 | 000 | \$1,324.17 | \$1,673.54 | 54.38 | (25.54) | 4.1% | -1.5% |
| 28 | 014 | \$1,329.94 | \$1,785.61 | 000 | \$1,389.26 | \$1,756.77 | 59.33 | (28.84) | 4.3% | -1.6% |
| 29 | 014 | \$1,392.56 | \$1,869.66 | 000 | \$1,455.18 | \$1,839.17 | 62.62 | (30.49) | 4.3% | -1.7% |
| 30 | 014 | \$1,432.94 | \$1,958.65 | 000 | \$1,525.22 | \$1,927.34 | 92.29 | (31.31) | 6.1% | -1.6% |
| 31 | 014 | \$1,506.27 | \$2,053.41 | 000 | \$1,600.21 | \$2,019.62 | 93.94 | (33.78) | 5.9% | -1.7% |
| 32 | 014 | \$1,580.43 | \$2,153.11 | 000 | \$1,673.54 | \$2,118.50 | 93.11 | (34.61) | 5.6% | -1.6% |
| 33 | 014 | \$1,661.18 | \$2,255.29 | 000 | \$1,756.77 | \$2,218.21 | 95.58 | (37.08) | 5.4% | -1.7% |
| 34 | 014 | \$1,744.41 | \$2,364.88 | 000 | \$1,839.17 | \$2,326.15 | 94.76 | (38.73) | 5.2% | -1.7% |
| 35 | 014 | \$1,830.10 | \$2,480.24 | 000 | \$1,927.34 | \$2,439.04 | 97.23 | (41.20) | 5.0% | -1.7% |
| 36 | 014 | \$1,922.39 | \$2,596.42 | 000 | \$2,019.62 | \$2,555.22 | 97.23 | (41.20) | 4.8% | -1.6% |
| 37 | 014 | \$2,153.11 | \$2,722.50 | 000 | \$2,118.50 | \$2,679.65 | (34.61) | (42.85) | -1.6% | -1.6% |
| 38 | 014 | \$2,255.29 | \$2,852.69 | 000 | \$2,218.21 | \$2,804.90 | (37.08) | (47.79) | -1.7% | -1.7% |
| 39 | 014 | \$2,364.88 | \$2,991.12 | 000 | \$2,326.15 | \$2,942.50 | (38.73) | (48.62) | -1.7% | -1.7% |
| 40 | 014 | \$2,480.24 | \$3,135.32 | 000 | \$2,439.04 | \$3,083.41 | (41.20) | (51.91) | -1.7% | -1.7% |
| 41 | 014 | \$2,596.42 | \$3,282.82 | 000 | \$2,555.22 | \$3,230.08 | (41.20) | (52.74) | -1.6% | -1.6% |
| 42 | 014 | \$2,722.50 | \$3,441.02 | 000 | \$2,679.65 | \$3,384.99 | (42.85) | (56.03) | -1.6% | -1.7% |
| 43 | 014 | \$2,852.69 | \$3,605.82 | 000 | \$2,804.90 | \$3,620.66 | (47.79) | 14.83 | -1.7% | 0.4% |
| 44 | 014 | \$2,991.12 | \$3,777.22 | 000 | \$2,942.50 | \$3,801.11 | (48.62) | 23.90 | -1.7% | 0.6% |
| 45 | 014 | \$3,135.32 | \$3,961.79 | 000 | \$3,083.41 | \$3,992.28 | (51.91) | 30.49 | -1.7% | 0.8% |
| 46 | 014 | \$3,321.54 | \$4,195.81 | 000 | \$3,230.08 | \$4,179.33 | (91.46) | (16.48) | -2.8% | -0.4% |
| 47 | 014 | \$3,515.18 | \$4,440.54 | 000 | \$3,384.99 | \$4,384.50 | (130.19) | (56.03) | -3.8% | -1.3% |
| 48 | 014 | \$3,683.28 | \$4,654.78 | 000 | \$3,620.66 | \$4,578.14 | (62.62) | (76.63) | -1.7% | -1.7% |
| 49 | 014 | \$3,857.14 | \$4,877.26 | 000 | \$3,801.11 | \$4,806.39 | (56.03) | (70.86) | -1.5% | -1.5% |
| 50 | 014 | \$4,047.49 | \$5,110.45 | 000 | \$3,992.28 | \$5,046.18 | (55.21) | (64.27) | -1.4% | -1.3% |

Legislative Personnel System Goals and Objectives

1. **Recruitment of qualified candidates.**
 - a. Offer a competitive starting salary.
 - b. Allow flexibility in setting the starting salary based on education or experience, or market pressures.
 - c. Offer a competitive benefit package.
 - d. Offer the potential for a competitive increase in salary based on performance and seniority..
 - e. Offer promotional opportunities and advancement based on performance and duties to be assumed.
 - f. Offer adequate training.
2. **Retention of competent employees.**
 - a. Offer a competitive increase in salary based on performance and seniority, or market pressures.
 - b. Allow flexibility in setting the salary increases based on performance or continuing education, or market pressures.
 - c. Offer a competitive benefit package.
 - d. Offer promotional opportunities and advancement based on performance and duties to be assumed.
 - e. Offer adequate training and retraining.
3. **Avoidance of inequities and raiding among legislative agencies.**
 - a. Offer salaries and benefits commensurate to the offerings of all other comparable legislative agencies.
 - b. Avoid salary compression, especially among supervisors and their subordinates.
 - c. Avoid compensation and benefit differences between current and new employees.
4. **Control of personnel costs.**
 - a. Avoid offering salaries and benefits out of line with the market or with commensurate offerings by comparable legislative agencies.
 - b. Maintain efficient personnel deployment, supervision, and training policies.
 - c. Control administrative costs associated with pay matrices and employee benefits.
5. **Job satisfaction.**
 - a. Offer a safe and efficient work environment.
 - b. Offer challenging and productive work in which the employees can take satisfaction.
6. **Decision-making Process.**

Establish a decision-making process for periodic review of compensation and benefit issues, especially to determine whether legislative branch policies and procedures should reflect or diverge from executive and judicial branch compensation and benefit policies and procedures.

Summary of Full Time Legislative Employees (4th pay period FY 2000)

| Agency | # Emp. | Yrs | Age | Salary | Max. | % Max. | Term. | % Term. | Avg. Grade |
|---------------------|---------------|------------|------------|---------------|-------------|---------------|--------------|----------------|-------------------|
| Senate - Central | 9 | 9 | 45 | 49,111 | 2 | 22.2% | 5 | 55.6% | 29 |
| Senate - Republican | 13 | 4 | 35 | 52,040 | 2 | 15.4% | 11 | 84.6% | 32 |
| Senate - Democrat | 10 | 6 | 40 | 49,383 | 0 | 0.0% | 11 | 110.0% | 32 |
| House - Central | 12 | 14 | 50 | 39,763 | 6 | 50.0% | 6 | 50.0% | 24 |
| House - Republican | 16 | 6 | 35 | 48,474 | 4 | 25.0% | 3 | 18.8% | 31 |
| House - Democrat | 9 | 12 | 41 | 49,157 | 4 | 44.4% | 3 | 33.3% | 30 |
| LSB | 58 | 11 | 45 | 44,472 | 18 | 31.0% | 22 | 37.9% | 28 |
| LFB | 27 | 10 | 41 | 56,206 | 10 | 37.0% | 13 | 48.1% | 33 |
| CSB | 14 | 6 | 40 | 49,996 | 2 | 14.3% | 5 | 35.7% | 31 |
| CAO | 13 | 9 | 43 | 47,309 | 2 | 15.4% | 11 | 84.6% | 29 |
| <i>Avg. Total</i> | 183 | 9 | 42 | 48,987 | 50 | 27.3% | 90 | 49.2% | 30 |

Full Time Legislative Employees Terminated Since July 1995

| Dept. | Class | Name | FTE | FY | Period | # | Emp. |
|----------------------------------|---------------------------------|-------------------------|--------------|------|--------|----|-----------|
| Senate - Republican | SENIOR RESEARCH ANALYST | SUZANNE M JOHNSON | 1.00 | 1998 | 26 | 01 | 22-Aug-86 |
| Senate - Republican | SECRETARY TO CAUCUS | JON MILLER GASKELL, II | 1.00 | 1997 | 22 | 01 | 26-Jan-96 |
| Senate - Republican | RESEARCH ANALYST II | MICHAEL V SAVALA | 1.00 | 1999 | 25 | 01 | 31-Aug-95 |
| Senate - Republican | RESEARCH ANALYST II | MARK J BRAUN | 1.00 | 1999 | 08 | 01 | 07-Apr-95 |
| Senate - Republican | RESEARCH ANALYST II | KRISTIN D RIPPERGER | 1.00 | 1999 | 07 | 01 | 17-Oct-94 |
| Senate - Republican | RESEARCH ANALYST II | CURTIS W STAMP | 1.00 | 1996 | 04 | 01 | 07-Aug-89 |
| Senate - Republican | RESEARCH ANALYST | JOHN H. POEPEL | 1.00 | 1997 | 17 | 01 | 05-Aug-96 |
| Senate - Republican | CONFIDENTIAL SECRETARY TO LEADE | VICTORIA L DAVIS | 1.00 | 1997 | 13 | 01 | 08-Jan-88 |
| Senate - Republican | CAUCUS STAFF DIRECTOR | TERRY A. NELSON | 1.00 | 1998 | 09 | 01 | 13-Jan-97 |
| Senate - Republican | ADMIN ASSIST TO LEADER III | STEPHANIE R LAUDNER | 1.00 | 1998 | 05 | 01 | 14-Sep-90 |
| Senate - Republican | ADMIN ASSIST TO LEADER III | KAREN L SLIFKA | 1.00 | 1998 | 13 | 01 | 13-Jan-97 |
| Senate - Republican Total | | | 11.00 | | | | |
| Senate - Democrat | SENIOR RESEARCH ANALYST | WILLIAM B HAIGH | 1.00 | 1998 | 03 | 01 | 02-Dec-85 |
| Senate - Democrat | SENIOR RESEARCH ANALYST | RANDALL L BAUER | 1.00 | 1999 | 14 | 01 | 31-Mar-87 |
| Senate - Democrat | SENIOR RESEARCH ANALYST | JOHN C CACCIATORE | 1.00 | 1999 | 03 | 01 | 10-Jan-91 |
| Senate - Democrat | SENIOR CAUCUS SECRETARY | MARY L BUSTAD | 1.00 | 1996 | 15 | 01 | 03-Jan-83 |
| Senate - Democrat | SENIOR ADMIN ASSIST. TO LEADER | GREGORY S NICHOLS | 1.00 | 1999 | 14 | 01 | 22-Dec-80 |
| Senate - Democrat | SECRETARY TO CAUCUS | JEAN M COOPER | 1.00 | 1999 | 10 | 01 | 16-Jul-98 |
| Senate - Democrat | RESEARCH ASSISTANT | ROBYN A MILLS | 1.00 | 1998 | 23 | 01 | 13-Nov-96 |
| Senate - Democrat | RESEARCH ASSISTANT | L DAY BARNES | 1.00 | 1997 | 14 | 01 | 08-Oct-93 |
| Senate - Democrat | RESEARCH ANALYST II | RONALD M. PARKER | 1.00 | 1999 | 11 | 01 | 14-Nov-95 |
| Senate - Democrat | RESEARCH ANALYST II | LINDA R SANTI | 1.00 | 1999 | 13 | 01 | 09-Dec-91 |
| Senate - Democrat | ADMIN ASSIST TO LEADER | MARY ANN PEER | 1.00 | 1997 | 14 | 01 | 14-Jan-91 |
| Senate - Democrat Total | | | 11.00 | | | | |
| Senate - Central | SENIOR JOURNAL EDITOR | CAROLE J KELLY | 1.00 | 1998 | 14 | 01 | 29-Oct-67 |
| Senate - Central | SECRETARY OF THE SENATE | MARY PATRICIA GUNDERSON | 1.00 | 1999 | 14 | 01 | 02-Jan-97 |
| Senate - Central | SECRETARY OF THE SENATE | JOHN F DWYER | 1.00 | 1997 | 14 | 01 | 13-Oct-86 |
| Senate - Central | INDEXER 2 | CARYLL WILBUR | 1.00 | 1999 | 14 | 01 | 01-Jan-70 |
| Senate - Central | FINANCE OFFICER I | NANCY GIBSON | 1.00 | 1996 | 15 | 01 | 02-Dec-85 |
| Senate - Central Total | | | 5.00 | | | | |
| LEGISLATIVE SERVICE BUREAU | TEXT PROCESSOR 2 | KIMBERLY A MCKNIGHT | 1.00 | 1996 | 26 | 01 | 15-Feb-93 |
| LEGISLATIVE SERVICE BUREAU | TEXT PROCESSOR 1 | PAMELA J KAUFFMAN | 1.00 | 1996 | 15 | 01 | 23-Sep-94 |
| LEGISLATIVE SERVICE BUREAU | TEXT PROCESSOR 1 | JEANETTE M ALT | 1.00 | 1997 | 04 | 01 | 03-Jun-96 |
| LEGISLATIVE SERVICE BUREAU | TEXT PROCESSOR 1 | ANDREA L ZASTROW | 1.00 | 1998 | 05 | 01 | 18-Mar-96 |
| LEGISLATIVE SERVICE BUREAU | SENIOR TEXT PROCESSOR | JODY B LAWNSDAIL | 1.00 | 1999 | 07 | 01 | 11-Nov-88 |
| LEGISLATIVE SERVICE BUREAU | SENIOR DOCUMENT PROCESSOR | JOYCE S LATHRUM | 1.00 | 1999 | 22 | 01 | 24-Oct-96 |
| LEGISLATIVE SERVICE BUREAU | LIO OFFICER | LUCINDA J PARKER | 1.00 | 1999 | 03 | 01 | 05-Sep-89 |
| LEGISLATIVE SERVICE BUREAU | LIO OFFICER | GARY L THOMPSON | 1.00 | 1998 | 10 | 01 | 08-Jan-90 |
| LEGISLATIVE SERVICE BUREAU | LEGAL COUNSEL 2 | MICHAEL A KUEHN | 1.00 | 1998 | 10 | 01 | 22-Oct-90 |
| LEGISLATIVE SERVICE BUREAU | LEGAL COUNSEL 2 | MARY M CARR | 0.50 | 1997 | 10 | 01 | 09-Oct-89 |

Full Time Legislative Employees Terminated Since July 1995

| Dept. | Class | Name | FTE | FY | Period | # | Emp. |
|-------------------------------------|---------------------------------|------------------------|--------------|------|--------|----|-----------|
| LEGISLATIVE SERVICE BUREAU | LEGAL COUNSEL 2 | JULIE A SMITH | 1.00 | 1997 | 05 | 01 | 07-Dec-89 |
| LEGISLATIVE SERVICE BUREAU | LEGAL COUNSEL | KREGG A HALSTEAD | 1.00 | 1997 | 07 | 01 | 25-Oct-95 |
| LEGISLATIVE SERVICE BUREAU | IOWA CODE EDITOR | LOANNE M DODGE | 1.00 | 1999 | 25 | 01 | 14-Jan-80 |
| LEGISLATIVE SERVICE BUREAU | INDEXER 1 | JANET E HAWKINS | 1.00 | 1998 | 03 | 01 | 04-Dec-91 |
| LEGISLATIVE SERVICE BUREAU | DOCUMENT PROCESSOR SUPERVISO | SHELLI G TOBIS | 1.00 | 1999 | 06 | 01 | 12-Dec-94 |
| LEGISLATIVE SERVICE BUREAU | DOCUMENT PROCESSOR 1 | JENNIFER L CLARK | 1.00 | 1996 | 10 | 01 | 09-Nov-92 |
| LEGISLATIVE SERVICE BUREAU | DEPUTY IOWA CODE EDITOR | JANET L WILSON | 0.50 | 1998 | 14 | 01 | 01-Dec-83 |
| LEGISLATIVE SERVICE BUREAU | CONFIDENTIAL SECRETARY | DONNA GREENWOOD | 1.00 | 1996 | 26 | 01 | 16-Dec-72 |
| LEGISLATIVE SERVICE BUREAU | ASSISTANT INDEXER | FAITH B SHERMAN | 1.00 | 1998 | 07 | 01 | 20-Mar-95 |
| LEGISLATIVE SERVICE BUREAU | ASSISTANT EDITOR 1 | JUDITH W KAUT | 1.00 | 1996 | 14 | 01 | 31-May-94 |
| LEGISLATIVE SERVICE BUREAU | ASSISTANT EDITOR 1 | CATHY S KELLY | 1.00 | 1998 | 13 | 01 | 27-Mar-95 |
| LEGISLATIVE SERVICE BUREAU | ADMINISTRATIVE CODE EDITOR | PHYLLIS V BARRY | 1.00 | 1996 | 19 | 01 | 01-Oct-64 |
| LEGISLATIVE SERVICE BUREAU | Total | | 21.00 | | | | |
| LEGISLATIVE FISCAL BUREAU | SENIOR LEGISLATIVE ANALYST | ROBERT R SNYDER | 1.00 | 1997 | 09 | 01 | 19-Nov-84 |
| LEGISLATIVE FISCAL BUREAU | SENIOR LEGISLATIVE ANALYST | JONATHAN M NEIDERBACH | 1.00 | 1997 | 05 | 01 | 21-Dec-81 |
| LEGISLATIVE FISCAL BUREAU | SENIOR LEGISLATIVE ANALYST | JON A STUDER | 1.00 | 1999 | 06 | 01 | 05-Sep-89 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST II | JONATHON A MULLER | 1.00 | 1998 | 06 | 01 | 05-Oct-92 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST I | MARGARET BUCKTON | 1.00 | 1999 | 10 | 01 | 07-Nov-94 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST I | LEROY A MC GARITY | 1.00 | 1996 | 04 | 01 | 01-Aug-90 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST I | LEAH D CHURCHMAN | 1.00 | 1996 | 26 | 01 | 20-Sep-93 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST I | DARLENE H. KRUSE | 1.00 | 1999 | 05 | 01 | 09-Oct-97 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST I | ANGELA M FREY | 1.00 | 1998 | 16 | 01 | 07-Nov-94 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST | DIANE S. TEGTMEYER | 1.00 | 1997 | 15 | 01 | 21-Oct-96 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST | CAROLYN P. INDIA BLACK | 1.00 | 1999 | 05 | 01 | 28-Oct-97 |
| LEGISLATIVE FISCAL BUREAU | LEGISLATIVE ANALYST | BRETT C. CROUSE | 1.00 | 1999 | 11 | 01 | 06-Nov-98 |
| LEGISLATIVE FISCAL BUREAU | COMPUTER SYSTEMS ANALYST II | DAVID L HINMAN | 1.00 | 1997 | 07 | 01 | 16-Nov-92 |
| LEGISLATIVE FISCAL BUREAU | Total | | 13.00 | | | | |
| LEG. COMPUTER SUPPORT BU | EXECUTIVE SECRETARY | SHERRY J FREDERICK | 1.00 | 1999 | 16 | 01 | 05-Feb-88 |
| LEG. COMPUTER SUPPORT BU | DIVISION ADMINISTRATOR II | KATHRYN M EVANS | 1.00 | 1999 | 06 | 01 | 24-Jun-85 |
| LEG. COMPUTER SUPPORT BU | DIVISION ADMINISTRATOR I | ROGER MURTFELD | 1.00 | 1997 | 25 | 01 | 23-Jul-90 |
| LEG. COMPUTER SUPPORT BU | DIVISION ADMINISTRATOR I | EDWIN J DAMMAN | 1.00 | 1996 | 06 | 01 | 03-Apr-89 |
| LEG. COMPUTER SUPPORT BU | COMPUTER SYSTEMS ANALYST I | MICHAEL W BISHOP | 1.00 | 1998 | 21 | 01 | 13-Jan-97 |
| LEG. COMPUTER SUPPORT BUREAU | Total | | 5.00 | | | | |
| House - Republican | LEGISLATIVE EMPLOYEES-FULL TIME | SUSAN C BRUCKSHAW | 1.00 | 1999 | 23 | 01 | 07-Jan-80 |
| House - Republican | LEGISLATIVE EMPLOYEES-FULL TIME | KIMBERLY D STATLER | 1.00 | 1998 | 04 | 01 | 07-Aug-95 |
| House - Republican | LEGISLATIVE EMPLOYEES-FULL TIME | A JOHN DAVIS | 1.00 | 1998 | 05 | 01 | 04-Jan-93 |
| House - Republican Total | | | 3.00 | | | | |
| House - Democrat | LEGISLATIVE EMPLOYEES-FULL TIME | MARY E O FLECKENSTEIN | 1.00 | 1996 | 14 | 01 | 15-Dec-80 |
| House - Democrat | LEGISLATIVE EMPLOYEES-FULL TIME | JAMES M ADDY | 1.00 | 1998 | 03 | 01 | 11-Jul-94 |
| House - Democrat | LEGISLATIVE EMPLOYEES-FULL TIME | INGRID L JOHNSON | 1.00 | 1997 | 05 | 01 | 11-Jan-93 |

Full Time Legislative Employees Terminated Since July 1995

| Dept. | Class | Name | FTE | FY | Period | # | Emp. |
|-------------------------------|---------------------------------|---------------------|-------|------|--------|----|-----------|
| House - Democrat Total | | | 3.00 | | | | |
| House - Central | LEGISLATIVE EMPLOYEES-FULL TIME | VIVIAN M ANDERS | 1.00 | 1997 | 13 | 01 | 31-Mar-78 |
| House - Central | LEGISLATIVE EMPLOYEES-FULL TIME | TRICIA S BERG | 1.00 | 1998 | 05 | 01 | 20-Nov-95 |
| House - Central | LEGISLATIVE EMPLOYEES-FULL TIME | SUSAN K JENNINGS | 1.00 | 1999 | 26 | 01 | 08-Jan-96 |
| House - Central | LEGISLATIVE EMPLOYEES-FULL TIME | KATY M ROUTH | 1.00 | 1996 | 12 | 01 | 16-Dec-94 |
| House - Central | LEGISLATIVE EMPLOYEES-FULL TIME | JEFFREY A BEAN | 1.00 | 1997 | 26 | 01 | 16-Dec-96 |
| House - Central | LEGISLATIVE EMPLOYEES-FULL TIME | DAVID L STANLEY | 1.00 | 1996 | 27 | 01 | 17-Oct-94 |
| House - Central Total | | | 6.00 | | | | |
| CITIZENS' AIDE, OFFICE OF | SENIOR DEPUTY-CITIZENS AIDE | DUNCAN C FOWLER | 1.00 | 1998 | 05 | 01 | 10-Jun-94 |
| CITIZENS' AIDE, OFFICE OF | CITIZENS AIDE SECRETARY | MARIANNE MCVEY | 1.00 | 1998 | 22 | 01 | 02-Feb-98 |
| CITIZENS' AIDE, OFFICE OF | CITIZENS AIDE SECRETARY | DIANE C SCHINKEL | 1.00 | 1996 | 27 | 01 | 19-May-95 |
| CITIZENS' AIDE, OFFICE OF | ASSISTANT III CITIZENS AIDE | MICHAEL J FERJAK | 1.00 | 1999 | 03 | 01 | 11-Dec-87 |
| CITIZENS' AIDE, OFFICE OF | ASSISTANT III CITIZENS AIDE | CONNIE L BENCKE | 1.00 | 1999 | 19 | 01 | 22-Aug-90 |
| CITIZENS' AIDE, OFFICE OF | ASSISTANT II CITIZENS AIDE | STEVEN L EXLEY | 1.00 | 1997 | 08 | 01 | 16-Sep-91 |
| CITIZENS' AIDE, OFFICE OF | ASSISTANT I CITIZENS AIDE | CRAIG A ARTERBURN | 1.00 | 1996 | 10 | 01 | 19-Aug-88 |
| CITIZENS' AIDE, OFFICE OF | ASSISTANT CITIZENS AIDE | MARY J FLYNN | 1.00 | 1999 | 18 | 01 | 30-Nov-98 |
| CITIZENS' AIDE, OFFICE OF | ASSISTANT CITIZENS AIDE | JERRY L MOORE | 1.00 | 1999 | 08 | 01 | 03-Jan-97 |
| CITIZENS' AIDE, OFFICE OF | ASSISTANT CITIZENS AIDE | GREGORY L ROSEBERRY | 1.00 | 1999 | 08 | 01 | 02-Feb-98 |
| CITIZENS' AIDE, OFFICE OF | ADMINISTRATIVE SECRETARY | PATRICIA NETT | 1.00 | 1996 | 10 | 01 | 17-Jan-72 |
| | Total | | 11.00 | | | | |
| Grand Total | | | 89.00 | | | | |

1999 DES MOINES AREA BENCHMARK JOB COMPENSATION SURVEY

Includes a special Information Technology Section

SURVEY QUESTIONNAIRE

CONDUCTED BY RIEMER CONSULTING

1999 SURVEY PARTICIPANTS

- ALLIED Group, A Nationwide Insurance Company
- American Republic Insurance Co.
- AmerUs Holding Company
- BP Amoco Plc
- Brenton Bank
- Briggs Corporation
- Broadlawns Medical Center
- Central Iowa Health System
- Children & Families of Iowa
- City of West Des Moines
- Color Converting Industries
- Colorfx DeVries Communications, Inc.
- Communications Data Services, Inc.
- Continental Western Ins. Co.
- Des Moines Area Community College
- Des Moines Water Works
- EMC Insurance Companies
- Farmland Insurance, A Nationwide Insurance Company
- FBL Financial Group, Inc.
- Federal Home Loan Bank
- General Casualty Insurance Cos.
- Grinnell Mutual Reinsurance Company
- GuideOne Insurance
- Homesteaders Life Co.
- Hy-Vee, Inc.
- IMT Insurance Company Mutual
- Information Technology Group
- Interstate Assurance Company
- Iowa Department of Personnel
- John Deere Credit
- John Deere Des Moines Works
- Kirke Van Orsdel, Inc.
- Mary Greeley Medical Center
- Maytag Corporation
- Mercy Hospital Medical Center
- Meredith Corporation
- Microware Systems Corp.
- MidAmerican Energy
- National Pork Producers Council (NPPC)
- National Travelers Life Company
- NCMIC Group Inc.
- Norwest Card Services
- Norwest Financial
- Norwest Mortgage, Inc.
- Perishable Distributors of Iowa
- Pioneer Hi-Bred International, Inc.
- Polk County Human Resources
- Sears Regional Credit Card Operations Center
- The Des Moines Register
- The Members Group
- The Principal Financial Group
- Wellmark Blue Cross Blue Shield

• 1998 Survey Participants

PARTICIPANT INFORMATION

Participant Size

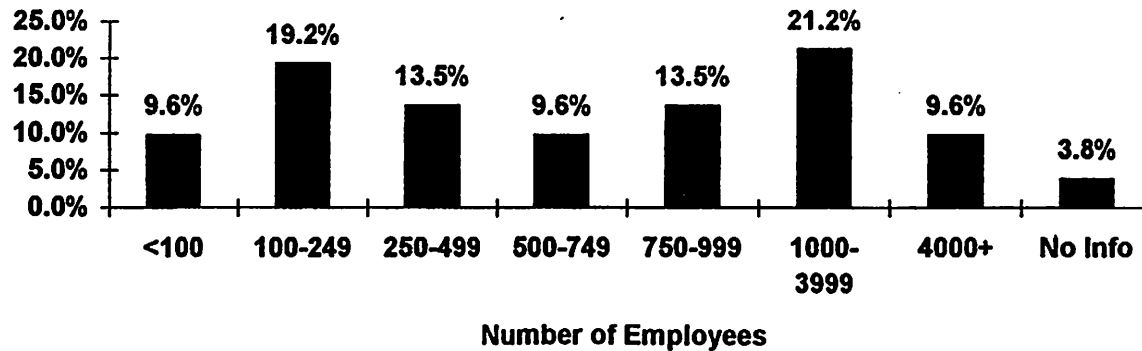
The total number of employees reported by participants ranges from 28 to 100,000. The total number of employees who work in the Des Moines and surrounding area ranges from 27 to 8,000.

The average number of employees in a participating organization is 7,376; while the average number in an organization's Des Moines operation is 1,223.

The average number of *full-time employees* in a participating organization is 6,531; while the average number of *full-time employees* in an organization's Des Moines area operation is 1,019.

Following is a graph illustrating the number of employees in participating organizations working in the Des Moines or surrounding area:

Participant Size in the Des Moines Area



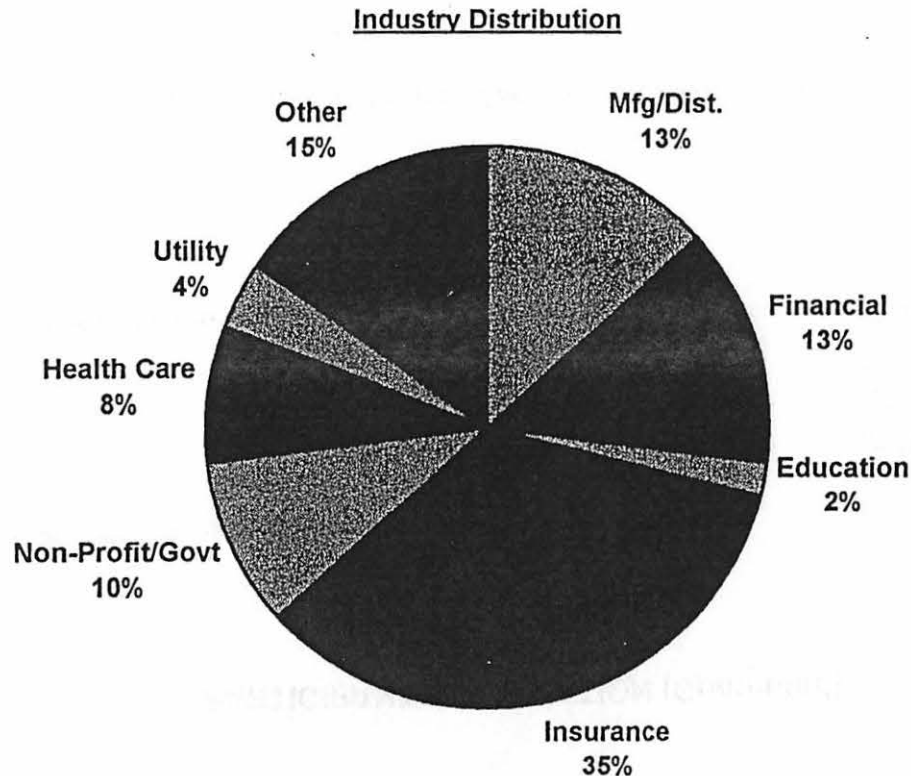
PARTICIPANT INFORMATION (Continued)

Participant Type

Seventy-five percent (75%) or 39 of the participants have headquarters located in the Des Moines or surrounding area. Nineteen percent (19%) or 10 participants reported a Des Moines branch operation. Three participants or 6% reported both a headquarters and branch operation in Des Moines.

Industry Distribution

Following is a breakdown of industry classifications reported by participating organizations. Industry classifications included in "Other" were: Energy, Retail, Business Services, Communications, TPA, High Tech-Software Development, Media Newspaper and Technology/Computers.



PARTICIPANT INFORMATION (Continued)

Annual Turnover

The average annual turnover rate reported by participants is:

| | <u>Average</u> | <u>Median</u> | <u>Range</u> |
|------------|----------------|---------------|--------------|
| Non-Exempt | 18.4% | 18.5% | 0.0 - 68% |
| Exempt | 10.5% | 7.8% | 0.0 - 31% |
| Combined** | 12.8% | 10.0% | 4.4 - 21% |

**Turnover reported by Companies that could not separate turnover between non-exempt and exempt employees..

Work Environment

Casual attire is allowed by 50 or 96% of participants at some time. Two companies did not respond.

Participants reported business or casual attire as follows:

| | <u>Percent of Participants</u> |
|---|--------------------------------|
| Business Casual - All Normal Business Days | 38% |
| Business Casual - Monday thru Thursday; Casual - Friday | 10% |
| Business Casual - Fridays and/or Special Occasions | 15% |
| Casual - All Normal Business Days | 13% |
| Casual - Fridays and/or Special Occasions | 8% |
| Other** | 12% |
| No Response | 4% |

**Other includes Casual only on Fridays or Special Occasions, Business Casual on Fridays in Summer , Business Casual or Casual variations by department or by position.

PAY STRUCTURES

Formal Pay Structures

Non-Exempt

Ninety percent (90%) or 47 participants reported having formal pay structures for *non-exempt* employees. Of the 47 participants with formal pay structures, 35 or 74% reported structure adjustments in 1999. Average structure adjustments reported by companies with formal pay structures are:

Non-Exempt Average Structure Adjustments

| 1998 <u>(Actual)</u> | 1999 <u>(Actual)</u> | 2000 <u>(Anticipated)</u> |
|-------------------------|-------------------------|------------------------------|
| 3.6% | 2.6% | 2.6% |

Twenty-five (25) of the participants with formal pay structures or 53% reported making structure adjustments in January and four (4) or 9% reported structure adjustments in July. Other participants implement structure adjustments in various months throughout the year or did not report.

Lowest Reported Non-Exempt Pay Ranges

| | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|-------------|----------------|-----------------|----------------|
| Hourly Rate | \$5.15 | \$6.44 | \$7.73 |
| Hourly Rate | \$5.25 | \$5.40 | \$5.55 |

Highest Reported Non-Exempt Pay Ranges

| | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|-------------|----------------|-----------------|----------------|
| Hourly Rate | \$19.67 | \$24.59 | \$29.51 |
| Hourly Rate | \$14.58 | \$22.23 | \$29.89 |

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PAY STRUCTURES (Continued)

Formal Pay Structures (Continued)

Exempt

Eighty-eight percent (88%) or 46 participants reported having formal pay structures for Exempt employees. Of the 46 companies with formal pay structures, 33 or 72% reported structure adjustments in 1999. Average structure adjustments reported by companies with formal pay structures are:

Exempt Average Structure Adjustments

| <u>1998</u> <u>(Actual)</u> | <u>1999</u> <u>(Actual)</u> | <u>2000</u> <u>(Anticipated)</u> |
|--------------------------------|--------------------------------|-------------------------------------|
| 3.5% | 2.6% | 2.7% |

Twenty-seven (27) of the participants with formal pay structures or 59% reported making structure adjustments in January and four (4) or 9% reported structure adjustments in July. As with Non-exempt structures, other participants implement structure adjustments in various months throughout the year or did not report.

Lowest Reported Exempt Pay Ranges

| | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|-------------|----------------|-----------------|----------------|
| Hourly Rate | \$6.75 | -- | \$34.46 |
| Hourly Rate | \$7.84 | \$9.80 | \$11.77 |

Hours of Work

Participants reported the following number of work hours in a standard work week:

| <u>Number of Hours</u> | <u>Percent of Participants</u> |
|------------------------|--------------------------------|
| 40 | 82.7% |
| 39 | 1.9% |
| 38.75 | 9.6% |
| 37.5 | 1.9% |
| 35 | 3.9% |

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PAY PRACTICES

Non-Exempt Pay Increase Policies

The following table provides 1999 and projected 1999 pay increases for participants who reported increases. Please note that the Average Increase to all Non-Exempts is not the sum of the Average Performance-Based Increase and the Average Across-the-Board Increase since not all organizations award both types of increases.

| | <u>1999</u> | <u>2000</u> |
|-------------------------------------|-------------|-------------|
| Average Performance-Based Increase | 4.3% | 4.4% |
| Average Across-the-Board Increase | 2.7% | 2.7% |
| Average Increase to all Non-Exempts | 4.1% | 4.2% |

Exempt Pay Increase Policies

The following table provides 1999 and projected 1999 pay increases for participants who reported increases. Please note that the Average Increase to all Exempts is not the sum of the Average Performance-Based Increase and the Average Across-the-Board Increase since not all organizations award both types of increases.

| | <u>1999</u> | <u>2000</u> |
|-------------------------------------|-------------|-------------|
| Average Performance-Based Increase | 4.4% | 4.4% |
| Average Across-the-Board Increase | 2.7% | 2.4% |
| Average Increase to all Non-Exempts | 4.3% | 4.3% |

Work Shifts

| | <u>Percent of Participants</u> |
|----------------------|--------------------------------|
| One Shift | 15% |
| Two Shifts | 25% |
| Three or More Shifts | 54% |
| No Response | 6% |

Shift Differentials

| | <u>Avg %</u> | <u>Avg \$</u> |
|-----------------------|--------------|---------------|
| 2 nd Shift | 8.9%/hr | \$0.68/hr |
| 3 rd Shift | 11.2%/hr | \$0.87/hr |

Data processing is assigned to second or third shifts in 53% of the participants reporting additional shifts. Other groups assigned to additional shifts include manufacturing, medical care, public safety, retail, collections, mail, warehouse and custodians.

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1999 Des Moines Area Benchmark Job Compensation Survey

PAY PRACTICES (Continued)

Incentive/Bonus Arrangements - excludes Information Technology jobs

Non-Exempt

| | <u>Yes</u> | <u>No</u> | <u>Considering</u> |
|---|------------|-----------|--------------------|
| Skill-Based Pay or Pay for Knowledge | 11% | 81% | 8% |
| Individual Annual Incentive | 13% | 79% | 8% |
| Team or Organization Annual Incentive | 23% | 67% | 10% |
| Project Bonus | 21% | 75% | 4% |
| Spot Bonus | 40% | 50% | 10% |
| Retention Bonus | 13% | 81% | 6% |
| Sign-On Bonus | 29% | 67% | 4% |
| Referral Bonus | 50% | 44% | 6% |
| Moving Allowance | 27% | 73% | 0% |
| Bonus for Completion of Internal Training | 13% | 81% | 6% |
| Bonus for Completion of External Training | 13% | 83% | 4% |
| Stock Options | 4% | 92% | 4% |

Exempt

| | <u>Yes</u> | <u>No</u> | <u>Considering</u> |
|---|------------|-----------|--------------------|
| Skill-Based Pay or Pay for Knowledge | 8% | 84% | 8% |
| Individual Annual Incentive | 36% | 60% | 4% |
| Team or Organization Annual Incentive | 31% | 61% | 8% |
| Project Bonus | 33% | 63% | 4% |
| Spot Bonus | 38% | 52% | 10% |
| Retention Bonus | 29% | 65% | 6% |
| Sign-On Bonus | 52% | 46% | 2% |
| Referral Bonus | 56% | 40% | 4% |
| Moving Allowance | 73% | 27% | 0% |
| Bonus for Completion of Internal Training | 10% | 86% | 4% |
| Bonus for Completion of External Training | 13% | 83% | 4% |
| Stock Options | 17% | 77% | 6% |

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PAY PRACTICES (Continued)

Non-Traditional Job Designs - *excludes Information Technology jobs*

Non-Exempt

| | <u>Yes</u> | <u>No</u> | <u>Considering</u> |
|---|------------|-----------|--------------------|
| Flexible Work Hours | 73% | 25% | 2% |
| Earned Time Off | 15% | 79% | 6% |
| Compressed Work Week | 31% | 67% | 2% |
| Telecommuting | 27% | 65% | 8% |
| Job Sharing | 25% | 63% | 12% |
| Team Concepts rather than Department Organization | 27% | 69% | 4% |

Exempt

| | <u>Yes</u> | <u>No</u> | <u>Considering</u> |
|---|------------|-----------|--------------------|
| Flexible Work Hours | 73% | 25% | 2% |
| Earned Time Off | 23% | 73% | 4% |
| Compressed Work Week | 31% | 65% | 4% |
| Telecommuting | 40% | 52% | 8% |
| Job Sharing | 27% | 63% | 10% |
| Team Concepts rather than Department Organization | 31% | 67% | 2% |

Des Moines Area Benchmark Job Compensation Survey

When using this Survey to evaluate your current compensation levels against prevailing competitive levels, it is critical for you to:

- Match your jobs to survey jobs based on job content, rather than title.
- Recognize that your incumbent(s) need not perform all of the functions described in the survey job in order to have a valid job match. However, you may decide not to match a job if one or several of the major responsibilities included in the survey description are not a part of your organization's job.
- One rule of thumb - consider your job a good match if it represents 80% of the survey description.

This Survey has not been designed to cover every possible job. The selected jobs are intended to be benchmarks, so please treat them accordingly.

The Appendix, Glossary of Terms, provides definitions for terms use on the Summary Table and Job Profiles.

Job Index

The Job Index provides a list of survey jobs in survey code order. New and revised jobs are noted.

Summary Table

The Summary Table is presented in survey code order and reports data for all survey participants. This Summary Table displays averages for pay ranges and actual average pay data for the survey jobs. Data is presented in hourly and annual rates. The hourly rates on the Summary Table are identical to the rates reported on the Job Profiles. The annual rates are based on a 40-hour workweek for comparison purposes.

Job Profiles

The Job Profiles are presented in survey code order. The Profiles provide the job description and statistical data for each of the 83 survey jobs.

The mean and weighted mean are displayed where the number of cases is at least three. The 25th, 50th (median) and 75th percentiles are displayed only if the number of cases is 4 or more; the 10th and 90th percentiles are displayed only if the number of cases is 10 or more.

PLEASE NOTE: SURVEY DATA IS EFFECTIVE APRIL 1, 1999.

Job information input is not included for Norwest Financial. Job information for IT jobs is not included for Iowa Department of Personnel. Data is presented in hourly rates for both non-exempt and exempt jobs for comparison purposes only. This presentation format does not reflect the FLSA status of a particular job.

1999 DES MOINES AREA BENCHMARK JOB COMPENSATION SURVEY

SUMMARY TABLE - ANNUAL RATES

| Survey Title | Survey Code | Employees In Job | Orgs Reporting | Actual Pay | | | Variable Pay | Mean Pay Range | | |
|---------------------------------------|-------------|------------------|----------------|------------|----------|----------|--------------|----------------|----------|----------|
| | | | | Low | Mean | High | Mean | Minimum | Midpoint | Maximum |
| General Clerk I-Entry | 1000 | 676 | 24 | \$12,231 | \$17,882 | \$28,780 | \$568 | \$15,756 | \$19,367 | \$22,932 |
| General Clerk II-Intermediate | 1005 | 1043 | 28 | \$12,605 | \$20,559 | \$40,850 | \$829 | \$17,223 | \$21,218 | \$24,876 |
| General Clerk III-Senior | 1010 | 1044 | 16 | \$15,600 | \$23,486 | \$33,509 | \$872 | \$20,795 | \$25,168 | \$30,065 |
| Mail Clerk | 1015 | 211 | 35 | \$13,104 | \$18,087 | \$32,344 | \$1,691 | \$15,474 | \$18,945 | \$22,165 |
| Receptionist | 1020 | 105 | 20 | \$14,040 | \$20,028 | \$39,520 | \$1,010 | \$17,614 | \$21,753 | \$25,612 |
| Switchboard Operator | 1025 | 82 | 22 | \$15,974 | \$19,980 | \$26,728 | \$2,189 | \$17,051 | \$20,870 | \$24,677 |
| Clerical Supervisor | 1030 | 202 | 34 | \$14,500 | \$33,619 | \$59,238 | \$2,231 | \$29,595 | \$37,569 | \$45,894 |
| Entry Customer Service Rep | 1035 | 814 | 17 | \$12,870 | \$21,009 | \$33,300 | \$1,125 | \$18,832 | \$23,476 | \$28,169 |
| Intermediate Customer Service Rep | 1040 | 395 | 25 | \$18,700 | \$24,467 | \$39,416 | \$1,247 | \$21,342 | \$26,569 | \$31,490 |
| Senior Customer Service Rep | 1045 | 432 | 22 | \$18,741 | \$26,305 | \$39,800 | \$1,644 | \$23,589 | \$28,831 | \$33,966 |
| Collector I | 1100 | 243 | 7 | \$17,992 | \$20,867 | \$30,288 | \$1,075 | \$18,993 | \$23,380 | \$27,901 |
| Collector II | 1105 | 246 | 10 | \$18,720 | \$24,191 | \$30,618 | - | \$19,607 | \$24,706 | \$28,177 |
| Secretary I | 1200 | 764 | 25 | \$15,434 | \$24,030 | \$29,598 | \$922 | \$19,090 | \$23,449 | \$27,932 |
| Secretary II | 1205 | 943 | 38 | \$15,600 | \$27,930 | \$43,451 | \$2,306 | \$21,140 | \$28,216 | \$30,762 |
| Executive Secretary | 1210 | 266 | 47 | \$22,826 | \$33,812 | \$55,008 | \$2,048 | \$25,378 | \$31,590 | \$37,479 |
| Word Processor I | 1215 | 26 | 8 | \$19,159 | \$21,592 | \$24,981 | \$819 | \$18,567 | \$22,239 | \$26,582 |
| Word Processor II | 1220 | 342 | 17 | \$11,029 | \$25,114 | \$42,245 | \$1,045 | \$20,737 | \$25,607 | \$30,495 |
| Human Resource Specialist | 1300 | 48 | 29 | \$24,981 | \$35,162 | \$49,026 | \$1,983 | \$29,424 | \$36,732 | \$43,534 |
| Training Specialist | 1305 | 61 | 15 | \$20,280 | \$37,852 | \$57,600 | \$2,787 | \$37,446 | \$46,454 | \$57,588 |
| Accounting Clerk I - Entry | 1400 | 126 | 26 | \$14,206 | \$20,976 | \$30,347 | \$889 | \$17,965 | \$22,270 | \$26,152 |
| Accounting Clerk II - Intermediate | 1405 | 246 | 36 | \$14,195 | \$22,677 | \$35,880 | \$1,211 | \$19,914 | \$24,380 | \$28,996 |
| Accounting Clerk III - Senior | 1410 | 132 | 31 | \$19,822 | \$26,798 | \$40,768 | \$1,365 | \$21,909 | \$27,152 | \$32,074 |
| Accountant | 1420 | 119 | 31 | \$23,774 | \$33,249 | \$62,130 | \$1,229 | \$28,215 | \$34,899 | \$41,866 |
| Senior Accountant | 1425 | 104 | 27 | \$27,924 | \$47,081 | \$90,002 | \$2,673 | \$36,587 | \$46,043 | \$56,466 |
| Data Entry Operator | 1500 | 55 | 14 | \$15,392 | \$19,028 | \$24,523 | \$1,199 | \$16,803 | \$20,555 | \$24,107 |
| Appl Systems Analyst/Prog-Entry | 1505 | 291 | 31 | \$27,840 | \$38,925 | \$54,288 | \$1,525 | \$30,997 | \$38,579 | \$46,173 |
| Appl Systems Analyst/Prog-Interm | 1510 | 550 | 28 | \$22,880 | \$46,604 | \$83,200 | \$2,020 | \$36,319 | \$46,184 | \$55,800 |
| Appl Systems Analyst/Prog-Senior | 1515 | 494 | 31 | \$22,880 | \$54,239 | \$74,733 | \$3,437 | \$41,675 | \$53,136 | \$64,410 |
| Appl Systems Analyst/Prog-Staff Spec | 1516 | 78 | 13 | \$41,000 | \$58,488 | \$79,144 | \$5,748 | \$49,695 | \$60,173 | \$71,706 |
| Appl Systems Analyst/Prog-Lead | 1517 | 255 | 19 | \$41,994 | \$65,624 | \$81,600 | \$5,297 | \$51,030 | \$62,450 | \$74,004 |
| Computer Operator - Associate | 1520 | 48 | 15 | \$19,843 | \$26,421 | \$35,693 | \$2,416 | \$22,056 | \$27,020 | \$32,166 |
| Computer Operator - Intermediate | 1525 | 84 | 24 | \$21,507 | \$28,350 | \$37,877 | \$2,001 | \$23,468 | \$29,402 | \$35,482 |
| Computer Operator - Senior | 1526 | 43 | 18 | \$24,128 | \$33,054 | \$49,670 | \$2,499 | \$26,326 | \$32,191 | \$38,417 |
| Network Support Technician-Associate | 1530 | 61 | 12 | \$28,371 | \$39,002 | \$60,000 | \$1,447 | \$34,725 | \$42,890 | \$51,177 |
| Network Support Technician-Interm | 1531 | 119 | 22 | \$21,840 | \$46,344 | \$65,998 | \$2,693 | \$33,825 | \$41,969 | \$51,335 |
| Network Support Technician-Senior | 1532 | 84 | 22 | \$30,867 | \$54,036 | \$77,572 | \$4,561 | \$42,528 | \$53,176 | \$63,508 |
| Network Support Technician-Staff Spec | 1533 | 34 | 11 | \$47,856 | \$66,116 | \$81,307 | \$7,347 | \$47,118 | \$58,600 | \$69,428 |
| PC Maintenance Tech - Associate | 1535 | 33 | 11 | \$26,832 | \$31,359 | \$44,096 | \$1,791 | \$29,153 | \$35,600 | \$42,323 |
| PC Maintenance Tech - Intermediate | 1536 | 37 | 8 | \$28,872 | \$35,969 | \$51,459 | \$1,770 | \$32,984 | \$40,403 | \$47,330 |
| PC Maintenance Tech - Senior | 1537 | 51 | 12 | \$26,998 | \$40,703 | \$54,413 | \$2,671 | \$36,996 | \$45,729 | \$53,977 |

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1999 DES MOINES AREA BENCHMARK JOB COMPENSATION SURVEY

SUMMARY TABLE - ANNUAL RATES

| Survey Title | Survey Code | Employees In Job | Orgs Reporting | Actual Pay | | | Variable Pay | Mean Pay Range | | |
|--|-------------|------------------|----------------|------------|----------|----------|--------------|----------------|----------|----------|
| | | | | Low | Mean | High | Mean | Minimum | Midpoint | Maximum |
| Operating Systems Prog - Associate | 1540 | 10 | 6 | \$33,280 | \$43,622 | \$55,120 | - | \$35,548 | \$42,974 | \$51,582 |
| Operating Systems Prog - Intermediate | 1545 | 31 | 11 | \$31,200 | \$55,537 | \$68,000 | \$5,546 | \$47,039 | \$58,018 | \$71,332 |
| Operating Systems Prog - Senior | 1550 | 38 | 17 | \$32,760 | \$62,557 | \$79,144 | \$5,835 | \$46,102 | \$57,394 | \$70,121 |
| Operating Systems Prog - Staff Spec | 1551 | 11 | 5 | \$62,000 | \$71,417 | \$76,968 | \$15,697 | \$51,941 | \$58,593 | \$73,786 |
| Help Desk Specialist | 1555 | 83 | 22 | \$21,320 | \$29,008 | \$39,600 | \$1,607 | \$25,650 | \$32,264 | \$38,811 |
| Help Desk Coordinator | 1560 | 62 | 18 | \$18,720 | \$30,309 | \$59,010 | \$2,113 | \$31,594 | \$39,309 | \$46,578 |
| Website Developer | 1565 | 11 | 10 | \$24,960 | \$43,300 | \$58,240 | \$2,870 | \$39,823 | \$48,771 | \$58,241 |
| Information Center Spec - Associate | 1570 | 12 | 6 | \$20,800 | \$34,411 | \$39,291 | \$3,345 | \$28,057 | \$35,840 | \$42,795 |
| Information Center Spec - Intermediate | 1571 | 17 | 10 | \$30,992 | \$38,870 | \$51,002 | \$3,167 | \$34,717 | \$42,977 | \$51,232 |
| Information Center Spec - Senior | 1572 | 15 | 8 | \$35,360 | \$51,219 | \$63,972 | \$3,390 | \$42,953 | \$52,458 | \$62,161 |
| Management Analyst | 1600 | 7 | 2 | \$33,675 | \$40,248 | \$47,382 | - | - | - | - |
| Technical Writer | 1605 | 14 | 5 | \$26,624 | \$33,582 | \$44,990 | - | \$29,719 | \$36,483 | \$43,239 |
| Business Analyst I | 1610 | 71 | 14 | \$26,395 | \$32,768 | \$47,008 | \$1,558 | \$31,285 | \$38,813 | \$46,199 |
| Business Analyst II | 1615 | 125 | 15 | \$31,200 | \$39,346 | \$60,000 | \$1,668 | \$35,763 | \$44,571 | \$54,084 |
| Business Analyst III | 1620 | 69 | 10 | \$36,296 | \$48,947 | \$72,779 | \$1,987 | \$42,565 | \$54,437 | \$67,965 |
| Teller-Entry | 1700 | 17 | 1 | - | - | - | - | - | - | - |
| Mortgage Loan Processor | 1715 | 50 | 6 | \$18,200 | \$23,674 | \$36,525 | \$894 | \$20,712 | \$25,786 | \$30,431 |
| Offset Press Operator | 1800 | 57 | 16 | \$19,140 | \$26,367 | \$34,944 | \$6,976 | \$21,034 | \$25,775 | \$30,459 |
| Janitor | 1805 | 530 | 21 | \$13,520 | \$18,337 | \$30,172 | \$1,127 | \$16,562 | \$19,654 | \$22,728 |
| Material Handler | 1810 | 185 | 11 | \$14,934 | \$22,573 | \$30,722 | \$2,993 | \$20,010 | \$23,408 | \$26,916 |
| Maintenance Worker/Repairer | 1815 | 154 | 18 | \$16,557 | \$29,664 | \$45,560 | \$730 | \$23,522 | \$28,353 | \$33,673 |
| Shipping/Receiving Clerk | 1820 | 81 | 21 | \$15,288 | \$22,400 | \$31,720 | - | \$18,221 | \$22,687 | \$26,381 |
| Building Engineer - HVAC | 1825 | 82 | 19 | \$25,888 | \$34,872 | \$49,300 | \$2,482 | \$28,305 | \$33,672 | \$39,615 |
| Buyer/Purchasing Agent | 1900 | 43 | 21 | \$22,880 | \$34,810 | \$52,478 | \$3,180 | \$29,776 | \$36,570 | \$43,371 |
| Social Worker BS | 2000 | 578 | 6 | \$25,168 | \$33,496 | \$40,310 | - | \$25,931 | \$31,160 | \$36,445 |
| Dietitian | 2005 | 33 | 5 | \$27,560 | \$35,316 | \$41,600 | - | \$27,951 | \$33,800 | \$39,616 |
| Medical Technologist (ASCP) | 2010 | 155 | 6 | \$28,371 | \$36,503 | \$42,848 | - | \$28,739 | \$34,549 | \$40,411 |
| Physical Therapist | 2015 | 96 | 5 | \$41,205 | \$49,629 | \$64,834 | - | \$41,080 | \$49,356 | \$58,490 |
| Staff Nurse (RN) | 2020 | 2637 | 7 | \$26,894 | \$37,658 | \$66,206 | - | \$29,404 | \$36,246 | \$43,922 |
| Radiology Technologist | 2025 | 92 | 5 | \$22,859 | \$28,840 | \$36,733 | - | \$23,234 | \$27,866 | \$32,481 |
| Insurance Trainee | 2100 | 89 | 7 | \$16,640 | \$25,635 | \$34,985 | - | \$22,890 | \$29,111 | \$35,790 |
| Prop/Cas Comm Lines Underwriter-Jr | 2110 | 76 | 9 | \$25,002 | \$35,608 | \$53,934 | \$2,191 | \$29,091 | \$36,715 | \$45,727 |
| Prop/Cas Comm Lines Underwriter-Sr | 2115 | 91 | 9 | \$25,397 | \$44,363 | \$73,892 | \$2,621 | \$34,747 | \$47,072 | \$55,745 |
| Prop/Cas Pers Lines Underwriter-Jr | 2120 | 85 | 8 | \$20,954 | \$32,819 | \$60,060 | - | \$28,985 | \$36,239 | \$42,985 |
| Prop/Cas Pers Lines Underwriter-Sr | 2125 | 42 | 8 | \$28,371 | \$46,830 | \$59,400 | \$2,631 | \$34,292 | \$44,471 | \$52,077 |
| Life/Accident & Health Underwriter-Jr | 2130 | 53 | 9 | \$26,570 | \$33,592 | \$44,595 | \$1,972 | \$28,982 | \$36,841 | \$44,692 |
| Life/Accident & Health Underwriter-Sr | 2135 | 32 | 9 | \$35,256 | \$43,813 | \$56,028 | \$2,908 | \$34,806 | \$44,066 | \$53,306 |
| Senior P/C Claims Adjustor | 2140 | 273 | 11 | \$22,942 | \$40,439 | \$56,056 | \$2,729 | \$35,119 | \$43,474 | \$54,547 |
| Sr Claims Examiner (Life or A&H) | 2145 | 15 | 5 | \$24,494 | \$30,801 | \$49,754 | \$1,073 | \$30,073 | \$37,590 | \$45,097 |
| Compliance Analyst | 2150 | 32 | 13 | \$22,880 | \$34,963 | \$51,792 | \$2,071 | \$31,545 | \$40,816 | \$48,779 |

| Survey Title | Survey Code | Employees In Job | Orgs Reporting | Actual Pay | | | Variable | Mean Pay Range | | |
|--------------------------------|-------------|------------------|----------------|------------|----------|----------|----------|----------------|----------|----------|
| | | | | Low | Mean | High | Pay Mean | Minimum | Midpoint | Maximum |
| Legal Secretary (Non-law Firm) | 2200 | 60 | 13 | \$20,446 | \$29,731 | \$38,397 | \$1,485 | \$23,463 | \$29,253 | \$34,584 |
| Legal Assistant (Non-law Firm) | 2205 | 52 | 16 | \$27,040 | \$33,784 | \$46,800 | \$1,437 | \$28,777 | \$35,382 | \$42,584 |
| Attorney | 2210 | 52 | 12 | \$36,296 | \$61,484 | \$90,917 | \$7,935 | \$47,687 | \$60,268 | \$75,228 |

1999 CENTRAL STATES SALARY SURVEY

Central States Compensation Association (CSCA)

The Central States Salary Survey is a joint project of the participating states. The Survey began in 1984 as an effort by ten states to reduce individual state survey activities and to collect highly accurate comparative salary information. In addition to the annual survey, states participate in an annual conference held for the purpose of reviewing and promoting the survey and sharing compensation experience and information among members. Participation in the CSCA has grown nearly every year to the current membership of 25 states. Member states are:

| | | |
|-----------|--------------|--------------|
| Arizona | Michigan | Oklahoma |
| Arkansas | Minnesota | Oregon |
| Colorado | Missouri | South Dakota |
| Idaho | Montana | Texas |
| Illinois | Nebraska | Utah |
| Indiana | Nevada | Washington |
| Iowa | New Mexico | Wisconsin |
| Kansas | North Dakota | Wyoming |
| Louisiana | | |

The 1999 survey report and data file contains responses from all 25 states.

PROCEDURES

The survey contains substantially the same benchmarks each year. Changes are made based on occupational changes and state requests. Survey data is gathered electronically either through e-mail attachments or computer disk. Various states have conducted the survey over the years as computer and staff capabilities and schedules allow. The benchmark classes and base data disks are distributed in July with a requested return in early to mid August. Each member state receives a complete data file with all of the response data. They also receive a hard-copy of the report.

ENSURING ACCURACY

One of the primary goals of the CSCA is to ensure accuracy in the report. Accuracy is a focal point not only in the data itself but also in matches to the benchmark jobs. All states are expected to verify their benchmark job matches each year. In addition, the CSCA has initiated a process to review one or two of the benchmark groupings each year.

In 1999, the State of Iowa reviewed, revised, and re-wrote the descriptions for classes in the '8000' series. All previous data was excluded from the '8000' series to ensure that each respondent re-matched the benchmarks accurately.

REPORT INFORMATION

Each page of the report represents one benchmark class. The information includes:

- The capsule description of the benchmark job
- List of Data Responses from each state
 - Number
CSCA benchmark code number
 - Match Title
Each state's title for their job match
 - # Incumbents
 - Minimum, Midpoint, & Maximum
Each state's salary range (annual salary)
 - Average
Each state's actual average annual salary
 - State ID
2 letter abbreviation
 - Match Level (Degree of Match)
'H' if match stronger than the benchmark
'A' if match appears average to the benchmark
'L' if match is weaker than the benchmark
 - Class Level
i.e. 1/3 for 1 of 3 levels, etc.
- Totals & Averages (annual salaries)
 - Total # of incumbents
 - Simple Average Minimum, Midpoint, Maximum, and Average
 - Weighted Average (Weighted by # incumbents)
 - Median Average
- Bar Chart displaying each state's average along with overall Averages & Median

The 1999 Central States Salary Survey was conducted and compiled by:

North Dakota Central Personnel Division
State Capitol
600 East Boulevard Ave
Bismarck, ND 58505-0120
(701) 328-3290

The following pages are the instruction letter sent to survey participants in July.



NORTH DAKOTA CENTRAL PERSONNEL DIVISION

A Division of the Office of Management & Budget
600 E. Boulevard - 14th Floor
Bismarck, North Dakota 58505-0120

Information: 701-328-3290
TTY: 1-800-366-6888

Director: 701-328-3293
Fax: 701-328-1475

MEMORANDUM

TO: CENTRAL STATES COMPENSATION ASSOCIATION MEMBERS

FROM: Ken Purdy, Compensation Manager

SUBJ: 1999 SURVEY INFORMATION & INSTRUCTIONS

DATE: July 22, 1999

Enclosed is the 1999 Central States Salary Survey. This package includes:

- A Benchmark Class Description Booklet
- A Diskette with the following files:
 - A text file of the benchmark class descriptions
 - 2 data files of your state's 1998 match data (one in Lotus *.wk1 format; the other in Excel *.xls format) Please feel free to use either file, whichever is more convenient.

Again, we are asking that all participants review their matches very carefully. In 1997, one member state received a union challenge that revealed several inaccurate matches. The quality of job matches is critical to the Central States survey success!

The CSCA has begun a process to review and update the benchmark descriptions by selecting one series each year. In 1997, the 5xxx series was updated; in 1998, the 4xxx series was updated. This year, the 8xxx series was done. To further promote accurate matches, the Survey Committee decided to delete the data from the revised series each year. That means your data file contains no previous data for the 8xxx series. We are asking that you CAREFULLY re-match the benchmarks to ensure continued survey quality.

In addition to this mailing; this letter, the benchmark descriptions, & data files are being e-mailed to those states for which I have e-mail addresses. Please return the survey by diskette using a tracked delivery process or by attaching to an e-mail. My e-mail address is 'kpurdy@state.nd.us'. ALWAYS KEEP A BACKUP COPY!

TO: CSCA MEMBERS
July 22, 1999

p 2

INSTRUCTIONS

As usual, the survey file is self-explanatory and fairly straightforward to complete. Following is a sample of the survey file and a few instructions to make the survey more precise and easier to compile:

| | A | B | C | D | E | F | G | H | I | J |
|---|--------|--------------------------------|-----|---------|----------|---------|---------|-------|-----------|-----------|
| 1 | Number | Match Title | INC | Minimum | Midpoint | Maximum | Average | State | Match Lvl | Class Lvl |
| 2 | 1100 | Engineer Technician Supervisor | 20 | 19,920 | 27,252 | 37,906 | 32,143 | XY | H | 1/1 |
| 3 | 1105 | NCC | | | | | | XY | | |
| 4 | 1110 | Trans Eng II 34111 | 08 | 51,338 | 56,640 | 61,944 | 56,640 | XY | A | 2/2 |
| 5 | 1115 | Bldg Plans Coord II 78518 | 1 | 34,082 | 43,116 | 52,140 | 40,128 | XY | L | 2/5 |

1. Survey classes with no match – Enter 'NCC' in the Match Title Cell (Col. B); leave all other cells blank.
2. DO NOT ENTER 0 OR PUT A BLANK SPACE IN Columns C through J.
3. DO NOT DELETE ANY LINES OR COLUMNS IN THE WORKSHEET.
4. Match Level (Col. I) – Code 'H' if your job is stronger than the benchmark
Code 'A' if your job appears average to the benchmark
Code 'L' if your job is weaker than the benchmark
5. Class Level – Code the Level of the class & # of levels in the series (i.e. 1/3 [1 of 3] or 2/4 [2 of 4], etc.)
6. Report all salaries as Annual Amounts. The CSCA has adopted annual salaries in the report format. If reporting annual salaries presents a significant problem, call us to work out a solution.

We are asking that surveys be returned by August 13 so we can have time to compile the printed copy for the conference. Data received after August 13 may not be included in the printed report.

*As last year, there will be a **PRIZE** for the state representative with the first accurate response. This is not a joke or 'gag gift' – it will be a nice prize (just ask Jeannie from NE).*

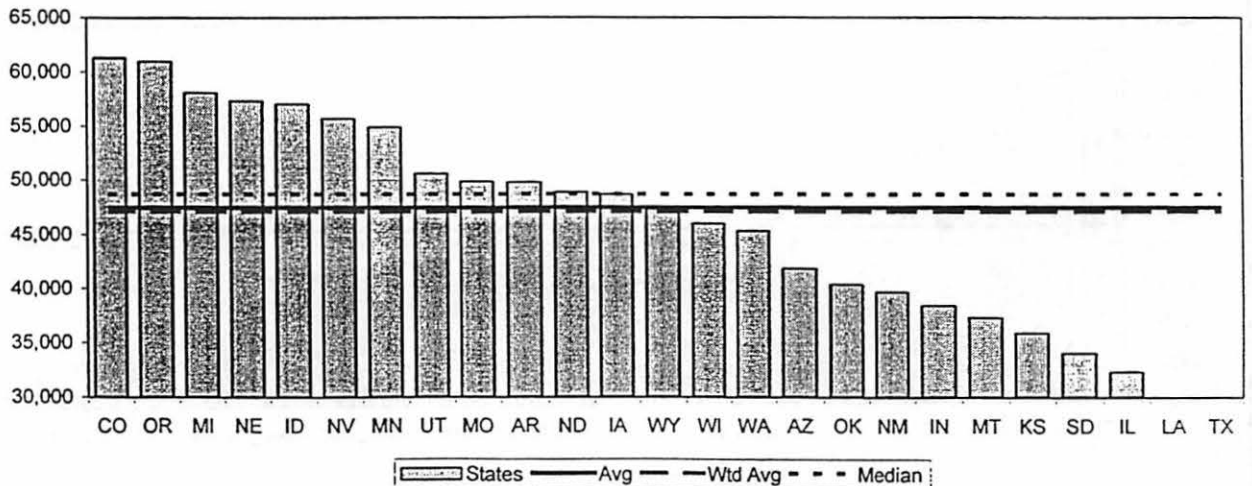
If you have any questions, please feel free to call me at 701-328-4739 (kpurdy@state.nd.us) or Virginia Rivinius at 701-328-3374 (vriviniu@state.nd.us).

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2140 EXECUTIVE BUDGET ANALYST II

Under general supervision professionally reviews and analyzes agency budgets and requests for changes. Typically requires a bachelor's degree in business administration and five years of progressively responsible budgeting experience. Second of two levels assigned the most complex and politically sensitive agency budgets. Help develop the biennial state budget. Reviews, analyzes and recommends action on spending levels and agency budgets and requests for changes. Reviews pending legislation and testifies at legislative committee hearings. Prepares fiscal impact statements.

| Number | Match Title | # Inc | Minimum | Midpoint | Maximum | Average | State | Match Lvl | Class Lvl |
|--------|---|------------------------------|------------|---------------|---------------|---------------|---------------|-----------|-----------|
| 2140 | BUDGET ANALYST II | 39 | 45,780 | 57,684 | 69,588 | 61,275 | CO | A | 3/5 |
| 2140 | Principal Contributor 3 (0853) | 1 | 48,288 | 58,116 | 67,944 | 60,975 | OR | A | 3/3 |
| 2140 | FINANCIAL SPECIALIST 14 | 9 | 41,656 | 50,008 | 58,360 | 58,136 | MI | A | |
| 2140 | Budget Management Analyst/Senior | 3 | 45,291 | 55,482 | 65,672 | 57,363 | NE | A | 3/3 |
| 2140 | Senior Financial Management Anal | 5 | 42,578 | 50,086 | 62,629 | 57,096 | ID | A | 2/2 |
| 2140 | Budget Analyst IV (40) 7.632 | 7 | 40,904 | 51,073 | 61,241 | 55,710 | NV | A | 4/4 |
| 2140 | Executive Budget Officer | 10 | 45,268 | 55,228 | 65,187 | 54,956 | MN | A | 1/2 |
| 2140 | Planning/Budget Analyst II 14305 | 6 | 38,336 | 47,962 | 57,587 | 50,641 | UT | A | 2/2 |
| 2140 | BUDGET & PLNG SR ANAL | 8 | 37,260 | 48,120 | 56,040 | 49,880 | MO | A | 3-3 |
| 2140 | Senior Budget Analyst | 8 | 28,289 | 38,386 | 54,465 | 49,807 | AR | A | 2/3 |
| 2140 | ASST EXEC BUDGET ANALYST (0251) | 3 | 35,088 | 46,788 | 58,488 | 48,924 | ND | A | 1/1 |
| 2140 | Fiscal & Policy Analyst 2 | 11 | 33,010 | 41,559 | 50,107 | 48,717 | IA | A | 3 |
| 2140 | Business/Systems Specialist 1 (BA01) @006 | 6 | 43,587 | 48,236 | 52,884 | 47,343 | WY | | |
| 2140 | Executive Policy & Budget Analyst 5 | 8 | 41,190 | 52,673 | 64,156 | 46,023 | WI | A | 5/5 |
| 2140 | Budget Program Specialist 3 | 42 | 36,120 | 41,868 | 46,224 | 45,348 | WA | A | 3/5 |
| 2140 | Budget Cntrl Dev Ofcr II 73268 | 4 | 34,097 | 43,121 | 52,145 | 41,854 | AZ | =A | 2/2 |
| 2140 | Senior Budget Analyst | 4 | 37,502 | 43,512 | 49,522 | 40,389 | OK | A | 4/4 |
| 2140 | Executive Budget Analyst Senior | 20 | 31,793 | 39,740 | 47,688 | 39,674 | NM | A | |
| 2140 | Budget Analyst 1/2RH1 | 7 | 30,680 | 39,364 | 48,048 | 38,426 | IN | A | 1 |
| 2140 | Budget Analyst Gr 17 | 3 | 33,025 | 40,374 | 47,723 | 37,303 | MT | A | |
| 2140 | Budget Analyst II | 6 | 34,860 | 38,417 | 49,046 | 35,876 | KS | A | 4 |
| 2140 | Exec. Fiscal Analyst | 4 | 30,721 | 38,396 | 46,072 | 34,054 | SD | A | 1/1 |
| 2140 | Analyst | 33 | 26,400 | 48,000 | 69,600 | 32,336 | IL | | |
| 2140 | ST BUDGET ANALYST 4 | | 34,524 | 45,768 | 57,000 | | LA | A | 4/5 |
| 2140 | NCC | | | | | | TX | | |
| | | # Inc & Averages: | 247 | 37,344 | 46,665 | 56,559 | 47,483 | | |
| | | Weighted Average: | | | | 47,100 | | | |
| | | Median: | | | | 48,717 | | | |



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Central States Compensation Association

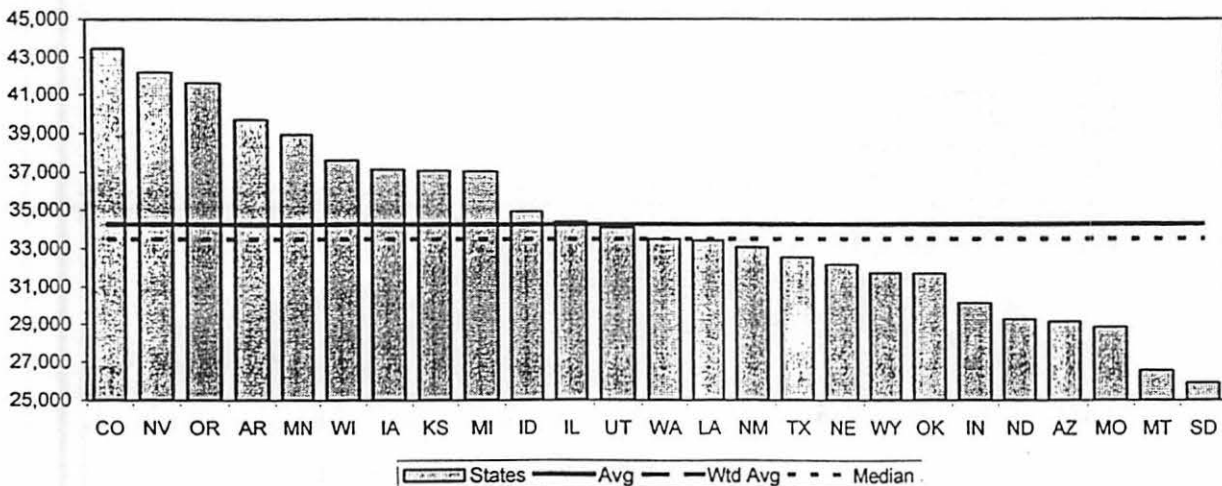
- Arizona - Arkansas - Colorado - Idaho - Illinois - Indiana - Iowa - Kansas - Louisiana - Michigan - Minnesota - Missouri - Montana - Nebraska - New Mexico - Nevada - North Dakota - Oklahoma - Oregon - South Dakota - Texas - Utah - Washington - Wisconsin - Wyoming -

18

2145 AUDITOR II

Under general supervision performs professional auditing and examination of governmental organizations, financial institutions, or other private organizations. Typically requires a bachelors degree in accounting and one year of experience. Second of four levels. The work of an Auditor I is less complex, while higher level Auditors have either supervisory or project responsibility. Conducts complex audits or parts of a complete audit. Participates in pre-audit and post-audit conferences with client officials and administrative personnel. Assists in the implementation of audit recommendations. Performs preliminary research and analysis. Tests and analyzes existing accounting systems and fiscal controls to identify problems. Prepares audit reports. Confers with client officials and verbally presents findings and recommendations. Performs audits to determine legality and accuracy of fund receipts, expenditures and control methods. Interviews clients and key employees regarding procedures.

| Number | Match Title | # Inc | Minimum | Midpoint | Maximum | Average | State | Match Lvl | Class Lvl | |
|------------------------------|-------------------------------|------------|---------------|---------------|---------------|---------------|---------------|-----------|-----------|--|
| 2145 | AUDITOR II | 11 | 33,432 | 42,126 | 50,820 | 43,475 | CO | A | 3/6 | |
| 2145 | Auditor II (34) 7.154 | 101 | 31,550 | 39,161 | 46,771 | 42,201 | NV | A | 2/5 | |
| 2145 | Governmental Auditor 2 (5647) | 32 | 33,156 | 40,722 | 48,288 | 41,643 | OR | A | 2/4 | |
| 2145 | Senior Auditor | 12 | 26,580 | 36,050 | 51,245 | 39,727 | AR | A | 2/2 | |
| 2145 | Auditor, Intermediate | 20 | 30,422 | 37,313 | 44,182 | 38,962 | MN | A | 2/4 | |
| 2145 | Auditor-Journey | 34 | 33,517 | 42,811 | 52,106 | 37,641 | WI | A | 2/4 | |
| 2145 | Assistant Auditor 2 | 18 | 33,010 | 38,262 | 43,514 | 37,167 | IA | A | 6 | |
| 2145 | State Auditor II | 71 | 31,595 | 34,860 | 44,470 | 37,107 | KS | A | 4 | |
| 2145 | AUDITOR 10 | 24 | 31,028 | 35,601 | 40,173 | 37,058 | MI | A | 4 | |
| 2145 | Financial Specialist | 7 | 30,264 | 35,610 | 44,512 | 34,944 | ID | A | 1/2 | |
| 2145 | Internal Auditor I | 21 | 27,684 | 38,556 | 49,428 | 34,415 | IL | A | 2 | |
| 2145 | Staff Auditor II 14437 | 5 | 27,708 | 34,651 | 41,593 | 34,080 | UT | A | 2/4 | |
| 2145 | Assistant State Auditor 2 | 39 | 29,724 | 34,368 | 37,932 | 33,492 | WA | A | 2/4 | |
| 2145 | AUDITOR 2 | 92 | 24,612 | 32,628 | 40,644 | 33,420 | LA | A | 2/3 | |
| 2145 | Auditor III | 2 | 27,726 | 34,659 | 41,592 | 33,089 | NM | A | 4 | |
| 2145 | Auditor III | 160 | 29,868 | 34,188 | 38,508 | 32,568 | TX | A | 6 | |
| 2145 | Auditor II | 10 | 27,294 | 33,412 | 39,530 | 32,190 | NE | A | 2/3 | |
| 2145 | Auditor (FS03) @021 | 12 | 30,846 | 32,321 | 33,796 | 31,724 | WY | A | 2/3 | |
| 2145 | Auditor II | 117 | 27,223 | 31,568 | 35,912 | 31,693 | OK | A | 2/3 | |
| 2145 | Field Auditor 3/2RC3 | 74 | 24,076 | 30,706 | 37,336 | 30,137 | IN | A | 3 OF 5 | |
| 2145 | AUDITOR II (0242) | 50 | 25,908 | 34,548 | 43,188 | 29,256 | ND | A | 2/5 | |
| 2145 | Prog Compl Auditor II 32903 | 10 | 25,787 | 32,819 | 39,850 | 29,137 | AZ | =A | 3/4 | |
| 2145 | AUDITOR I | 25 | 26,424 | 33,624 | 38,856 | 28,829 | MO | A | 1-3 | |
| 2145 | Auditor Gr 13 | 24 | 23,343 | 28,260 | 33,177 | 26,584 | MT | A | 5/7 | |
| 2145 | Internal Auditor | 10 | 22,547 | 28,184 | 33,820 | 25,937 | SD | A | 1/1 | |
| # Inc & Averages: | | 981 | 28,613 | 35,080 | 42,050 | 34,259 | | | | |
| Weighted Average: | | | | | | | 34,262 | | | |
| Median: | | | | | | | 33,492 | | | |



19

FRINGE BENEFITS SURVEY



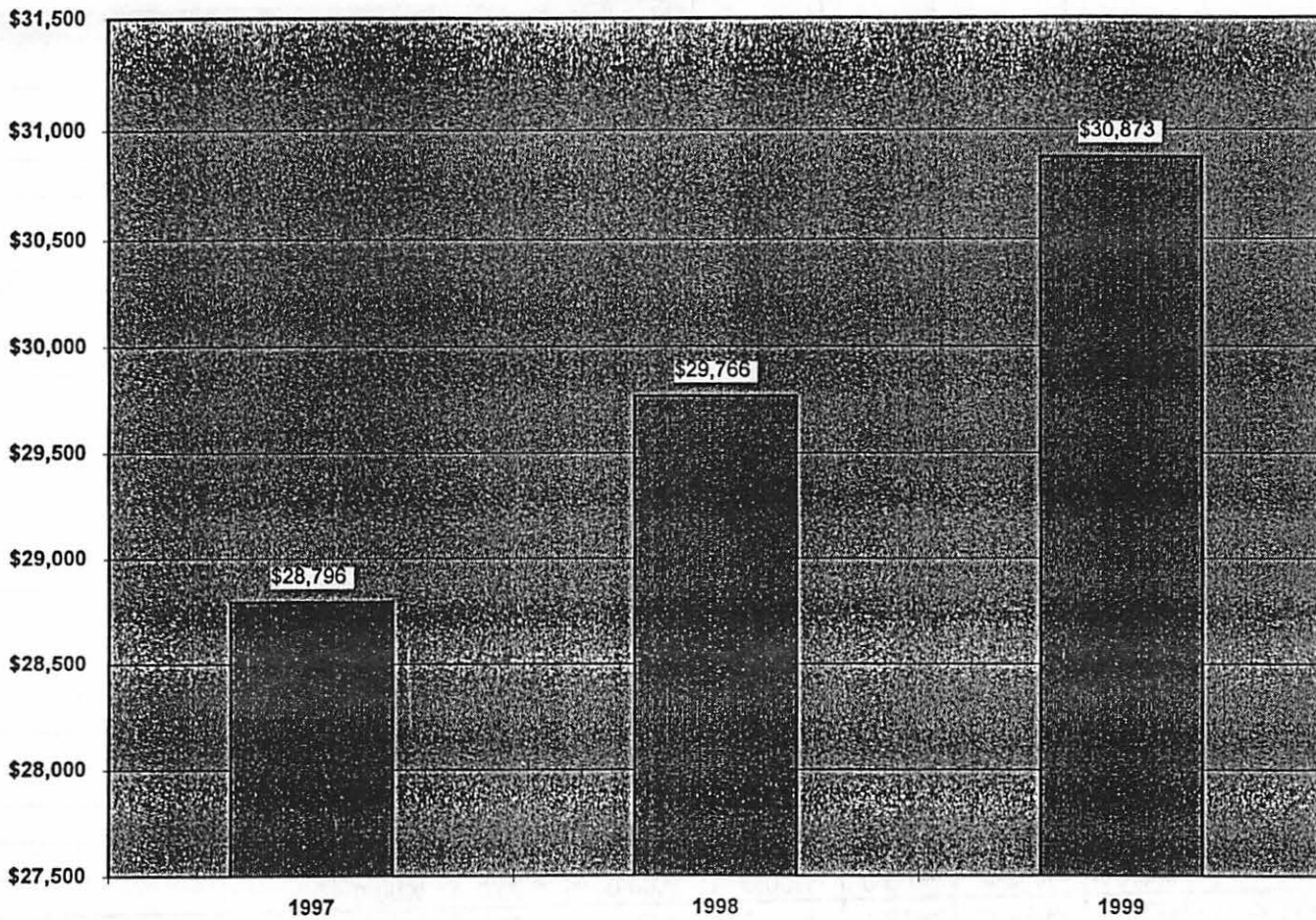
PAY PRACTICES

1999

| Table 1 - Average Salaries | | | | | |
|----------------------------|----------------------|------------------------|---------------------------|--------------------------|----------|
| State | Classified Positions | Unclassified Positions | Classified & Unclassified | Higher Education | All |
| Arizona | \$27,582 | | | N/A | \$27,582 |
| Arkansas | \$27,913 | \$48,386 | \$29,042 | N/A | \$29,042 |
| Colorado | \$37,032 | N/A | N/A | Included | \$37,030 |
| Idaho | \$32,115 | | | | \$32,115 |
| Illinois | \$36,755 | N/A | N/A | \$32,440 | \$34,598 |
| Indiana | NR | | | | |
| Iowa | \$35,230 | \$50,015 | \$36,831 | N/A | |
| Kansas | \$28,542 | \$49,436 | N/A | N/A | N/A |
| Louisiana | \$25,813 | \$27,940 | \$26,531 | Included in Unclassified | \$26,531 |
| Michigan | NR | | | | |
| Minnesota | \$37,876 | \$42,031 | \$28,670 | N/A | \$38,670 |
| Missouri | \$26,388 | | | | \$26,388 |
| Montana | \$28,186 | \$37,287 | \$27,846 | Not available | \$27,846 |
| Nebraska | | | \$29,057 | | \$29,057 |
| Nevada | \$34,791 | \$51,496 | \$35,966 | N/A | N/A |
| New Mexico | \$28,134 | \$54,585 | \$29,416 | N/A | \$29,416 |
| North Dakota | \$28,932 | N/A | N/A | N/A | N/A |
| Oklahoma | \$26,193 | 35570 | \$28,647 | \$33,611 | \$30,584 |
| Oregon | \$31,764 | \$50,100 | \$35,040 | NA | \$35,040 |
| South Dakota | \$25,555 | \$47,534 | \$28,543 | N/A | N/A |
| Texas | NR | | | | |
| Utah | \$33,283 | Not tracked separately | \$33,283 | Not on our payroll | \$33,283 |
| Washington | \$34,344 | \$49,104 | \$41,724 | N/A | \$41,724 |
| Wisconsin | \$34,300 | \$52,700 | \$36,000 | \$47,900 | \$39,500 |
| Wyoming | \$27,600 | | | | \$27,600 |
| NR - No Response | | | | | |
| Central Ave | \$30,873 | \$45,860 | \$31,900 | \$37,984 | \$29,790 |

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Central States Average Classified Salaries



| Table 2 - Pay Increase History - Cost of Living Increases | | | | | | | | | | | |
|---|------------|-----------|-------------------------|-------------|---------|------------|------------|------------|------------|------------|------------|
| State | FY 2000 | FY 1999 | FY 1998 | FY 1997 | FY 1996 | FY 1995 | FY 1994 | FY 1993 | FY 1992 | FY 1991 | FY 1990 |
| | (estimate) | | | | | | | | | | |
| Arizona | 0.00% | 0.00% | 0.00% | 5.50% | | | | | | | |
| Arkansas | 2.80% | 2.80% | 5.20% | 2.80% | 4.80% | 2.80% | 1.00% | 0.00% | 4.00% | 2.50% | 2.00% |
| Colorado | 3.40% | 4.02% | 1.99% | 2.13% | 1.81% | 2.45% | 3.22% | 2.51% | 4.22% | 2.16% | 0.00% |
| Idaho | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 1.20% | 2.00% | 0.67% | 0.00% | 0.00% | 0.00% |
| Illinois | 3.00% | 3.00% | Lump sum bonus \$565 | 3.00% | 3.00% | 3.00% | 5.00% | 4.50% | 0.00% | 4.50% | 3.50% |
| Indiana | | | | | | | | | | | |
| Iowa | 3.00% | 3.00% | 3.00% | 2.50% | 3.00% | 3.00% | 2.00% | \$650/yr | 4%-7.5% | 0%-5% | 5.00% |
| Kansas | 1.00% | 1.50% | 1.00% | 0.00% | 1.00% | 1.50% | 0.50% | 1.00% | 0.00% | 1.50% | 3.00% |
| Louisiana | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 1.50% |
| Michigan | | | | | | | | | | | |
| Minnesota | N/A | 3.00% | 3.00% | 2.50% | 2.50% | 3.25% | 0.00% | 2.50% | 2.50% | 5.00% | 5.00% |
| Missouri | 1.00% | 1.00% | 1.00% | 2.00% | 2.00% | 3% +\$200 | 1% +\$400 | 0.00% | 0.00% | 0.00% | 2.20% |
| Montana | 3.00% | 2.00% | 2.00% | 3.90% | 2.90% | 1.50% | 0.00% | 7.40% | 5.20% | 2.50% | 0.00% |
| Nebraska | 4.50% | 3.50% | 2.75% | 2.75% | 3.50% | 4.00% | \$500/ yr. | \$300/yr | 3.00% | 3.00% | 4.00% |
| Nevada | 0.00% | 3.00% | 3.00% | 3.00% | 5.00% | 0.00% | 0.00% | 0.00% | 4.00% | 5.00% | 5.00% |
| New Mexico | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 3% (avg) | 1.20% | 0.00% | 1.50% | varied |
| North Dakota | \$420/ yr. | \$420/ yr | \$360/ yr. | \$360/ yr. | 2.00% | 2.00% | 3.00% | \$720/ yr. | \$480/yr | 4.00% | 0.00% |
| Oklahoma | 2.00% | 4.00% | 0.00% | \$1200/ yr. | 0.00% | \$800/ yr. | 0.00% | 2.50-5.00% | \$420/ yr. | \$1000/ yr | \$400/ yr. |
| Oregon | 2.00% | 2.00% | 3.00% | 3.00% | 0.00% | 0.00% | | | 3.00% | 3.00% | 4.50% |
| South Dakota | 3.00% | 3.00% | 3.00% | 2.50% | 3.00% | 3.00% | 3.00% | 3.00% | 4.00% | 3.00% | 3.00% |
| Texas | | 0.00% | \$100/month | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% | 3.00% | 0.00% | 0.00% |
| Utah | 0.00% | 0.00% | 2.67% | 3.90% | 0.00% | 0.00% | 1.00% | 2.75% | 0.00% | 0.00% | 4.00% |
| Washington | 3.00% | 3.00% | 0.00% | 3.00% | 0.00% | 4.00% | 0.00% | 3.00% | 3.60% | 6.00% | 2.50% |
| Wisconsin | 2.00% | 3.50% | 3.00% | 3.00% | 2.00% | 1.00% | 2.50% | 1.50% | 4.25% | 1.27% | 4.25% |
| Wyoming | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | varied | varied | \$100-1000 | 0.00% | 2.00% | 0.00% |
| Central Avg: | 2.51% | 2.63% | 2.79% | | | | | | | | |

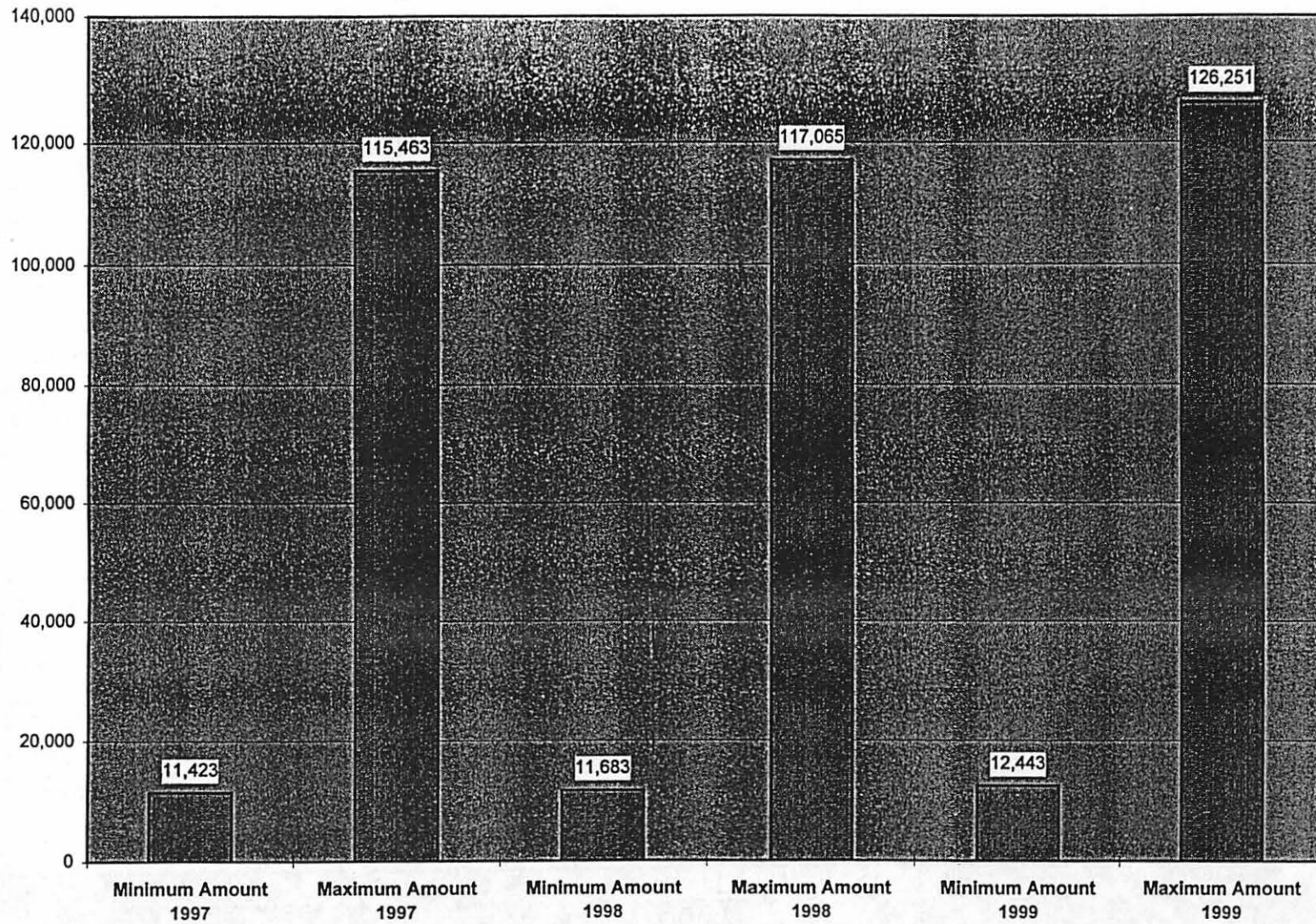
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| Table 3 - Pay Increase History - Merit Pay Increases | | | | | | | | | | | |
|--|-----------------------|-----------------|------------------|------------------|-------------|---------|---------|---------|---------|-------------|------------|
| State | FY 2000 (estimate) | FY 1999 | FY 1998 | FY 1997 | FY 1996 | FY 1995 | FY 1994 | FY 1993 | FY 1992 | FY 1991 | FY 1990 |
| Arizona | 2.00% | 2.50% | 2.50% | 0.00% | 2.00% | | | | | | |
| Arkansas | None | None | None | None | 0-5.5% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% |
| Colorado | N/A | 2.20% | 2.20% | | | | | | | | |
| Idaho | 3.00% | 5.00% | 0.00% | 3.00% | 5.00% | 4.20% | 0.00% | 1.50% | 4.00% | 4.50% | 5.00% |
| Illinois | 5.00% | 5.00% | 0.00% | 5.10% | 4.60% | 4.60% | 5.00% | 4.20% | 0.00% | 5.30% | 4.80% |
| Indiana | | | | | | | | | | | |
| Iowa | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% |
| Kansas | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% |
| Louisiana | 4.00% | 4.00% | 4.00% | 4.00% | 4.00% | 4.00% | 4.00% | 4.00% | 4.00% | 4.00% | 4.00% |
| Michigan | | | | | | | | | | | |
| Minnesota | N/A | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% |
| Missouri | 1-2 (steps 3.6%) | 1-2 steps(3.3%) | 1-2 steps (3.5%) | 1-2 steps (3.7%) | 1 step (2%) | 0.00% | 0.00% | 0.00% | 0.00% | 1 step (2%) | 1 step(2%) |
| Montana | 3.00% | 2.00% | 2.00% | 3.90% | 2.90% | 1.50% | 0.00% | 7.40% | 5.20% | 2.50% | 0.00% |
| Nebraska | | | | | | | | | | | |
| Nevada | | | | | | | | | | | |
| New Mexico | 1.5%-6.00% | 2.75% to 6.5% | 1.5% to 4.5% | 2.00% | 3.00% | 3.00% | 3.00% | 3.00% | 3.00% | 0.00% | 0.00% |
| North Dakota | 0.50% | N/A | 1% - 2% | 1.5% - 2% | 1.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Oklahoma | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Oregon | 2.50% | 2.50% | 5.00% | 2.50% | 2.50% | 2.50% | 3.00% | 3.50% | 4.00% | 4.00% | 4.50% |
| South Dakota | N/A | N/A | | | | | | | | | |
| Texas | | Varies by | individual | agency | | | | | | | |
| Utah | 2.75% | 2.75% | 0.00% | 0.00% | 2.75% | 2.75% | 2.75% | 2.75% | 2.75% | 1.60% | 0.00% |
| Washington | 1-2 steps (2.5%-5%) | 5.00% | | | | | | | | | |
| Wisconsin | N/A | Information | not | available | | | | | | | |
| Wyoming | Varies by Agency | N/A | \$250 Bonus | 2.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 3.00% |
| Central Ave | 2.84% | 3.38% | 2.89% | | | | | | | | |

| Table 4. Compensation Structure - General Plan | | |
|--|---------------------------------------|--|
| State | Annual Minimum Amount of Lowest Grade | Annual Maximum Amount of Highest Grade |
| Arizona | \$10,980 | \$115,373 |
| Arkansas | \$11,012 | \$70,082 |
| Colorado | \$10,716 | \$120,756 |
| Idaho | \$12,002 | \$134,160 |
| Illinois | \$16,356 | \$159,636 |
| Indiana | | |
| Iowa | \$15,870 | \$180,232 |
| Kansas | \$11,315 | \$79,913 |
| Louisiana | \$10,716 | \$140,508 |
| Michigan | | |
| Minnesota | \$15,451 | \$162,400 |
| Missouri | \$13,332 | \$91,908 |
| Montana | \$12,262 | \$109,243 |
| Nebraska | \$10,712 | \$208,080 |
| Nevada | \$13,885 | \$123,276 |
| New Mexico | \$10,712 | \$122,152 |
| North Dakota | \$10,716 | \$106,800 |
| Oklahoma | \$12,483 | \$97,944 |
| Oregon | \$13,668 | \$121,992 |
| South Dakota | \$12,293 | \$64,418 |
| Texas | | |
| Utah | \$11,630 | \$175,152 |
| Washington | \$14,976 | \$147,528 |
| Wisconsin | \$11,747 | \$163,586 |
| Wyoming | \$10,920 | \$82,380 |
| Central Ave | \$12,443 | \$126,251 |

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Central States
Compensation Structure - General Plan



| Table 5: Overtime Pay | | | | | |
|-----------------------|----------|------------|----------|----------------------------|--|
| | Holidays | Sick Leave | Vacation | Compensatory Time | Overtime Pay |
| | Included | Included | Included | Non-Exempt Employees | Exempt Employees |
| State | In OT | In OT | In OT | Non-Exempt Employees | Overtime Pay – Exempt Employees |
| Arizona | Yes | No | No | Yes, 1.5 x hours worked | Straight time pay or straight time compensatory time |
| Arkansas | No | No | No | Yes, 1.5 x hours worked | None or 1 x time off |
| Colorado | Yes* | Yes * | Yes* | Yes | None or some time off—employer choice |
| Idaho | Yes | No | Yes | Yes, 1.5 x hours worked | None or 1 x time off |
| Illinois | Yes | Yes | Yes | FLSA 240 hrs | None or straight time |
| Indiana | | | | | |
| Iowa | Yes | Yes | Yes | 120 hours maximum | Straight time union employees only |
| Kansas | No | No | No | Yes, 1.5 x hours worked | None |
| Louisiana | No | No | No | | 1 x time off or cash |
| Michigan | | | | | |
| Minnesota | Yes | Yes | Yes | Maximum of 150 hours | None or 1 x time off or cash—employer choice |
| Missouri | No | No | No | | None or 1 x time off or cash—employer choice |
| Montana | Yes | Yes | Yes | Yes, at 1.5 x hours worked | None or 1 x time off |
| Nebraska | Yes | No | No | Yes | None |
| Nevada | Yes | Yes | Yes | Yes | Most classified employees receive 1.5 cash or comp. time off |
| New Mexico | Yes | No | No | 1 1/2 time off or cash | Varies by state agency |
| North Dakota | No | No | No | Allowed | None or Up to 1 1/2 time off or cash |
| Oklahoma | No | No | No | Yes, 1.5 x hours worked | None or 1 x time off |
| Oregon | Yes | Yes | Yes | Yes | None |
| South Dakota | No | No | No | No | None |
| Texas | | | | | |
| Utah | No | No | No | Yes, 1.5 x hours worked | 1 x time off or (cash for hours in excess of 80) |
| Washington | Yes | Yes | No | Yes | Discretionary except holiday work at 1 1/2 x pay |
| Wisconsin | Yes | Yes | Yes | | None to 1 1/2 x time off or cash-- employer choice |
| Wyoming | No | No | No | | None |

*Essential Services Employees.

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| Table 6 - Premium Pay | | | | | | |
|-----------------------|---|---|--|--|---|---|
| State | Shift Differential | | On-Call Pay | Call-Back Pay | Hazardous Duty Pay | Holiday Work |
| | 2nd Shift | 3rd Shift | | | | Premium |
| Arizona | Varies | Varies | Agency head discretion | | | Time & one-half or time off |
| Arkansas | 5.50% | 5.50% | No | No | 5.0% for limited | Alternate day off |
| Colorado | 7.50% | 11.00% | \$ 2.00 per hour | 2 hour minimum | No | Not if given alternate holiday |
| Idaho | 5.00% | 5.00% | Varies | Varies | No | Time and one half |
| Illinois | \$0.52 per hour | \$0.52 per hour | Varies | Varies | No | 1 1/2 on Christmas & Thanksgiving |
| Indiana | | | | | | |
| Iowa | \$0.40 per hour | \$0.45 per hour | 10.00% of regular rate of pay | 3 hour minimum | No | Time and one half, nonexempt only |
| Kansas | \$0.25 per hour | \$0.25 per hour | \$1.00 per hour | 2 hour minimum | \$0.50 per hr. for security | Time and one half pay or time off |
| Louisiana | Varies by title | and agency | Varies by title and agency, 2.25 hr maximum | | Varies | |
| Michigan | | | | | | |
| Minnesota | \$0.55 per hour | \$0.55 per hour | 15 min. straight time pay 1 hour of on-call; max 4 hrs./day | 2 hour minimum plus mileage | No | Time and one half or time off |
| Missouri | RN's only 8.00% | RN's only 8.00% | | | | Alternate day off |
| Montana | Varies | Varies | Varies | 2 hour minimum usually | No | Time and one half & alternate day |
| Nebraska | \$0.60 per hour | \$0.60 per hour | 8.00% of hourly rate | 2 hour minimum | No | Time and one half |
| Nevada | 5.00% per hour | 5.00% per hour | 5.00% of hourly pay rate | 2 hours | 10% per hour | Time and one half cash or comp.time |
| New Mexico | \$0.60 per hour | \$0.60 per hour | Varies by agency | Agencies establish minimum no. of hours | No | Time and one half |
| North Dakota | Varies | Varies | Agency discretion | Agency discretion | No | Alternate day off |
| Oklahoma | \$0.29 - 1.73 per hr. | \$0.29 - 2.02 per hour | \$1.25 per hour maximum | \$1.20 per hour | 12% - limited instances | Time and one half |
| Oregon | \$.50 per hour \$1.35 RN's, LPN's | \$.50 per hour \$1.35 RN's, LPN's | 1 hour pay for 6 hrs on-call | 2 hr. minimum | No | 1.5 x regular rate + holiday pay or comp. time |
| South Dakota | Varies by Agency some DP classes | Varies by Agency | No 125% of reg. rate per hour | 3 hour minimum | No | No |
| Texas | | | | | | |
| Utah | \$0.30 per hour | \$0.60 per hour | 1 hour pay for 12 on-call | 1.5 times actual hrs. | \$50 per mo. Corr. Officer in max. secur. area | Alternate day off |
| Washington | \$0.50 per hour RN's-\$1.00 per hour | \$0.50 per hour RN's-\$1.50 per hour | 6.00% of regular pay rate | 3 hour minimum | | |
| Wisconsin | Varies-max 15% | Varies- max 15% | Varies- up to \$2.50 per hour | 2 hour minimum | No | pay at 1.5x or comp. time |
| Wyoming | 5.00% | 5.00% | No | 2 hour minimum | No | Time and one half |

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| Table 7/Premium Pay - Bonus Programs | | |
|--------------------------------------|----------------------|------------------------------------|
| State | State Bonus Programs | Type of Bonus Programs |
| Arizona | 10 | 1) Years of Service |
| Arkansas | 1 | 2) Education |
| Colorado | 4,5,6,10,11 | 3) Certification |
| Idaho | 6,13 | 4) Achievement/Recognition |
| Illinois | N/A | 5) Employee Suggestion |
| Indiana | | 6) Information Technology |
| Iowa | 4,6,8 | 7) Bilingual Pay |
| Kansas | 1,5,6 | 8) Lead Worker Pay |
| Louisiana | 2,4,6 | 9) Trainer Pay |
| Michigan | | 10) Competitive Area Differential |
| Minnesota | 4,6 | 11) Competitive Job Offer |
| Missouri | 5 | 12) Criminal Justive Incentive Pay |
| Montana | N/A | 13) Productivity Awards |
| Nebraska | 1,2,3,4,5 | |
| Nevada | 1,7,9 | |
| New Mexico | 5 | |
| North Dakota | 5 | |
| Oklahoma | 1,5,6 | |
| Oregon | 2,3,4,5,6,7,8,11 | |
| South Dakota | 1 | |
| Texas | | |
| Utah | N/A | |
| Washington | 4,5,7 | |
| Wisconsin | 4,6 | |
| Wyoming | 1,5 | |
| | | |
| | | |

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| Table 1: Premium Pay - Bonus Programs (continued) | |
|---|--|
| Arkansas | <p>1) Career Service Recognition - 10-14 yrs. \$300 15-19 yrs. \$400 20-24 yrs. \$500 25+ yrs. \$600</p> |
| Colorado | <p>5) Employee Suggestion - Amount Discretionary, up to agency budget. 6) Information Technology Bonus - Amount discretionary, up to agency budget.</p> |
| Idaho | <p>6) Information Technology Bonus- Amount discretionary, up to agency budget. 13) Productivity Awards- No greater than \$1,000 per person, per year.</p> |
| Iowa | <p>4) STAR Program - \$10,000 total awards allowed per year. No greater than \$1,000 per person for group or individual. Performance beyond job duties and increases productivity and cost savings. 6) Referral Bonus - All Information Technology classes eligible. Up to \$1,000 awarded; half up front and half in six months. 8) Lead Work Differential- Up to 15% of base salary for length of assignment</p> |
| Kansas | <p>1) Longevity Pay - At 10 yrs and up: \$40 * yrs of service. 5) Employee Suggestion - Up to 10% of first year's estimated savings or \$5,000, whichever is less; suggestions with a first year's estimated savings of less than \$250 shall be awarded \$25. 6) Information Technology Bonuses - Signing Bonus: up to \$3,000 Recruitment Bonus: \$500. Mission Critical Skills: up to 10% base pay, maximum of 13% in the 3rd year. Skills Acquisition: up to 10% base pay. Mission Critical Project: up to 10% base pay.</p> |
| Louisiana | <p>2) Education Pay - One time lump sum, \$250-\$500, amount up to agency discretion. 4) Achievement Award - One time lump sum, up to 4%, amount up to agency discretion. 6) Information Technology Premium Pay - Up to \$5.00 an hour, amount up to agency discretion; for IT projects and retention.</p> |

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Table 7: Premium Pay - Bonus Programs (continued)

| | |
|--------------|--|
| Minnesota | <p>4) Achievement Award Program - One time lump sum, \$1,000-\$1,400 for outstanding performance.</p> <p>6) Information Technology Referral Bonus, excluding Supervisors - \$500. Signing Bonus, including Supervisors - up to \$5,000.</p> |
| Missouri | <p>5) Employee Suggestion Award - One time lump sum, based on cost savings; up to \$5,000, awarded one yr. after implementation.</p> |
| Nebraska | <p>1) Years of Service Recognition - Monetary or other.</p> <p>2,3) Education or Certification Recognition Programs - For employees who successfully improve job expertise/gain job related certifications. One time monetary awards up to \$500 annual maximum.</p> <p>4) Achievement Recognition Programs - Employee/Manager of Month/Year, Peer Award, Group Award Awards up to \$100 for monthly awards, up to \$250 for quarterly awards, up to \$250 for annual nominees/runners-up, and up to \$500 for annual awards.</p> <p>5) Suggestion Recognition Programs - Awards greater of \$25/10% of savings achieved, \$5,000 maximum.</p> |
| Nevada | <p>1) Years of Service Recognition-\$75 semiannually after 8 years of service,\$25 added each year to a maximum of \$625 at 30years</p> <p>7)Bilingual Pay- 5% of an employees base hourly rate; other special salary adjustments of 5% granted for supervision of employees at the same or higher grade, motorcycle pay.</p> <p>9)Trainer Pay- 5% for conducting a formal program of training</p> |
| New Mexico | <p>5) Government Cost Savings Incentive Award - Award up to \$2,000 for savings beyond job responsibility.</p> |
| North Dakota | <p>5) Employee Suggestion Award - Up to \$1,000 for savings beyond job responsibility.</p> |
| Oklahoma | <p>1) Longevity Pay - Each year: from 2 yrs. at \$250 to 20 yrs. at \$2,000 annually; 20+ yrs. add \$200 every 2 yrs. (40 yr. maximum).</p> <p>5) Production Enhancement Program - Award up to \$5,000 after production enhancement proved.</p> <p>6) IT/DP Mission Critical Differential - Up to 20% of base, paid monthly. IT/DP Signing Incentive - Up to \$5,000, must stay one year.</p> |
| Oregon | <p>2) Education Programs- BA, MA, Some Health Related classes, 5% added to base</p> <p>3) Multiple Certification Awards - Amount varies depending on classification, agency, or bargaining unit.</p> <p>4) Achievement/Recognition Awards- Agency Discretionary, Agency Funded</p> <p>5) Employee Suggestion Award - Amount varies by agency.</p> |

Table: Premium Pay - Bonus Programs (continued)

| | | | | | | | | | | | |
|--------------|--|----------|-------|------------|-------------------|------------|-------------------|------------|-------------------|------------|-------------------|
| Oregon | <p>6) Information Technology Retention Pay - Up to \$20% over base within a 3 to 5 year period. IT Team Leader Differential - 10% of base pay, until 6/30/99.</p> <p>7) Bilingual Skills Pay - 4% of base pay if a required skill as a condition of employment.</p> <p>8) Lead Work Differential - 5% of base salary for length of assignment.</p> <p>11) Competitive Job Offer- Lump sum payments in special circumstances 5%-10%; agency funded</p> | | | | | | | | | | |
| South Dakota | <p>1) Longevity Pay -</p> <table border="0"> <tr> <td>7-9 yrs.</td> <td>\$100</td> </tr> <tr> <td>10-14 yrs.</td> <td>add \$10 per year</td> </tr> <tr> <td>15-19 yrs.</td> <td>add \$15 per year</td> </tr> <tr> <td>20-24 yrs.</td> <td>add \$20 per year</td> </tr> <tr> <td>25-29 yrs.</td> <td>add \$25 per year</td> </tr> </table> | 7-9 yrs. | \$100 | 10-14 yrs. | add \$10 per year | 15-19 yrs. | add \$15 per year | 20-24 yrs. | add \$20 per year | 25-29 yrs. | add \$25 per year |
| 7-9 yrs. | \$100 | | | | | | | | | | |
| 10-14 yrs. | add \$10 per year | | | | | | | | | | |
| 15-19 yrs. | add \$15 per year | | | | | | | | | | |
| 20-24 yrs. | add \$20 per year | | | | | | | | | | |
| 25-29 yrs. | add \$25 per year | | | | | | | | | | |
| Texas | | | | | | | | | | | |
| Washington | <p>4) Performance Recognition Awards/Payments -Formal program for employees in Washington Mgmt. Service; up to 10% of base salary in lump sum payment; All others maximum \$100 per year.</p> <p>5) Employee Suggestion Program- Awards made by productivity board on a quarterly basis. Awards range from \$500-\$25,000. The average award is \$1500.00</p> <p>7) Bilingual Pay- A qualifying criteria for assignment, Up to 10% of base added to base salary, with amounts ranging from 2.5%-10.0% depending upon expected proficiency and amount of use.</p> | | | | | | | | | | |
| Wisconsin | <p>4) Performance Recognition Awards/Payments - Awards up to agency discretion, with the total annual employee cumulative pay adjustment not to exceed 10% of employee base pay at the beginning of the fiscal year. Payments from \$100 to \$3000 maximum. Discretionary compensation for adjustment for Senior Managers.</p> <p>6) Information Technology-Discretionary compensation adjustments for IT professionals and IT Supervisors. Base wage adjustment or lump sum payment, averages up to 12% per year.</p> | | | | | | | | | | |
| Wyoming | <p>1)Years of Service-Longevity pay \$30 for each 60 months of continuous service</p> <p>5)Suggestion Award Program- STAR: (Savings, Tips, and Rewards)- Individual: 5% of 1st years savings or \$5000 Team: Up to 25% of 1st years savings with each team member receiving either 5% of the savings or \$5000.</p> | | | | | | | | | | |

FRINGE BENEFITS SURVEY



BENEFIT PRACTICES

1999

| State | 1 to 4 years | 5 to 9 years | 10 to 14 years | 15 to 19 years | 20 to 24 years | > 25 years | Maximum Days | Carry-over Amount |
|--------------|-----------------------|--------------|----------------|----------------|----------------|------------|-------------------|---------------------------------|
| Arizona | 1-2 yrs = 12 | 3-6 yrs=15 | 7-14 yrs = 18 | 15 + yrs = 21 | 21 | 21 | 240 hrs max /yr | Agency head discretion |
| Arkansas | 12 | 18 | 18 | 21 | 22.5 | 22.5 | 22.5 | 30 |
| Colorado | 12 | 15 | 18 | 21 | 21 | 21 | 21 | 2 yrs. worth of vacation |
| Idaho | 12 | 15 | 18 | 21 | 21 | 21 | | 2 yrs. worth of vacation |
| Illinois | 10 | 15 | 17 | 19 | 20 | 22 | 25 | 2 yrs. worth of vacation |
| Indiana | | | | | | | | |
| Iowa | 10 | 15 | 15 | 20 | 22 | 25 | 25 | Double annual entitlement |
| Kansas | 12 | 15 | 18 | 21 | 21 | 21 | Varies | 1.5 x annual accumulation |
| Louisiana | 0-3yrs=12 / 3-5yrs=15 | 5-10=18 | 10-15=21 | 24 | 24 | 24 | Unlimited | Unlimited |
| Michigan | | | | | | | | |
| Minnesota | 13 | 16.3 | 22.8 | 24.4 | 26 | 27.6 | 29.25 (30 + yrs) | 260-275 hrs. max. |
| Missouri | 15 | 15 | 18 | 21 | 21 | 21 | 2 x annual | 2 x annual |
| Montana | 15 | 15 | 18 | 21 | 24 | 24 | | 2 x total amt. eligible to earn |
| Nebraska | 12 | 12 - 18 | 19 - 23 | 24 - 25 | 25 | 25 | | 35 days |
| Nevada | 15 | 15 | 18 | 21 | 21 | 21 | 30 | 30 days |
| New Mexico | 10 - 12 | 12 - 15 | 15 - 18 | 20 | 20 | 20 | 240 Hours Max. | 30 days |
| North Dakota | 12 | 15 | 18 | 21 | 24 | 24 | | 30 days |
| Oklahoma* | 10 - 15 | 15-18 | 20 | 20 | 25 | 25 | 60 | 30 - 60 |
| Oregon | 12 | 15 | 18 | 21 | 24 | 24 | 250 Hrs, 350 Mgmt | To accumulation maximum |
| South Dakota | 15 | 15 | 15 | 20 | 20 | 20 | 30 - 40 days | 30 - 40 days |
| Texas | | | | | | | | |
| Utah | 13 | 16.3 | 19.5 | 19.5 | 22.5 | 22.5 | 22.5 | 40 days |
| Washington | | | | | | | | |
| Wisconsin | 10 | 15 | 17 | 20 | 22 | 25 | | Agency head discretion |
| Wyoming | 12 | 15 | 18 | 21 | 24 | 24 | | 30 - 48 days |
| Central Ave. | 12.67 | 15.70 | 18.87 | 21.09 | 22.57 | 22.89 | | |

Higher rates used in average if multiple rates reported.

* Lesser rates for employees initially hired after July 1, 1997.

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| 11. Sick Leave | | | | | | | | |
|----------------|-----------|-------------------|-----------------------|---|--|---|---|---|
| State | Sick Days | Average Sick Days | Accumulation Limits | Upon Resignation | Upon Retirement | Upon Layoff | Upon Dismissal | Pay to Beneficiary at Death |
| Arizona | 12 | N/A | Unlimited | No | 25 - 50% payout; with minimum 500 hours | No | No | No |
| Arkansas | 12 | N/A | 120 | No | amount varies for each: 50,60,70,80 days accrued | No | No | No |
| Colorado | 10 | 6.6 | 7/1/88 bal. + 45 days | No | 25% | No | No | 25% |
| Idaho | 12 | 6.5 | Unlimited | No | Used for insurance premiums - limit | No | No | No |
| Illinois | 12 | 8.1 | Unlimited | Yes, 1/2 if earned between 1/1/84 & 12/31/97 | Yes | Yes | Yes | Yes |
| Indiana | | | | | | | No | 30 day maximum |
| Iowa | 18 | 9 | Unlimited | No | 100% (up to max. of \$2000) | No | No | No |
| Kansas | 12 | 9 | Unlimited | No | Up to 60 days | No | No | No |
| Louisiana | 12 to 24 | N/A | Unlimited | No | No | No | No | No |
| Michigan | | | | | | | | |
| Minnesota | 13 | 8 | Unlimited | 40% of 900 hrs. + 12.5% over 900 (20 y.o.s. min.) | 40% of 900 hrs. + 12.5% over 900 | 40% of 900 hrs. + 12.5% over 900 | No | 40% of 900 hrs. + 12.5% over 900 hrs. |
| Missouri | 15 | N/A | Unlimited | No | No | No | No | No |
| Montana | 12 | N/A | Unlimited | 25% | 25% | 25% | 25% | 25% |
| Nebraska | 12 to 18 | 9.7 | Unlimited | No | 25% (50 day max.) | No | No | 25% (50 day max.) |
| Nevada | 15 | 11.4 | Unlimited | Yes, based on years of service | Yes, based on years of service | Yes, based on years of service | No | Yes |
| New Mexico | 12 | N/A | Unlimited | No | 50% For hours > 600 (400 Hr. Max) | No | No | No |
| North Dakota | 12 | 7.5 | Unlimited | 10% of balance w/ 10 yrs continuous service | 10% of balance w/ 10 yrs continuous service | 10% of balance w/ 10 yrs continuous service | 10% of balance w/ 10 yrs continuous service | 10% of balance w/ 10 yrs continuous service |
| Oklahoma | 15 | 10 | Unlimited | No | Creditable for Retirement | No | No | No |
| Oregon | 12 | N/A | Unlimited | No | 1/2 accumulated balance is converted for pension final avg. salary calculation | No | No | No |
| South Dakota | 14 | 6.3 | Unlimited | 25% (60 day maximum) | 25% (60 day maximum) sick leave at the time of retirement | 25% (60 day maximum) | No | 25% (60 day maximum) |
| Texas | | | | | | | No | 50% (336 hour maximum) |
| Utah | 13 | N/A | Unlimited | No | 0.25 | No | No | No |
| Washington | 12 | | | | | | | |
| Wisconsin | 16.25 | | Unlimited | No | Creditable toward health insurance | Creditable toward health insurance | No | Creditable toward health insurance |
| Wyoming | 12 | N/A | Unlimited | 50% (60 day maximum) | 50% (60 day maximum) | 50% (60 day maximum) | 50% (60 day maximum) | 50% (60 day maximum) |
| Central Ave. | 13.78 | 8.37 | | | | | | |

Higher rates used in average if multiple rates reported.

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| State | Total Holidays | Five Major | Good Friday | Washington's B-day | Mardi King Day | Memorial Day | Columbus Day | Veteran's Day | Day/After Thanksgiving | President's Day | General Election | Other |
|--------------|-------------------|---------------|----------------|-----------------------|-------------------|-----------------|-----------------|------------------|---------------------------|--------------------|---------------------|----------|
| Arizona | 10 | Yes | No | No | Yes | Yes | Yes | Yes | No | Yes | No | |
| Arkansas | 12 | Yes | No | No | Yes | Yes | No | Yes | Yes | Yes | No | 1, 4, 17 |
| Colorado | 10 | Yes | No | No | Yes | Yes | Yes | Yes | No | Yes | No | |
| Idaho | 10 | Yes | No | No | Yes | Yes | Yes | Yes | No | Yes | No | |
| Illinois | 12.5 | Yes | No | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | 8 |
| Indiana | | | | | | | | | | | | |
| Iowa | 11 | Yes | No | No | Yes | Yes | No | Yes | Yes | No | No | 2 |
| Kansas | 10 | Yes | No | No | Yes | Yes | No | Yes | Yes | No | No | 10 |
| Louisiana | 8 to 11 | Yes | Yes | No | Yes | Yes | No | Yes | Yes | No | Yes | 2, 7 |
| Michigan | | | | | | | | | | | | |
| Minnesota | 11 | Yes | No | No | Yes | Yes | No | Yes | Yes | Yes | No | 10 |
| Missouri | 12 | Yes | No | Yes | Yes | Yes | Yes | Yes | No | No | No | 8, 13 |
| Montana | 10.5 | Yes | No | No | Yes | Yes | Yes | Yes | No | Yes | Yes | |
| Nebraska | 12 | Yes | No | No | Yes | Yes | Yes | Yes | Yes | Yes | No | 18 |
| Nevada | 11 | Yes | No | No | Yes | Yes | No | Yes | Yes | Yes | No | 21 |
| New Mexico | 10.5 | Yes | 4 hrs. | No | Yes | Yes | Yes | Yes | No | Yes | 2 hrs. | 10 |
| North Dakota | 10.5 | Yes | Yes | No | Yes | Yes | No | Yes | No | Yes | No | 15 |
| Oklahoma | 10 | Yes | No | No | Yes | Yes | No | Yes | Yes | Yes | No | |
| Oregon | 9 to 10 | Yes | No | No | Yes | Yes | No | Yes | No | Yes | No | 23 |
| South Dakota | 10 | Yes | No | No | Yes | Yes | No | Yes | No | Yes | No | 19 |
| Texas | | | | | | | | | | | | |
| Utah | 11 | Yes | No | No | Yes | Yes | Yes | Yes | No | Yes | No | 20 |
| Washington | 11 | | | | | | | | | | | |
| Wisconsin | 12.5 | Yes | No | No | Yes | Yes | No | No | No | No | No | 1,10,22 |
| Wyoming | 9 | Yes | No | No | Yes | Yes | No | Yes | No | Yes | No | |
| Central Ave. | 11.00 | | | | | | | | | | | |

Higher rates used in average if multiple rates reported.

The five major holidays are observed by all member states: New Year's Day, Independence Day, Labor Day, Thanksgiving, and Christmas.

Other Holidays: 1) Christmas Eve 2) Christmas - 1 extra day 3) Confederate Memorial Day 4) Employee's Birthday 5) Jefferson's Birthday 6) Lee-Jackson-King Day 7) Mardi Gras Day
 8) Lincoln's B-day 9) New Year's Day - 1 extra day 10) Personal or Optional Day 11) Primary Election Day 12) Robert E. Lee's B-day 13) Harry Truman's B-day 14) West Virginia Day
 15) 1/2 Day - Christmas Eve 16) 1/2 Day - New Year's Eve 17) Lee-King Day 18) Arbor Day 19) Native American Day 20) Pioneer Day 21) Nevada Day 22) New Year's Eve
 23) Governor's Day

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| State | Military | Jury | Personal W/ Pay | Personal W/O Pay | Education W/ Pay | Education W/O Pay | Pooled/Shared Leave | Other |
|--------------|----------|------|-----------------|----------------------|--------------------------|------------------------|---------------------|--|
| Arizona | Yes | Yes | No | No | Yes, agy head discretion | Yes, | N/A | FMLA, donational annual leave, parental leave, medical LWOP, LWOP, Administrative Leave |
| Arkansas | Yes | Yes | | | Yes | Yes | Yes | Disaster, Svc Volunteer; FMLA, Catastrophic |
| Colorado | Yes | Yes | | | | | No | Disaster, Funeral |
| Idaho | Yes | Yes | No | Yes, agcy discretion | Yes, agency discretion | Yes, agency discretion | NA | FMLA, Berevment (sick leave used) |
| Illinois | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Maternity-Paternity(10 days) |
| Indiana | | | | | | | | |
| Iowa | Yes | Yes | Yes | Yes | Yes | Yes | Yes, Vacation | Donated Leave for catastrophic illness, FMLA, LWOP, Compensatory Election, Jury Duty, Voting, Disaster, Emergency |
| Kansas | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Funeral |
| Louisiana | Yes | Yes | | Yes | Yes | Yes | No | Funeral (2 days) |
| Michigan | | | | | | | | |
| Minnesota | Yes | Yes | No | Yes | Yes | Yes | Yes | Bereave., court, voting, emergency, donate blood , election judge, transition, union, related work, elder care, parenthood, disability |
| Missouri | Yes | Yes | | Yes | Yes | Yes | Yes | Funeral |
| Montana | Yes | Yes | | Yes | Yes | Yes | Yes | Maternity, parental, disaster & emergency, FMLA |
| Nebraska | Yes | Yes | No | Yes | No | Yes, agy head disc. | Yes, Vacation | Voting, election board, family leave, injury, funeral, adoption |
| Nevada | Yes | Yes | No | No | Yes | Yes | Yes | Administrative, voting, volunteer fire fighting, EMT, police reserve |
| New Mexico | Yes | Yes | Yes | No | Yes | Yes | Yes, Vacation | administrative, voting, unpaid FMLA |
| North Dakota | Yes | Yes | No | State Unpaid FMLA | Various agy programs | Various agy programs | Yes | Leave Sharing Program |
| Oklahoma | Yes | Yes | No | Yes | Yes | Yes | Yes | Professional (3 days), family leave |
| Oregon | Yes | Yes | Yes | Yes | Yes | Yes | Vacation Leave | |
| South Dakota | Yes | Yes | Yes | Yes | | | Yes | Personal leave=40 hrs per year of sick leave that can be used for specified reasons |
| Texas | | | | | | | | |
| Utah | Yes | Yes | No | Yes | No | | Yes | Funeral, Family Leave |
| Washington | | | | | | | | |
| Wisconsin | Yes | Yes | Yes | Yes | Varies | | | (Already indicated at left) |
| Wyoming | Yes | Yes | No | No | Varies by agency | No | Yes | Administrative leave |

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| State | Employee Cost | | | | Employee Cost | | | | Employee Cost | | | | |
|--------------|---------------|---------------------|-----------------------|---------------------|-----------------------|-----------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|----------|--------|
| | Self-Insured | Employer Cost | | Employer Cost | | Employee Cost | | Employee Cost | | Employee Cost | | | |
| | | Employee Only Cover | Employee Family Cover | Employee Only Cover | Employee Family Cover | Employee Family Cover | Employee Family Cover | Employee Only Cover | Employee Only Cover | Employee Only Cover | Employee Only Cover | | |
| | Trad | PPO | HMO | Trad | PPO | HMO | Trad | PPO | HMO | Trad | PPO | HMO | |
| Arizona* | No | \$359.86 | * | \$359.86 | \$162.00 | * | \$162.00 | \$153.54 | * | \$75.00 | \$40.14 | * | \$5.00 |
| Arkansas | Yes | \$261.00 | \$261.00 | \$261.00 | \$261.00 | \$261.00 | \$279.00 | \$180.00 | \$188.00 | \$91.60 | \$52.00 | \$55.00 | |
| Colorado | Partially | \$167.90 | | \$167.90 | \$131.76 | | \$131.76 | Varies | | Varies | | | |
| Idaho | | \$283.33 | | \$283.33 | \$283.33 | | \$283.33 | \$43.00 | \$155.89 | \$7.00 | \$23.00 | \$44.63 | |
| Illinois | Yes | \$456.60 | | \$310.69 | \$250.60 | | \$157.71 | \$160.40 | \$101.74 | \$15.40 | | \$15.40 | |
| Indiana | | | | | | | | | | | | | |
| Iowa | Min Prem | \$398.70 | \$324.00 | \$326.22 | \$245.91 | \$213.37 | \$191.00 | \$170.48 | \$168.64 | \$139.78 | \$0.00 | \$0.00 | \$0.00 |
| Kansas** | Yes | \$295.98 | \$295.98 | \$295.98 | \$195.21 | \$195.21 | \$195.21 | individual + | 65% of | dep. cost | ** | ** | ** |
| Louisiana | | \$223.62 | | \$223.62 | \$113.36 | | \$113.36 | \$223.62 | \$223.62 | \$113.36 | | \$113.36 | |
| Michigan | | | | | | | | | | | | | |
| Minnesota | Partially | | | \$462.82 | | | \$181.62 | | \$27.24 | | | \$0.00 | |
| Missouri | | \$163.00 | | | \$163.00 | | | | | | | | |
| Montana | Partially | \$230.64 | NA | \$248.66 | \$235.00 | | \$236.68 | \$93.36 | \$95.59 | \$0.00 | | \$11.36 | |
| Nebraska | Partially | | \$444.23 | \$383.79 | | \$125.14 | \$105.78 | | \$118.09 | \$102.02 | \$33.26 | \$28.12 | |
| Nevada | Yes | | \$264.51 | \$264.51 | | \$264.51 | \$264.51 | | \$211.95 | | \$0.00 | \$0.00 | |
| New Mexico | Yes | \$260.26 | | \$210.51 | \$96.09 | | \$77.09 | \$173.51 | \$140.36 | \$64.07 | | \$51.39 | |
| North Dakota | | \$401.67 | | | \$162.48 | | | \$0.00 | | \$0.00 | | | |
| Oklahoma*** | | \$343.65 | | \$343.65 | \$170.88 | | \$170.88 | \$172.78 | \$23.99 | \$0.00 | | \$0.00 | |
| Oregon | No | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | |
| South Dakota | Yes | | | | \$247.69 | | | \$218.39 | \$209.66 | \$0.00 | | | |
| Texas | | | | | | | | | | | | | |
| Utah | Partially | \$558.97 | \$489.62 | \$489.62 | \$203.06 | \$177.86 | \$177.86 | \$105.43 | \$0.00 | \$0.00 | \$38.31 | \$0.00 | \$0.00 |
| Washington | | | | | | | | | | | | | |
| Wisconsin | | | | \$557.04 | | | \$223.64 | | \$0.00 | | | \$0.00 | |
| Wyoming | Yes | \$190.00 | | | \$190.00 | | | \$199.04 | | \$0.00 | | | |
| Central Ave | | \$287.20 | \$297.05 | \$305.25 | \$183.02 | \$176.73 | \$172.55 | | | | | | |

*Arizona - Not a separate PPO plan/Traditional has a PPO component.

**Kansas - % of plan cost based on Employee Income - 2.6%, 6.0%, 9.3%.

***Oklahoma - As of July 1, 1999, Oklahoma benefit allowance totals \$224.69 or \$262.19 for employee only, plus 1/2 of dependent health & dental premium.

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| Table 15 Health Insurance (continued) | | | | |
|---------------------------------------|------------------------------|---------------------|---------------------|-------------------------------------|
| State | Number of Employees | Number of Employees | Number of Employees | Most Enrolled Annual Cost |
| | Trad | PPO | HMO | |
| Arizona | 4,065 | N/A | 47,514 | NA |
| Arkansas | N/A | | | |
| Colorado | N/A | | | |
| Idaho | 16,872 | | 1,126 | \$61,192,000 Employer Cost (Annual) |
| Illinois | N/A | | | |
| Indiana | | | | |
| Iowa | 26,000 | 1,500 | 5,103 | \$112,660,352.00 |
| Kansas | 22,267 | 609 | 11,355 | \$172,000,000.00* (Total Combined) |
| Louisiana | N/A | | | |
| Michigan | | | | |
| Minnesota | N/A | | 46,327 | \$208,126,424* (Total Combined) |
| Missouri | N/A | 1,222 | 35,743 | \$18,500,000.00 |
| Montana | 8,048 | 0 | 2,183 | \$22,566,947.00 |
| Nebraska | N/A | 9,809 | 4,222 | \$43,712,623.00 |
| Nevada | N/A | | | |
| New Mexico | 15,730 Trad and PPO combined | | 4,254 | \$61,464,267.00 |
| North Dakota | 12,606 | | | N/A |
| Oklahoma | 19,220 | | 18,031 | N/A |
| Oregon | N/A | N/A | N/A | N/A |
| South Dakota | 6,068 | 5,955 | | \$13,655,170.00 |
| Texas | | | | |
| Utah | 946 | 16,151 | 889 | \$69,273,400 (Claims only) |
| Washington | N/A | | | |
| Wisconsin | N/A | | 12,300 | \$67,700,000 (Most enrolled in HMO) |
| Wyoming | 12,737 | | | \$39,022,832.00 |

*Active and Retirees combined

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| State | Major Medical Deductible | Major Medical Copay | Major Medical Coinsurance % | Major Medical Life Time | Annual Out of Pocket Maximum | Hospital Room Allowance | | | | | | | | |
|--------------|--|---------------------|-----------------------------|-------------------------|------------------------------|-------------------------|----------------|-----------------|------------|-------------|------------|-------------|---------|-----------------|
| Employee | Employee | Employee | Employee | Employee | Employee | Employee | | | | | | | | |
| Only | & Family | Only | & Family | Only | & Family | Only | | | | | | | | |
| Traditional | PPO/HMO | PPO/HMO | Traditional | PPO/HMO | Traditional | PPO/HMO | | | | | | | | |
| Arizona | \$150.00 | \$300.00 | \$150/N/A | \$300/N/A | 80.00% | 90%/N/A | \$2,000,000.00 | \$2,000,000/N/A | \$750.00 | \$1,500.00 | \$750/N/A | \$1,500/N/A | 80.00% | 90%/N/A |
| Arkansas | \$300.00 | \$600.00 | \$0.00 | \$0.00 | 80.00% | | \$1,000,000.00 | \$1,000,000.00 | \$2,000.00 | \$4,000.00 | \$1,000.00 | \$2,000.00 | 80.00% | 80%/100% |
| Colorado | N/A | | N/A | | N/A | | N/A | | N/A | | | | N/A | |
| Idaho | \$300.00 | \$900.00 | | | 80.00% | | \$1,000,000.00 | | \$2,000.00 | \$6,000.00 | | | 80.00% | |
| Illinois | \$150/250/300 | \$300/400/450 | None | None | 80/20 | | None | None | \$800.00 | \$2,000.00 | None | None | 90.00% | 100.00% |
| Indiana | | | | | | | | | | | | | | |
| Iowa | \$0.00 | \$0.00 | \$500.00 | \$500.00 | 80.00% | 90/10 | None | None | \$600.00 | \$800.00 | \$1,000.00 | \$1,000.00 | 80.00% | 90/100 |
| Kansas | \$200.00 | \$400.00 | \$0.00 | | 80.00% | 20.00% | \$2,000,000.00 | N/A | \$500.00 | \$1,000.00 | | | 80.00% | 100.00% |
| Louisiana | \$300.00 | \$900.00 | \$300.00 | \$900.00 | 90.00% | 100.00% | \$1,000,000.00 | None | \$500.00 | \$1,500.00 | None | None | 80.00% | 90.00% |
| Michigan | | | | | | | | | | | | | | |
| Minnesota | N/A | N/A | \$0.00 | \$0.00 | N/A | 100.00% | \$2,000,000.00 | None | \$3,000.00 | \$6,000.00 | None | None | 100.00% | 100.00% |
| Missouri | \$300.00 | \$900.00 | | | 80.00% | | \$1,000,000.00 | | \$7,500.00 | \$15,000.00 | \$2,550.00 | \$5,400.00 | 80.00% | |
| Montana | \$200.00 | \$600.00 | | | 75.00% | | \$1,000,000.00 | \$1,000,000.00 | \$950.00 | \$2,100.00 | \$1,000.00 | \$2,000.00 | 75.00% | \$200.00 |
| Nebraska | | | \$200.00 | \$400.00 | | 85.00% | | \$1,000,000.00 | | | \$1,000.00 | \$2,000.00 | | 85.00% |
| Nevada | | | \$350.00 | \$700.00 | | 80.00% | | \$2,000,000.00 | | | | | 80.00% | 90.00% |
| New Mexico* | \$250.00 | \$750.00 | \$0.00 | \$0.00 | 75-85% | | None | None | \$2,000.00 | per person | \$0.00 | per person | 75-85% | * 90.00% |
| North Dakota | \$200.00 | \$600.00 | \$200.00 | \$600.00 | 80.00% | 85.00% | \$2,000,000.00 | \$2,000,000.00 | \$1,250.00 | \$2,500.00 | \$750.00 | \$1,500.00 | 80.00% | 85.00% |
| Oklahoma | \$300.00 | \$900.00 | \$0.00 | \$0.00 | 80.00% | 0.00% | \$1,000,000.00 | \$1,000,000.00 | \$2,300.00 | \$9,200.00 | \$1,000.00 | \$2,000.00 | 80.00% | |
| Oregon | New plan, specifics not yet available. | | | | | | | | | | | | | |
| South Dakota | \$500.00 | \$1,250.00 | None | None | 75.00% | 75.00% | \$1,000,000.00 | \$1,000,000.00 | \$2,000.00 | per person | \$1,500.00 | per person | 75.00% | 100% less copay |
| Texas | | | | | | | | | | | | | | |
| Utah | \$0.00 | \$0.00 | \$0.00 | \$0.00 | 90/10 | 90/10 | \$0.00 | \$0.00 | \$1,500.00 | \$2,000.00 | \$1,000.00 | \$2,500.00 | 80.00% | 90/100 |
| Washington | | | | | | | | | | | | | | |
| Wisconsin** | \$100.00 ** | \$200.00 | \$0.00 | \$0.00 | 80/20 | N/A | N/A | \$1,000,000.00 | \$500.00 | \$1,000.00 | N/A | N/A | 100.00% | 100.00% |
| Wyoming | \$350.00 | \$700.00 | | | 80.00% | | \$2,000,000.00 | | \$2,600.00 | \$5,200.00 | | | 80.00% | |

* New Mexico – Employee pays \$100 maximum and insurance pays 100% for the rest of the cost.

**Wisconsin has two (2) traditional fee-for-service plans. Responses are for Standard Plan II which has the larger enrollment.

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| State | EMPLOYER Cost | | | EMPLOYER Cost | | | RETIREE Cost | | | RETIREE Cost | | |
|--------------|--|----------|----------|-----------------------|----------|----------------------------------|----------------------------------|----------------------|---------------|---------------------------|--------------|---------------|
| | Retiree Family Coverage | | | Retiree Coverage Only | | | Retiree Family Coverage | | | Retiree Only Coverage | | |
| | Trad. | PPO | HMO | Trad. | PPO | HMO | Trad. | PPO | HMO | Trad. | PPO | HMO |
| Arizona | Rates depend on length of service subsidy/Medicare eligibility/whether enrolled in Medicare contract HMO and which plan chosen. ASRS = Arizona State Retirement System, PSPRS = Public Safety Personnel Retirement System, EORP = Elected Officials Retirement Plan: All AZ numbers based upon 10+ years of service and non-Medicare eligibility. | | | | | | | | | | | |
| Arkansas | | | | | | | \$454.00 | \$346.00 | \$354.00 | \$260.00 | \$195.00 | \$200.00 |
| Colorado | | | | | | | | | | Through | retirement | system |
| Idaho | A, B | \$0.00 | C | D | \$0.00 | | \$513.10 | Non-Medicare | Non-Medicare | \$247.00 | Non-Medicare | \$117.30w/Med |
| | A: Family 2 Medicare - \$300.00, B: Family 1 Medicare - \$438.70 C: 2 party 1 Medicare - \$364.30, D: 2 party w/Medicare - \$225.80 | | | | | | | | | | | |
| Illinois | | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | |
| Iowa | \$0.00 | | \$0.00 | \$0.00 | | \$0.00 | \$569.18 | Both | under 65 | \$245.91 | over 65 | |
| Kansas | \$98.18 | \$0.00 | \$0.00 | \$13.52 | \$0.00 | \$0.00 | \$519.96 | Excludes Dep. Dental | \$556.44 | \$197.52 | \$0.00 | \$232.85 |
| Louisiana | \$780.12 | \$780.12 | \$780.12 | \$368.88 | \$368.88 | \$368.88 | \$220.76 | \$220.76 | \$220.76 | \$111.88 | \$111.88 | \$111.88 |
| Michigan | | | | | | | | | | | | |
| Minnesota | | | | | | | | | Varies | | | \$195.10 |
| Missouri | State pays 36% of lowest cost option in retiree's region. | | | | | | Varies by plan and region | | | Varies by plan and region | | |
| Montana | | | | | | | \$324.00 | | N/A | \$235.00 | | N/A |
| Nebraska | | \$0.00 | \$0.00 | | \$0.00 | \$0.00 | | \$573.57 | \$495.53 | under 65> | \$161.57 | \$136.58 |
| Nevada | | \$149.02 | \$149.02 | | \$149.02 | \$149.02 | | \$272.57 | \$461.79 | | \$104.74 | \$133.66 |
| New Mexico | \$239.21 | | \$319.35 | | \$148.10 | | \$152.71 | \$421.42 | | \$311.26 | \$148.10 | \$66.65 |
| | Costs are representative as a variety of options are offered. Medium option used in calculation. | | | | | | | | | | | |
| North Dakota | 4.50 per | month x | YOS | 4.50 per | month x | YOS | \$500.38 | Non-Medicare | | \$250.19 | Non-Medicare | |
| Oklahoma** | \$75.00 | \$75.00 | \$75.00 | \$75.00 | \$75.00 | \$502.88 E&S + \$39.56 dental | \$552.72 E&S + \$39.56 dental | | \$264.67 | \$265.24 | | \$174.03 |
| | Amounts based on non-Medicare rates. | | | | | | | | | | | |
| Oregon | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| South Dakota | | | | | | | \$488.05 | \$465.20 | | \$154.34 | \$144.84 | |
| Texas | | | | | | | | | | | | |
| Utah | \$799.48 | \$638.25 | \$499.12 | \$290.42 | \$231.86 | \$180.25 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | No cost to Retiree's under age 65 for 5 years or up to age 65, whichever is first. | | | | | | | | | | | |
| Washington | | | | | | | | | | | | |
| Wisconsin | A | A | A | A | A | A | \$492.50 (B) | | \$390.34***** | \$204.64***** | | \$168.08***** |
| | A: Employees convert unused sick leave at retirement to pay for health insurance; once exhausted, retiree pays full premium. Retirees pay same as active employees until enrolled in Medicare. Rates are Medicare "carve-out" for largest traditional and HMO plans. | | | | | | | | | | | |
| Wyoming | | | | | | | \$459.52 | | | \$192.78 | | |

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| Table 10 Dental Insurance | Preventative | Restorative | Orthodontia | Monthly Employee | Monthly Employee | Monthly Employee | Monthly Employee |
|---|--|-----------------------------|----------------------------|-----------------------|----------------------------|---|---|
| State | Services | Services | Services | Cost - Employee | Cost - Employee + | Cost - Employee Only | Cost - Employee + |
| | | | | Only Single Coverage | Family Coverage | Single Coverage | Family Coverage |
| Arizona | 100.00% | 80.00% | 50.00% | \$13.00 | \$35.00 | \$8.22 | \$34.44 |
| Arkansas | \$20, 2x yr. copay | None | None | No dental coverage | No dental coverage | No dental coverage | No dental coverage |
| Colorado | 100.00% | 80-100% | 50.00% | \$15.41 | \$55.71 | \$0.00 | \$15.41 |
| Idaho | yes | yes | yes | \$11.99 | \$11.99 | \$3.25 | \$38.70 |
| Illinois | 100.00% | 100% after \$50 deduct. | \$1,364 max, after deduct. | \$11.35 | \$26.38 | \$7.50 | \$12.50-\$15.00 |
| Indiana | | | | | | | |
| Iowa | 100.00% | 80.00% | 50% 750 annual max. | \$15.56 | \$15.56 | \$0.00 | \$25.96 |
| Kansas | 100.00% | 50.00% | No | \$13.17 | \$18.89 | Varies: 2.6%, 6.0%, 9.3% depending on income | Employee contribution +65% dependent |
| Louisiana | None | None | None | No dental coverage | No dental coverage | No dental coverage | No dental coverage |
| Michigan | | | | | | | |
| Minnesota | 100.00% | 80.00% | 80.00% | \$22.30 | \$43.85 | \$0.00 | \$21.55 |
| Missouri | 100.00% | Varies | Varies | \$0.00 | \$0.00 | \$11.00 | \$40.57 |
| Montana | 100.00% | 80.00% | No | \$18.60 | \$18.60 | \$0.00 | \$18.00 |
| Nebraska | 100.00% | 80.00% | 50.00% | \$0.00 | \$0.00 | \$14.25 | \$44.70 |
| Nevada | 100.00% | 50%-80% | None | Included in med. cost | | | |
| New Mexico | 100%/Cigna United Dental | 80.00% No Percentage | 50.00% Reduced Co-Pay | \$14.43 | \$41.70 | \$9.62 | \$27.79 |
| | | | | \$7.23 | \$21.81 | \$4.81 | \$14.53 |
| North Dakota | \$10 office visit deductible - 100% | 50% - 80% | 50.00% | \$0.00 | \$0.00 | \$18.87 | \$59.84 |
| | | | | | | | |
| Oklahoma | 100.00% | 60%-85% | 60%/\$1500 max | In benefit allowance | 39.72 in benefit allowance | \$19.78 | \$79.44 |
| Oregon | New plan, specifics not yet available. | | | | | | |
| South Dakota | 100.00% | 1st \$100 at 100%, then 60% | | \$0.00 | \$0.00 | \$13.64 | \$38.98 |
| Texas | | | | | | | |
| Utah | 100.00% | 100.00% | 50%/ \$1500 max. | \$35.27 | \$65.26 | \$0.00 | \$0.00 |
| Washington | | | | | | | |
| Wisconsin | Varies | by | HMO. | \$10.00 avg | \$21.50 avg | Varies | by plan. |
| Wyoming | 100.00% | 50.00% | None | \$0.00 | \$0.00 | \$6.62 | \$15.56 |
| Preventative dental is included, optional expanded available. | | | | | | | |

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| Table 19: Vision Care | | | | | | | | | | | | |
|-----------------------|---|------------|--|--------------------------|---|---|-----------------------|-----------------------|--------------------------|-------------------|---------------------|-------------------|
| State | Coverage | Timeframe | SPV/CL/ Lenses & Frames | Timeframe | CONTACT Lenses | Timeframe | Employee Contribution | Employee Contribution | Monthly Contribution | Employee & Spouse | Employee & Children | Employee & Family |
| Arizona | \$10 pymt for annual visit for exam/lenses/frames | | | | \$100 maximum coverage if elective, 100% if medically necessary | Annually | | | \$7.49 | | | \$19.85 |
| Arkansas | Copayment | Once/24mth | | | | | | | Included in Medical cost | | | |
| Colorado | Vision care is available. | | | | | | | | | | | |
| Idaho | \$32.00 coverage | Once/12mth | \$16.00 - Lenses \$30.00 - Frames | Once per 24 mths | \$100 per pair | | | | Included in Medical cost | | | |
| Illinois | Vision care is available. | | | | | | | | | | | |
| Indiana | | | | | | | | | | | | |
| Iowa | N/A | | | | | | | | | | | |
| Kansas | \$50 copay | Once/12mth | \$25.00 copayment | Once/24mths | \$150.00 max | Once/24mths | \$0.00 | \$0.00 | \$4.62 | \$9.23 | \$8.30 | \$12.91 |
| Louisiana | N/A | | | | | | | | | | | |
| Michigan | | | | | | | | | | | | |
| Minnesota | Covered by Medical | | N/A | | N/A | | N/A | N/A | N/A | N/A | N/A | N/A |
| Missouri | \$10 copay | Once/12mth | \$25 copay lenses \$80-\$120 allowance | Once/12mth Once/24mth | \$100 allowance in addition to exam | Once/12mth | | | \$7.58 | | | \$19.49 |
| Montana | \$10 copay | 28mth | \$25 copay | 28mth | \$105 coverage benefit | 28mth | | | \$5.58 | \$8.94 | \$9.13 | \$16.30 |
| | No premium cost for routine exam | | | | | | | | | | | |
| Nebraska | \$10 copay | Once/12mth | \$10 copay lenses, add. \$10 copay frames | Once per 24 months | \$10 copay exam \$105 for lenses | Once/12mths Once/24mths, 12mths disposable | | | \$6.30 | \$10.08 | \$10.29 | \$16.59 |
| Nevada | \$10 copay | Once/12mth | \$25 copay | Once/24mth | varies | Once/12mth | | | Included in Medical cost | | | |
| New Mexico | \$30 copay, reimbursed | Once/12mth | Lenses: Frames: | Once/12mth Once/24mth | Allowance provided | | 2.66 | \$7.99 | \$1.77 | | | \$5.33 |
| North Dakota | N/A | | | | | | | | | | | |
| Oklahoma | Vision care is available. | | | | | | | | | | | |
| Oregon | N/A | | | | | | | | | | | |
| South Dakota | 100% of the first \$75 of vision costs, 60% of the next \$350 expenses, with max \$285 per person benefit per year. | | | | | | | | \$8.45 | \$10.87 | \$14.95 | \$20.70 |
| | | | | | 20% off contacts | | | | | 1 dependent | 2 dependents | 3+ dependents |
| Texas | | | | | | | | | | | | |
| Utah | \$5 for glasses \$15 for contacts | Once/12mth | 100% coverage lenses \$30-\$70 copay frames | | 6 pair Vistavue lenses 50% disposable Acuvue lenses | | | | \$3.60 | | | \$3.60 |
| Washington | | | | | | | | | | | | |
| Wisconsin | Varies | by | plan (HMO). | | | | N/A | N/A | N/A | N/A | N/A | N/A |
| Wyoming | N/A | | | | | | | | | | | |

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| Table 20 - Life & Other Insurance | | | | | |
|---|---------------------------|--|--|---|---|
| | State Paid Life Insurance | Maximum Amount of Coverage | State Cost Per \$1,000 Per Month | State Paid Life Insurance Coverage for Spouse | State Paid Life Insurance Coverage for Dependents |
| Arizona | \$10,000 | 3 x salary | \$0.314 | No | No |
| Arkansas | \$0.00 | | \$0.00 | No | No |
| Colorado | \$12,000 | \$12,000 | \$0.18 | No | No |
| Idaho | 1 x salary | | \$0.08- \$4.88 | \$3,000 | No |
| Illinois | 1 x salary | 4 x salary (emp opt) | \$0.41 | No | No |
| Indiana | | | | | |
| Iowa | \$10,000 | Employee pd. \$40,000 | \$0.30 | No | No |
| Kansas | 1.5 x salary | | \$0.30 | No | No |
| Louisiana | 1.5 x salary | \$40,000 | \$0.46 | No | No |
| Michigan | | | | | |
| Minnesota | 1 x salary | | varies | No | No |
| Missouri | \$15,000 | \$15,000 | \$0.29 | No | No |
| Montana | \$12,000 | \$200,000 | \$0.23 | No | No |
| Nebraska | \$10,000 | | \$0.20 | No | No |
| Nevada | \$40,000 | | \$0.40 | \$2,000 | \$2,000 |
| New Mexico | \$40,000 | or up to \$280,000* | \$0.18 - \$0.225 | \$10,000 | \$5,000 |
| *Up to \$280,000 based on employee's pay rate: Optional; Includes Basic Life and AD&D coverage. | | | | | |
| North Dakota | \$1,300 | up to \$200,000 | \$0.215 | No | No |
| Oklahoma | \$20,000 | 5 x salary to \$300,000 | 0.25 on 1st \$40,000 age rated above \$40,000 | No | No |
| Oregon | \$5,000 | \$260,000 | N/A | No | No |
| South Dakota | \$25,000 | opt. 5 x sal. to a max of \$350,000 | Included in H I premium | No | No |
| Texas | | | | | |
| Utah | \$18,000 | | 0.17 | No | No |
| Washington | | | | | |
| Wisconsin | 2 x salary | 5 X salary | \$0.07- \$0.48 | No | No |
| Wyoming | \$50,000 | | \$0.22 | No | No |
| | | | | | |
| | | | | | |

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| Table 21: Accidental Death and Dismemberment and Long Term Disability Coverage | | | | | | |
|--|---|---|---|--|------------------|-----------------------------|
| State | State Paid Accidental Death and Dismemberment | State Paid Long Term Disability Coverage | Not State Paid Accidental Death and Dismemberment | Not State Paid Long Term Disability Coverage | Cost | Cost |
| Arizona | \$10,000.00 | 66.67% | N/A | N/A | | |
| Arkansas | No | No | N/A | N/A | | |
| Colorado | Yes, \$12,000 | Yes, 60% | No | Yes | | |
| Idaho | Yes | Yes | N/A | N/A | | |
| Illinois | Yes | Yes | N/A | N/A | | |
| Indiana | | | | | | |
| Iowa | \$10,000 | 60% (\$2000/max per mo) | Yes | N/A | | |
| Kansas | No | 66.66% | No | No | | |
| Louisiana | No | No | N/A | N/A | | |
| Michigan | | | | | | |
| Minnesota | No | No | Yes | Varies | | Varies |
| Missouri | No | Max 60% salary | N/A | N/A | | |
| Montana | No | No | N/A | N/A | | |
| Nebraska | No | No | \$5,200 Coverage | \$5,000 max per mo. | \$.10 per month | Varies by age and 6 options |
| Nevada | Yes | Yes-60% (\$7,500) | N/A | N/A | | |
| New Mexico | \$40,000* | 60% salary(up to\$5000/mo) | No | No | | |
| North Dakota | \$1,300 | 25% of salary | N/A | N/A | | |
| Oklahoma | \$20,000 | Yes | N/A | N/A | ee = \$4.04 | |
| Oregon | No | No | N/A | N/A | | |
| South Dakota | \$25,000 purchase added insurance | 50% of highest any 3 yrs before disability | Yes | N/A | | |
| Texas | | | | | | |
| Utah | No | Yes | \$250,000 maximum | \$.95 per \$25,000 coverage(S) \$1.28 per \$25,000 coverage(F) | | NA |
| Washington | | | | | | |
| Wisconsin | Included with Life Ins. | Included with Life Ins. | | | | |
| Wyoming | Included with Life Ins. | No | N/A | N/A | | |

* New Mexico - An additional \$10,000 available if employee was wearing a seatbelt.

(S): Single , (F): Family

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| Table 22: Long Term Care | | |
|--------------------------|---|---|
| State | Benefit | Plan Coverage |
| Arizona | N/A | |
| Arkansas | N/A | |
| Colorado | N/A | Provided by Public Employee Retirement Association up to 2 years. |
| Idaho | N/A | |
| Illinois | N/A | |
| Indiana | | |
| Iowa | N/A | |
| Kansas | 3yrs, \$164,250 max. 5yrs, \$273,750 max. Lifetime, Unlimited | 100% Daily benefit, LTC facility, Assisted Living Facility 50% Daily benefit, Home or Community Care |
| Louisiana | N/A | |
| Michigan | | |
| Minnesota | N/A | |
| Missouri | N/A | |
| Montana | | 100% daily benefit - LTC facility; 60% daily benefit - assisted living facility; 50% home care |
| Nebraska | 3yrs, \$36,000 max. 6yrs, \$72,000 max. Unlimited, Unlimited | Plan 1: LTC facility & professional home care Plan 2: LTC facility & professional home care with nonforfeiture provision Plan 3: LTC facility & professional home care with total home care Plan 4: LTC facility & professional home care with total home care nonforfeiture provision |
| Nevada | Maximum Daily Benefits \$50-\$140 per day 3yr. max. payable | Home Care & Nursing Home Care Plan Total Home Care & Nursing Home Care Plan |
| New Mexico | N/A | |
| North Dakota | N/A | |
| Oklahoma | N/A | |
| Oregon | \$40-\$140 per day | Implementation in 2000. |
| South Dakota | N/A | |
| Texas | | |
| Utah | N/A | |
| Washington | N/A | |
| Wisconsin | Currently, three state-approved private | insurers. No state contribution-state just monitors plans. |
| Wyoming | N/A | |

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| 23 Retirement Benefits | | | | | | | |
|------------------------|-----------------------|---------------------------------------|--------------|--|--------------------|--|-----------------------------|
| | Employer | | | Full Benefit Requirements | | Pension Benefits Formula | |
| State | Employer Contribution | Employee Contribution | Vesting | Minimum Age | Years of Service | AFC: Average Final Compensation | Employee In Social Security |
| Arizona | 2.66% | 2.66% | 5 years | Rule of 80 | | 2.1% x years x AFC (3 years) | Yes |
| Arkansas | 10.00% | 0.00% | 5 years | Any age | and 30 years | 1.70% x years x AFC (4 years) | Yes |
| Colorado | 11.40% | 8.00% | 5 years | 55 | and 30 years | 2.50% x AFC (3 years) | No |
| Idaho | 11.61% | 6.97% | 5 years | Rule of 90 | | 1.917% x years x AFC (3.5 years) | Yes |
| Illinois | 9.70% | 0.00% | 8 years | Any age | and 35 years | 1.67% x years x AFC (4 years) | Yes |
| Indiana | 9.20% | 0.00% | 10 years | 55 | and 30 years | Highest 5 years | Yes |
| Iowa | 5.75% | 3.70% | 4 years (55) | Rule of 88 | | 60.00% x AFC (3 years) x YOS/30 | Yes |
| Kansas | 3.38% | 4.00% | 10 years | 65 and 1 yrs.; 62 and 10 yrs.; 60 and 35 yrs.; Any age and 40 years; (Rule of 85) | | 1.75% x years x AFC, higher of: (4 years with sick and annual leave added) or 3 yr avg. w/o | Yes |
| Louisiana | 12.30% | 7.50% | 10 years | 55 and 25 yrs.; 60 and 10 yrs.; any age and 30 years | | 2.50% x years x AFC (3 years) | No |
| Michigan | | | | | | | |
| Minnesota* | 4.00% | 4.00% | * 3 years | 65 | or Rule of 90 | 1.50% x years x AFC (5 years) | Yes |
| Missouri | 11.91% | 0.00% | 5 years | Rule of 80 | | 1.60% x years x AFC (3 years) | Yes |
| Montana | 6.80% | 6.80% | 5 years | Any age | and 30 years | 1.785% x years x AFC (Highest 3 years) | Yes |
| Nebraska | 6.75% | 4.33% | 5 years | 55 | and 5 years | No formula; annuity program | Yes |
| Nevada** | 9.75% | 9.75% | 5 years | Any age | and 30 years | 2.50% x years x AFC (3 years) | No |
| New Mexico | 16.59% | 7.42% | 5 years | Any age | and 26 yrs, 8 mos. | 3.00% x years x AFC (Highest 3 years pay) | Yes |
| North Dakota | 4.12% | 4.00% | 3 years | Rule of 85 | | 1.89% x years x AFC (3 years) Highest 36 out of last 120 months | Yes |
| Oklahoma | 10.00% | 3% of \$25,000 3.5% above \$25,000 | 8 years | Rule of 80, or Rule of 90 (after 07/92) | | 2.00% x years x AFC (highest 3 of last 5 years) | Yes |
| Oregon*** | 7.93% | 6.00% | 5 years | 58 | or 30 years | 1.67% x years x AFC | Yes |
| South Dakota | 5.00% | 5.00% | 5 years | 55 | and 30 years | 1.475% x Final Avg Salary x Credit Svc before July 1, 1998. Plus 1.3% x Final Avg Salary x Credit Svc after July 1, 1998. | Yes |
| Texas | 6.00% | 6.00% | 10 years | 50 | and 30 years | 2.00% x years x AFC (3 years) | Yes |
| Utah | 15.66% | 0.00% | 4 years | 65 | or 30 years | 2.00% x years x AFC (3 years) | Yes |
| Washington | | | | | | | |
| Wisconsin | 11.60% | 0.00% | immediate | 57 | and 30 years | 1.60% x years x AFC (3 years) | Yes |
| Wyoming | 11.25% | 0.00% | 4 years | Rule of 85 | | 2.00% x years x AFC (3 years) | Yes |
| Central Ave | 8.84% | 3.90% | 6 years | | | | |

* Minnesota - 3 years or 1 year if at least age 65

** Nevada - Employees may elect the Employer Paid Retirement Plan and contribute on a pre-tax basis by way of salary reduction.

*** Oregon - State pays the Employees contribution, given in lieu of wage increase in 1979.

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| Table 24 Retirement Benefits | | | | | |
|------------------------------|----------------------|---------------------------|---|---|----------------------|
| State | Defined Benefit Plan | Defined Contribution Plan | Cost of Living Adjustment | 457/Deferred Contribution Plan | 401(K) Plan |
| Arizona | x | | Annually, FY98(\$10.71* yrs of service added to annual benefit amount) | Yes, No State Cont. | |
| Arkansas | x | | Annually, FY99 - 3% | Yes, No State Cont. | |
| Colorado | x | | N/A | Yes, No State Cont. | |
| Idaho | x | | Periodically | Yes, No State Cont. | |
| Illinois | x | | Annually | Yes, No State Cont. | |
| Indiana | | | | | |
| Iowa | x | | Yes, FY99 - 1.33% (1 time pymt each yr) | Yes, No State Cont. | |
| Kansas | x | | Periodically, FY98 - 3.00% | Yes, No State Cont. | |
| Louisiana | x | | N/A | Yes, No State Cont. | |
| Michigan | | | | | |
| Minnesota | x | | Periodically | Yes, State Cont. varies \$100 - \$200 per fiscal year | |
| Missouri | x | | Yes, 2 Plans: Capped retirees 1.246% Noncapped - 4.00% min. and 5% max. | Yes, State Cont. \$25/mth, match | |
| Montana | x | | Yes, FY98 - 1.50% | Yes, No State Cont. | |
| Nebraska | | x | N/A | Yes, No State Cont. | |
| Nevada | x | | Periodically | Yes, No State Cont. | |
| New Mexico* | x | | Yes, 3% after 1yr, if 65* | Yes, No State Cont. | Law Enforcement only |
| North Dakota | x | | N/A | Yes, No State Cont. | |
| Oklahoma | x | | Ad Hoc with 10+ yrs no more than 25% | \$25/mth, match plan is 401(a) | |
| Oregon | x | x | Yes, 2.00% annual | Yes, No State Cont. | |
| South Dakota | x | | Yes, 3.1% | Yes, No State Cont. | |
| Texas | | | | | |
| Utah | x | | Yes, FY99 - 1.6% | Yes, No State Cont. | Yes |
| Washington | | | | | |
| Wisconsin | x | | N/A | Yes, No State Cont. | No |
| Wyoming | x | | Yes, FY99 - 2.5% | Yes, No State Cont. | |

*New Mexico - 3% after two years retirement, if not age 65 or not due to disability.

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| Table 25 - Flexible Benefits | | | | |
|------------------------------|---------------------|----------------------------|----------------|--------------------------------|
| State | Health Care Pre-Tax | Flexible Spending Accounts | | State Paid Child |
| | Premium Option | Health Care | Dependent Care | Care Expenses or Facilities |
| Arizona | Yes | Yes | Yes | On site facility-not paid |
| Arkansas | Yes | Yes | Yes | No |
| Colorado | Yes | Yes | Yes | No |
| Idaho | Yes | Yes | Yes | No |
| Illinois | N/A | Yes | Yes | No |
| Indiana | | | | |
| Iowa | Yes | Yes | Yes | No |
| Kansas | Yes | Yes | Yes | No |
| Louisiana | Yes | No | Yes | No |
| Michigan | | | | |
| Minnesota | Yes | Yes | Yes | No |
| Missouri | Yes | Yes | Yes | No |
| Montana | Yes | Yes | Yes | No |
| Nebraska | Yes | Yes | Yes | No |
| Nevada | Yes | Yes | Yes | No |
| New Mexico | Yes | Yes | Yes | No |
| North Dakota | N/A | Yes | Yes | No |
| Oklahoma | Yes | Yes | Yes | No |
| Oregon | N/A | N/A | Yes | No |
| South Dakota | Yes | Yes | Yes | No |
| Texas | | | | |
| Utah | No | Yes | Yes | No |
| Washington | N/A | N/A | N/A | N/A |
| Wisconsin | Yes | Yes | Yes | No |
| Wyoming | Yes | Yes | Yes | No |

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| Table 26: Flexible Benefits | | | |
|-----------------------------|---------------------|----------------|---|
| | State Provided | State Provided | |
| | Employee Assistance | Wellness | Wellness Program |
| State | Program | Program | Components |
| Arizona | Yes | Yes | Health screenings, weight control, smoking cessation, health classes stress mgmt., nutrition, library: books, video, audio, newsletter. |
| Arkansas | Yes | No | |
| Colorado | Yes | No | |
| Idaho | Yes | Yes | Included in medical plan, screening, physicals, wellness publications. |
| Illinois | Yes | No | |
| Indiana | | | |
| Iowa | Yes | Yes | Information provided to employees. |
| Kansas | Yes | Yes | Health Risk Appraisal, Employee Assistance Program, Self Care, Blood Pressure, Exercise Equipment |
| Louisiana | Yes | Yes | Health Screenings, Newsletter |
| Michigan | | | |
| Minnesota | Yes | Yes | Newsletters, Health Screenings, Discussion Groups, Health Seminars |
| Missouri | Yes | Yes | CPR Classes, Health First Classes/Nutrition & Weight Loss, Blood Pressure Checks, Speakers (health related topics), Flu Shots, Health Fair, First Aid, Stress Mgmt., Fitness Center |
| Montana | Yes | Yes | Health Screenings, Group competitions, Food and Fitness |
| Nebraska | Yes | Yes | Blood Pressure, Chemistry Profile, Fitness Walks, Safety & Relationship programs: Free or discounted price |
| Nevada | Yes | Yes | PPO Plan-flu shots, health risk appraisal, blood chemistry panel, blood pressure, prostate screening analysis. |
| New Mexico | Yes | No | Varies by Agency: additional 30 minutes at lunch, 3x a week for exercise |
| North Dakota | Yes | No | |
| Oklahoma | Yes | Yes | Qtrly newsletter, Health Fairs, Health & Wellness Training for Wellness Coordinators, WebPage, Health risk appraisals |
| Oregon | Yes | Yes | N/A |
| South Dakota | No | Yes | Health screenings, Healthwise classes, Flu shots. Prenatal Program, Video Lending Library, Fitness Center Discounts, Wellness Seminar Series |
| Texas | | | |
| Utah | Some | Yes | Health screenings, rebates, health seminars, add'l 30 minutes at lunch 3 times a week for exercise, flu shots |
| Washington | N/A | N/A | N/A |
| Wisconsin | Yes | Yes | Health fairs. |
| Wyoming | Yes | Yes | h and Wellness screening program. |

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| Table 27: Miscellaneous Benefits | | | | | | | | | | | |
|----------------------------------|---------------------------|---------------------|-------------------------------------|----------------|---------------------------|----------------|--------------------|--|-------------------|-----------------------------------|---------------|
| State | Full Time Work Week Hours | Paid Time for Lunch | Paid Time for Rest Periods Each Day | ex-Tim Allowed | Mileage Cents per Mile \$ | Per Diem Meals | Per Diem Lodging's | Highest State Garage Parking fee (monthly employee paid) | Uniforms Provided | Tools & Safety Equipment Provided | Severance Pay |
| Arizona | 40 | No | 30 minutes | Yes | \$0.310 | \$28.00 | varies | N/A | | Yes | No |
| Arkansas | 40 | No | 30 minutes | Yes | \$0.28 | Actual | Actual | No charge | Yes | Yes | No |
| Colorado | 40 | No | 30 minutes | Yes | \$0.28 | \$26.00 | Actual | Prevailing | Some | Mixed | No |
| Idaho | 40 | No | 30 minutes | Yes | \$0.31 | \$20.00 | Actual | \$25.00 | Yes | Yes | No |
| Illinois* | 37.5 | No | 30 minutes | Yes | \$0.30 | \$22.50 | \$50-70 | N/A | Yes | Yes | Yes* |
| Indiana | 37.5 or 40 | No | 30 minutes | Yes | \$0.28 | \$24.00 | \$65.00 | N/A | N/A | N/A | N/A |
| Iowa | 40 | No | 30 minutes | Yes | \$0.21 | \$18.75 | \$40.00 | No charge | Some | Yes | No |
| Kansas | 40 | No | Varies | Yes | \$0.32 | \$28.00 | \$54.00 | \$9.24 | Some | Yes | No |
| Louisiana | 40 | No | Yes | Yes | \$0.28 | \$26.00 | \$55.00 | No charge | Yes | Yes | Yes |
| Michigan | | | | | | | | | | | |
| Minnesota | 40 | No | 30 minutes | Yes | \$0.31 | \$31.00 | Actual | Varies | Yes | Yes | Yes |
| Missouri | 40 | No | 30 minutes | Yes | \$0.295 | Actual | Actual | No charge | Yes | Yes | No |
| Montana | 40 | Some | 30 minutes | Yes | \$0.28 | \$23.00 | \$36.40 | No charge | Some | Some | No |
| Nebraska | 40 | Troopers | 30 minutes | Yes | \$0.31 | \$34.00 | \$48.00 | \$30.00 | Yes | Mixed | No |
| Nevada | 40 | No | 30 minutes | Yes | \$0.31 | \$26.00 | \$43.00 | No charge | Yes | Mixed | No |
| New Mexico | 40 | No | 30 minutes | Yes | \$0.25 | \$22.50 | \$65-95 | No charge | Some | Some | No |
| North Dakota | 40 | No | 30 minutes | Yes | \$0.25 | \$20.00 | \$39+ tax | No charge | Some | Some | Yes |
| Oklahoma | 40 | No | 30 minutes | Yes | \$0.31 | \$25.00 | \$40.00 | No charge | Some | Yes | No |
| Oregon** | 40 | No | 30 minutes | Yes | \$0.30 | \$30.00 | \$50.00 | **\$55.00 | Some | Some | No |
| | | | | | own veh.\$0.275 | Out \$32.00 | | | | | |
| South Dakota | 40 | No | 30 minutes | Yes | \$0.29 | \$23.00 | \$35.00 | | Some | Some | No |
| Texas | 40 | No | Varies | Yes | \$0.28 | \$25.00 | \$55.00 | Higher Ed., varies | Varies | Yes | No |
| Utah | 40 | No | 30 minutes | Yes | \$0.31 | \$34.00 | \$55.00 | No charge | Yes | Some | Yes, exempt |
| Washington | | | | | | | | | | | |
| Wisconsin | 40 | No | Varies | Yes | \$0.29 | \$31.00 | \$52.00 | \$68.25 | Some | Yes | No |
| Wyoming*** | 40 | No | 30 minutes | Yes | \$0.28 | \$60.00 *** | | No charge | Yes | Yes | No |

*Illinois - Only upon a closing of a facility.

**Oregon - \$100 in Portland for a few employees.

***Wyoming - covers in-state travel for both lodging and meals. Out of State is actual expenses.

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| State | Total Compensation | Wage | Health Insurance | Dental Insurance | Vacation | Retirement | State Contribution | Other | Health Insurance % | Dental Insurance % | Vacation % | Retirement % | State Contribution % | Other % | Total Compensation |
|--------------|--------------------|--------|------------------|------------------|----------|------------|--------------------|---------|--------------------|--------------------|------------|--------------|----------------------|---------|--------------------|
| ARIZONA | \$27,582.00 | 120 | 96 | 80 | \$359.88 | \$3.14 | \$35.00 | \$19.85 | 2.85% | 6.20% | 1.45% | | | | |
| per hour | \$13.26 | \$0.77 | \$0.61 | \$0.51 | \$2.08 | \$0.02 | \$0.20 | \$0.11 | \$0.38 | \$0.82 | \$0.19 | \$5.69 | 42.91% | \$18.95 | |
| ARKANSAS | \$27,913.00 | 144 | 96 | 96 | \$281.00 | | \$0.00 | | 10.00% | 6.20% | 1.45% | | | | |
| per hour | \$13.42 | \$0.93 | \$0.62 | \$0.62 | \$1.51 | | | | \$1.34 | \$0.83 | \$0.19 | \$6.04 | 45.02% | \$19.46 | |
| COLORADO | \$37,032.00 | 120 | 80 | 80 | \$167.90 | \$2.16 | \$55.71 | | 11.40% | | 1.45% | | | | |
| per hour | \$17.80 | \$1.03 | \$0.68 | \$0.68 | \$0.97 | \$0.01 | \$0.32 | | \$1.94 | | \$0.26 | \$5.90 | 33.12% | \$23.70 | |
| IDAHO | \$32,115.00 | 120 | 96 | 80 | \$283.33 | \$4.88 | \$11.99 | | 11.61% | 6.20% | 1.45% | | | | |
| per hour | \$15.44 | \$0.89 | \$0.71 | \$0.59 | \$1.63 | \$0.03 | \$0.07 | | \$1.79 | \$0.96 | \$0.22 | \$6.90 | 44.71% | \$22.34 | |
| ILLINOIS | \$36,755.00 | 120 | 96 | 100 | \$458.60 | \$15.08 | \$28.38 | | 9.70% | 6.20% | 1.45% | | | | |
| per hour | \$17.67 | \$1.02 | \$0.82 | \$0.85 | \$2.63 | \$0.09 | \$0.15 | | \$1.39 | \$1.10 | \$0.26 | \$8.30 | 46.97% | \$25.97 | |
| IOWA | \$35,230.00 | 120 | 144 | 88 | \$398.70 | \$3.00 | \$15.58 | | 5.75% | 6.20% | 1.45% | | | | |
| per hour | \$18.94 | \$0.98 | \$1.17 | \$0.72 | \$2.30 | \$0.02 | \$0.09 | | \$0.97 | \$1.05 | \$0.25 | \$7.54 | 44.54% | \$24.48 | |
| KANSAS | \$28,542.00 | 120 | 96 | 80 | \$295.98 | \$12.82 | \$18.89 | \$12.91 | 3.38% | 6.20% | 1.45% | | | | |
| per hour | \$13.72 | \$0.79 | \$0.63 | \$0.53 | \$1.71 | \$0.07 | \$0.11 | \$0.07 | \$0.46 | \$0.85 | \$0.20 | \$5.43 | 39.58% | \$19.15 | |
| LOUISIANA | \$25,813.00 | 144 | 192 | 88 | \$223.81 | \$17.80 | \$0.00 | | 12.30% | | 1.45% | | | | |
| per hour | \$12.41 | \$0.86 | \$1.15 | \$0.53 | \$1.29 | \$0.10 | | | \$1.48 | | \$0.18 | \$5.58 | 44.98% | \$17.99 | |
| MINNESOTA | \$37,876.00 | 130 | 104 | 88 | \$482.82 | | \$43.85 | | 4.00% | 6.20% | 1.45% | | | | |
| per hour | \$18.21 | \$1.14 | \$0.91 | \$0.77 | \$2.67 | | \$0.25 | | \$0.73 | \$1.13 | \$0.26 | \$7.87 | 43.20% | \$26.08 | |
| MISSOURI | \$28,388.00 | 120 | 120 | 96 | \$183.00 | \$4.35 | \$0.00 | \$19.49 | 11.91% | 6.20% | 1.45% | | | | |
| per hour | \$12.69 | \$0.73 | \$0.73 | \$0.59 | \$0.94 | \$0.03 | | \$0.11 | \$1.51 | \$0.79 | \$0.18 | \$5.61 | 44.21% | \$18.30 | |
| MONTANA | \$28,186.00 | 120 | 96 | 84 | \$230.64 | \$2.76 | \$18.60 | \$16.30 | 6.80% | 6.20% | 1.45% | | | | |
| per hour | \$13.55 | \$0.78 | \$0.63 | \$0.55 | \$1.33 | \$0.02 | \$0.11 | \$0.09 | \$0.91 | \$0.84 | \$0.20 | \$5.45 | 40.21% | \$19.00 | |
| NEBRASKA | \$29,057.00 | 144 | 144 | 96 | \$444.23 | \$2.00 | \$0.00 | \$16.59 | 6.75% | 6.20% | 1.45% | | | | |
| per hour | \$13.97 | \$0.97 | \$0.97 | \$0.64 | \$2.56 | \$0.01 | | \$0.10 | \$0.94 | \$0.87 | \$0.20 | \$7.26 | 51.98% | \$21.23 | |
| NEVADA | \$34,791.00 | 120 | 120 | 88 | \$264.51 | \$16.00 | | | 9.75% | | 1.45% | | | | |
| per hour | \$16.73 | \$0.96 | \$0.96 | \$0.71 | \$1.53 | \$0.09 | | | \$1.63 | | \$0.24 | \$6.13 | 36.64% | \$22.86 | |
| NEW MEXICO | \$28,134.00 | 120 | 96 | 84 | \$280.28 | \$9.20 | \$41.70 | \$5.33 | 16.59% | 6.20% | 1.45% | | | | |
| per hour | \$13.53 | \$0.78 | \$0.62 | \$0.55 | \$1.50 | \$0.05 | \$0.24 | \$0.03 | \$2.24 | \$0.84 | \$0.20 | \$7.08 | 52.34% | \$20.61 | |
| NORTH DAKOTA | \$28,932.00 | 120 | 96 | 84 | \$401.67 | \$0.28 | \$0.00 | | 4.12% | 6.20% | 1.45% | | | | |
| per hour | \$13.91 | \$0.80 | \$0.64 | \$0.56 | \$2.32 | \$0.002 | | | \$0.57 | \$0.86 | \$0.20 | \$5.96 | 42.86% | \$19.87 | |
| OKLAHOMA | \$28,193.00 | 144 | 120 | 80 | \$343.65 | \$5.00 | \$39.72 | | 10.00% | 6.20% | 1.45% | | | | |
| per hour | \$12.59 | \$0.87 | \$0.73 | \$0.48 | \$1.98 | \$0.03 | \$0.23 | | \$1.42 | \$0.78 | \$0.18 | \$6.71 | 53.26% | \$19.30 | |
| OREGON | \$31,784.00 | 120 | 96 | 80 | N/A | \$1.10 | | | 7.93% | 6.20% | 1.45% | | | | |
| per hour | \$15.27 | \$0.88 | \$0.70 | \$0.59 | \$0.00 | \$0.01 | | | \$1.21 | \$0.95 | \$0.22 | \$4.56 | 29.85% | \$19.83 | |
| SOUTH DAKOTA | \$25,555.00 | 120 | 112 | 80 | \$247.69 | N/A | \$0.00 | \$20.70 | 5.00% | 6.20% | 1.45% | | | | |
| per hour | \$12.29 | \$0.71 | \$0.66 | \$0.47 | \$1.43 | \$0.00 | \$0.00 | \$0.12 | \$0.81 | \$0.76 | \$0.18 | \$4.95 | 40.25% | \$17.23 | |
| UTAH | \$33,283.00 | 130 | 104 | 88 | \$558.97 | \$3.06 | \$65.26 | \$3.60 | 15.66% | 6.20% | 1.45% | | | | |
| per hour | \$16.00 | \$1.00 | \$0.80 | \$0.88 | \$3.22 | \$0.02 | \$0.38 | \$0.02 | \$2.51 | \$0.99 | \$0.23 | \$9.85 | 61.56% | \$25.85 | |
| WASHINGTON | \$34,344.00 | 138 | 96 | 88 | \$358.00 | \$2.12 | \$38.68 | | 4.60% | 6.20% | 1.45% | | | | |
| per hour | \$16.51 | \$1.08 | \$0.76 | \$0.70 | \$2.07 | \$0.01 | \$0.21 | | \$0.92 | \$1.05 | \$0.25 | \$7.12 | 43.12% | \$23.63 | |
| WISCONSIN | \$34,300.00 | 120 | 104 | 100 | \$557.04 | \$32.92 | \$21.50 | | 11.60% | 6.20% | 1.45% | | | | |
| per hour | \$16.49 | \$0.95 | \$0.82 | \$0.79 | \$3.21 | \$0.19 | \$0.12 | | \$1.99 | \$1.02 | \$0.24 | \$9.35 | 56.69% | \$25.84 | |
| WYOMING | \$27,600.00 | 120 | 96 | 72 | \$180.00 | \$11.00 | \$0.00 | | 11.25% | 6.20% | 1.45% | | | | |
| per hour | \$13.27 | \$0.77 | \$0.61 | \$0.46 | \$1.10 | \$0.06 | | | \$1.49 | \$0.82 | \$0.19 | \$5.50 | 41.49% | \$18.77 | |
| AVERAGE | | | | | | | | | | | | | | | |

Note: When variable rates were listed, the highest rate was used in these calculations.
The highest amount of state contribution for health insurance and dental insurance (family or single plan) was also used.
The highest amount of vacation leave accrual for 5 years of service was used.

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