



2024 Market and Benefits Survey

January 8, 2025

Special Committee on State Employee Compensation

Kraig Knowlton

Deputy Secretary

Kansas Department of Administration

2024 Market Survey

2024 Market Survey

- The 2023 survey had 101 benchmarks, with 6,983 employees in those benchmarks at the time the survey was conducted.
- 39 new benchmarks were added to the survey in 2024, for a total of 140, with 9,943 employees in those benchmarks.
 - This is a 42% increase in the number of employees in benchmarks from 2023 to 2024.
- When all levels of benchmark jobs were taken into account, the 2023 survey covered a total of 64.8% of the active, benefits-eligible, non-Regents Executive Branch employees as of the end of the last pay period in December 2023.
 - When accounting for all levels of benchmark jobs, the 2024 survey covers a total of 78.6% of the active, benefits-eligible, non-Regents Executive Branch employees as of the end of the last pay period in December 2024.

2024 Market Survey

- In the 2023 survey, 11 of 101 benchmarks were 20% or more below market.
- In the 2024 survey, there were just eight benchmarks out of 140 that were 20% or more below market.
 - That is a decrease of 5.2% from year to year.
- In the 2023 survey, 28 of 101 benchmarks were between 5% below and 5% above market.
- That number increased to 54 of the 140 benchmarks in the 2024 survey.
 - That is a 10.9% increase from last year.
- In the 2023 survey, there were just 19 of 101 benchmarks at or above market.
- In the 2024 survey, 58 of 140 benchmarks were at or above market.
 - That is an increase of 22.6% from year to year.

2024 Benefits Survey

2024 Benefits Survey

The benefits information that is being presented today comes from the National Compensation Association of State Governments (NCASG) benefits survey for the eight states in our comparator market. D of A did not include a benefits component to the survey that was sent to in-state employers. Doing so would have decreased the response rate of our survey, been duplicative with respect to the retirement component of the survey from all public employers, and the likelihood of receiving benefits information from private sector employees was very low. D of A did, however, conduct research on the paid holidays and leave policies of the 45 public employers that responded to the survey, and that information is included in the overview information.

- The State of Kansas provides the fewest number of vacation days to employees out of the eight states in our comparator market.
 - Five of those states provide vacation leave accrual rates of up to 24 or 25 days per year, while the State of Kansas provides accrual of up to 21 days only after an employee has 15 years of service.
- The State of Kansas also provides the fewest number of sick days to employees out of the eight states in our comparator market.
 - Five of those states provide sick leave accrual rates of up to 15 or 30 days per year, while the State of Kansas provides accrual rates of up to 12 days, regardless of years of service.

2024 Benefits Survey

- Of the 45 Local Governments that responded to the 2024 Market Survey, six have a combined Paid Time Off (a combination of sick and vacation leave) of 21-42 days per year while majority of the rest have a similar amount of paid vacation and sick leave days per year as the State of Kansas.
- The State of Kansas has a comparable number of holidays as the eight states in our comparator market, with the notable exception of President's Day, which six of those states provide as a paid holiday.
 - Of the 45 Local Governments that responded to the 2024 Market Survey, 27 have the same 10 paid holidays as the State of Kansas, six have 11 paid Holidays, six have 12 paid holidays and there are six that have less than 10.
- Overall, the State of Kansas is competitive with the other eight states in our comparator market with respect to the cost of Health Insurance and is actually one of the lowest cost states for employee contributions to Health Insurance Premiums when it is an employee only plan.

2024 Benefits Survey

- That is not the case for the Employee + Spouse or the Employee + Family plans where the State of Kansas does not provide as much in the employer share portion of the costs as the other eight states.
- For Prescription Drugs, Dental insurance and Vision insurance, the State of Kansas provides benefits that are very comparable to the eight states in our comparator market.
- Of the 45 Local Governments that responded to the 2024 Market Survey, six have a combined Paid Time off of 21-42 days per year while the State of Kansas and majority other local governments have a similar amount of paid vacation and sick leave days per year.



Appendix

Overview of Market Survey

What is our comparator market?

As determined nearly 15 years ago in the comprehensive pay study by the Hay Group, the market information upon which compensation determinations are made for the State of Kansas workforce is comprised of private and other public employers within Kansas, as well as information from eight surrounding states.

The states included in that group are as follows: Arkansas, Colorado, Iowa, Missouri, Nebraska, New Mexico, Oklahoma and Wyoming.

How is the information compiled?

The Office of Personnel Services (OPS) within the Department of Administration is responsible for compiling this information on an annual basis. For the information from other states, OPS uses information from the National Compensation Association of State Governments (NCASG), which conducts an annual survey of nearly all states.

For the in-state employers, OPS conducts an annual salary survey representing roughly one-half of the State's workforce. The State of Kansas has just under 350 job classifications, along with nearly double that number of unclassified job titles. A survey of that size would simply not be completed by many employers, so only surveying half every year reduces the size of the survey to increase participation while still providing for timely data.

In addition, the survey does not include every level of a job, but instead includes key benchmarks that provide OPS with an overall understanding of the market position of the entire job family. For example, the State of Kansas has five levels of accountant, so rather than including all five of those as benchmarks, only the Accountant III level is included, which then allows OPS to map the market position of the other levels off of that information.

Rather than asking respondents to match titles, OPS provides a description of the duties for each benchmark and asks the employers to provide information for the job in their organization that matches with those duties. Staff from OPS then follow up with respondents to make sure that the comparisons are accurate.

The pay information that is requested is the average pay of all employees performing the duties of a particular benchmark job. While some salary surveys compare salary structures or starting rates, the State of Kansas prefers to use the actual average of employees performing the work, as it captures the full spectrum of employees, from recent hires to very experienced workers.

In 2024, surveys were sent to 506 in-state employers in both the public and private sector. A listing of the 119 employers that responded is provided after the summary of the results of the market survey.

The data from both of these surveys is then combined, with data from in-state employers being weighted at 75% and data from other states weighted at 25%. This weighting recognizes the fact that in general, the State is far more likely to be competing for jobs with in-state employers as opposed to with other states.

For those benchmarks where in-state data is not available, either due to a lack of responses or because the job is one performed only at the state-level, the NCASG data is utilized to determine market rate exclusively.

How are the results of the survey presented?

OPS prepares a summary of the survey every year, with the exact timing depending on when the data from the NCASG is made available. In looking at that document, the column on the far left lists the job classes and titles that were used as benchmarks in the survey, in alphabetical order.

The next three columns of the document show the information for State of Kansas positions. The first of those columns shows the number of employees in the listed benchmark, which is pretty self-explanatory. The second column shows the average hourly rate of those employees. This is base pay only and does not include overtime or any premium pays such as differentials.

The last of those three columns shows the market position of that particular benchmark. That is determined by comparing the average pay to the market rate column and showing the difference as a percentage. A negative number shows that the benchmark is below the market average while a positive number shows that a benchmark is above the market average.

The market rate column shows the average hourly rate for the benchmark, based on the data from the eight columns to the right, the first four of which are from in-state employers and the last four of which are from other State governments. In those columns, the number of employees is a total of the number of employees from respondents that match each particular benchmark.

The number of organizations column shows the number of individual respondents from each group that provided matches, and the hourly rate is the combined average hourly rate of all employers for that particular benchmark.

Finally, the effective date column shows the month and date when the data was collected. NA indicates that there were no matches with other employers on that particular benchmark.

How would this information be used to adjust State employee pay if market-based adjustments are recommended and approved?

The information from the summary would be the basis for all market-based adjustments, with the percentage comparison to market being the determining factor. So, if the average rate of pay of a benchmark is shown as being 20% below market, employees in that benchmark job would receive a pay increase of whatever percentage was approved to reach the target.

For example, if the approved target was to move the benchmark to within 10% of market, employees in the benchmark shown as being 20% below market would receive an increase of approximately 10% in order to bring the average pay for that benchmark to within 10% of market.

To what percentage within the market target each particular benchmark is moved depends on multiple factors and will not be uniform for all benchmarks. For example, a benchmark that includes any classified employees must be adjusted in approximately 2.5% increments in order to align with the classified pay matrix, whereas a benchmark of entirely unclassified employees would not be impacted by that limitation.

As stated above, if a single level of a job classification series was used as a benchmark and is due to receive a market adjustment in accordance with the approved plan, the remaining levels of the series will be adjusted accordingly, as would job classifications and job titles performing substantially similar work. In general, the same adjustment will be applied to all positions within a particular benchmark in order to avoid further compression.

There may be some variation to this in situations where individual employees within a particular benchmark are already significantly over market or where the starting pay for the benchmark remains significantly below market, even after adjustments are made. These exceptions will be recommended by OPS and the Division of the Budget (DOB), with final approval by the Governor's Office.

It is also important to note that certain types of jobs, particularly many Executive-level and management positions, as well as positions in more general job classifications or job titles that do not align with other private and public sector benchmarks or cannot be accurately aligned with benchmarks from other states, do not typically have market data available as they cannot be included in market surveys. Examples of these types of jobs include such job classifications as Director and Manager/Administrator.

2024 Market Summary: Results

2024 Market Survey: Summary Results

Class/Job Title	State of Kansas			Market Rate	In-State Employers				State Governments			
	# Emp.	SOK Avg.	Market Alignment		No. Emp.	No. Org.	Hourly Rate	Eff. Date	No. Emp.	No. Org.	Hourly Rate	Eff. Date
Accountant III	28	\$31.53	-8%	\$34.14	64	26	\$33.05	7/24	358	8	\$37.40	7/24
Accounting Specialist	34	\$20.61	-4%	\$21.54	140	44	\$21.78	7/24	318	8	\$20.80	7/24
Activity Therapist I	23	\$25.28	6%	\$23.82	17	3	\$23.96	7/24	178	6	\$23.41	7/24
Administrative Assistant	275	\$17.39	-7%	\$18.77	675	84	\$18.78	7/23	1766	8	\$18.74	7/24
Administrative Officer	80	\$23.93	-7%	\$25.74	159	43	\$25.27	7/23	780	8	\$27.16	7/24
Advanced Practice Registered Nurse	16	\$70.39	25%	\$56.22	91	10	\$54.23	7/23	157	6	\$62.20	7/24
Agricultural Inspector	27	\$24.62	-5%	\$25.85	5	3	\$25.60	7/23	193	7	\$26.59	7/24
Appeals Referee	14	\$35.60	-2%	\$36.47	NA	NA	NA	NA	131	8	\$36.47	7/24
Applications Developer III	38	\$34.48	-17%	\$41.69	70	12	\$43.48	7/24	353	8	\$36.30	7/24
Applications Development Supv	14	\$41.69	-25%	\$55.44	36	9	\$57.01	7/24	149	6	\$50.73	7/24
Assistant Attorney General	52	\$49.17	2%	\$48.16	6	4	\$43.18	7/24	284	7	\$63.10	7/24
Attorney II	5	\$36.27	-16%	\$43.22	57	34	\$43.44	7/23	444	7	\$42.54	7/24
Building Construction Inspector	5	\$27.87	1%	\$27.65	60	20	\$26.94	7/24	83	5	\$29.77	7/24
Building System Technician	20	\$23.70	-5%	\$24.92	66	23	\$24.92	7/24	545	7	\$24.93	7/24
Business Systems Analyst	34	\$34.53	5%	\$32.75	99	13	\$32.83	7/24	308	8	\$32.50	7/24
Capitol Area Guard II	11	\$18.30	-2%	\$18.59	NA	NA	NA	NA	290	8	\$18.59	7/24
Carpenter Senior	5	\$23.28	-4%	\$24.26	26	10	\$24.80	7/24	413	8	\$22.62	7/24
Certified Nurse Aide II	10	\$23.41	29%	\$18.09	598	17	\$18.02	7/23	3746	8	\$18.31	7/24
Chemist	26	\$28.10	-9%	\$30.89	15	5	\$31.88	7/24	121	7	\$27.91	7/24
Chief Information Officer	14	\$58.32	-12%	\$66.46	21	21	\$66.40	7/24	30	3	\$66.63	7/24
Clinical Chaplain	17	\$28.62	7%	\$26.87	19	5	\$26.46	7/23	100	8	\$28.10	7/24
Communications Coordinator	19	\$29.83	2%	\$29.36	34	19	\$27.94	7/24	202	8	\$33.60	7/24
Communications Specialist II	34	\$27.56	3%	\$26.80	NA	NA	NA	NA	355	8	\$26.80	7/24
Communications Specialist Supervisor	4	\$32.38	-5%	\$34.15	NA	NA	NA	NA	126	5	\$34.15	7/24
Construction Engineer	16	\$37.44	-8%	\$40.82	35	3	\$41.86	7/24	288	6	\$37.70	7/24
Cook Senior	25	\$16.79	-5%	\$17.66	148	30	\$17.37	7/23	601	8	\$18.53	7/24
Coordinator	112	\$26.49	4%	\$25.53	NA	NA	NA	NA	648	5	\$25.53	7/24
Correctional Industries Manager	23	\$29.40	0%	\$29.32	NA	NA	NA	NA	55	6	\$29.32	7/24
Corrections Counselor II	36	\$34.40	21%	\$28.48	NA	NA	NA	NA	1519	7	\$28.48	7/24
Corrections Officer I(B)	527	\$27.90	8%	\$25.94	NA	NA	NA	NA	9289	7	\$25.94	7/24
Corrections Officer II	293	\$30.66	12%	\$27.41	NA	NA	NA	NA	4508	8	\$27.41	7/24
Corrections Supervisor I	265	\$33.33	10%	\$30.21	NA	NA	NA	NA	2438	8	\$30.21	7/24
Corrections Supervisor III	19	\$43.71	20%	\$36.56	NA	NA	NA	NA	478	8	\$36.56	7/24
Custodial Specialist	147	\$16.31	9%	\$14.90	162	41	\$14.08	7/23	833	8	\$17.36	7/24
Custodial Supervisor	16	\$21.43	5%	\$20.38	73	36	\$19.44	7/23	106	7	\$23.18	7/24
Customer Service Rep Sr/RCR Sr	92	\$19.98	-27%	\$27.43	NA	NA	NA	NA	172	6	\$27.43	7/24

Class/Job Title	State of Kansas			Market Rate	In-State Employers				State Governments			
	# Emp.	SOK Avg.	Market Alignment		No. Emp.	No. Org.	Hourly Rate	Eff. Date	No. Emp.	No. Org.	Hourly Rate	Eff. Date
Database Administrator	35	\$37.65	-1%	\$37.86	36	21	\$36.08	7/24	243	7	\$43.20	7/24
Disability Examiner II	2	\$26.98	-5%	\$28.35	2	1	\$28.15	7/23	408	8	\$28.95	7/24
Driver License Examiner	159	\$19.76	-11%	\$22.25	NA	NA	NA	NA	315	5	\$22.25	7/24
EAI Investigator	20	\$33.65	2%	\$33.10	NA	NA	NA	NA	894	6	\$33.10	7/24
Economic Development Representative	23	\$32.76	7%	\$30.75	NA	NA	NA	NA	117	5	\$30.75	7/24
Education Program Consultant	26	\$32.46	8%	\$30.10	73	12	\$27.70	7/24	741	7	\$37.29	7/24
Education/Information Officer	20	\$24.92	-24%	\$32.97	NA	NA	NA	NA	187	7	\$32.97	7/24
Electrician Senior	8	\$24.85	-10%	\$27.50	15	11	\$25.88	7/24	209	7	\$32.35	7/24
Electronics Technician Senior	10	\$25.29	-3%	\$26.10	17	7	\$25.50	7/24	57	7	\$27.88	7/24
Eligibility Consultant	52	\$21.69	-5%	\$22.81	NA	NA	NA	NA	1999	7	\$22.81	7/24
Eligibility Professional	144	\$19.57	-20%	\$24.32	NA	NA	NA	NA	1085	5	\$24.32	7/24
Eligibility Supervisor	22	\$24.47	-19%	\$30.21	NA	NA	NA	NA	563	6	\$30.21	7/24
Enforcement Agent	67	\$28.63	-19%	\$35.31	NA	NA	NA	NA	127	6	\$35.31	7/24
Engineering Associate	91	\$34.02	3%	\$32.96	NA	NA	NA	NA	315	8	\$32.96	7/24
Engineering Technician Sr.	54	\$26.93	0%	\$26.95	29	2	\$27.54	7/24	312	7	\$25.16	7/24
Environmental Comp/Reg Specialist	140	\$27.23	-7%	\$29.16	NA	NA	NA	NA	634	8	\$29.16	7/24
Environmental Specialist	97	\$28.58	-3%	\$29.58	NA	NA	NA	NA	577	8	\$29.58	7/24
Epidemiologist	21	\$29.58	-8%	\$32.29	4	2	\$31.93	7/24	150	8	\$33.35	7/24
Equipment Mechanic Senior	27	\$27.57	-4%	\$28.84	23	9	\$29.58	7/24	277	6	\$26.60	7/24
Equipment Operator	516	\$20.20	-14%	\$23.50	NA	NA	NA	NA	2801	7	\$23.50	7/24
Equipment Operator Senior	171	\$23.61	-10%	\$26.19	33	1	\$25.88	7/24	2476	6	\$27.11	7/24
Facilities Maintenance Supervisor	101	\$26.41	-11%	\$29.72	31	21	\$30.16	7/24	209	6	\$28.39	7/24
Facilities Specialist	67	\$22.30	-14%	\$25.90	48	14	\$26.71	7/24	575	8	\$23.47	7/24
Financial Examiner	80	\$34.22	-4%	\$35.68	NA	NA	NA	NA	261	7	\$35.68	7/24
Fire Investigator	8	\$31.28	-14%	\$36.22	NA	NA	NA	NA	246	7	\$36.22	7/24
Fisheries/Wildlife Biologist	66	\$30.38	0%	\$30.50	NA	NA	NA	NA	326	7	\$30.50	7/24
Food Drug Lodging Surveyor	71	\$22.04	-15%	\$26.04	NA	NA	NA	NA	95	3	\$26.04	7/24
Food Service Worker	37	\$16.81	11%	\$15.12	351	20	\$15.06	7/23	456	7	\$15.30	7/24
Forensic Scientist	58	\$43.23	29%	\$33.62	9	5	\$33.18	7/24	221	7	\$34.92	7/24
General Maint & Repair Technician Sr.	16	\$18.99	-10%	\$21.09	45	16	\$21.07	7/24	863	8	\$21.14	7/24
Geology Specialist	25	\$28.23	1%	\$28.01	NA	NA	NA	NA	148	5	\$28.01	7/24
Graphic Designer	7	\$26.27	-6%	\$28.05	14	10	\$28.86	7/23	82	7	\$25.60	7/24
Ground Maintenance Supervisor II	5	\$23.27	2%	\$22.86	59	45	\$22.69	7/23	58	5	\$23.36	7/24
Health Facility Surveyor	74	\$30.96	-1%	\$31.35	NA	NA	NA	NA	382	8	\$31.35	7/24
Highway Maintenance Supervisor	131	\$28.47	-7%	\$30.47	34	16	\$29.40	7/24	718	7	\$33.67	7/24
Highway Patrol Captain	21	\$60.52	3%	\$58.62	NA	NA	NA	NA	218	7	\$58.62	7/24
Highway Patrol Lieutenant	87	\$51.90	3%	\$50.44	NA	NA	NA	NA	662	7	\$50.44	7/24
Highway Patrol Major	6	\$62.41	-3%	\$64.24	NA	NA	NA	NA	92	7	\$64.24	7/24

Class/Job Title	State of Kansas			Market Rate	In-State Employers				State Governments			
	# Emp.	SOK Avg.	Market Alignment		No. Emp.	No. Org.	Hourly Rate	Eff. Date	No. Emp.	No. Org.	Hourly Rate	Eff. Date
Highway Patrol Trooper	62	\$33.27	2%	\$32.76	NA	NA	NA	NA	1812	7	\$32.76	7/24
Historic Preservation Specialist II	10	\$25.10	-6%	\$26.73	12	9	\$25.81	7/23	269	8	\$29.48	7/24
Human Resource Professional III	14	\$33.24	-2%	\$33.75	63	37	\$33.54	7/24	521	8	\$34.38	7/24
Human Services Assistant	174	\$18.04	-9%	\$19.75	10	3	\$19.78	7/23	735	6	\$19.67	7/24
Human Services Counselor	76	\$25.18	-11%	\$28.19	11	3	\$28.37	7/23	380	8	\$27.64	7/24
Human Services Specialist	431	\$21.09	-12%	\$23.86	24	8	\$23.62	7/23	5518	8	\$24.58	7/24
Human Services Supervisor	70	\$25.60	-16%	\$30.63	20	12	\$28.87	7/23	677	6	\$35.90	7/24
Industrial Mechanical Tech	34	\$25.20	2%	\$24.76	36	11	\$24.38	7/24	755	7	\$25.89	7/24
Info Tech Security Analyst	32	\$42.43	13%	\$37.52	29	21	\$37.77	7/24	132	7	\$36.78	7/24
Information Systems Manager	29	\$46.90	-9%	\$51.37	33	32	\$50.05	7/24	49	7	\$55.31	7/24
IT Project Manager	19	\$38.54	-13%	\$44.30	42	28	\$42.48	7/24	105	7	\$49.74	7/24
Juvenile Corrections Officer I(B)	48	\$28.14	21%	\$23.17	NA	NA	NA	NA	691	7	\$23.17	7/24
Labor Conciliator	2	\$28.44	2%	\$27.94	NA	NA	NA	7/24	222	6	\$27.94	7/24
Laundry Worker	10	\$16.01	4%	\$15.47	34	8	\$15.09	7/24	131	6	\$16.59	7/24
Law Clerk	8	\$20.76	-8%	\$22.49	35	15	\$21.20	7/23	187	6	\$26.34	7/24
Legal Assistant	124	\$24.09	3%	\$23.31	54	22	\$22.00	7/23	208	8	\$27.24	7/24
Librarian II	3	\$26.22	-9%	\$28.69	63	16	\$29.81	7/23	43	6	\$25.32	7/24
Library Assistant II	4	\$16.47	12%	\$14.71	31	8	\$13.28	7/23	25	4	\$18.98	7/24
Licensed Mental Health Technician	9	\$28.95	22%	\$23.76	31	5	\$24.35	7/23	2741	8	\$21.97	7/24
Licensed Practical Nurse & Senior	88	\$30.78	12%	\$27.57	391	22	\$26.67	7/23	481	8	\$30.25	7/24
Management Systems Analyst II	11	\$30.51	-4%	\$31.94	21	7	\$31.63	7/24	995	8	\$32.88	7/24
Mental Health/Dev Disability Tech.	598	\$20.88	9%	\$19.14	219	4	\$18.40	7/23	4149	6	\$21.37	7/24
Microbiologist	25	\$28.93	-14%	\$33.58	23	3	\$34.76	7/24	142	7	\$30.05	7/24
Museum Specialist	6	\$19.79	-14%	\$23.12	23	8	\$22.14	7/23	47	7	\$26.07	7/24
Natural Resource Officer I	43	\$26.77	-7%	\$28.88	NA	NA	NA	NA	146	8	\$28.88	7/24
Natural Resource Officer II	23	\$30.69	-6%	\$32.82	NA	NA	NA	NA	439	8	\$32.82	7/24
Network Control Technician II	8	\$29.58	-5%	\$31.05	26	14	\$30.96	7/24	40	5	\$31.33	7/24
Network Service Technician	14	\$27.25	-2%	\$27.89	31	14	\$27.44	7/24	87	7	\$29.23	7/24
Parole Officer II	31	\$31.84	11%	\$28.63	NA	NA	NA	NA	811	7	\$28.63	7/24
Parole Supervisor	17	\$35.10	-3%	\$36.18	NA	NA	NA	NA	388	8	\$36.18	7/24
Physical Plant Supervisor	44	\$33.08	1%	\$32.81	9	8	\$30.78	7/24	388	7	\$38.88	7/24
Plumber Senior	9	\$23.38	-14%	\$27.17	17	8	\$27.89	7/24	110	6	\$25.02	7/24
Power Plant Operator Senior	6	\$23.18	-22%	\$29.60	30	10	\$31.44	7/24	55	6	\$24.09	7/24
Procurement Officer II	17	\$27.75	-7%	\$29.75	27	13	\$30.38	7/24	157	8	\$27.84	7/24
Prof Environmental Engineer	20	\$46.31	14%	\$40.56	9	4	\$40.15	7/24	178	5	\$41.80	7/24
Professional Civil Engineer	110	\$48.54	1%	\$47.86	31	14	\$48.32	7/24	177	6	\$46.49	7/24
Professional Geologist	26	\$35.98	5%	\$34.41	8	2	\$35.03	7/24	11	6	\$32.55	7/24
Program Manager	137	\$33.86	-5%	\$35.75	NA	NA	NA	NA	779	6	\$35.75	7/24

Class/Job Title	State of Kansas			Market Rate	In-State Employers				State Governments			
	# Emp.	SOK Avg.	Market Alignment		No. Emp.	No. Org.	Hourly Rate	Eff. Date	No. Emp.	No. Org.	Hourly Rate	Eff. Date
Project Manager	52	\$34.46	-4%	\$35.78	NA	NA	NA	NA	195	6	\$35.78	7/24
Property Appraiser II	2	\$25.68	-7%	\$27.66	37	12	\$26.00	7/24	50	7	\$32.64	7/24
Protective Investigator	22	\$19.72	-31%	\$28.71	NA	NA	NA	NA	502	4	\$28.71	7/24
Psychologist II	6	\$34.82	-6%	\$37.22	124	12	\$33.25	7/23	44	7	\$49.14	7/24
Public Defender I-IV	112	\$43.91	5%	\$41.81	NA	NA	NA	NA	396	5	\$41.81	7/24
Public Service Administrator I-III	490	\$27.34	-13%	\$31.55	5	4	\$31.68	7/24	234	4	\$31.17	7/24
Public Service Executive II-IV	591	\$34.94	-24%	\$46.04	NA	NA	NA	NA	383	5	\$46.04	7/24
Refrigeration & A/C Service Tech	12	\$23.18	-17%	\$27.80	11	5	\$28.22	7/24	126	7	\$26.54	7/24
Registered Nurse	104	\$42.10	21%	\$34.88	1953	31	\$33.17	7/23	1624	7	\$40.02	7/24
Registered Nurse Senior	46	\$43.69	9%	\$40.03	60	17	\$38.05	7/23	591	8	\$45.95	7/24
Registered Nurse Specialist	1	\$53.49	29%	\$41.58	43	18	\$39.38	7/23	238	7	\$48.16	7/24
Research Analyst	105	\$26.01	-20%	\$32.41	13	5	\$33.55	7/24	185	7	\$29.00	7/24
Right-of-Way Property Appraiser	10	\$25.92	2%	\$25.41	38	11	\$24.59	7/24	47	5	\$27.85	7/24
Safety and Security Officer I	96	\$22.26	16%	\$19.17	39	6	\$19.36	7/23	290	8	\$18.59	7/24
Social Work Supervisor/Protection Supervisor	99	\$30.31	-12%	\$34.36	17	9	\$33.64	7/23	269	6	\$36.50	7/24
Social Worker Specialist/Protection Specialist	451	\$26.21	-11%	\$29.30	103	18	\$29.55	7/23	2095	8	\$28.54	7/24
Special Agent-KBI	66	\$43.59	11%	\$39.41	NA	NA	NA	NA	350	7	\$39.41	7/24
Special Investigator I-II	129	\$24.90	-8%	\$27.04	NA	NA	NA	NA	328	8	\$27.04	7/24
Speech Language Pathologist	9	\$43.13	10%	\$39.20	21	5	\$39.08	7/23	47	5	\$39.57	7/24
Staff Development Specialist I	10	\$27.53	-13%	\$31.48	11	4	\$32.60	7/24	310	8	\$28.12	7/24
State Auditor II	12	\$28.12	-19%	\$34.61	7	6	\$36.55	7/24	611	7	\$28.78	7/24
Storekeeper Specialist	30	\$19.41	5%	\$18.43	NA	NA	NA	NA	176	5	\$18.43	7/24
Technology Support Consultant II	43	\$27.02	5%	\$25.65	37	18	\$23.98	7/24	240	8	\$30.66	7/24
Tourist Counselor	24	\$15.03	-9%	\$16.57	NA	NA	NA	NA	46	5	\$16.57	7/24
Unit Team Manager	44	\$35.23	-1%	\$35.51	NA	NA	NA	NA	528	8	\$35.51	7/24
Utility Worker	30	\$16.56	-17%	\$20.05	213	27	\$20.77	7/24	609	6	\$17.88	7/24
Veterinarian	5	\$47.83	12%	\$42.76	16	9	\$39.88	7/23	32	5	\$51.38	7/24
Warden	9	\$55.32	5%	\$52.52	NA	NA	NA	NA	72	7	\$52.52	7/24

In-State Responses

Allen County Comm College	City of Manhattan	Hays Medical Center
Barton County	City of Mulvane	Highland Community College
BCBS of KS	City of Olathe	Hollywood Casino
Ben Schreiner Concrete Const	City of Paola	Jackson County
Children's Mercy	City of Pratt	Jefferson County
City of Abilene	City of Salina	Johnson County Comm College
City of Atchison	City of Topeka	Jostens
City of Burlingame	City of Washington	KAKE
City of Burlington	City of Wichita	Kansas Heart Hospital
City of Chanute	Cloud County	Kenworth Dodge City
City of Coffeyville	Cowley County	Kingman Comm Hospital
City of Colby	Cowley County Comm College	KS Medical Center LLC
City of Dodge City	DF Osborne Construction Inc	KS Turnpike Authority
City of Ellsworth	Dodge City Comm College	KTWU
City of Finney	Eby Construction	Labette County
City of Goodland	Edwards County Medical	Lyon County
City of Hays	Center	McPherson Comm Hospital
City of Hiawatha	Ellinwood District Hospital	Montgomery County
City of Holton	Ellis County	Ness County Comm Hospital
City of Iola	Evergy	Newman Regional Health
City of Lawrence	Flint Hills Technical College	Peterbilt of Garden City
City of Leavenworth	Franklin County	Pittsburg State University
City of Leawood	Geary County	Pottawatomie County
City of Lenexa	Golden Eagle Casino	Pratt Community College
City of Lyons	Haskell University	Pratt Regional Medical Center

Reno County	USD 337 - Royal Valley
Republic County Hospital	USD 338 - Valley Falls
Riley County	USD 339 -Jefferson Cty North
Sabetha Comm Hospital	USD 343 - Perry-Lecompton
Sac & Fox Casino	USD 353 Wellington
SCK Health	USD 367 - Osawatomie
Security Benefit	USD 382 - Pratt
Sedgwick County	USD 416 - Louisburg
Southern KS LP Gas, Inc	USD 417 - Morris Cty
Southwestern College	USD 446 - Independence
Standard Dist Co	USD 450 - Shawnee Hts
Stormont Vail	USD 454 - Burlingame
Susan B Allen Memorial	USD 490 - El Dorado
Trego County	USD 497 - Lawrence
Twin Screw Truck Repair, Inc	USD 512 - Shawnee Mission
USD 108 - Washington	Vernie's Trux n Equip Inc.
USD 207 - Ft Leavenworth	WGK & Assoc
USD 211 - Norton	White Communications LLC
USD 231 - Gardner Edgerton	Wichita Tech Institute
USD 234 - Fort Scott	Wyandotte Unified Govt.
USD 290 - Ottawa	
USD 305 - Salina	
USD 320 - Wamego	
USD 327 - Ellsworth	
USD 329 - Wabaunsee	

2024 NCASG Benefits Summary

Employees – Numbers and Salaries – Executive Branch

STATE	Classified Employees			Unclassified Employees			Total Classified & Unclassified		
	# Classified Employees	Classified Positions \$ Average	Classified Positions \$ Median	# Unclassified Employees	Unclassified Positions \$ Average	Unclassified Positions \$ Median	Total # Classified & Unclassified	Classified & Unclassified \$ Weighted Average	Classified & Unclassified \$ Median
Arkansas	22,361	\$ 52,162	\$ 46,240	-	\$ -	\$ -	22,361	\$ 52,162	\$ 46,240
Colorado	30,428	\$ 69,420	\$ 62,082	7,915	\$ 91,488	\$ 84,018	38,343	\$ 73,975	\$ 66,610
Iowa	15,392	\$ 69,600	\$ 68,390	2,335	\$ 98,391	\$ 98,155	17,727	\$ 73,392	\$ 72,311
Missouri	34,179	\$ 51,820	\$ 46,446	11,742	\$ 60,774	\$ 54,240	46,083	\$ 53,920	\$ 46,835
Nebraska	14,022	\$ 62,278	\$ 58,868	2,602	\$ 83,614	\$ 72,883	16,624	\$ 65,618	\$ 61,062
New Mexico	18,000	\$ 63,248	\$ 65,233	-	\$ -	\$ -	18,000	\$ 63,248	\$ 65,233
Oklahoma							32,869	\$ 59,866	\$ 53,000
Wyoming	7,728	\$ 66,331	\$ 61,776	586	\$ 43,347	\$ 38,917	8,314	\$ 64,711	\$ 60,165
Kansas	4,528	\$ 48,363	\$ 45,301	14,930	\$ 52,383	\$ 46,992	19,458	\$ 51,448	\$ 46,598

Annual Leave Accrual Rates

STATE	Accrual Rates (Days)									Payment for Unused Balance									
	1 to 4 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 24 Years	25 or More Years	Maximum Accrual	Sabbatical Bank?	Carry-over Amount	None	Upon Resignation	Upon Retirement	Upon Layoff	Upon Dismissal	Pay to Beneficiary	At Fiscal Year End	Upon Demand	Converted to fund benefit options	Amount of Payment
Arkansas	12	15	18	21	22.5	22.5	N/A	N/A	30		X	X	X	X	X				100% UP TO 30 DAYS
Colorado	12 days	13.5 days	16.5 days	19.5 days	24 days	24 days	384 hrs or 48 days	NA	384 hrs or 48 days		all	all	all	all	all	roll over	N	N	all
Iowa	10	15	5-11 yrs: 15 12-19 yrs: 20	20	22	25	2x annual maximum vacation entitlement	N/A	2x annual maximum vacation entitlement		X	X	X	X					full balance
Missouri	15	15	18	21	21	21	*	N/A	**		X	X	X	X	X				***
Nebraska	12	12-18	19-23	24-25	25	25	25	NA	35		x	x	x	x	x				full balance
New Mexico	3.08	3.69	4.61	5.54	6.15	xxx	240		240		x	x		x		x			full balance
Oklahoma	15	18	20	20	25	25	60	N/A	30-60		X	X	X	X	X				full balance
Wyoming	12	15	18	21	24	24			240		X	X	X	X	X				full balance
Kansas	12	15	18	21	21	21	30	NA	30		Y	Y	Y	Y	Y				Up to Maximum

Notes

Arkansas	A new incentive program was implemented June 23, 2024 (FY25) wherein employees can be rewarded for short term, special projects or recruitment. One option available to department for this reward is 40 hours of annual leave.
Missouri	<p>* Maximum accrual is based on years of service; 0-9 years=30 days; 10-14 years=36 days; 15+ years=42 days.</p> <p>** Carry-over amount is up to the maximum accrual at the end of each October.</p> <p>*** Payment is for the amount of unused leave which does not exceed the maximum allowable accumulation.</p>

Sick Leave

STATE	Accrual Rates			Uses of Sick Leave (Days per Year)						Payment for Unused Balance							Condition / Amount of Payment			
	Days per Year	Accrual Limits	Average Days Used	Employee's Personal Illness ONLY	Immediate Family Illness	Maternity Leave - Biological	Paternity Leave - Biological	Maternity Leave - Adoption	Paternity Leave - Adoption	Permit Sick Leave Advance?	None	Upon Resignation	Upon Retirement	Upon Layoff	Upon Dismissal	Pay to Beneficiary		At Fiscal Year End	Upon Demand	Converted to fund benefit options
Arkansas	12	120	9.5	ALL	ALL	ALL	ALL	ALL	ALL	N		X								Formula based, but not exceed \$7,500--see below
Colorado	10	45 days		all	0	0	0	0	0	N		N	Y	N	N	N	N	N	N	
Iowa	footnote 1	Unlimited	5.8	X	40	X	40	40	40	N			X							X 2
Missouri	15	Unlimited	unknwn	all	all	all	all	all	all	N			X							
Nebraska	30				x	x		x												See NRS 284.355
New Mexico	30	30	5.0		90	90	90	90	90	Y		x	x							
Oklahoma	15	Unlimited			80 hours	12 Weeks	12 Weeks	12 Weeks	12 weeks	N	X									
Wyoming	12	Unlimited		All	60	60	60	60	60	N		X	X	X	X	X				50% NTE 60 full days
Kansas	12	15	18	21	21	21	30	NA	30		Y	Y	Y	Y	Y				Up to Maximum	

Notes

Arkansas	50-59 DAYS	50% OF BALANCE	\$7,500
Iowa	¹ Iowa - 18 days per year for employees with a sick leave balance of 750 hours or less; 12 days for employees with a balance of 751 to 1,499 hours & 6 days for employee with a balance 1500 or more		
Missouri	*Upon Retirement*Converted to creditable service for retirement purposes. 168 hours of sick leave converts to one month of service.*		
Nebraska	Table 3: Sick Leave - Sick leave accrual based on YOS: 1-5 yrs = 12days; 6-15 yrs = 14 days; 16+ yrs = 18 days		
	Sick Quota Pay-Out		
	Accrued Days	Percentage Buy-Out	Maximum Days Paid
	0 - 100	30%	30
	101 - 200	40%	80
	201 - 300	50%	150
	300 +	100%	13* or 11**
	(in last year of employment)	of days over 300	
	*Management employees		
	**Employees covered by labor agreements		

Amount & Type of Holidays Allowed per Year

STATE	Total Holidays	5 Major*	M. L. King Day	Presidents' Day/ Washington' B-day	Good Friday	Memorial Day	Columbus Day	General Election	Veteran's Day	Day After Thanksgiving	Other
Arkansas	12	Yes	Yes	Yes	No	Yes	No	No	Yes	Yes*	*By Governor's Proclamation, also, A & D
Colorado	11	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No	
Iowa	9	Yes	Yes	No	No	Yes	No	No	Yes	Yes	2 - given in the form of additional vacation accrual
Missouri	13	Yes	Yes	Yes	No	Yes	Yes	No	Yes	No*	H, M, and CC
Nebraska	13	Y	Y	Y	N	Y	Y	N	Y	Y	CC, R
New Mexico	11	Y	Y	N	N	Y	Y	N	Y	Y	
Oklahoma	11	Yes	Yes	Yes	No	Yes	No	No	Yes	Yes	Extra day for Christmas
Wyoming	9	Yes	Yes	Yes	No	Yes	No	No	Yes	No	N/A
Kansas	11	Yes	Yes	No	No	Yes	No	No	Yes	Yes	Z,CC

Key

*The 5 major holidays include: New Year's Day, 4th of July, Labor Day, Thanksgiving Day, and Christmas Day

A	Christmas Eve	I	New Year's Day - 1 extra day	Q	King-Lee Day	Y	Day designated by Governor of Alaska (legal holiday)
B	Christmas - 1 extra day	J	Personal or Optional Day	R	Arbor Day	Z	Extra floating Holiday
C	Confederate Memorial Day		Primary Election Day	S	Pioneer Day	AA	Inauguration Day
D	Employee's Birthday	L	Robert E Lee's Birthday	T	Nevada Day	BB	Cesar Chavez Day (March 31)
E	Jefferson's Birthday	M	Harry Truman's Birthday	U	New Year's Eve	CC	Juneteenth Day (June 19th)
F	Lee-Jackson-King Day	N	West Virginia Day	V	Governor's Day		
G	Mardi Gras Day	O	1/2 Day - Christmas Eve	W	Seward's Day		
H	Lincoln's Birthday	P	1/2 Day - New Year's Eve	X	Alaska day		

Other Leave

STATE	Paid Time Off (PTO) Bank? [Y/N] (paid vacation, personal, sick)	PTO Bank: # days per year	Military - full paid	Military - differential pay	Jury	Personal W/Pay	Personal W/O Pay	Education W/Pay	Education W/O Pay	Pooled / Shared Recipient: Max Donation	Pooled / Shared Recipient: Max Receipt by one Employee	Other
Arkansas	N	N	15 PER CALENDAR YEAR FOR TRAINING; 30 IF ACTIVATED BY GOVERNOR OR PRESIDENT	Y, UP TO EMPLOYEE'S ANNUAL SALARY	no limit*	N/A	UP TO 1 YEAR, AT AGENCY DIRECTOR'S DISCRETION	Y, EMPLOYEE MUST AGREE TO LENGTH OF SERVICE 2X EDUCATION LEAVE TAKEN, PAYMENT OTHER THAN SALARY MUST BE APPROPRIATED	N	N	N/A	7 days bone marrow donation; 30 days organ donation; 1 day child educational activity; 260 days max combined catastrophic; 6 days reexamination/treatment of service connected disability; 15 days disaster service volunteer leave
Colorado	N	0	15	NO LIMIT	NO LIMIT	N	N	none	N	N	N	N
Iowa	N		30	Y	no limit			No	365	no limit	no limit 1	Compensatory leave Election leave Voting leave Diaster Service Volunteer Leave Bone Marrow & Organ Donation leave Examination and Interviewing leave
Missouri	N		120 hours		no limit	0	12 months (may be extended if approved)	At agency discretion	12 months (may be extended if approved)	No limit	4 months	Bereavement, disaster relief services, emergency services (Civil Air Patrol), bone marrow donor, and human organ donor
Nebraska	N		15	no limit	no limit	N	Up to 1 year	none	none	All but 40 hrs vacation	150	funeral, adoption, voting, election board duty, disaster relief, maternity leave donations
New Mexico	Y	30	10	Y	Y	Y	Y	Y	Y if approved	Y	Y	
Oklahoma	N		30	No limit, fully paid for the first 30 days. Agency shall pay the officer or employee an amount equal to the difference between his or her full regular pay from the employing state agency or political subdivision and his or her military base.	No Limit	0	12 months	12 months	yes	261 days, 361 days if illness is terminal	An employee may donate annual or sick leave to another employee provided the donation does not cause the annual leave balance of the employee to fall below eighty (80) hours and provided the donation does not cause the sick leave balance of the employee to fall below eighty (80) hours.	Professional (3 days), family leave, LWOP, Administrative Leave, Enforced Leave, Voting, Organ Donation Leave (Amount Varies based on type of Donation); Maternity Leave: FTEs with 2 years service shall receive 6 weeks paid
Wyoming	N		15	Fully Paid	Per Summons	2	By agency approval	0	0	No limit	2	
Kansas	N		30		no limit	N	none	none	none	No limit but donor must maintain 80 hours annual leave and 240 hours sick leave.	No limit	Disaster service volunteer leave up to 20 working days per year; job injury leave limited to arose from shooting, stabbing, aggravated battery, law enforcement officers in fresh pursuit, maximum of 6 months; bone marrow and organ donor leave 30 days for organ or tissue donation, 7days for bone marrow and 1.5 hours every four months for blood donation.

Notes

Arkansas *must take annual leave if matter is outside scope of employment and being paid as witness, or if employee is a party

Employer & Employee Contributions to Health Insurance Premiums

State	Indemnity, PPO, HMO	% of EEs in largest plan	Contribution for Employee Only Coverage						Contribution for Employee + Spouse Coverage						Contribution for Employee + Children Coverage						Contribution for Family Coverage							
			# of Employees Enrolled	ER (state) share \$	EE share \$	Total	ER (state) share %	EE share %	# of Employees Enrolled	ER (state) share \$	EE share \$	Total	ER (state) share %	EE share %	# of Employees Enrolled	ER (state) share \$	EE share \$	Total	ER (state) share %	EE share %	# of Employees Enrolled	ER (state) share \$	EE share \$	Total	ER (state) share %	EE share %		
Arkansas	PPO	78.00%	10,954	\$401.27	\$162.14	\$563.41	71.20%	28.80%	1,522	\$934.28	\$474.24	\$1,408.52	66.30%	33.70%	4,025	\$759.46	\$311.02	\$1,070.48	70.90%	29.10%	1,412	\$1,301.83	\$613.76	\$1,915.59	68.00%	32.00%		
Colorado	PPO	25.00%	4,248	\$742.12	\$94.82	\$836.94	88.70%	11.30%	1,233	\$1,388.86	\$301.08	\$1,689.94	82.20%	17.80%	1,584	\$1,383.00	\$166.12	\$1,549.12	89.30%	10.70%	1,454	\$1,932.52	\$456.56	\$2,389.08	80.90%	19.10%		
Iowa	HMO	83.00%	4,108	\$818.00	\$61.00	\$879.00	93.10%	6.90%				\$0.00	#DIV/0!	#DIV/0!				\$0.00	#DIV/0!	#DIV/0!	9,974	\$1,854.00	\$205.00	\$2,059.00	90.00%	10.00%		
Missouri	No information is available from Class & Comp Team about this issue																											
Nebraska	PPO	67.70%	4,020	\$544.92	\$144.84	\$689.76	79.00%	21.00%	1,339	\$1,444.04	\$383.86	\$1,827.90	79.00%	21.00%	1,377	\$1,117.10	\$296.94	\$1,414.04	79.00%	21.00%	2,103	\$1,934.44	\$514.22	\$2,448.66	79.00%	21.00%		
New Mexico	HMO			\$240.05	\$60.01	\$300.06	20.00%	80.00%		\$540.11	\$135.03	\$675.14	20.00%	80.00%		\$432.09	\$108.02	\$540.11	20.00%	80.00%		\$708.13	\$177.03	\$885.16	20.00%	80.00%		
Oklahoma	PPO	32.30%	4,805	\$679.62	\$0.00	\$679.62	100.00%	0.00%	2,116	\$1,365.80	\$110.62	\$1,476.42	92.50%	7.50%	1,874	\$1,160.66	\$99.06	\$1,259.72	92.10%	7.90%	2,180	\$1,758.26	\$298.26	\$2,056.52	85.50%	14.50%		
Wyoming	PPO	67.50%	1,716	\$ 900.19	\$ 151.49	\$ 1,051.68	85.60%	14.40%	770	\$ 1,796.03	\$ 321.37	\$ 2,117.40	84.82%	15.18%	534	\$ 1,369.20	\$ 227.67	\$ 1,596.87	85.74%	14.26%	1,264	\$ 2,057.60	\$ 378.80	\$ 2,436.40	84.45%	15.55%		
Kansas	PPO	49.60%	12,754	\$746.22	\$79.80	\$826.02	90.30%	9.70%	1,713	\$1,093.34	\$474.54	\$1,567.88	69.70%	30.30%	3,380	\$1,093.34	\$253.12	\$1,346.46	81.20%	18.80%	1,011	\$1,093.34	\$830.80	\$1,924.14	56.80%	43.20%		

Prescription Drug Benefits

STATE		Employee Cost Sharing Requirements								
		Tier One	Tier Two	Tier Three	Tier Four	Co-Insurance %	Up-Front Annual Deductible Amount	Out-Of-Pocket Limits Apply to Medical Plan? [Y/N]	Other Cost Sharing	Out-Of Pocket Maximum Amount (Annual)
Arkansas	Arkansas-Premium	\$15	\$40	\$80	\$100	0	\$0	N	Some medications reference priced	Individual: \$3100; Family: \$6200
	Arkansas-Classic					20	2500/5000	Y	N	Individual: \$6450; Family: \$12900
	Arkansas-Basic					0	6450/12900	Y	N	Individual: \$6450; Family: \$12900
Colorado		\$10	\$30	\$60	\$120	N/A	N/a	y	n/a	ee only: \$3500; Family: \$7000 (inc. w/ med)
Iowa		\$10	\$25	\$50	\$75			N		EE only: \$5,850; Family: \$11,700
Missouri		\$10	\$40	\$100	\$75					EE: \$4,150; Family: \$8,300
Nebraska		\$5	\$30	\$50				N		EE only: \$2000; Family: \$4000
New Mexico		\$6	\$35	\$60		N	Y	N	EE pays 50% of cost of non-preferred prescription drug up to OOP Maximum	EE IND. \$50: \$100 Family
Oklahoma		\$10	\$45	\$75	Generic Copay \$10, Preferred Drugs \$100, Non-preferred drugs \$200		\$100 for individual, \$300 for family	N/A	N/A	Medical & pharmacy combined \$1,750 for individual \$3,500 for family
Wyoming	WY - Retail Pharmacy 30 Day Supply	10	20	50	50			Y	EE pays non-preferred drug copay and difference between generic and non-preferred drug; non - preferred not subject to out of pocket max. EE pays 80% after deductible up to OOP Max	EE only: \$2000; Family \$4000
	WY- Mail Order Pharmacy 90 Day Supply	15	30	75	75			Y	EE pays non-preferred drug copay and difference between generic and non-preferred drug; non - preferred not subject to out of pocket max. EE pays 80% after deductible up to OOP Max	EE only: \$2000; Family \$4000
Kansas		20%	35%	30% to a maximum of \$100 - 30 day supply	60%		\$800/\$1,600	Y		\$5,250/\$10,500

Dental Insurance

STATE	Dental is Included in HI Plan or Stand Alone Plan?	Preventative Services	Restorative Services	Orthodontia Services
		Y/N	Y/N	Y/N
Arkansas	Stand Alone	Y	Y	Y
Colorado	Stand Alone	Y	Y	Y
Iowa	Stand Alone	Y	Y	Y
Missouri	Stand Alone	Y	Y	N
Nebraska	Stand Alone	Y	Y	Y - BASIC 50% (to age 19); PREMIUM 50% (all ages)
New Mexico	Stand Alone	Y	Y	Y
Oklahoma	Stand Alone	Y	Y	Y
Wyoming	Included	Y	Y : Stand Alone	N
Kansas	Stand Alone	Y	Y	Y

Vision Care

STATE	Vision is Included in HI Plan or Stand Alone Plan?	Eye Exam	Spectacles or Lenses	Frames	Contact Lenses
		Y/N	Y/N	Y/N	Y/N
Arkansas	Stand Alone*	Y	Y	Y	Y
Colorado	Stand Alone	Y	Y	Y	Y
Iowa	Included	Y	N	N	N
Missouri	Stand Alone	Y	N	N	Y
Nebraska	Stand Alone	Y	Y	Y	Y
New Mexico	Stand Alone	Y	Y	Y	Y
Oklahoma	Stand Alone	Y	Y	Y	N
Wyoming	Stand Alone	Y	Y	Y	Y
Kansas	Stand alone	Y	Y	Y	Y

Notes	
Arkansas	*One eye exam per person every 24 months covered under health plan, \$50 copay
Iowa	HMO: \$30 copay in-network PPO: \$30 copay

Accidental Death and Dismemberment and Long-Term Disability Coverage

STATE	Accidental Death and Dismemberment					Long Term Disability Coverage				
	Offer a Plan?*	Stand Alone?	Employer Share (%)	Employee Share (%)	Plan Description	Offer a Plan?*	Stand Alone?	Employer Share (%)	Employee Share (%)	Coverage Description
Colorado	Y	No, combined with life ins	100%	0%	Basic life 1XB AE	y	stand alone	0%	100%	different rates based on pension vesting status; coverage 60% to 10K to SSNRA
	Y	No, combined with life ins	0%	100%	Optional employee, spouse, and child life					
Delaware	Y	Part of Plan	0%	100%	up to 6x salary up to \$350,000; same as life insurance; terminates at age 70	Y	Stand Alone	10000%	0%	\$8,000 per month; \$0
Iowa	Y	Included in Life Ins	100%	0%	All employees except SPOC* - Minimum benefit \$20,000 All employees except SPOC - Maximum benefit up to \$100,000 SPOC-covered employees min benefit - \$50,000 SPOC-covered employees max benefit - \$1,000,000	Y	Stand Alone	100%	0%	60% up to \$60,000 of annual base earnings.
Missouri	N					Y	Stand Alone	100%	0%	60% of monthly salary is maximum payable; monthly premium is 0.400% of payroll.
Nebraska	Y	Stand Alone	0%	100%	Pays up to \$7,500 in benefits if one dies or suffers certain serious injuries as a result of an accident.	Y	Stand Alone	0%	100%	Pays 60% of paycheck each month for a qualifying long-term disability where one is unable to perform job duties for 180+ days.
New Mexico	Y	Stand Alone	0%	100%	Maximum benefit payable; monthly premium	Y	Stand Alone	0%	100%	Maximum benefit payable; monthly premium
Oklahoma	Y	Stand Alone	EE receives Benefit Allowance for basic benefits including AD&D; depending on health plan selection as to how much B.A. is left over to pay for AD&D otherwise, EE pays out of pocket.		Coverage is in addition to Basic Life, it pays an additional \$20,000 to the beneficiary if death is due to an accident. It also pays benefits if you lose your sight or a limb due to an accident.	Y	Stand Alone	100% premium paid by Employer	N/A	60% with a monthly maximum of \$3,000 (calculated on base salary @ onset of disability.
Wyoming	N					Y	Stand Alone	0%	100%	60% of first \$10,833 monthly earnings; premium on sliding scale
Kansas	Y	Stand Alone	0%	100%	varies	Y	Stand Alone	0%	100%	Varies

Notes

Iowa *SPOC - State Police Officers Council collective bargaining unit

Long Term Care Insurance

STATE	Long Term Care Insurance?	Stand Alone Plan?	Employer Contribution?
Arkansas	Y	Stand Alone	N
Colorado	N		
Iowa	N		
Missouri	N		
Nebraska	N	N	N
New Mexico	Y	Stand Alone	N
Oklahoma	N	N/A	N
Wyoming	Y	Stand Alone	N
Kansas	Y	Stand Alone	Y

Employee Assistance, Wellness Programs and Flexible Spending Accounts

STATE	State Provided Employee Assistance Program	Wellness Program		Wellness Program Components	Flexible Spending Accounts		
		State Provided	Covered Dependents		Medical Care?	Dependent Care?	Long Term Care?
Arkansas	Y	Y	Y	Health screenings, Healthwise classes, Flu shots, prenatal program, wellness seminar series.care provider reference, online wellness coaching, ebooks, podcasts, videos	Y	Y	Y
Colorado	Y	Y	N	Coaching and self-directed pathways, classes, team events, on demand and live fitness classes, skill groups,	Y	Y	N
Iowa	Y	Y	Y	Flu shots, fitness center discounts, stop smoking assistance, diabetes prevention program (Livongo), diabetes management program (Livongo)	Y	Y	N
Missouri	Y	Y	Y	Fitness center; Strive for Wellness program offers online resources, wellness challenges, and two monthly premium incentives.	Y	Y	N
Nebraska	Y	Y	Y	Counselors and work/life consultants, online information and calculators.	Y	Y	N
New Mexico	Y	Y	Y	Modified work schedule allowing qualifying employees two (2) hours per week of administrative leave for fitness/wellness. This includes activities that promote physical and mental wellbeing.	Y	Y	N
Oklahoma	Y	Y	N	Health Fairs, Health & Wellness Training for wellness coordinators, web page, health risk appraisals	Y	Y	N
Wyoming	Y	Y	Y	Health screenings via 2x year blood draw; flu shots; fitness center discounts, Walking Spree app with challenges/prizes	Y	Y	N
Kansas	Y	Y	Y	On-line health assessments, 24/7 nurse-line, lifestyle health coaching, tobacco cessation, on-line wellness portal, condition management programs.	Y	Y	N

Life Insurance

STATE	State Paid Coverage Limit	Employer Cost / \$1000			Employee Paid Coverage Limit	Employee Cost / \$1000			Plan is Age Graded?
		Employee Only	Spouse (additional cost)	Dependent (additional cost)		Employee Only	Spouse (additional cost)	Dependent (additional cost)	
Arkansas	\$10,000	\$0.00	\$0.00	\$0.00	250000	\$0.33	\$0.66	\$0.10	Yes
Colorado	\$50,000-\$250,000	\$0.11			5x salary	0.10 ^F	0.18 ^F	\$0.10	Yes
Iowa	\$ 20,000	\$0.13	N/A	N/A	100,000	\$0.077	N/A	N/A	Yes
Missouri	1 times employee's annual salary	0.237% of payroll	\$ -	\$ -	6 times employee's annual salary	\$ 0.24	\$ 2.00	\$ 2.00	Yes
Nebraska	Nebraska - Basic Life	\$20,000	\$0.05	N/A	5 x salary	\$0.00	N/A	N/A	No
	Nebraska - Supplemental Life/Dependent (spouse <70 and/or children one fee)	\$10,000	\$0.00	\$0.00	N/A	N/A	\$0.30	\$0.30	Yes
New Mexico	\$50,000	\$3.26	\$0.00	\$0.00	\$ 50,000.00	0.83 ^F	0.83 ^F	\$1.00	Yes
Oklahoma	\$20,000	\$5.20	\$0.00	\$0.00	Up to \$500K	Varies (\$20K increments, EE @ age rated 45 is \$2.80	Dep Life as follows; Low \$2.60, Standard \$4.32, Premier \$11.26		Yes
Wyoming	\$ 50,000.00	\$ 0.10	\$ -	\$ -		\$ -	\$ 0.03	\$ 0.03	Yes
Kansas	1.5 x Salary	1% Salary	\$0.00	\$0.00	1.5 x Salary	\$0.00	\$0.00	\$0.00	No
Notes									
Nebraska	Alternate life insurance plans are provided for employees covered by the FOP and SLEBC labor contracts: https://das.nebraska.gov/emprel/labor.html								

Retirement Benefits – Contributions & Plan Provisions

STATE	Employer Paid Contribution	Employee Paid Contribution	Full Vesting (years)	Full Benefit Requirements			Pension Benefits Formula	Opted out of Social Security Program?	
				Minimum Age	Years of Service	Rule	AFC: Average Final Compensation Years: Years of Service		
Arkansas	14.50%	5.75%	5	None	28	At any age with 28 years actual service; at age 65 with 5 years actual service	Highest Three Years Average Salary x Multiplier X Years of Service	N	
Colorado	10.90%	10.50%	5	57	20	Age + yrs service = 85 with minimum age of 55	Benefit is based on the top five years highest earnings and the number of years worked.	Y	
Iowa	6.29%	9.44%	7 years of service or 65 years of age	62	20	Age + yrs service = 88 with minimum age of 55	2% x Years of Service X Highest Average Salary (5 years)	N	
Missouri	Missouri - MSEP & MSEP 2000*	23.51%	0.00%	5	62	5	Age + yrs service = 80 with minimum age of 48	MSEP=1.6% x final avg salary x service; MSEP 2000 (for those hired between 7/1/2000-12/31/2010)=1.7% x final avg salary x service. Members who retire with Rule of 80 and choose the MSEP 2000 also receive a temporary annuity until age 62 (.08% x final avg salary x service).	N
	Missouri - MSEP 2011	23.51%	4%**	5	67	5	Age + yrs service = 90 with minimum age of 55	1.7% x final avg salary x service. Members who retire with Rule of 90 also receive a temporary annuity until age 62 (.08% x final avg salary x service).	N
Nebraska	7.49%	4.80%	3	55	0	N/A	No formula - annuity program	N	
New Mexico			5						
Oklahoma	16.50%	3.50%	8			Rule of 80, or Rule of 90 (after 07/92)	2.00% x years x AFC (highest 3 of last 10 years)	No	
Wyoming	9.37%	9.25%	4	n/a	4	Age + years of service = 85 OR 65 with 4 years of service; no minimum age	2% x highest average 60 month salary x years of service	N	
Kansas	KPERS membership prior to 7/1/09	FY 2025 11.54%	6.00%	5	55 early retirement - reduced benefit unless have 85 points (no min)	10 for early	65 and 1 year; 62 and 10 yrs; (rule of 85, age plus years of service equals 85)	AFC x 1.75% x years or 1.85% x years *AFC= member before July 1, 1993: higher of a) 4-yr high avg incl sick/annual leave or b) 3-yr high avg. not incl sick/annual leave; member on or after July 1, 1993: 3-yr high avg. not incl sick/annual leave	N
	KPERS membership 7/1/09 through 12/31/14	FY 2025 11.54%	6.00%	5	55 early retirement - reduced benefit	10 for early	65 w/5 years or 60 w/30 years	AFC x 1.85% x years AFC = 5-yr high ave.	N
	KPERS membership 1/1/15 and after	FY 2025 11.54%	6.00%	5	55 early retirement - reduced benefit	10 for early	65 w/5 years or 60 w/30 years	Cash Balance Plan - Benefit calculated using retirement credits, account balance and actuarial factors.	N
Notes									
Arkansas	Contribution rate is currently 5.5%; rate will increase .25% each year until it reaches 7% in 2029.								
Missouri	Members vested with hire date before 7/1/2000 can choose between the two plans. ** Employees hired for the first time after 1/1/2011 must contribute 4.0%. All hired prior to this date do not have to contribute.								

Retirement Benefits – Plan Type

STATE	Defined Benefit Plan	Defined Contribution Plan	457 Deferred Compensation Plan	401 (k) / 403(b) Plan
Arkansas	X		Yes; no state contribution	No
Colorado	x		Yes; no state contribution	Yes; no state contribution
Iowa	X		Yes. State matches \$1:\$1 up to \$75/month.	401(a) available for State employees 403(b) available for employees of the Department of Education, Division of Vocational Rehabilitation, and Iowa PBS
Missouri	X		Yes, State will match up to \$75 per month	No
Nebraska		X	Yes; no state contribution	No
New Mexico	X	Yes	No	No
Oklahoma	X	X	Yes, state contribution is \$25/month, match	No
Wyoming	X		Yes; state match first \$20 per month	No
Kansas		X	Yes; no state contribution	No

Miscellaneous Benefits

STATE	Full Time Work Week (hours)	Paid Time for Lunch	Paid Time for Rest Periods Each Day	Flex-Time Allowed	Tele-Work Allowed	Mileage: Cents per Mile	IN STATE Per Diem: Meals	IN STATE Per Diem: Lodging	Highest State Garage Parking (monthly, paid by EE)	Severance Pay Policy?	Educational Assistance Provided?	If you offer a High Deductible Health Plan (HDHP/HSA) option, what % of your eligible population has elected the option? If not offered, enter 'N'.
Arkansas	40	N	N	Y	Varies	\$0.52	\$64.00	\$111.00	\$0.00	Y	N	7.30%
Colorado	40	Y	30 MINS	Y	Y	\$ 0.50	\$ 76.00	Actual Amount with receipt	\$ 145.00	Y	Y	21.00%
Iowa	40	N	30	Y	Y	\$0.50	\$37.00	\$80.00	no charge	N	Y	N
Missouri	40	N	N	Y	Y	\$ 0.55	\$6 - \$24	Federal "CONUS rates"	\$ -	N	Y	*Information is from an outside source and due to staff shortages and time constraint, info could not be obtained.
Nebraska	40	N	none	Y	N	Federal Guidelines	GSA Rate	GSA Rate	\$50.00	N	Y	11.00%
New Mexico	40	N	30	Y	N	\$0.50	\$30.00	\$45.00	\$0.00	N	Y	N
Oklahoma	40	N	30	Yes	Yes, Varies by Agency	IRS	\$ 51.00	\$ 91.00	No Charge	Yes	Yes, Varies by Agency	9.00%
Wyoming	40	N	30	Y	Y	\$ 0.58	Federal Rates	Federal Rates	\$ -	Y	Y	5% in HDHP
Kansas	40	N	Varies	Y	Y	\$0.72	\$47.00	\$87.00	\$26.36	N	some agencies but varies	53.00%
Arkansas	Arkansas uses GSA per diem rates. All of state other than Hot Springs is covered by the CONUS rate.											
Nebraska	Miscellaneous Benefits - Paid time for Lunch: Troopers and Protective Service bargaining members receive 30 minute paid time for lunch. No other employees receive paid lunch periods. Miscellaneous Benefits - Tele-Work: Governor Pillemer ordered an end to remote work for state employees effective 1/2/2024 (EO 23-17)											