

National Compensation Association of State Governments

2020 Survey Presentations



December 17, 2020

2020 NCASG Benefits Survey



Presented by:

Lynn Hart

SPHR, SHRM-SCP, CCP, CEBS

North Dakota

NORTH
Dakota
Be Legendary.™

Benefits Survey Data Categories

Summary of Recent or Planned Benefit Program Changes

Table 1	....	Employees - Numbers and Salaries - Executive Branch
Table 2	....	Annual Leave Accrual Rates
Table 3	....	Sick Leave
Table 4	....	Amount & Type of Holidays Allowed Per Year
Table 5	....	Other Leave
Table 6	....	Employer & Employee Contributions to Health Insurance Premiums
Table 7	....	Prescription Drug Benefits
Table 8	....	Dental Insurance
Table 9	....	Vision Care
Table 10	....	Accidental Death & Dismemberment & Long-Term Disability Coverage
Table 11	....	Long Term Care Insurance
Table 12	....	Employee Assistance, Wellness Programs & Flexible Spending Accounts
Table 13	....	Life Insurance
Table 14	....	Retirement Benefits - Contributions & Plan Provisions
Table 15	....	Retirement Benefits - Plan Type
Table 16	....	Miscellaneous Benefits

Responses

- ❑ 32 States Responded
 - Compares to 26 in 2017, and 30 in both 2018 and 2019
 - Two responses received in 2019 after the conference (MS and WY)

- ❑ Submitted this year, but not last year: CO, NV

- ❑ Submitted last year, but not this year: none



2020 Benefits Survey

Participating States

AK	AL	AR	CA	CO	DE	HI	IA
ID	IN	KS	KY	LA	MN	MO	MS
MT	NC	ND	NE	NM	NV	OK	OR
SC	SD	TN	UT	WA	WI	WV	WY



First Responder Award

- ❑ California (Tom Gjerde)

- ❑ Honorable Mentions
 - Nevada (Rachel Baker)
 - Montana (Bonnie Shoemaker)
 - Iowa (Steven Ainger)
 - Wyoming (Meghan Connor)
 - Utah (Joel Chibota)



Results

- ❑ Distributed November 12
- ❑ Minor corrections received from one state
- ❑ Continuing issue – states with multiple plans and/or multiple options
 - Attempted to focus on one primary plan



Trends

(with input from our benefits folks)

☐ Health Plans

- Relatively small rate increases (North Dakota 2 year increase 0.4%, insured plan)
- Usage down, “elective” procedures being deferred due to pandemic
- Increased use of telehealth
- Wellness, with trend to virtual
- Value based care arrangements & risk sharing
- PBM (to carve out or to not carve out)
- Increased transparency
- Medicine adherence
- Disease management

☐ Retirement funding challenges

- Downward pressure on rate of return
- Mortality table changes (public employment, opioid, covid)
- Alternative plan designs/funding sources



Questions?



2020 NCASG Benefits Survey

2020 NCASG Salary Survey



Presented by:
John Wiesman
Wisconsin

NCASG 2020 Salary Survey

❑ No changes from 2019

- 243 benchmark job titles
- 189 “classified” benchmarks
- 54 executive benchmarks

❑ Participation

- 37 participating states – down from 38 in 2019 and the peak of 41 in 2017
- Returning States: Nevada, Virginia
- States that Dropped: Florida, Pennsylvania, Texas



Comparative State Pay Levels

based on average pay for classified benchmarks

Rank	State	Average Std Dev	Rank	State	Average Std Dev
1	CA	1.74	19	SD	-0.33
2	NJ	1.36	20	NE	-0.33
3	AK	1.25	21	AZ	-0.33
4	OR	1.24	22	NM	-0.35
5	MN	1.02	23	ID	-0.38
6	WA	0.97	24	UT	-0.39
7	IA	0.94	25	TN	-0.41
8	HI	0.73	26	KS	-0.43
9	CO	0.73	27	IN	-0.43
10	NV	0.54	28	DE	-0.60
11	ND	0.50	29	AR	-0.65
12	WI	0.39	30	OK	-0.70
13	VA	0.21	31	GA	-0.74
14	NC	0.15	32	MO	-0.75
15	WY	-0.08	33	SC	-0.76
16	MT	-0.09	34	WV	-0.96
17	AL	-0.16	35	KY	-0.97
18	LA	-0.31	36	MS	-1.17

Rank	State	Median Std Dev	Rank	State	Median Std Dev
1	CA	1.61	19	LA	-0.33
2	NJ	1.33	20	NE	-0.36
3	OR	1.22	21	SD	-0.38
4	AK	1.17	22	ID	-0.40
5	MN	1.01	23	NM	-0.40
6	WA	0.91	24	UT	-0.48
7	IA	0.90	25	KS	-0.50
8	HI	0.75	26	IN	-0.61
9	CO	0.64	27	TN	-0.63
10	NV	0.48	28	OK	-0.67
11	ND	0.41	29	DE	-0.68
12	WI	0.31	30	AR	-0.74
13	VA	0.11	31	MO	-0.76
14	NC	0.04	32	GA	-0.80
15	WY	-0.11	33	SC	-0.87
16	MT	-0.15	34	KY	-1.02
17	AL	-0.27	35	WV	-1.02
18	AZ	-0.33	36	MS	-1.28

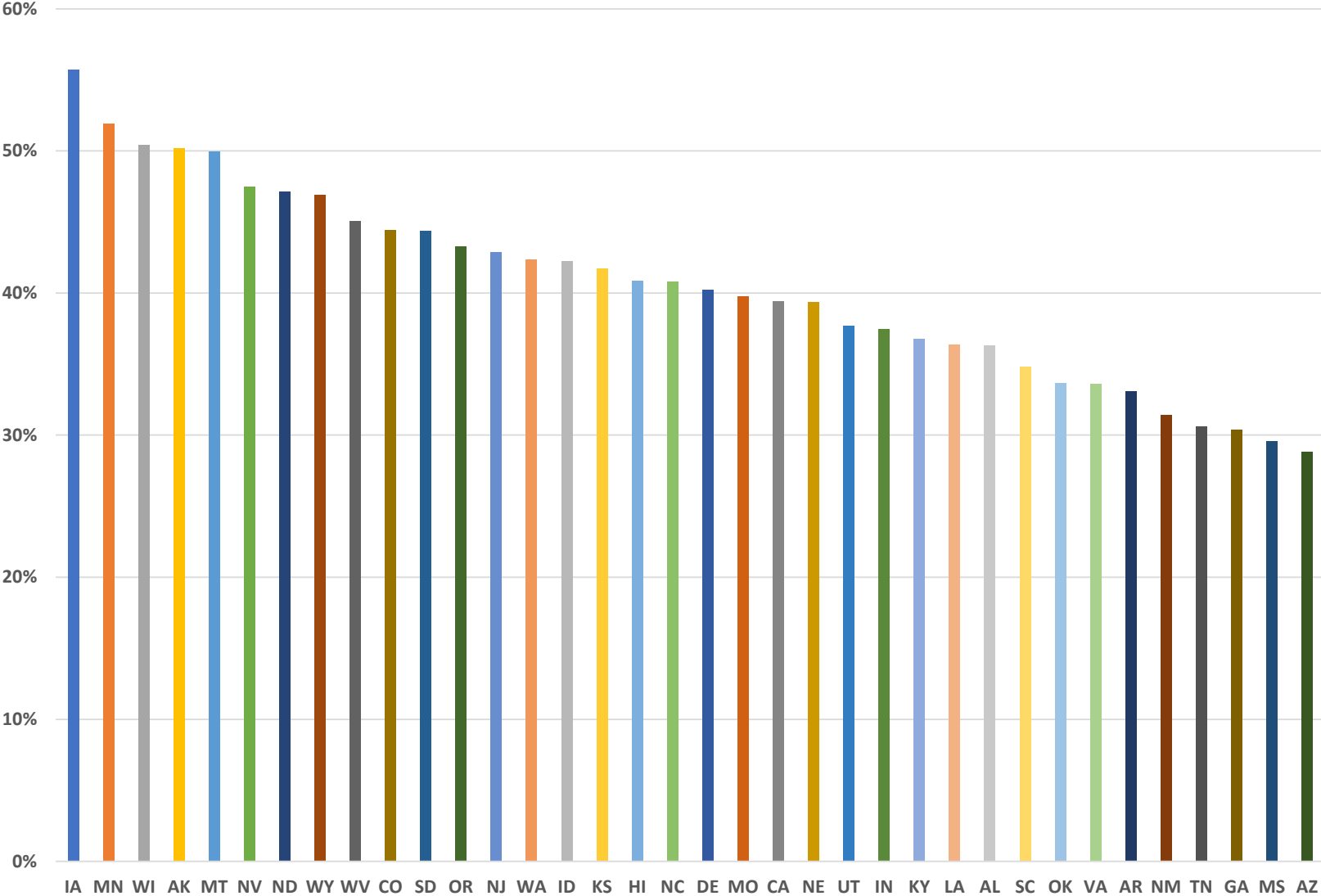
Comparative State Pay Levels

based on average pay for executive benchmarks

Rank	State	Average Std Dev	Rank	State	Average Std Dev
1	CA	2.10	19	MN	-0.07
2	VA	0.92	20	NE	-0.14
3	WA	0.69	21	NM	-0.16
4	TN	0.67	22	SC	-0.16
5	OR	0.64	23	IN	-0.18
6	NJ	0.55	24	AR	-0.18
7	HI	0.49	25	MS	-0.25
8	AL	0.43	26	NV	-0.26
9	AZ	0.41	27	ID	-0.33
10	LA	0.36	28	WI	-0.33
11	CO	0.35	29	WY	-0.42
12	GA	0.32	30	KY	-0.52
13	NC	0.26	31	DE	-0.53
14	ND	0.18	32	KS	-0.53
15	AK	0.15	33	MO	-0.65
16	IA	0.02	34	SD	-0.69
17	OK	-0.03	35	MT	-0.76
18	UT	-0.04	36	WV	-1.36

Rank	State	Median Std Dev	Rank	State	Median Std Dev
1	CA	2.06	19	AR	-0.11
2	VA	0.94	20	IN	-0.16
3	OR	0.83	21	MN	-0.18
4	AZ	0.70	22	NE	-0.23
5	WA	0.68	23	IA	-0.23
6	NJ	0.60	24	SC	-0.25
7	TN	0.55	25	ID	-0.30
8	HI	0.43	26	WI	-0.31
9	CO	0.35	27	NM	-0.32
10	AL	0.32	28	MS	-0.35
11	NC	0.17	29	WY	-0.42
12	AK	0.14	30	MO	-0.58
13	GA	0.12	31	KS	-0.64
14	LA	0.11	32	DE	-0.68
15	ND	0.03	33	KY	-0.72
16	OK	-0.04	34	SD	-0.78
17	UT	-0.05	35	MT	-0.84
18	NV	-0.11	36	WV	-1.49

Ratio of Median Classified Pay to Median Executive Pay



2020 NCASG Salary Survey

Year Over Year Increases

Analysis of year-over-year percentage changes for classified benchmark average pay rates, based only on jobs matched in consecutive years:

NCASG Series	Avg Change 2019 to 2020
1000_Engineering_Related	2.3%
2000_Fiscal_Services	2.2%
2500_Admin_And_Cust_Services	2.2%
3000_Human_Resources	2.5%
3500_Labor	2.1%
4000_Medical	2.9%
4500_Human_Services	2.2%

NCASG Series	Avg Change 2019 to 2020
5000_Information_Systems	2.2%
6000_Professional	2.8%
7000_Science	2.6%
8000_Security	3.0%
9000_Trades	2.9%
Grand Total 2019 to 2020	2.6%
Grand Total 2018 to 2019	2.9%



Year Over Year Increases-Classified

State	Average % Change from 2019	State	Average % Change from 2019
WV	7.2%	NE	2.4%
MO	6.4%	NJ	2.3%
NM	5.9%	IA	2.1%
IN	5.6%	SC	1.7%
LA	5.6%	AR	1.5%
MN	5.4%	CO	1.5%
NC	5.1%	OR	1.3%
WA	5.0%	DE	1.1%
ND	4.3%	KY	1.1%
MT	4.0%	WY	0.7%
WI	3.8%	MS	0.6%
TN	3.6%	KS	0.4%
AL	3.4%	HI	-0.1%
CA	3.3%	AZ	-0.1%
SD	2.8%	GA	-0.2%
OK	2.6%	ID	-2.7%
AK	2.5%	UT	-4.0%
		Grand Total	2.6%

NCASG 2020 Salary Survey

*Thank
You*



2020 NCASG Salary Survey

2020 NCASG Pay Practices Survey



Presented by:
Janelle Haynsworth, CCP
Louisiana

The 2020 Pay Practices
Sprinter Award goes to...



Idaho!



2020 NCASG Pay Practices Survey

Survey Overview

□ The Pay Practices survey includes information on:

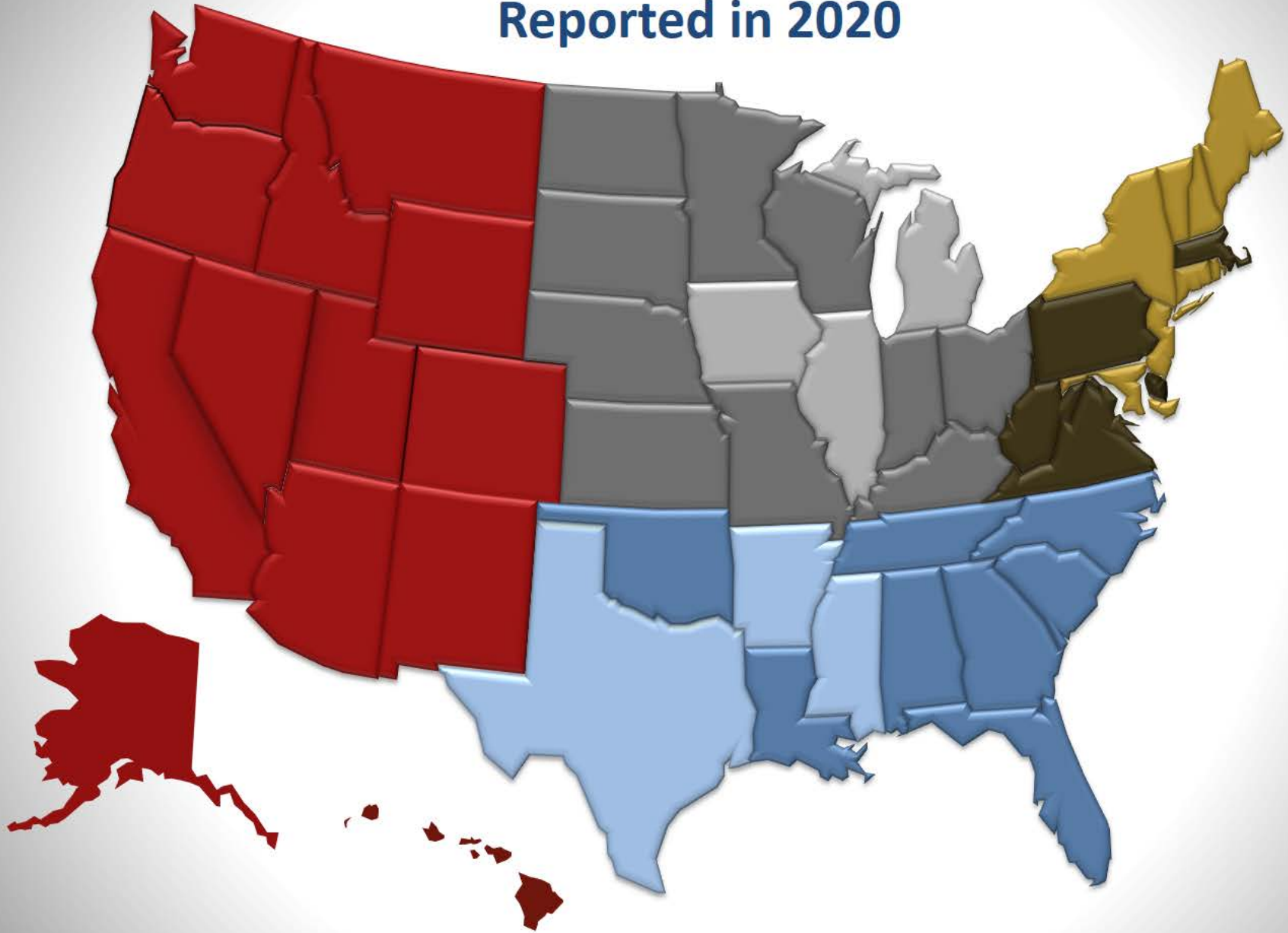
- Employee groups
- Compensation structures
- Base, lump sum, and other types of payments
- Specifics on how states administer pay for performance and total compensation
- Promotion pay and overtime
- Strategies for pay and initiatives
- New temporary table for pandemic response

□ Participation: 36 states!



2020 NCASG Pay Practices Survey

36 Survey Participants Reported in 2020



Analyses

□ The Pay Practices survey includes analyses on:

- Employee Groups
 - ✓ New in results this year: updates to union status analysis
- Compensation Structures
 - ✓ New in results this year: analysis by state
- Structure Mechanics
 - ✓ New in results this year: structure name column
- Structure Adjustments
 - ✓ New in results this year: structure name column
- COLAs/General Increases
- Merit Pay

□ State Addendums



2020 NCASG Pay Practices Survey

Survey Highlights

☐ Employee Groups

- Survey covers a total of 1,389,718 employees!
- Classified (970,652), Unclassified (252,141), Others (166,925)
- Union (26.30%), Partial Union (27.03%), Non-Union (46.40%)
- Total Turnover (median: 13.35%, high: 52.40%, low: 6.25%)
- Voluntary Turnover (median: 10.80%, high: 34.29%, low: 0.57%)

☐ Compensation Structures

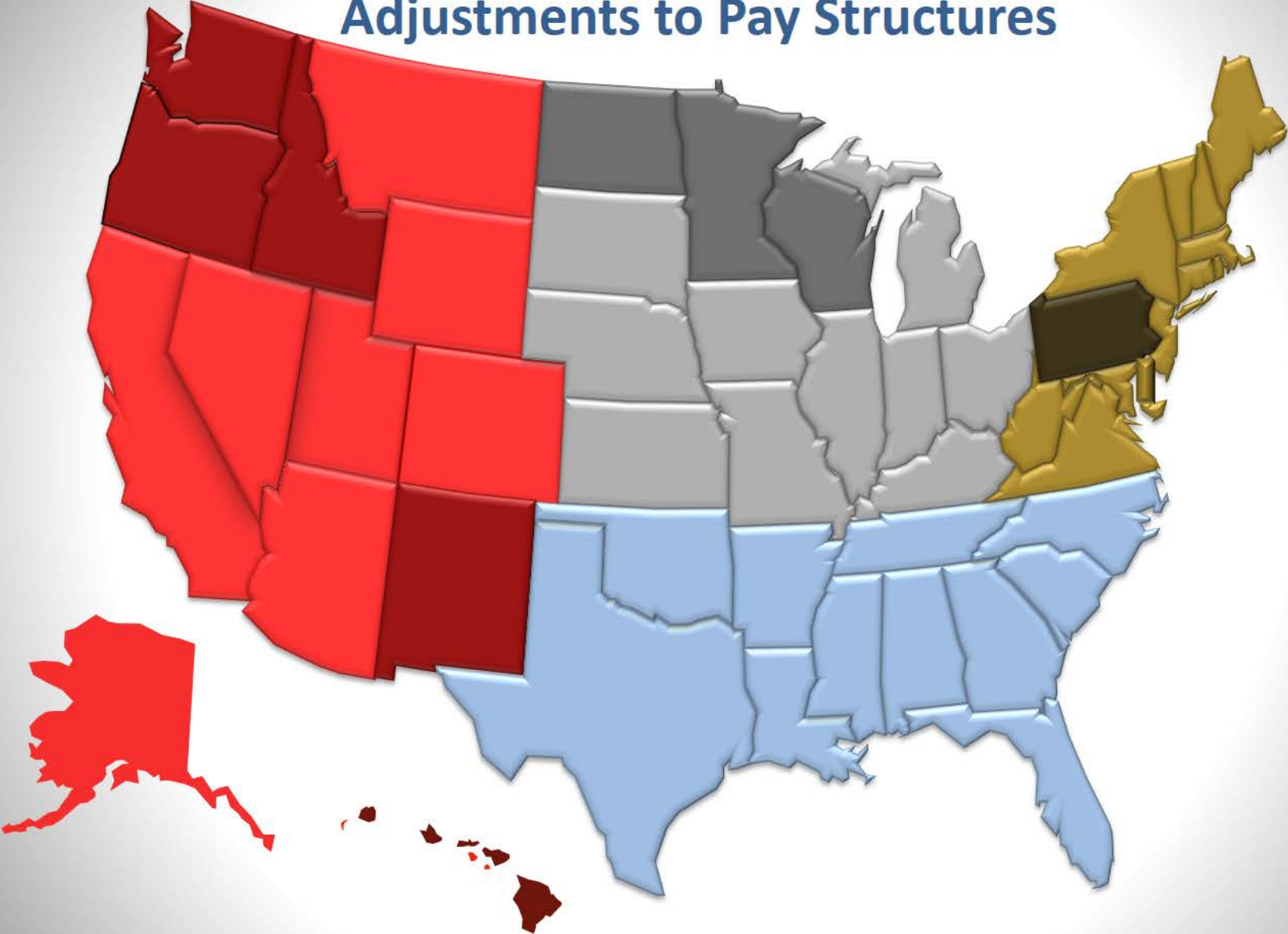
- Classified and Unclassified structures
- Results by structure
- Results by state

☐ Structure Mechanics

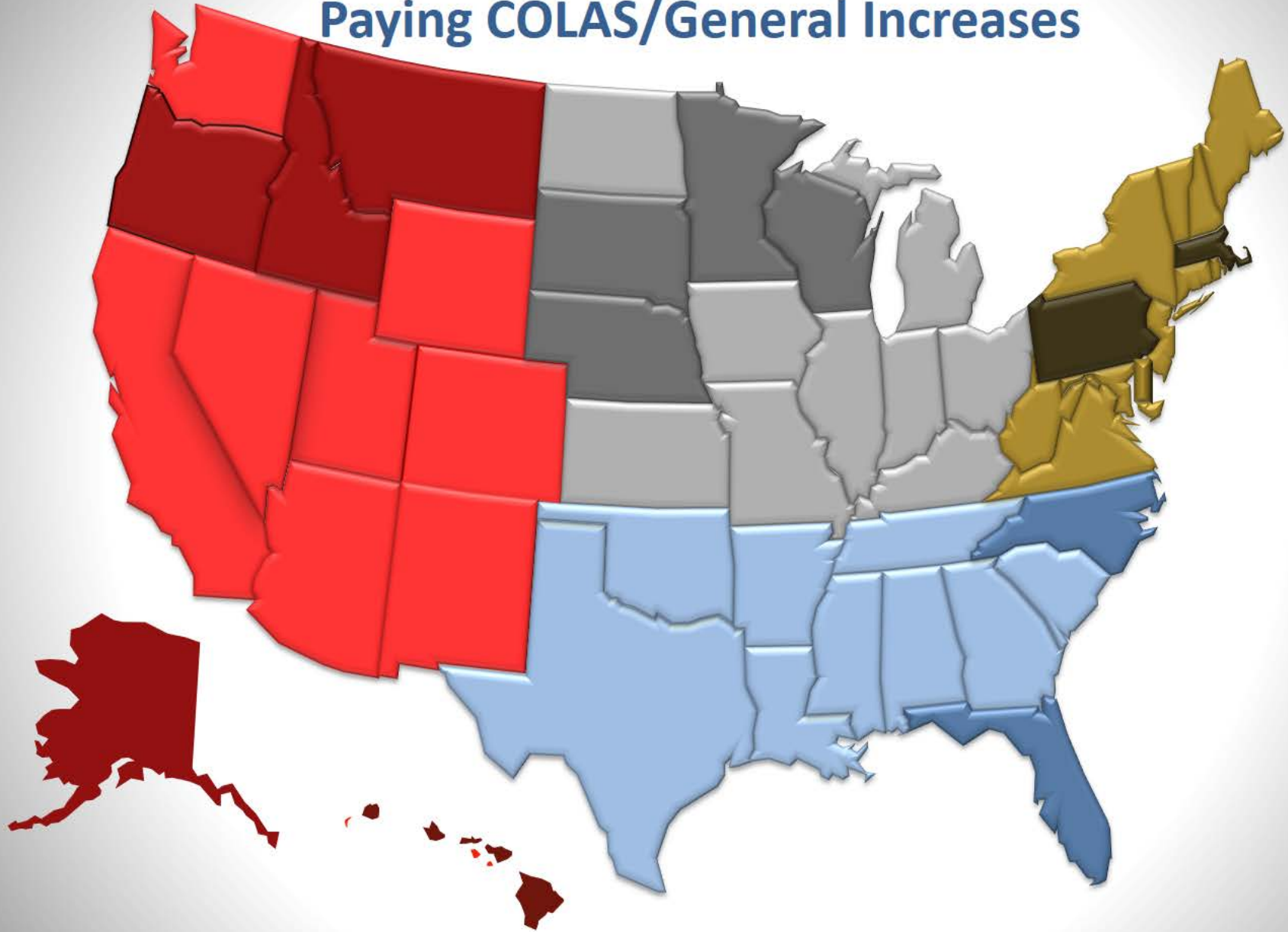
- Avg range width: 81%
- Fixed widths common



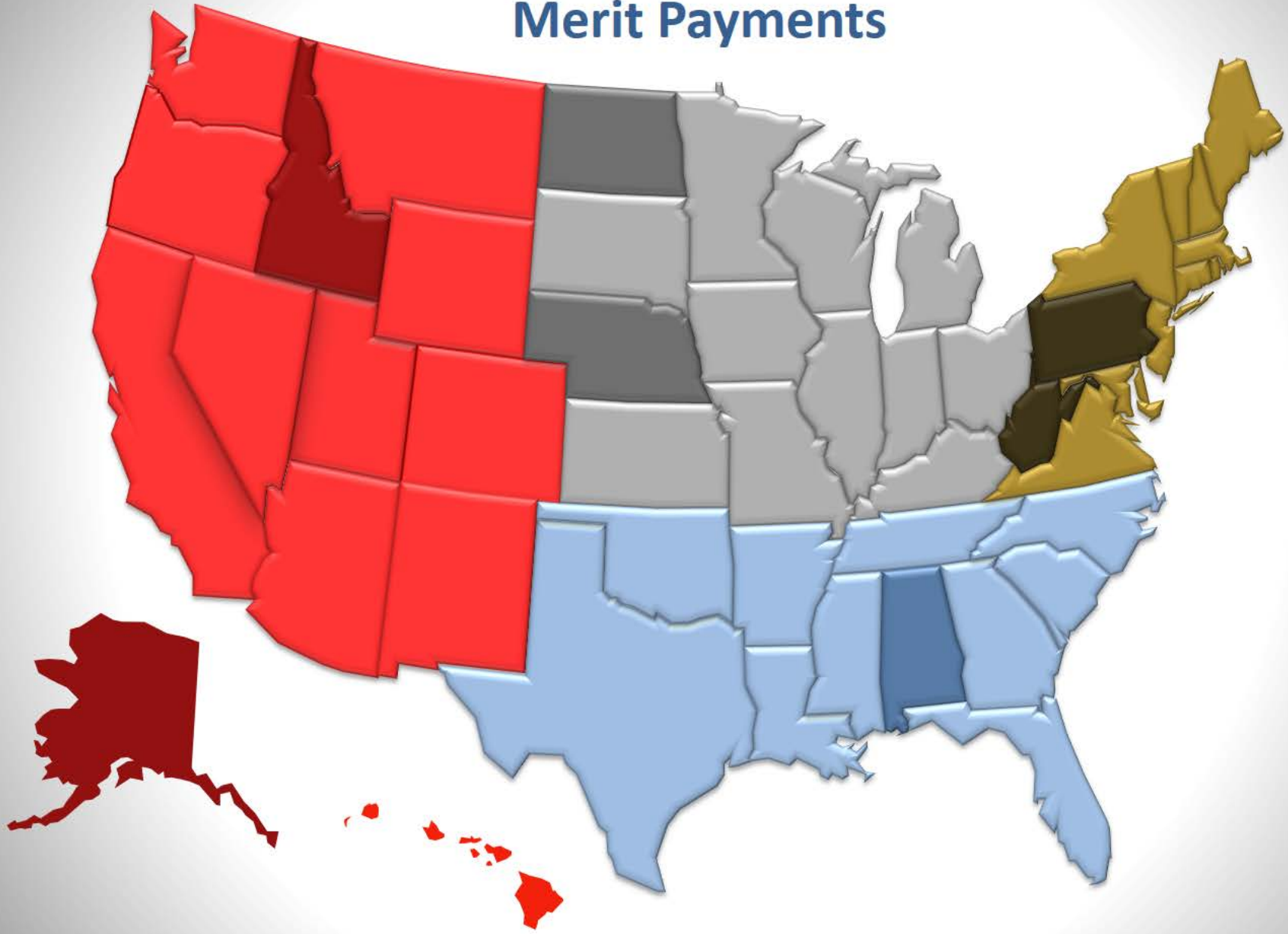
9 States Reported Adjustments to Pay Structures



13 States Reported Paying COLAS/General Increases



7 States Reported Merit Payments



Other Types of Payments

Step Plans

- 11 states

Longevity Pay

- 18 states

Premium Pay

- Common, with nearly all states reporting use

Other Payments

- Louisiana Market Adjustment
- Utah Market and Incentive Bonuses



Other Survey Highlights

Pay for Performance

- 15 states have some form of pay for performance

Overtime

- FLSA standard for non-exempt employees
- For exempt employees: six states allow 1.5 for exempt employees, four allow no OT pay, but most allow straight time

Promotion Pay

- 14 states allow promotional increases to be negotiated

Total Compensation

- 12 states have a total compensation calculator



Compensation Strategies and Initiatives

❑ Philosophies for Keeping Ranges and Employee Pay Competitive

- 25 states adjust employee pay with structures
- 10 states have different philosophies for different structures

❑ Factors for Base Pay Increases

- Step increases (16), Performance (16), and COLAs (16) most popular reasons

❑ Paying Outside of the Established Range

- Most states cap employee pay at the max (24), but allow lump sums (24)

❑ Compensation Initiatives



Pandemic Response

☐ New temporary table

☐ State highlights

- Did your state already have a plan in place prior to COVID?
 - ✓ Yes: 10, No: 23
- Affect of COVID on Pay Practices
 - ✓ 15 states reported that new temporary practices/policies were established
- Most states (27) report that base pay for employee has not been affected
- 12 states expect telework to increase following COVID



Potential Changes for 2021?

- No big changes planned
- May send a short follow up survey in the spring to gauge preferences on potential revisions such as consolidation of tables, analyses, etc.



Questions/Discussion?



2020 NCASG Pay Practices Survey

National Compensation Association of State Governments



THANK YOU!!!