

Chapter Seven

MANAGEMENT, REGULATION AND PERSONNEL

Staffing the states — includes information on personnel systems, information resource management, and regulatory activities. Also: statistics on employment, payrolls and retirement systems, and tables on licensing and regulation of selected non-health occupations and professions.



Table 7.1
THE OFFICE OF STATE PERSONNEL EXECUTIVE:
SELECTION, PLACEMENT AND STRUCTURE

State or other jurisdiction	Method of selection	Reports to:			Directs departmental employees	Legal basis for personnel department	Organizational status	
		Governor	Personnel board	Other			Separate agency	Part of a larger agency
Alabama	B	...	★	...	★	S	★	...
Alaska	D (a)	...	...	★ (b)	★	S	...	★
Arizona	D	...	...	★ (c)	★	S	...	★
Arkansas	D	★	...	★ (d)	★	S	...	★
California								
State Personnel Bd.	B	...	★	...	★	C	...	★
Dept. of Personnel								
Admin.	G	★	...	...	★ (e)	S	★	...
Colorado	G	★	...	...	...	C	...	★
Connecticut	D (f)	...	...	★ (b)	★	S	...	★
Delaware	G	★	...	...	★	S	...	★
Florida	D	...	...	★ (g)	★	C,S	...	★
Georgia	G	★	...	...	★	S	★	...
Hawaii	G (h)	★	...	...	★	S	★	...
Idaho	B	...	★	...	★	S	...	★
Illinois	D	...	...	★ (i)	★	S	...	★
Indiana	G	★	...	...	★	S	★	...
Iowa	G (h)	★	...	...	★	S	★	...
Kansas	D	...	...	★ (b)	★	S	...	★
Kentucky	G	★	...	...	★	S	★	...
Louisiana	B	...	★	...	★	C	★	...
Maine	D (j)	...	...	★ (b)	★	S	...	★
Maryland	G	★	...	...	★	S	★	...
Massachusetts*	G	...	...	★ (b)	★	S	★	...
Michigan	B (k)	...	★	...	★	C	...	...
Minnesota	G	★	...	...	★	S	★	...
Mississippi	B	...	★	...	★	S	★	...
Missouri	G	...	...	★ (b)	★	C,S,E	...	★
Montana	D	...	...	★ (c)	★	S	...	★
Nebraska	G	...	...	★ (b)	★	S	...	★
Nevada	G	★	...	...	★	S	★	...
New Hampshire	G	★	...	...	★	S	...	★
New Jersey	G	★	...	...	★	C,S	★	...
New Mexico	B (l)	★	★	...	★	S (m)	...	★
New York	G	★	...	...	★	C	★	...
North Carolina	G	★	...	...	★	S	★	...
North Dakota	D	...	...	★ (n)	★	S	...	★
Ohio	D	...	...	★ (b)	★	S	...	★
Oklahoma	G (o)	★	...	...	★	S	★	...
Oregon	D (p)	...	...	★ (b)	★	S	...	★
Pennsylvania*	G	...	...	★ (b)	★	E	...	★
Rhode Island	D	...	...	★ (b)	★	S	...	★
South Carolina	(q)	...	...	★ (r)	★	S	...	★
South Dakota*	G	★	...	...	...	S	...	★
Tennessee	G	★	...	...	★	S	★	...
Texas					(s)			
Utah	G (t)	★	...	...	★	S	★	...
Vermont	G	★	...	...	★	S	...	★
Virginia	G	...	...	★ (u)	★	S	★	...
Washington	G (t)	★	...	...	★	S	★	...
West Virginia	D	★	★	(v)	★	S	...	★
Wisconsin	G (t)	★	...	...	★	S	★	...
Wyoming*	D	...	...	★ (w)	...	S	...	★
Puerto Rico	G (t)	★	...	...	★	S	★	...

See footnotes at end of table.

PERSONNEL

THE OFFICE OF STATE PERSONNEL EXECUTIVE — Continued

Source: National Association of State Personnel Executives, *State Personnel Office: Roles and Functions, Third Edition, 1996*, except where noted by * where data is from *Second Edition, 1992*.

Note: See above referenced source for more detailed information.

Key:

★ — Yes

.. — No

B — Appointment by personnel board.

D — Appointment by department head.

G — Appointment by governor.

C — Constitution.

S — Statute.

E — Executive Order.

N.A. — Not available.

(a) Appointed by Department Head with the approval of the Governor.

(b) Head of administration/administrative services. Alaska: Commissioner, Administrative Services; Connecticut: Commissioner, Administrative Services; Kansas: Secretary of Administration; Maine: Commissioner, Administrative & Financial Services; Massachusetts: Secretary, Administration and Finance; Missouri: Commissioner; Nebraska: Director, Administrative Services; Ohio: Director, Administrative Services; Oregon: Director, Administrative Services; Pennsylvania: Secretary of Administration; Rhode Island: Director, Administration.

(c) Reports to Director of Administration.

(d) Department head (Finance and Administration).

(e) Only those employees in the Department of Personnel Administration.

(f) The Commissioner of Administrative Services of which the Bureau of Personnel is a part of is appointed by the Governor. There are two Deputy

Commissioners, technically the State Personnel Executive is appointed by the Commissioner (Department Head).

(g) Agency Head of Management Services.

(h) Appointed by the Governor with the consent of the Senate.

(i) Assistant Director of Central Management Services.

(j) Director makes decision after consultation with the Policy Review Board (an eight-member advisory board to the Bureau of Human Resources comprised of five Commissioners of other state Departments, a representative from the Governor's office, and two private sector members).

(k) Civil Service Commission appointed by Governor for eight-year terms. No more than two can be members of the same political party. Executive is appointed after competitive exam.

(l) Appointed by the State Personnel Board with the approval of the Governor.

(m) Director only.

(n) Reports to the Director of the Office of Management and Budget.

(o) Appointed by the Governor with the approval of the legislature.

(p) Appointed by the Director of the Executive Department with the approval of the Governor.

(q) Appointed by the State Budget and Control Board which includes the following: the Governor, Comptroller General, State Treasurer, Chairman, House Ways and Means Committee and the Chairman, Senate Finance Committee.

(r) Reports to the Executive Director of the Budget and Control Board.

(s) Texas does not have a centralized personnel system.

(t) Appointed by the Governor with confirmation of the Senate.

(u) Reports to the Cabinet Secretary for Administration.

(v) Department of Administration Secretary.

(w) Reports to the Cabinet-level agency director.

Table 7.2
STATE PERSONNEL ADMINISTRATION: FUNCTIONS

<i>State or other jurisdiction</i>	<i>Administers merit tests (a)</i>	<i>Establishes qualifications</i>	<i>Provides human resource information system (a)</i>	<i>Human resource planning</i>	<i>Classification</i>	<i>Position allocation</i>	<i>Compensation (a)</i>	<i>Recruitment</i>	<i>Selection</i>	<i>Performance evaluation (a)</i>	<i>Position audits</i>	<i>Other personnel function audits</i>	<i>Employee promotion</i>	<i>Employee assistance & counseling</i>	<i>Human resource development</i>
Alabama	CPO	CPO	CPO	SR	CPO	CPO	CPO	SR	SR	DA	CPO	CPO	DA	O	DA
Alaska	CPO	CPO	CPO	SR	SR	SR	CPO	CPO	DA	DA	SR	SR	DA	SR	SR
Arizona*	CPO	CPO	CPO	DA	CPO	CPO	CPO	CPO	CPO	CPO	CPO	SR	SR	SR	
Arkansas	CPO	CPO	CPO	SR	CPO	CPO	CPO	DA	DA	DA	CPO	DA	DA	DA	SR
California															
State Personnel Bd.	DA	DA	CPO	...	...	...	...	...	...	...	...	...	...	...	...
Dept. of Personnel															
Admin.	DA	DA	...	CPO	SR	SR	CPO	DA	DA	DA	CPO	CPO	DA	SR	SR
Colorado	SR	SR	CPO	CPO	CPO	DA	CPO	SR	SR	SR	DA	SR	DA	CPO	SR
Connecticut	SR	CPO	CPO	CPO	CPO	DA	CPO	SR	SR	DA	SR	CPO	DA	DA	SR
Delaware	CPO	CPO	CPO	CPO	CPO	CPO	CPO	SR	SR	CPO	CPO	...	DA	CPO	CPO
Florida .....	...	CPO	CPO	CPO	CPO	DA	CPO	DA	DA	DA	DA	CPO	DA	DA	DA
Georgia	CPO	CPO	CPO	CPO	SR	SR	CPO	SR	SR	SR	SR	DA	SR	DA	DA
Hawaii .....	...	CPO	CPO	CPO	DA	SR	CPO	SR	DA	DA	DA	SR	SR	SR	CPO
Idaho	CPO	CPO	DA	SR	CPO	CPO	CPO	SR	DA	CPO	CPO	CPO	DA	DA	CPO
Illinois .....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Indiana	CPO	CPO	CPO	...	CPO	...	CPO	SR	DA	DA	SR	...	DA	CPO	SR
Iowa	CPO	CPO	CPO	CPO	CPO	CPO	CPO	SR	SR	SR	CPO	CPO	SR	CPO	CPO
Kansas	SR	CPO	CPO	SR	SR	SR	CPO	SR	SR	SR	CPO	CPO	SR	SR	SR
Kentucky	CPO	CPO	SR	SR	CPO	CPO	CPO	O	SR	SR	CPO	SR	SR	CPO	SR
Louisiana	CPO	CPO	CPO	SR	CPO	CPO	CPO	SR	DA	DA	CPO	SR	DA	DA	SR
Maine	CPO	CPO	CPO	CPO	CPO	CPO	CPO	CPO	DA	DA	CPO	...	DA	DA	DA
Maryland	SR	CPO	CPO	CPO	SR	...	CPO	SR	SR	SR	SR	CPO	SR	CPO	SR
Massachusetts	SR	CPO	O	SR	SR	SR	CPO	SR	SR (c)	SR	SR	...	SR		
Michigan	CPO	CPO	SR	SR	CPO	SR	SR	SR	CPO	DA	CPO	CPO	DA	CPO	SR
Minnesota	SR	SR	CPO	CPO	CPO	SR	CPO	SR	SR	SR	SR	SR	SR	O	SR
Mississippi	CPO	SR	CPO	SR	CPO	SR	CPO	SR	DA	DA	CPO	CPO	DA	SR	SR
Missouri	CPO	CPO	SR	DA	CPO	CPO	SR	SR	SR	CPO	CPO	SR	SR	DA	SR
Montana .....	...	DA	SR	SR	CPO	SR	CPO	DA	DA	DA	SR	...	DA	CPO	SR
Nebraska	CPO	CPO	CPO	CPO	CPO	...	CPO	CPO	DA	CPO	CPO	...	DA	...	SR
Nevada	SR	CPO	CPO	SR	SR	SR	CPO(f)	SR	DA	SR	SR	SR	DA	SR	SR
New Hampshire	CPO	CPO	SR	SR	CPO	CPO	CPO	SR	SR	SR	CPO	CPO	DA	DA	SR
New Jersey	CPO	CPO	CPO	CPO	CPO	CPO	CPO	SR	SR	SR	CPO	CPO	SR	CPO	CPO
New Mexico	CPO	CPO	SR	CPO	CPO	SR	CPO	CPO	DA	DA	CPO	CPO	DA	CPO	CPO
New York	CPO	CPO	CPO	SR	CPO	CPO	CPO	CPO	CPO	DA	SR	SR	CPO	DA	SR
North Carolina .....	...	CPO	CPO	DA	SR	SR	CPO	DA	DA	DA	SR	CPO	DA	SR	SR
North Dakota	DA	SR	SR	SR	CPO	CPO	SR	DA	DA	DA	CPO	SR	DA	DA	SR
Ohio	SR	CPO	CPO	SR	CPO	DA	CPO	SR	DA	SR	CPO	CPO	DA	...	SR

See foototes at end of table.

STATE PERSONNEL ADMINISTRATION: FUNCTIONS — Continued

<i>State or other jurisdiction</i>	<i>Administers merit tests (a)</i>	<i>Establishes qualifications</i>	<i>Provides human resource information system (a)</i>	<i>Human resource planning</i>	<i>Classification</i>	<i>Position allocation</i>	<i>Compensation (a)</i>	<i>Recruitment</i>	<i>Selection</i>	<i>Performance evaluation (a)</i>	<i>Position audits</i>	<i>Other personnel function audits</i>	<i>Employee promotion</i>	<i>Employee assistance & counseling</i>	<i>Human resource development</i>
Oklahoma	CPO	CPO	CPO	DA	CPO	CPO	CPO	SR	DA	DA	CPO	DA	DA	SR	SR
Oregon	SR	CPO	CPO	SR	CPO	DA	CPO	SR	DA	DA	CPO	CPO	DA	SR	SR
Pennsylvania*	O	CPO	CPO	CPO	CPO	CPO	O	DA	CPO	CPO	DA	CPO	CPO		
Rhode Island	CPO	SR	CPO	SR	CPO	CPO	SR	SR	DA	DA	CPO	CPO	DA	SR	SR
South Carolina	CPO	CPO	CPO	SR	SR	CPO	SR	DA	DA	DA	SR	SR	DA	DA	SR
South Dakota*	CPO	CPO	CPO	CPO	CPO	CPO	SR	...	SR	SR	SR	CPO	SR		
Tennessee	CPO	CPO	CPO	SR	CPO	CPO	CPO	DA	CPO	CPO	CPO	CPO	CPO	O	SR
Texas .....	...	DA	O	DA	DA	O	DA	DA	DA	DA	SR	DA	DA	DA	DA
Utah	DA	SR	SR	SR	SR	SR	CPO	SR	DA	DA	CPO	CPO	DA	DA	DA
Vermont	CPO	SR	CPO	SR	SR	CPO	SR	SR	SR	DA	CPO	...	SR	...	SR
Virginia .....	...	SR	CPO	...	SR	SR	SR	SR	SR	SR	SR	SR	SR	SR	SR
Washington	SR	SR	CPO	DA	SR	SR	SR	SR	DA	SR	CPO	CPO	DA	CPO	SR
West Virginia	CPO	CPO	SR	SR	CPO	CPO	CPO	CPO	SR	SR	CPO	CPO	SR	SR	CPO
Wisconsin	CPO	SR	CPO	SR	CPO	O	CPO	SR	SR	DA	SR	DA	DA	DA	SR
Wyoming*	CPO	CPO	CPO	...	CPO	CPO	SR	SR	SR	CPO	DA	...	CPO		
Puerto Rico	SR	CPO	SR	SR	CPO	DA	CPO	SR	DA	CPO	CPO	CPO	DA	DA	CPO

Key:
 CPO — Functions performed in centralized personnel office.
 O — Functions performed in other centralized agency.
 DA — Functions performed in a decentralized agency.
 SR — Functions are a shared responsibility.
 ... — Not applicable.

STATE PERSONNEL ADMINISTRATION: FUNCTIONS—Continued

<i>State or other jurisdiction</i>	<i>Employee health & wellness program</i>	<i>Affirmative action</i>	<i>Labor & employee relations</i>	<i>Collective bargaining/labor negotiations</i>	<i>Grievance & appeals</i>	<i>Retirement</i>	<i>Employee incentive</i>	<i>Productivity system</i>	<i>Employee attitude survey</i>	<i>Child care/elder care</i>	<i>Workers compensation</i>	<i>Group health insurance</i>	<i>Deferred compensation</i>	<i>Drug testing</i>	<i>Budget recommendations to legislature</i>
Alabama	DA	DA	...	...	SR	O	DA	...	DA	...	O	O	O	DA	...
Alaska	DA	CPO	CPO	CPO	SR	O	CPO	...	...	...	O	O	O	SR	CPO
Arizona*	CPO	O	...	...	SR	SR	CPO	...	SR	O	CPO	O	...	CPO (b)	...
Arkansas	CPO	SR	CPO	...	SR	DA	SR	SR	SR	SR	DA	CPO	CPO	DA	CPO
California															
State Personnel Bd. ...	...	CPO	...	...	...	...	...	...	...	...	...	...	...	CPO	CPO
Dept. of Personnel Admin.	SR	...	CPO	CPO	SR	CPO	SR	DA	SR	DA	SR	CPO	CPO	CPO	CPO
Colorado	SR	SR	SR	...	SR	SR	SR	SR	SR	...	CPO	CPO	CPO	SR	CPO
Connecticut	SR	SR	CPO	CPO	SR	SR	...	...	SR	SR	SR	CPO	CPO	DA	DA
Delaware	CPO	CPO	CPO	CPO	SR	CPO	CPO	...	...	...	CPO	...	SR	SR	SR
Florida	DA	SR	SR	CPO	SR	O	DA	DA	SR	SR	DA	SR	DA	DA	DA
Georgia	SR	DA	SR	...	SR	...	DA	SR	SR	...	DA	CPO	CPO	SR	SR
Hawaii	SR	SR	SR	CPO	SR	O	CPO	...	SR	DA	SR	O	CPO	CPO	O
Idaho	DA	CPO	CPO	...	CPO	DA	DA	...	...	...	DA	DA	DA	...	CPO
Illinois .....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Indiana	SR	SR	SR	CPO	SR	O	SR	...	DA	DA	CPO	CPO	O	DA	CPO
Iowa	CPO	CPO	CPO	CPO	SR	CPO	SR	...	DA	...	CPO	CPO	CPO	SR	CPO
Kansas	CPO	SR	SR	SR	SR	DA	SR	...	SR	...	CPO	CPO	CPO	CPO	CPO
Kentucky	CPO	SR	...	...	SR	DA	SR	SR	SR	...	CPO	CPO	CPO	...	SR
Louisiana	DA	DA	DA	DA	SR	O	DA	SR	...	...	O	O	O	DA	CPO
Maine	CPO	CPO	DA	O	DA	O	DA	DA	DA	DA	CPO	CPO	CPO	CPO	DA
Maryland	CPO	SR	SR	...	SR	O	SR	...	SR	...	DA	...	...	SR	CPO
Massachusetts*	O	SR	O	O	(d)	O	CPO	...	O	O	O	...	...	...	CPO
Michigan	CPO	SR	SR	DA	CPO	DA	CPO	SR	DA	DA	DA	CPO	CPO	DA	SR
Minnesota	SR	SR	CPO	CPO	SR	O	...	...	...	...	CPO	CPO	CPO	SR	CPO
Mississippi	DA	SR	SR	...	SR	O	SR	DA	SR	...	O	O	O	DA	CPO
Missouri	DA	DA	SR	...	SR	DA	CPO	SR	SR	...	DA	DA	DA	SR	CPO
Montana	CPO	SR	SR	CPO	SR	CPO	DA	DA	SR	DA	...	CPO	CPO	DA	CPO
Nebraska	SR	CPO	CPO	CPO	CPO	DA	...	...	...	...	O	CPO	(e)	DA	SR
Nevada	O	SR	SR	SR	SR	O	SR	DA	SR	...	DA	O	O	DA	SR
New Hampshire .....	...	SR	CPO	CPO	SR	DA	CPO	...	...	DA	CPO	CPO	CPO	DA	CPO
New Jersey	CPO	SR	SR	O	SR	O	CPO	CPO	DA	DA	O	O	O	DA	O
New Mexico .....	...	DA	DA	DA	SR	DA	...	CPO	...	...	DA	DA	DA	CPO	SR
New York	SR	SR	SR	O	DA	O	SR	SR	SR	SR	SR	CPO	CPO	DA	CPO
North Carolina	DA	SR	...	...	SR	...	...	DA	SR	...	SR	SR	SR	DA	SR
North Dakota	DA	DA	DA	...	SR	O	DA	DA	...	...	DA	O	O	DA	CPO
Ohio .....	...	...	SR	SR	SR	...	SR	...	...	...	CPO	CPO	CPO	SR	SR

See footnotes at end of table.

STATE PERSONNEL ADMINISTRATION: FUNCTIONS—Continued

State or other jurisdiction	Employee health & wellness program	Affirmative action	Labor & employee relations	Collective bargaining/labor negotiations	Grievance & appeals	Retirement	Employee incentive	Productivity system	Employee attitude survey	Child care/elder care	Workers compensation	Group health insurance	Deferred compensation	Drug testing	Budget recommendations to legislature
Oklahoma	DA	SR	DA	...	SR	CPO	SR	SR	CPO	CPO	DA	CPO	CPO	DA	SR
Oregon	SR	SR	SR	CPO	SR	CPO	DA	SR	DA	DA	CPO	CPO	CPO	DA	CPO
Pennsylvania*	CPO	CPO	CPO	CPO	SR (g)	O	CPO	CPO	CPO	O	CPO	CPO	DA	CPO	
Rhode Island	CPO	SR	SR	SR	SR	O	SR	DA	DA	DA	SR	SR	SR	SR	SR
South Carolina	DA	DA	SR	...	SR	DA	DA	SR	DA	DA	CPO	CPO	CPO	DA	DA
South Dakota*	O	CPO	CPO	CPO	SR	O	CPO	CPO	...	O	CPO	O	CPO	CPO	
Tennessee	O	SR	SR	...	CPO	O	SR	SR	CPO	O	O	O	O	O	SR
Texas	DA	DA	DA	DA	DA	SR	DA	DA	DA	DA	SR	SR	SR	DA	DA
Utah	CPO	SR	SR	...	SR	CPO	SR	...	SR	...	O	CPO	CPO	SR	CPO
Vermont	SR	SR	CPO	CPO	SR	O	...	...	...	SR	O	CPO	O	...	...
Virginia	SR	SR	...	...	SR	SR	SR	...	...	...	SR	SR	SR	DA	SR
Washington	DA	SR	SR	DA	SR	O	DA	...	SR	SR	O	O	O	DA	CPO
West Virginia	SR	SR	CPO	...	O	O	O	...	SR	O	O	O	O	O	SR
Wisconsin	SR	SR	CPO	CPO	CPO	SR	CPO	DA	DA	DA	CPO	CPO	CPO	...	SR
Wyoming* .....	...	DA	CPO	...	CPO	O	...	...	...	O	O	O	...	O	
Puerto Rico	DA	DA	DA	...	DA	DA	CPO	CPO	CPO	DA	CPO	CPO	CPO	DA	CPO

Source: National Association of State Personnel Executives, *State Personnel Office: Roles and Functions, Third Edition, 1996*, except where noted by * where data are from Second Edition, 1992.

Note: See above referenced source for more detailed information.

Key:

- CPO — Functions performed in centralized personnel office.
- O — Functions performed in other centralized agency.
- DA — Functions performed in a decentralized agency.
- SR — Functions are a shared responsibility.
- ... — Not applicable.

(a) These functions have been computerized in the following states. **Testing Certification:** Alabama, California, Colorado, Delaware, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Missouri, Nevada, New Jersey, New Mexico, New York, Ohio, Oklahoma, Oregon, Rhode Island, South Carolina, Tennessee, Washington, West Virginia, Wisconsin, Vermont; **Human Resource Information System:** Alabama, Alaska, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North

Dakota, Ohio, Oklahoma, Oregon, Rhode Island, South Carolina, Tennessee, Texas, Utah, Vermont, Virginia, Washington West Virginia; **Payroll:** Alabama, Alaska, Arkansas, California, Colorado, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, North Dakota, Ohio, Oklahoma, Oregon, Rhode Island, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin; **Fringe Benefits Summaries:** Alaska, Arkansas, Colorado, Florida, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Michigan, Minnesota, Montana, Nebraska, Nevada, New Jersey, New York, Ohio, Oklahoma, Utah.

- (b) For adjustments to the salary and benefits plan only.
- (c) Management positions only.
- (d) Department of Personnel Administration handles appeals of classification and civil service issues; grievances and other types of appeals handled by Office of Employee Relations; cases denied may be appealed to the Civil Service Commission.
- (e) Private vendor.
- (f) Legislature.
- (g) Grievances only.

Table 7.3
CLASSIFICATION AND COMPENSATION PLANS

<i>State or other jurisdiction</i>	<i>Legal basis for classification</i>	<i>Current number of classifications in state</i>	<i>Requirement for periodic comprehensive classification review plan</i>	<i>Date of most recent comprehensive review of classification</i>	<i>Legal basis for compensation plan</i>	<i>Compensation schedules determined by:</i>
Alabama	S	1,481	★	(a)	S	P
Alaska	S	1,000	...	1960	S,CB	P,L (b)
Arizona	N.A.	N.A.	N.A.	N.A.	N.A.	L
Arkansas	S	1,854	★	1989-1990	S	L
California						
Dept. of Personnel						
Admin.	C,S,R,CB	4,500	...	Ongoing	S,R,CB	P
Colorado	C,S,R	951	...	1993-1995	C,S,R	P
Connecticut	S	4,060	★	Ongoing	S,CB	P,L
Delaware	S	1,300	...	1987	S	L
Florida	S	3,100	...	N.A.	S	P
Georgia	S,R	1,500	(c)	(d)	S,R	P
Hawaii	S	1,719	...	1961	S,CB	P
Idaho	S	1,633	★	1993	S	L
Illinois	S,R,CB	1,039	...	1969	S,R,CB	P (b)
Indiana	S,R	1,501	...	1976	S	P
Iowa	S	851	...	1993	S,CB	P (b)
Kansas	S	762	★	Dec. 1994	S	P
Kentucky	S,R	1,700	★	1982	S,R	P,L
Louisiana	C	N.A.	★	Ongoing	C	P
Maine	S,R	1,300	★	1976-1977	S,R,CB	P,L (b)
Maryland	S,R	2,389	...	1984 (e)	S,R	P,L
Massachusetts*	S	1,150 (approx.)	...	1980	N.A.	P (f),L (g), (h)
Michigan	C	1,691	...	(i)	C	(b,j)
Minnesota	S	2,269	...	1992-1993	S,CB	P (a)
Mississippi	S	2,500	...	(i)	S	L
Missouri	S,R	1,307	...	N.A.	S,R	P,L
Montana	S,R	1,350	...	1992	S,R,CB	L
Nebraska	S	1,460	...	1973	S,CB	P
Nevada	S,R	1,300	★	Ongoing (k)	S,R	P,L
New Hampshire	S,R	1,251	...	1991	S,R	L (b)
New Jersey	S	6,169	...	Ongoing	S	P (l)
New Mexico	S,R	1,200	...	1989-1990	S,R	P
New York	S	5,950	...	N.A.	S	L (b)
North Carolina .....	...	3,500	...	1995	S	(m)
North Dakota	S,R	980	...	1988	S,R	(n)
Ohio	S,CB	2,000	★	1990	S,CB	P,L (b)
Oklahoma	S	1,407	...	1981	S	P,L
Oregon	S	815	...	1989	S,CB	P (b)
Pennsylvania*	S	2,782	...	1989	S	P
Rhode Island	S	1,500	...	1985 (i)	S,CB	P
South Carolina	S,R	2,298	★	(i)	S,R	L
South Dakota*	S	551	...	1985-1986	S	P
Tennessee .....	...	1,680	...	1984	S	P
Texas	S (o)	1,148	★	1994	S (o)	L
Utah	S	2,200	...	1986	S	P,L
Vermont	S,R,CB	1,300	...	1986	S,R,CB	P (b)
Virginia	S	1,800	★	N.A.	S	P,L
Washington	S,R	1,750	★	Ongoing	S,R	P,L
West Virginia	S,R	750	...	1990-1994	S,R	P,L
Wisconsin	S,R	2,800	...	Ongoing	S,R	P,L (b)
Wyoming*	S	774	★	1989	S	P
Puerto Rico	S	N.A.	★	(i)	S	P,L

See footnotes at end of table.

PERSONNEL

CLASSIFICATION AND COMPENSATION PLANS — Continued

Source: National Association of State Personnel Executives, *State Personnel Office: Roles and Functions, Third Edition, 1996*, except where noted by * where data is from *Second Edition, 1992*.

Note: See above referenced source for more detailed information.

Key:

★ — Yes

. . . — No

C — Constitution.

L — Legislature.

P — Personnel Department.

S — Statute.

R — Regulation.

CB — Collective Bargaining.

EO — Executive Order.

N.A. — Not available.

(a) Review one-fifth of all positions on a yearly basis.

(b) Collective bargaining.

(c) Currently under redesign.

(d) Under development; implementation begins October 1996.

(e) Not completed.

(f) Management compensation schedules.

(g) All department compensation schedules approved by legislation.

(h) Office of Employee Relations determines non-management compensation schedules.

(i) Currently in progress.

(j) Coordinated comp procedure.

(k) Each occupation reviewed every 10 years.

(l) Labor negotiated contracts.

(m) State Personnel Commission (with funding from the legislature).

(n) The Personnel Division recommends schedules within legislative appropriations. The State Personnel Board has approval authority.

(o) Appropriations Act.

Table 7.4
SELECTED EMPLOYEE LEAVE POLICIES

State or other jurisdiction	Annual leave			Sick leave				Leave bank/ program offered	Parental leave treated as	Child care on-site
	Accrual (in days/year)			Accrual (in days/year)	Carryover allowed	Leave used for other purposes (a)				
	One year	Five years	Carryover allowed							
Alabama	13	16	★	13	★ (b)	★	I	A,S,U	...	
Alaska	15	21	★	15	★	★	I,B	A,S,U	...	
Arizona*	12	15	★ (c)	12	★	★ (d)	I	(e)	★	
Arkansas	12	15	★	12	★	★	B	M	...	
California	11	15	★	12	★	★	I	U	★	
Colorado	12	15	★	10	★	★	I,B	(f)	★	
Connecticut	12	15	★	15	★	★	I,B	(g)	...	
Delaware	15	15	★	15	★	★	...	A	...	
Florida	13	16.25	★	13	★	★	I,B	...	★	
Georgia	15	18	★	15	★	★	...	...	...
Hawaii	21	21	★	21	★	★	I,B	U	★	
Idaho	12	15	★	12	★	★	...	A,S,U	...	
Illinois	10	10	★	12	★	★	B	M	...	
Indiana	12	15	★	N.A.	★	★	...	A,S,L	★	
Iowa	10	15	★	18	★	★ (h)	I	A,S,U,L	...	
Kansas	12.025	15.275	★	Unlimited	★	★	I	L	...	
Kentucky	12	15	★	12	★	★	I	L	...	
Louisiana	12	18	★	Unlimited	★	★	...	U	...	
Maine	12	15	★	12	★	★	...	(i)	★	
Maryland	10	10	★	15	★	★	I,B	(j)	...	
Massachusetts*	10	15	★	15	★	★	...	U (k)	★ (l)	
Michigan	15	17	★	13	★	★	I,B	M (m)	...	
Minnesota	13	27	★	13	★	★	I	M (m)	...	
Mississippi	18	21	★	12	★	...	...	L	...
Missouri	15	15	★	15	★	★	B	S,U	...	
Montana	15	15	★	12	★	★	I,B	S	...	
Nebraska	12	12	★	21	★	★	I	M	...	
Nevada	15	15	★	15	★	★	I,B	A,S,L	...	
New Hampshire	12	15	★	15	★	★	...	...	★
New Jersey	12	15	★	15	★	★	I	U	★	
New Mexico	3.08	3.69	★	12	★	★	I	U,L	...	
New York	14	18	★	10.5	★	★	I	(n)	★	
North Carolina	11.75	16.75	★	Unlimited	★	★	I	(o)	...	
North Dakota	12	15	★	12	★	★	I	A,U	...	
Ohio	10	15	★	10	★	★	I	L	★	
Oklahoma	15	18	★	15	★	★	I	L	★	
Oregon	12	15	★	12	★	★	I	(p)	★	
Pennsylvania*	5.5	10.4	★	13	★	★	...	(q)	★	
Rhode Island	10	15	★	15	★	★	...	L	★	
South Carolina	15	15	★	15	★	★ (r)	B	L	...	
South Dakota*	15	15	★	14	★	★ (s)	I	M (t)	...	
Tennessee	12	18	★	12	★	★	I,B	A,S	★	
Texas	10.5	13.5	★	12	★	★	B	L	(u)	
Utah	13	16.25	★	Unlimited	★	★	I,B	A,S,L	★	
Vermont	12	15	★	(v)	★	★	B	(w)	...	
Virginia	12	12	★	15	★	★	I	A,S,U	★	
Washington	12	15	★	12	★	★	I	U	★	
West Virginia	15	15	★	18	★	★	I	A,U	★	
Wisconsin	10	15	★	13	★	★	I	U	...	
Wyoming*	12	15	★	12	★	★	I	(e)	★	
Puerto Rico	30	30	★	18	★	...	...	...	★

See footnotes at end of table.

INITIATIVE/REFERENDUM/RECALL

SELECTED EMPLOYEE LEAVE POLICIES — Continued

Source: National Association of State Personnel Executives, *State Personnel Office: Roles and Functions, Third Edition, 1996*, except where noted by * where data are from *Second Edition, 1992*.

Note: See above referenced source for more detailed information.

Key:

★ — Yes

. . . — No

A — Annual leave with pay.

B — Donation to a leave bank.

I — Donation of leave directly to individual.

L — Leave without pay.

U — Annual and/or sick leave without pay.

N.A. — Not available.

(a) Purposes vary across the states and individual jurisdictions should be consulted for specifics. However, sick leave typically may be used for family illness in these cases. Other purposes include medical appointments, funeral/bereavement leave, births, adoption and workers' compensation disability.

(b) Up to 150 days.

(c) Up to 30 days. Any additional carryover must be approved by Dept. of Administration director.

(d) Industrial disability, parental leave and limit of 40 hours for family member's illness.

(e) Annual leave, sick leave, compensatory credits or leave without pay.

(f) Employee may use annual leave or sick leave with pay, remainder of family leave is annual leave and leave without pay.

(g) Three days may be charged to sick leave in most cases.

(h) Family care.

(i) Pregnancy disability for up to six-eight weeks may be charged to accrued sick leave.

(j) Special leave category without pay or annual leave with pay.

(k) Up to eight weeks without pay.

(l) Child care program is privately owned and operates facility on state-owned property.

(m) Unpaid leave for adoption.

(n) May use leave credits other than sick leave, otherwise unpaid leave.

(o) May use sick leave to care for mother during period of disability, may use paid vacation without pay at other times.

(p) Any accrued leave must be used before going on leave without pay.

(q) Up to 183 days childbirth leave without pay with benefits.

(r) Eight days for illness in immediate family; FMLA leave of twelve weeks.

(s) 40 hours maximum.

(t) Father may use annual leave or 40 hours of personal leave.

(u) Varies by agency.

(v) Depends on seniority.

(w) Parental leave without pay.

Table 7.5
STATE EMPLOYEES: PAID HOLIDAYS*

<i>State or other jurisdiction</i>	<i>Major holidays (a)</i>	<i>Martin Luther King's Birthday (b)</i>	<i>Lincoln's Birthday</i>	<i>President's Day (c)</i>	<i>Washington's Birthday (c)</i>	<i>Good Friday</i>	<i>Memorial Day (d)</i>	<i>Columbus Day (e)</i>	<i>Veteran's Day</i>	<i>Day after Thanksgiving</i>	<i>Day before or after Christmas</i>	<i>Day before or after New Year's</i>	<i>Election Day (f)</i>	<i>Other (g)</i>
Alabama	★	★ (h)	...	...	★ (i)	...	★	★	★	...	...	...	...	★
Alaska	★	★	(j)	★	...	...	★	...	★	...	...	...	...	★
Arizona (k)	★	★	...	★	★	...	★
Arkansas	★	★	★	...	★	...	★	★	Before	...	...	★
California	★	★	★	...	★	...	★	★	★	★	★
Colorado (l)	★	★	...	★	★	★	★
Connecticut (k)	★	★	★	...	★	★	★	★	★
Delaware	★	★	...	★	...	★	★	★	★	★	★	★
Florida (k)	★	★	★	...	★	★	★
Georgia (k)	★	★	(m)	...	★	★	★	(m)	(m)	...	...	★
Hawaii	★	★	...	★	...	★	★	...	★	★	★
Idaho	★	★	...	★	★	★	★
Illinois	★	★	★	...	★	...	★	★	★	★	★	...
Indiana	★	★	(n)	...	(n,l)	★	★	★	★	(n)	(n)	...	★	...
Iowa	★	★	★	...	★	★	★
Kansas	★	★	★	...	★	★	★ (o)	★ (o)	...	★
Kentucky (k)	★	★	...	★	...	★ (p)	★	...	...	★	★	★	★	...
Louisiana	★	(o)	...	...	...	★	★ (o)	...	★	★ (o)	★ (o)	★ (o)	★	★
Maine (k)	★	★	...	★	★	...	★	★	★	★
Maryland	★	★	(j)	...	★	(j)	★	★	★	...	...	...	★	★
Massachusetts	★	★	...	★	★	★	★	★
Michigan	★	★	...	★	★	...	★	★	Before	Before	...	...
Minnesota	★	★	...	★	★	...	★	★	★
Mississippi (k)	★	★	...	★	★	...	★	★
Missouri	★	★	★	★	★	★	★	(o)	...	...	...	★
Montana (k)	★	★	...	★	★	★	★	★	...
Nebraska (k)	★	★	...	★	★	★	★	★	★
Nevada (k)	★	★	...	★	★	...	★	★	★
New Hampshire	★	★	...	★	...	★	★
New Jersey	★	★	★	...	★	★	★	★	★	(o)	...	...	★	...
New Mexico	★	★	...	(q)	...	(o)	★	★	★	(q)	...	...	...	★
New York	★	★	(j)	...	★	...	★	★	★	...	...	...	(j)	...
North Carolina	★	★	★	★	...	★	★
North Dakota (k)	★	★	★	★	★	...	★	...	★ (r)	...	...	...
Ohio (k)	★	★	...	★	★	★	★

See footnotes at end of table.

STATE EMPLOYEES: PAID HOLIDAYS* — Continued

<i>State or other jurisdiction</i>	<i>Major holidays (a)</i>	<i>Martin Luther King's Birthday (b)</i>	<i>Lincoln's Birthday</i>	<i>President's Day (c)</i>	<i>Washington's Birthday (c)</i>	<i>Good Friday</i>	<i>Memorial Day (d)</i>	<i>Columbus Day (e)</i>	<i>Veteran's Day</i>	<i>Day after Thanksgiving</i>	<i>Day before or after Christmas</i>	<i>Day before or after New Year's</i>	<i>Election Day (f)</i>	<i>Other (g)</i>
Oklahoma	★	★	...	★	★	...	★	(s)	★	★	...	...
Oregon (k)	★	★	...	★	★	...	★	...	(o)	(o)	...	★
Pennsylvania	★	★	...	★	★	★	★	★
Rhode Island	★	★	★	★	★	★	After	After	★	★
South Carolina (k)	★	★	...	★	...	★	★	(o)	...	★ (t)	★
South Dakota	★	★	...	★	★	...	★	★
Tennessee	★	★	★	★	★	(u)	★	(u)	...	...	...	...
Texas (v)	★	★	★	(w)	★	...	★	★	★	...	...	★
Utah	★	★ (x)	...	★	...	...	★	★	★	...	...	...	...	★
Vermont (k)	★	(j)	...	...	★	...	★	(j)	★	(o)	...	...	...	★
Virginia	★	★ (y)	...	...	★	...	★	★	★	★	(o)	(o)	...	...
Washington	★	★	...	★	★	...	★	★	★
West Virginia	★	★	★	...	★	...	★	★	★	...	(z)	(z)	★ (aa)	★
Wisconsin (bb)	★	★	★ (p)	★	...	...	...	Before	Before	...	...
Wyoming	★	★ (cc)	...	★	...	...	★	...	★	...	...	...	...	...
Dist. of Columbia	★	★	★	...	★	★	★

STATE EMPLOYEES: PAID HOLIDAYS* — Continued

* Holidays in addition to any other authorized paid personal leave granted state employees.
Source: The Council of State Governments' survey of state personnel offices, March 1996.
Note: In some states, the governor may proclaim additional holidays or select from a number of holidays for observance by state employees. In some states, the list of paid holidays is determined by the personnel department at the beginning of each year; as a result, the number of holidays may change from year to year. Number of paid holidays may also vary across some employee classifications. Dates are given for 1996 and may change slightly for 1997. If a holiday falls on a weekend, generally employees get the day preceding or following.

Key:

★ — Paid holiday granted.

... — Paid holiday not granted.

(a) New Year's Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

(b) Third Monday in January.

(c) Generally, third Monday in February; Washington's Birthday or President's Day. In some states the holiday is called President's Day or Washington-Lincoln Day. Most frequently, this day recognizes George Washington and Abraham Lincoln.

(d) Last Monday in May in all states indicated, except New Hampshire and Vermont where holiday is observed on May 30. Generally, states follow the federal government's observance (last Monday in May) rather than the traditional Memorial Day (May 30).

(e) Second Monday in October.

(f) General election day only, unless otherwise indicated. In Indiana, primary and general election days.

(g) Additional holidays:

Alabama—Mardi Gras Day (day before Ash Wednesday) in Baldwin and Mobile Counties only; in other counties, state employees receive one floating holiday. Confederate Memorial Day (fourth Monday in April), Jefferson Davis' Birthday (first Monday in June).

Alaska—Seward's Day (last Monday in March), Alaska Day (October 18). Employee's birthday may be taken as a floating holiday under one collective bargaining agreement.

Arkansas—Employee's birthday.

California—One personal day.

Delaware—Return Day, after 12 noon (Thursday after a general election) in Sussex County only.

Florida—One personal day.

Georgia—Confederate Memorial Day (April 26).

Hawaii—Prince Johan Kuhio Kalaniana'ole Day (March 26), King Kamehameha I Day (June 11), Admissions Day (third Friday in August).

Iowa—Two floating holidays.

Kansas—Discretionary day (taken whenever employee chooses with supervisor's approval).

Louisiana—Mardi Gras Day (day before Ash Wednesday), Inauguration Day (every four years, in Baton Rouge only).

Maine—Patriot's Day (third Monday in April).

Maryland—Maryland Day (March 25) and Defender's Day (September 12) are floating holidays; state offices remain open.

Massachusetts—Patriot's Day (third Monday in April), Evacuation Day (March 17) and Bunker Hill Day (June 17).

Minnesota—One floating holiday.

Mississippi—Confederate's Memorial Day (last Monday in April).

Missouri—Harry Truman's Birthday (May 8).

Nebraska—Arbor Day (last Friday in April).

Nevada—Nevada Day (October 31).

New Mexico—One personal holiday to permanent incumbents who have completed the one year probationary period.

Oregon—Two discretionary days.

Rhode Island—Victory Day (second Monday in August).

South Carolina—One floating holiday.

South Dakota—Native American's Day (second Monday in October).

Texas—Confederate Heroes Day (January 19), Texas Independence Day (March 2), San Jacinto Day (April 21), Emancipation Day (June 19) and Lyndon Johnson's Birthday (August 27). A state employee may observe Rosh Hashanah, Yom Kippur and Good Friday in lieu of any state holiday on which the employee's agency is required to be open.

Utah—Pioneer Day (July 24).

Vermont—Town Meeting Day (first Tuesday in March), Battle of Bennington Day (August 16).

Washington—One floating holiday.

West Virginia—West Virginia Day (June 20).

District of Columbia—Inauguration Day (January 20, every four years).

(h) Also for Robert E. Lee's Birthday.

(i) Also for Thomas Jefferson's Birthday.

(j) Floating holiday; employee may take the holiday on another day. State offices are open.

(k) If a holiday falls on a Saturday, it is observed on the Friday before. If it falls on a Sunday, observed on the following Monday. In Oregon, it is rescheduled if it falls on someone's scheduled day off.

(l) In Colorado, agencies have the discretion to observe an alternate holiday schedule in lieu of statutory holidays.

(m) In Georgia, Robert E. Lee's Birthday is observed on the day after Thanksgiving, and Washington's birthday is observed the day after Christmas.

(n) In Indiana, Lincoln's Birthday is observed on the day after Thanksgiving, and Washington's birthday is observed the day before Christmas.

(o) At the discretion of the governor. In South Carolina, the day after Christmas is an established holiday.

(p) Half day.

(q) In New Mexico, President's Day is observed on the day after Thanksgiving.

(r) In North Dakota, if the day before Christmas is a weekday, state offices close at noon.

(s) Legislation is pending to establish the Thursday after Thanksgiving as a statutory holiday.

(t) In South Carolina, election day is a holiday in even-numbered years.

(u) In Tennessee, state employees have selected by ballot to observe Columbus Day on the day after Thanksgiving during the past few years.

(v) In Texas, a holiday is not observed if it falls on Saturday or Sunday.

(w) In Texas, a state employee may observe Good Friday in lieu of any state holiday on which the employee's agency is required to be open.

(x) Called Human Rights Day; celebrates Martin Luther King, Jr. and others who worked for human rights.

(y) Called Lee/Jackson/King Day, after Robert E. Lee, Stonewall Jackson and Martin Luther King, Jr.

(z) Half day on Christmas Eve and New Year's Eve if they fall on Monday, Tuesday, Wednesday or Thursday.

(aa) In West Virginia, both general and primary elections are holidays.

(bb) Any holiday that falls on a Saturday is a floating holiday. A holiday that falls on a Sunday is observed on the following Monday.

(cc) Called Martin Luther King, Jr./Wyoming Equality Day.

PERSONNEL

Table 7.6
CIVIL SERVICE REFORM IN THE STATES

State or other jurisdiction	Extent of reform	Initiator of reform	Personnel functions under reform or considered for reform									
			Merit testing	Classification	Compensation	Recruitment	Selection	Performance evaluation	Training	Employee relations	Benefits	Layoffs
Alabama	I	P	...	...	...	...	...	...	...	...	...	...
Alaska	I	N.A.	...	★	★	★	★	★	★	★	★	★
Arizona	I	G (a)	...	★	★	★	★	★	★	★	★	★
Arkansas	I	G	...	★	★	★	...	...	...	...	...	...
California	I	G,P	★	★	★	...	★	★	...	...	...	★
Colorado	I	G,L,P	★	★	★	★	★	★	★	★	★	★
Connecticut	I	L,P	★	★	★	...	★	★	★	...	★	...
Delaware						(b)						
Florida	W	G,P	★	★	★	★	★	★	★	★	★	★
Georgia	I	N.A.	★	★	★	★	★	★	...	★	...	...
Hawaii	I	P	★	★	★	★	★	★	★	★	★	★
Idaho	I	(a)	★	★	★	★	...	...	...	...	...	...
Illinois	(c)	G	★	★	★	★	★	...	★	★	★	...
Indiana	I	G,P	★	★	★	★	★	★	★	★	★	...
Iowa	I	G,P	★	★	★	★	★	★	★	...	...	★
Kansas	I	N.A.	W	...	★	...	W	I	I	★	...	★
Kentucky	I	G,L,P	...	★	★	...	...	...	★	...	...	...
Louisiana						(b)						
Maine	I	G,L,P	★	...	...	...	...	★	...	...	...	...
Maryland	W	G,L,P	★	★	★	★	★	★	★	★	★	★
Massachusetts	W	G,P (a)	★	★	★	★	★	★	★	★	★	...
Michigan	I	G,P	★	★	★	★	★	★	★	★	★	★
Minnesota	W	PL	★	★	...	...	...	...	★	...	★	★
Mississippi	N.A.	P	...	★	★	...	...	I	...	...	★	★
Missouri	N.A.	G	★	★	★	★	★	★	...	...	★	★
Montana	I	N.A.	...	★	★	...	...	★	...	★	...	★
Nebraska	I	P	...	★	★	★	★	★	★	★	★	★
Nevada	I	G,P	★	★	★	★	★	★	★	...	...	...
New Hampshire						(d)						
New Jersey	W	G,P	★	★	★	★	★	★	★	...	★	★
New Mexico						(e)						
New York	I	G,P	★	★	...	...	★	★	...	...	...	★
North Carolina	I	G,P	N.A.	★	★	...	...	★	...	★	★	...
North Dakota	I	G,P	...	H	...	...	...	...	...	...	...	...
Ohio	W	G,P	★	★	★	★	★	★	★	★	★	...
Oklahoma	W	G	★	★	★	★	★	★	★	★	★	★
Oregon	I	G,P	★	★	★	★	★	★	...	...	★	★
Pennsylvania	I	N.A.	...	★	...	...	...	...	...	...	...	...
Rhode Island	I	G	★	...	★	★	★	★	★	★	★	★
South Carolina	W	G,L,P (a)	...	★	★	...	...	★	...	★	...	...
South Dakota						No reform underway/planned						
Tennessee	I	N.A.	...	...	★	...	...	...	...	...	...	...
Texas						(f)						
Utah	I	P	...	★	★	...	★	★	...	...	...	...
Vermont	I	P	★	★	★	★	★	...	★	★	★	...
Virginia	I	P	...	★	★	★	...	★	...	...	★	★
Washington	I	N.A.	★	★	★	★	★	★	...	...	...	...
West Virginia	I	P	...	★	★	...	...	★	★	★	...	...
Wisconsin	I	G,P	★	★	★	★	★	...	...	...	...	...
Wyoming						No reform underway/planned						
Dist. of Columbia	I	G	...	...	★	...	...	★	★	★	★	★
U.S. Virgin Islands	W	P	★	★	★	★	★	★	★	★	★	★

Source: The Council of State Governments survey, 1996.
 Key:
 ★ — Function is being reformed or considered for reform.
 ... — No reform.
 I — Incremental reform.
 W — Wholesale reform.
 G — Governor.
 L — Legislature.
 P — Personnel agency.
 N.A. — Not available.
 (a) Other initiators: Arizona, Idaho—various state agencies; Massachusetts—various groups dedicated to improving the effectiveness and efficiency of the

delivery of state government services; Minnesota—Governor's Commission on Reform and Efficiency.
 (b) Reform is being planned or under consideration by the state personnel executives in Delaware, Louisiana and North Carolina; no further information available.
 (c) Extent of reform unknown until review process has been completed.
 (d) Division of Personnel instituted a Certified Public Manager Program in 1996.
 (e) Streamlining classification and compensation system to include class consolidation and wider salary grades.
 (f) Data not available.

Table 7.7
ALTERNATIVE WORKING ARRANGEMENTS FOR STATE EMPLOYEES

<i>State</i>	<i>Flextime</i>	<i>Share leave</i>	<i>Telecommute</i>	<i>Job sharing</i>	<i>Incentives/credits for not using sick leave</i>
Alabama .....	★	★	...	...	...
Alaska	★	★	★	★	...
Arizona	★	★	★	★	★
Arkansas	★	★	N.A.	★	N.A.
California	★	★	★	★	...
Colorado	★	★	★	★	★
Connecticut	★	★	...	★	...
Delaware .....	★	...	...	...	...
Florida	★	★	★	★	...
Georgia	★	★	★	★	★
Hawaii	★	★	★	★	★
Idaho .....	...	...	...	...	...
Illinois	★	★	★	★	★
Indiana	★	...	★	★	...
Iowa	★	★	★	★	★
Kansas	★	★	...	★	...
Kentucky	★	★	N.A.	N.A.	★
Louisiana	★	...	★	★	...
Maine .....	★	...	...	★	...
Maryland	★	★	...	★	...
Massachusetts	★	★	★	★	...
Michigan	N.A.	★	N.A.	★	★
Minnesota	N.A.	N.A.	N.A.	N.A.	N.A.
Mississippi .....	★	...	...	...	...
Missouri	★	★	...	★	...
Montana	★	★	★	★	★
Nebraska	★	...	★	★	...
Nevada	★	★	★	★	★
New Hampshire .....	★	...	...	★	★
New Jersey .....	.....	.....	(a)	.....	.....
New Mexico	★	★	★	★	★
New York	★	★	★	★	...
North Carolina	★	★	N.A.	★	...
North Dakota	★	★	★	★	★
Ohio .....	★	...	...	...	...
Oklahoma	★	★	N.A.	N.A.	N.A.
Oregon	★	★	★	★	★
Pennsylvania .....	★	...	...	★	★
Rhode Island	★	...	★	★	★
South Carolina	★	★	★	★	★
South Dakota .....	★	★	...	...	★
Tennessee	★	★	★	★	...
Texas	★	...	★	★	...
Utah .....	...	...	N.A.	...	...
Vermont	★	★	★	★	★
Virginia	★	★	★	★	★
Washington	★	★	★	★	★
West Virginia	★	...	★	★	★
Wisconsin .....	...	N.A.	...	...	...
Wyoming	★	★	★	★	...

Source: Oklahoma Office of Personnel Management survey, *Workforce Policies: State Activity and Innovations*, July 1995, which updates information originally in the National Association of State Budget Officers, March 1995.

Key:

★ — Yes

... — No

N.A. — Not applicable.

(a) Information not available.

INFORMATION/RECORDS MANAGEMENT

Table 7.8
INFORMATION RESOURCE MANAGEMENT: CHIEF INFORMATION OFFICERS

State	Chief information officer's title and division (a)	Officer's decisions are binding	Has authority to approve:			
			State IRM plans	State IRM policies	State IRM standards	State-level IRM acquisitions
Alabama	Director, Data Systems Management Division	★	★	★	N.A.	★
Alaska	Commissioner, Department of Administration	...	...	...	...	...
Arizona	Assistant Director, Department of Administration	N.A.	★	★	...	★
Arkansas	Director, Department of Computer Services	★	...	★	★	★
California	Director, Office of Information Technology	★	...	★	★	★
Colorado	Staff Director, Commission on Information Management	...	...	★	...	...
Connecticut	No chief information officer					
Delaware	Executive Director, Office of Information Systems	★	★	★	...	★
Florida	Executive Administrator, Information Resource Commission	★	★	★	★	...
Georgia	No chief information officer					
Hawaii	Director of Finance	★	★	★	N.A.	...
Idaho	Director, Department of Administration	...	...	★	★	...
Illinois	Director, Department of Central Management Services	★	★	★	...	★
Indiana (b)	No chief information officer					
Iowa	No chief information officer					
Kansas	Director, Division of Information Systems & Telecommunications	★	★	★	...	★
Kentucky	Commissioner, Department of Information Systems	...	...	★	★	★
Louisiana	No chief information officer					
Maine	Director, Bureau of Information Services	★ (c)	★	★	★	★
Maryland	Chief of Information Technology	★	★	★	★	★
Massachusetts	Director, Office of Management Information Systems	...	...	...	...	...
Michigan	Chief Information Officer, Department of Management & Budget	★	★	★	...	★
Minnesota	Assistant Commissioner	★	★	★	...	★
Mississippi	Executive Director, Central Data Processing Authority	★	★	★	★	★
Missouri	No chief information officer					
Montana	Administrator, Information Services Division	N.A.	★	★	★	★
Nebraska	Acting Administrator, Central Data Processing	(d)	...	...	...	...
Nevada	Director, Department of Information Services	★	★	★	★	★
New Hampshire	Director, Information Technology Management	★	★	★	...	...
New Jersey	Administrator, Office of Telecommunications and Information Systems	★	...	★	...	★
New Mexico	Director, Information Systems Division	★ (d)	★	★	★	...
New York	No chief information officer					
North Carolina	Deputy State Controller for IRM	(d)	★	★	★	★
North Dakota	Director, Information Systems Division	(d)	★	★	★	★
Ohio	Director, Department of Administrative Services, delegated to the Director of Computer Services	★	★	★	★	★
Oklahoma	No chief information officer					
Oregon	Chief Information Officer	★	★	★	★	★
Pennsylvania	Special Assistant to the Governor for Telecommunications & Technology Systems	★	★	★	...	★
Rhode Island	No chief information officer					
South Carolina	Assistant Director, Office of Information Technology Policy & Management	★	★	★	★	★
South Dakota	Commissioner, Bureau of Information & Telecommunications	(d)	★	★	N.A.	★
Tennessee	Chief of Information Systems	★	★	★	...	★
Texas	Executive Director, Department of Information Resources	★	★	★	★	★
Utah	No chief information officer					
Vermont	Chief Information Officer	N.A.	N.A.	N.A.	N.A.	N.A.
Virginia	Director, Department of Information Technology	★	...	...	★	★
	Director, Council on Information Management	★	★	★	★	...
	Director, Department of Information Services	★ (e)	★	★	★	★
Washington	No chief information officer					
West Virginia	No chief information officer					
Wisconsin	Division Administrator, Department of Administration	★	★	★	★	★
Wyoming	Administrator, Office of Computer Technology	...	...	★	N.A.	★

Source: National Association of State Information Resource Executives, *State Information Resource Management Organizational Structures: 1994 NASIRE Biennial Report, 1994*.

Key:
★ — Yes
... — No
N.A. — Not available

(a) The state's chief information officer is the individual with the highest level of authority for managing information resources and services.

(b) Basic functions of CIO fulfilled by Data Processing Oversight Commission. However, each large agency may have a Director who fulfills

certain CIO functions.

(c) Advisory only.

(d) Decisions are binding in some cases, but not in others. In Nebraska, typically for hardware acquisition purposes. In New Mexico, there are six departments in the executive branch that are statutorily exempt from this provision. In North Carolina, the CIO has authority to the extent that it has been specified or delegated by the commission.

(e) The enforcement mechanism is delegated acquisition authority; failure to comply with policy may result in loss of authority to purchase goods and services.

Table 7.9
INFORMATION RESOURCE MANAGEMENT: STATE COMMISSIONS,
CENTRAL ORGANIZATIONS AND BUDGETS

State	State commissions		Central IRM organization (b)	IRM budget as a percentage of total state budget (c)
	IRM commission (a)	Authority to approve:		
Alabama	★	N.A.
Alaska	★	A,B,C,D	★	N.A.
Arizona	★	1.6
Arkansas	★	N.A.
California	1.4
Colorado	★	A,B,C	...	1.3 (d,e)
Connecticut	N.A.
Delaware	★	B	★	7.5 (d)
Florida	★	A,B,C,D	★	0.8 (d)
Georgia	★	B	★	0.2
Hawaii	★	1.0
Idaho	★	A, B,C, D	★	1.6 (d,e)
Illinois	★	N.A.
Indiana	★	D	★	0.7
Iowa	1.3 (d)
Kansas	★	...	★	6.6 (d,e)
Kentucky	★	A,B,C	★	1.7 (d,e)
Louisiana	N.A.
Maine	★	A,B,C	★	0.8 (d)
Maryland	★	A,B (f)	★	2.0 (d,e)
Massachusetts	0.9
Michigan	★	1.5
Minnesota	(g)	★	N.A.
Mississippi	★	A,B,C,D	★	1.7 (e)
Missouri	★	1.1
Montana	★	none	★	2.4 (d)
Nebraska	★	N.A.
Nevada	★	none	★	N.A.
New Hampshire	★	N.A.	...	N.A.
New Jersey	1.4
New Mexico	★	A,B,C,D	★	N.A.
New York	0.9
North Carolina	★	A,B,C	★	0.8
North Dakota	★	N.A.
Ohio	0.7 (d,e)
Oklahoma	★	2.8
Oregon	★	A,B,C	★	2.0 (e)
Pennsylvania	★	1.1
Rhode Island	★	N.A.
South Carolina	2.5 (d,e)
South Dakota	★	9.0 (d,e)
Tennessee	★	A,B	★	0.6 (d)
Texas	★	A,B,C (h)	★	1.9 (d,e)
Utah	N.A.
Vermont	★	B,C,D	...	N.A.
Virginia	★	A,B,C	★	3.0 (e)
Washington	★	A,B,C,D	★	2.7 (d,e)
West Virginia	N.A.
Wisconsin	★	A,B,C	★	1.4 (e)
Wyoming	★	2.8 (d)

Source: National Association of State Information Resource Executives, *State Information Resource Management Organizational Structures: 1994 NASIRE; Biennial Report, 1994*.

- Key:
 ★ — Organization exists in the state
 ... — Organization does not exist in the state
 A — State IRM plans
 B — State IRM policies
 C — State IRM standards
 D — State-level IRM acquisitions
 N.A. — Not available

(a) Formal board, commission, committee or authority established for the purpose of directing or managing the planning and implementation of information processing resources, policies, standards and services within the state.
 (b) A department or agency with state-level authority over information

management; usually sets policy and standards; possibly subject to approval of an IRM commission; and may have influence over day-to-day IRM operations.

(c) Budget includes information for the executive department only, except in Connecticut and where noted.

(d) In addition to the executive department, budget includes information for the legislative and judicial branches, except in South Dakota and Tennessee — legislative only; Washington, Florida and Texas — judicial only.

(e) In addition to the executive department, budget includes information for university.

(f) Reviews and recommends.

(g) Has review authority only.

(h) Approves state-level IRM acquisitions except for telecommunication operations of the General Services commission.

INFORMATION/RECORDS MANAGEMENT

Table 7.10
STATE AID FOR LIBRARIES
(Fiscal Year 1994)

State	Number of public libraries (a)	Individual public libraries	Public library systems	Public library construction	Multitype library systems	Other	Total aid
Alabama	208	\$ 4,772,000	\$ 946,000	\$ 250,000	\$ 7,000	\$ 0	\$ 5,976,000
Alaska	85	1,276,000	0	0	0	57,000	1,333,000
Arizona	39	1,211,000	0	317,000	0	164,000	1,691,000
Arkansas	36	1,908,000	1,038,000	214,000	0	131,000	3,292,000
California	169	23,323,000	2,125,000	1,397,000	3,160,000	3,299,000	33,306,000
Colorado	120	673,000	0	210,000	1,636,000	1,255,000	3,774,000
Connecticut	194	1,362,000	10,000	2,191,000	1,004,000	134,000	4,700,000
Delaware	29	861,000	2,000	1,119,000	0	86,000	2,068,000
Florida	100	25,436,000	0	1,167,000	1,577,000	0	28,180,000
Georgia	54	27,873,000	0	6,831,000	0	53,000	34,756,000
Hawaii	1	0	0	0	0	0	0
Idaho	107	601,000	0	116,000	0	0	717,000
Illinois	606	15,029,000	0	10,204,000	20,481,000	4,454,000	50,168,000
Indiana	238	1,386,000	0	653,000	2,721,000	97,000	4,857,000
Iowa	517	181,000	0	146,000	0	50,000	377,000
Kansas	320	2,167,000	1,137,000	303,000	0	769,000	4,376,000
Kentucky	116	4,247,000	0	1,282,000	0	0	5,528,000
Louisiana	65	184,000	0	468,000	0	0	652,000
Maine	225	40,000	0	158,000	210,000	0	408,000
Maryland	24	16,474,000	0	330,000	1,269,000	3,929,000	22,003,000
Massachusetts	374	7,700,000	7,975,000	1,144,000	1,423,000	6,458,000	24,701,000
Michigan	377	14,497,000	4,881,000	951,000	736,000	110,000	21,176,000
Minnesota	132	2,635,000	5,770,000	310,000	865,000	702,000	10,281,000
Mississippi	47	0	3,558,000	138,000	0	5,000	3,701,000
Missouri	148	2,103,000	0	245,000	0	435,000	2,782,000
Montana	83	19,000	279,000	121,000	0	264,000	683,000
Nebraska	269	476,000	0	112,000	596,000	163,000	1,346,000
Nevada	26	412,000	0	97,000	0	177,000	687,000
New Hampshire	229	0	0	217,000	80,000	80,000	297,000
New Jersey	310	8,729,000	86,000	0	3,125,000	1,323,000	13,262,000
New Mexico	69	280,000	0	52,000	0	55,000	387,000
New York	758	38,019,000	25,169,000	1,561,000	5,275,000	10,605,000	80,629,000
North Carolina	74	12,519,000	0	570,000	0	269,000	13,359,000
North Dakota	78	451,000	0	103,000	50,000	72,000	675,000
Ohio	250	263,000	844,000	500,000	789,000	2,474,000	4,869,000
Oklahoma	110	616,000	1,232,000	275,000	28,000	86,000	2,236,000
Oregon	124	172,000	299,000	304,000	0	256,000	1,031,000
Pennsylvania	448	18,768,000	1,770,000	0	6,992,000	5,983,000	33,513,000
Rhode Island	51	384,000	0	1,844,000	0	869,000	3,097,000
South Carolina	40	4,203,000	0	230,000	0	82,000	4,515,000
South Dakota	113	9,000	0	112,000	0	48,000	169,000
Tennessee	137	1,833,000	4,642,000	381,000	0	0	6,856,000
Texas	498	709,000	9,621,000	841,000	0	0	11,171,000
Utah	69	812,000	0	144,000	0	933,000	1,890,000
Vermont	201	11,000	0	151,000	0	1,000	162,000
Virginia	90	11,046,000	0	10,000	0	617,000	11,674,000
Washington	70	547,000	123,000	120,000	0	422,000	1,212,000
West Virginia	97	4,679,000	1,346,000	162,000	0	171,000	6,359,000
Wisconsin	380	534,000	11,792,000	418,000	60,000	1,158,000	13,961,000
Wyoming	23	12,000	0	32,000	0	23,000	67,000

Source: Chief Officers of State Library Agencies. Data are state funds, excluding Federal funds, and excluding state funds used to administer a state library agency.

(a) Source for this column: *Public Libraries in the United States: 1993*, National Center for Education Statistics, 1995.

Table 7.11
STATE PURCHASING: BUY-AMERICAN LAWS AND OTHER PRACTICES

State	Buy-American laws affecting public procurement	Preference to specified products				
		Small business	Recycled plastic	Recycled paper	Other products with recycled content	Other
Alabama	...	...	...	...	...	...
Alaska	...	...	...	★	★	...
Arizona	...	★	...	★	...	...
Arkansas	...	...	...	★	...	...
California	★ (a)	★	...	★	★	...
Colorado	...	...	★	★	...	...
Connecticut	★ (b)	★	★	★	★	...
Delaware	...	...	...	...	...	...
Florida	...	★	★	★	★	...
Georgia	...	...	...	★	...	...
Hawaii	★ (c)	...	...	...	...	★ (d)
Idaho	...	...	...	...	...	...
Illinois	★ (e)	★	...	...	...	...
Indiana	...	★	★	★	★	★ (f)
Iowa	★ (a)	...	...	★	...	...
Kansas	★ (g)	...	...	★	...	...
Kentucky	...	★	★	★	★	...
Louisiana	★ (a)	...	★	★	★	★ (h)
Maine	...	...	...	★	...	★ (h)
Maryland	★ (e)	★	★	★	★	...
Massachusetts	...	★	★	★	★	...
Michigan	...	...	★	★	★	★ (h)
Minnesota	★ (i)	★	★	★	★	...
Mississippi	★ (j)	...	★	★	★	...
Missouri	★	...	★	★	★	...
Montana	...	★	...	...	...	...
Nebraska	...	...	★	★	★	...
Nevada	...	...	★	★	★	...
New Hampshire	...	...	...	★	...	...
New Jersey	★ (k)	★	★	★	★	...
New Mexico	★ (a)	...	★	★	★	...
New York	★ (e)	...	★	★	★	★ (h)
North Carolina	...	...	...	...	...	...
North Dakota	...	...	...	...	...	...
Ohio	★	...	...	...	...	...
Oklahoma	★ (c)	...	...	...	...	...
Oregon	...	...	★	★	★	★ (h)
Pennsylvania	★	...	★	★	...	...
Rhode Island	★ (e)	...	...	★	...	...
South Carolina	★	...	★	★	★	...
South Dakota	...	...	...	★	...	...
Tennessee	...	★ (l)	...	...	...	...
Texas	...	...	★	★	★	...
Utah	...	...	...	★	...	...
Vermont	...	...	★	★	★	...
Virginia	...	...	...	★	...	...
Washington	...	...	★	★	★	...
West Virginia	★	...	★	★	★	★
Wisconsin	★ (m)	...	...	...	...	★ (h)
Wyoming	★ (n)	...	...	★	★	...

Source: National Association of State Purchasing Officials, *State and Local Government Purchasing*, 4th Edition (1994).

Key:

★ — Yes
... — No

(a) Automobiles only.
(b) Textiles only.

(c) The law is too vague to apply.

(d) Hawaiian products, printing, software.

(e) Steel. In Illinois, domestically produced products receive a 10 percent preference for steel used in public works projects. In Maryland, 10,000 pounds or more for public works projects. In New York, steel for public works projects only.

(f) Five percent price preference to Indiana businesses.

(g) The law is permissive, not mandatory.

(h) Products or services of sheltered or rehabilitation workshops. Also in Michigan, prison industries. Also in New York, products of the special employment program of the state office of mental health.

(i) Five percent preference to American-made products and services.

(j) Specifications shall be written so as not to exclude comparable equipment of domestic manufacturer.

(k) Materials used in conjunction with public works contracts.

(l) Only in tie bids for products/services.

(m) The state will purchase materials that are manufactured to the greatest extent in the United States in case of tie bids.

(n) Beef.

STATE PURCHASING

Table 7.12
STATE PURCHASING OF RECYCLED PRODUCTS

State	Purchases of recycled products required by law	State purchases				Restrictions on purchasing	
		Recycled oil	Recycled fuel	Alternative fuel vehicles	Soybean ink	Foam cups and plates	Products with CFCs
Alabama
Alaska	★	★
Arizona
Arkansas	★	★	...	★
California	★	★	★	★
Colorado	★	★	★
Connecticut	★	★	...	★	★
Delaware	★
Florida
Georgia	★
Hawaii	★
Idaho
Illinois	★	★	★	★	★
Indiana	★	★	...	★	★
Iowa	★	...	★	★	★	★	★
Kansas	★	...	★	★	★
Kentucky	★	★	...	★
Louisiana	★	★	★
Maine	★	★	★	...	★	★	★
Maryland	★	★	★
Massachusetts	★	★	★	★	★
Michigan	★	★	★	★	★
Minnesota	★	★	★	★
Mississippi
Missouri	★	★	...	★	★	★	★
Montana	★	★
Nebraska	★	★	★	★
Nevada	★	★	★
New Hampshire	★	★	...
New Jersey	★	★	★	★	★	...	★
New Mexico	★	★
New York	★	★	★	★	...	★
North Carolina	★
North Dakota
Ohio	★	★	★
Oklahoma	★	★	★
Oregon	★	★	...	★	...	★	...
Pennsylvania	★	★	...	★	★
Rhode Island	★	★	...
South Carolina	★
South Dakota	★	★	...	★
Tennessee	★	★	★
Texas	★	★	★	★
Utah	★	★	★
Vermont	★	★	★	...	★	★	...
Virginia	(a)	★	...	...
Washington	★	★
West Virginia	★	★	★
Wisconsin	★	★	★	...	★
Wyoming	★

Source: National Association of State Purchasing Officials, *State and Local Government Purchasing*, 4th Edition (1994).

Key:

★ — Yes

... — No

(a) Used in test vehicles only.

Table 7.13
SUMMARY OF STATE GOVERNMENT EMPLOYMENT: 1953-1993

Year (October)	Employment (in thousands)						Monthly payrolls (in millions of dollars)			Average monthly earnings of full-time employees		
	Total, full-time and part-time			Full-time equivalent			All	Education	Other	All	Education	Other
	All	Education	Other	All	Education	Other	All	Education	Other	All	Education	Other
1953	1,082	294	788	966	211	755	\$ 278.6	\$ 73.5	\$ 205.1	\$ 289	\$ 320	\$ 278
1954	1,149	310	839	1,024	222	802	300.7	78.9	221.8	294	325	283
1955	1,199	333	866	1,081	244	837	325.9	88.5	237.4	302	334	290
1956	1,268	353	915	1,136	250	886	366.5	108.8	257.7	321	358	309
1957 (April)	1,300	375	925	1,153	257	896	372.5	106.1	266.4	320	355	309
1958	1,408	406	1,002	1,259	284	975	446.5	123.4	323.1	355	416	333
1959	1,454	443	1,011	1,302	318	984	485.4	136.0	349.4	373	427	352
1960	1,527	474	1,053	1,353	332	1,021	524.1	167.7	356.4	386	439	365
1961	1,625	518	1,107	1,435	367	1,068	586.2	192.4	393.8	409	482	383
1962	1,680	555	1,126	1,478	389	1,088	634.6	201.8	432.8	429	518	397
1963	1,775	602	1,173	1,558	422	1,136	696.4	230.1	466.3	447	545	410
1964	1,873	656	1,217	1,639	460	1,179	761.1	257.5	503.6	464	560	427
1965	2,028	739	1,289	1,751	508	1,243	849.2	290.1	559.1	484	571	450
1966	2,211	866	1,344	1,864	575	1,289	975.2	353.0	622.2	522	614	483
1967	2,335	940	1,395	1,946	620	1,326	1,105.5	406.3	699.3	567	666	526
1968	2,495	1,037	1,458	2,085	694	1,391	1,256.7	477.1	779.6	602	687	544
1969	2,614	1,112	1,501	2,179	746	1,433	1,430.5	554.5	876.1	655	743	597
1970	2,755	1,182	1,573	2,302	803	1,499	1,612.2	630.3	981.9	700	797	605
1971	2,832	1,223	1,609	2,384	841	1,544	1,741.7	681.5	1,060.2	731	826	686
1972	2,957	1,267	1,690	2,487	867	1,619	1,936.6	746.9	1,189.7	778	871	734
1973	3,013	1,280	1,733	2,547	887	1,660	2,158.2	822.2	1,336.0	843	952	805
1974	3,155	1,357	1,798	2,653	929	1,725	2,409.5	932.7	1,476.9	906	1,023	855
1975	3,271	1,400	1,870	2,744	952	1,792	2,652.7	1,021.7	1,631.1	964	1,080	909
1976	3,343	1,434	1,910	2,799	973	1,827	2,893.7	1,111.5	1,782.1	1,031	1,163	975
1977	3,491	1,484	2,007	2,903	1,005	1,898	3,194.6	1,234.4	1,960.1	1,096	1,237	1,031
1978	3,539	1,508	2,032	2,966	1,016	1,950	3,483.0	1,332.9	2,150.2	1,167	1,311	1,102
1979	3,699	1,577	2,122	3,072	1,046	2,026	3,869.3	1,451.4	2,417.9	1,257	1,399	1,193
1980	3,753	1,599	2,154	3,106	1,063	2,044	4,284.7	1,608.0	2,676.6	1,373	1,523	1,305
1981	3,726	1,603	2,123	3,087	1,063	2,024	4,667.5	1,768.0	2,899.5	1,507	1,671	1,432
1982	3,747	1,616	2,131	3,083	1,051	2,032	5,027.7	1,874.0	3,153.7	1,625	1,789	1,551
1983	3,816	1,666	2,150	3,116	1,072	2,044	5,345.5	1,989.0	3,357.0	1,711	1,850	1,640
1984	3,898	1,708	2,190	3,177	1,091	2,086	5,814.9	2,178.0	3,637.0	1,825	1,991	1,740
1985	3,984	1,764	2,220	2,990	945	2,046	6,328.6	2,433.7	3,884.9	1,935	2,155	1,834
1986	4,068	1,800	2,267	3,437	1,256	2,181	6,801.4	2,583.4	4,226.9	2,052	2,263	1,956
1987	4,115	1,804	2,310	3,491	1,264	2,227	7,297.8	2,758.3	4,539.5	2,161	2,396	2,056
1988	4,236	1,854	2,381	3,606	1,309	2,297	7,842.3	2,928.6	4,913.7	2,260	2,490	2,158
1989	4,365	1,925	2,440	3,709	1,360	2,349	8,443.1	3,175.0	5,268.1	2,372	2,627	2,259
1990	4,503	1,984	2,519	3,840	1,418	2,432	9,083.0	3,426.0	5,657.0	2,472	2,732	2,359
1991	4,521	1,999	2,522	3,829	1,375	2,454	9,437.0	3,550.0	5,887.0	2,479	2,530	2,433
1992	4,595	2,050	2,545	3,856	1,384	2,472	9,828.0	3,774.0	6,054.0	2,562	2,607	2,521
1993	4,673	2,112	2,562	3,891	1,436	2,455	10,288.2	3,999.3	6,288.9	2,722	3,034	2,578

Source: U.S. Department of Commerce, Bureau of the Census.

Note: Detail may not add to totals due to rounding.

PUBLIC EMPLOYMENT

Table 7.14
EMPLOYMENT AND PAYROLLS OF STATE AND LOCAL GOVERNMENTS,
BY FUNCTION: OCTOBER 1992

Functions	All employees, full-time and part-time (in thousands)			October payrolls (in millions of dollars)			Average October earnings of full-time employees
	Total	State governments	Local governments	Total	State governments	Local governments	
All functions	15,698	4,595	11,103	\$33,183	\$9,828	\$23,355	\$2,562
Education:							
Higher Education	2,356	1,909	447	4,155	3,457	698	2,959
Instructional personnel only	841	623	218	2,094	1,695	400	4,108
Elementary/Secondary schools	5,762	35	5,727	12,124	75	12,049	2,522
Instructional personnel only	3,859	25	3,825	9,557	61	9,496	2,838
Libraries	132	1	131	178	1	177	2,057
Other education	106	106	0	242	242	0	2,496
Selected functions:							
Highways	561	261	300	1,252	626	626	2,326
Public welfare	496	215	281	1,015	471	544	2,179
Hospitals	1,163	555	608	2,518	1,224	1,294	2,327
Police protection	770	87	683	2,061	247	1,814	2,947
Police officers only	558	55	503	1,698	177	1,521	3,179
Fire protection	344	0	344	825	0	825	3,260
Firefighters only	319	0	319	776	0	776	3,297
Natural resources	204	164	40	431	355	76	2,436
Correction	543	348	194	1,308	844	464	2,454
Social insurance administration	118	118	0	275	275	0	2,433
Financial administration	355	151	205	751	351	400	2,320
Judicial & legal administration	323	114	209	832	350	482	2,765
Other government administration ..	370	52	318	568	125	443	2,491
Utilities	459	29	430	1,293	105	1,188	2,951

Source: U.S. Department of Commerce, Bureau of the Census.

Table 7.15
EMPLOYMENT AND PAYROLLS OF STATE AND LOCAL GOVERNMENTS,
BY FUNCTION: OCTOBER 1993

Functions	All employees, full-time and part-time (in thousands)			October payrolls (in millions of dollars)			Average October earnings of full-time employees
	Total	State governments	Local governments	Total	State governments	Local governments	
All functions	15,824	4,673	11,151	\$34,540	\$10,288	\$24,252	\$2,654
Education:							
Higher Education	2,410	1,961	450	4,413	3,663	750	3,092
Instructional personnel only	850	630	220	2,166	1,740	426	4,244
Elementary/Secondary schools	5,834	37	5,797	12,703	82	12,621	2,621
Instructional personnel only	3,891	26	3,864	10,009	66	9,942	2,937
Libraries	135	1	134	185	1,314	184	2,117
Other education	114	114	0	255	255	0	2,600
Selected functions:							
Highways	556	262	294	1,279	648	631	2,389
Public welfare	507	224	283	1,054	496	559	2,212
Hospitals	1,124	541	583	2,549	1,251	1,298	2,452
Police protection	776	87	689	2,143	256	1,887	3,032
Police officers only	561	53	508	1,764	176	1,588	3,279
Fire protection	330	0	330	848	0	848	2,385
Firefighters only	306	0	306	800	0	800	3,430
Natural resources	203	167	36	437	369	68	2,489
Correction	561	367	194	1,369	898	472	2,491
Social insurance administration	113	113	0	271	271	0	2,521
Financial administration	360	159	201	801	387	415	2,429
Judicial & legal administration	326	117	208	873	368	505	2,867
Other government administration ..	340	52	288	578	130	448	2,546
Utilities	450	28	422	1,286	106	1,180	3,013

Source: U.S. Department of Commerce, Bureau of the Census.

Note: Statistics for local governments are estimates subject to sampling variation. Detail may not add to totals due to rounding.

PUBLIC EMPLOYMENT

Table 7.16
STATE AND LOCAL GOVERNMENT EMPLOYMENT, BY STATE: OCTOBER 1992

State or other jurisdiction	All employees (full-time and part-time)		Full-time equivalent employment					
			Number			Number per 10,000 population		
	State	Local	Total	State	Local	Total	State	Local
United States	4,594,635	11,103,221	13,365,686	3,856,222	9,509,464	524	151	373
Alabama	94,907	170,062	235,412	81,101	154,311	569	196	373
Alaska	27,485	26,134	46,027	24,246	21,781	784	413	371
Arizona	64,804	163,044	199,138	54,064	145,074	520	141	379
Arkansas	53,364	95,854	128,584	46,596	81,988	536	194	342
California	385,807	1,326,155	1,429,841	321,860	1,107,981	463	104	359
Colorado	72,424	159,020	185,140	53,004	132,136	534	153	381
Connecticut	63,843	110,133	151,167	54,154	97,013	461	165	296
Delaware	24,385	19,025	37,687	20,179	17,508	547	293	254
Florida	187,813	577,289	664,070	164,501	499,569	492	122	370
Georgia	127,075	309,546	397,053	114,464	282,589	588	170	419
Hawaii	61,786	15,196	64,539	50,657	13,882	556	437	120
Idaho	25,586	50,122	60,096	20,250	39,846	563	190	373
Illinois	164,182	525,396	567,178	136,623	430,555	488	117	370
Indiana	115,618	238,414	297,585	95,157	202,428	526	168	358
Iowa	60,418	140,176	155,793	47,354	108,439	554	168	386
Kansas	56,168	138,701	157,064	47,882	109,182	623	190	433
Kentucky	85,605	132,719	197,016	76,254	120,762	525	203	322
Louisiana	103,048	178,632	249,344	88,767	160,577	582	207	375
Maine	26,961	54,298	65,148	22,006	43,142	528	178	349
Maryland	97,529	179,538	239,627	82,072	157,555	488	167	321
Massachusetts	101,646	218,173	277,246	84,983	192,263	462	142	321
Michigan	172,502	407,519	460,471	137,853	322,618	488	146	342
Minnesota	83,922	226,558	239,943	67,332	172,611	536	150	385
Mississippi	55,388	121,253	155,159	47,433	107,726	594	181	412
Missouri	90,424	206,132	247,711	74,049	173,662	477	143	334
Montana	23,693	47,017	54,229	17,095	37,134	658	207	451
Nebraska	34,545	87,827	99,631	28,746	70,885	620	179	441
Nevada	20,961	52,264	66,001	19,142	46,859	497	144	353
New Hampshire	21,328	43,207	51,803	16,296	35,507	466	147	320
New Jersey	131,841	337,996	417,409	115,770	301,639	536	149	387
New Mexico	53,317	67,036	102,368	42,159	60,209	647	267	381
New York	290,433	988,512	1,147,540	267,429	880,111	633	148	486
North Carolina	127,279	301,532	368,847	109,046	259,801	539	159	380
North Dakota	21,964	34,088	37,515	16,468	21,047	590	259	331
Ohio	176,781	484,789	539,719	140,305	399,414	490	127	363
Oklahoma	79,346	141,272	187,811	67,071	120,740	585	209	376
Oregon	63,229	131,854	155,211	49,704	105,507	521	167	354
Pennsylvania	173,030	422,212	510,169	143,438	366,731	425	119	305
Rhode Island	24,225	30,851	47,629	19,890	27,739	474	198	276
South Carolina	90,504	137,661	201,698	77,754	123,944	560	216	344
South Dakota	17,631	39,549	39,172	13,517	25,655	551	190	361
Tennessee	90,593	196,760	253,944	75,930	178,014	505	151	354
Texas	278,281	820,720	987,993	239,702	748,291	560	136	424
Utah	46,491	70,398	92,955	39,618	53,337	513	219	294
Vermont	14,474	22,923	30,546	12,923	17,623	536	227	309
Virginia	141,664	259,277	344,975	115,817	229,158	541	182	359
Washington	120,368	201,393	275,419	98,016	177,403	536	191	345
West Virginia	40,280	64,927	92,232	33,597	58,635	509	185	324
Wisconsin	96,533	242,206	261,595	72,674	188,921	522	145	377
Wyoming	13,154	31,442	36,581	11,274	25,307	785	242	543
Dist. of Columbia	0	56,419	54,655	0	54,655	928	0	928

Source: U.S. Department of Commerce, Bureau of the Census.

Note: Statistics for local governments are estimates subject to sampling variation. Detail may not add to totals due to rounding.

Table 7.17
STATE AND LOCAL GOVERNMENT EMPLOYMENT, BY STATE: OCTOBER 1993

State or other jurisdiction	All employees (full-time and part-time)		Full-time equivalent employment					
			Number			Number per 10,000 population		
	State	Local	Total	State	Local	Total	State	Local
United States	4,673,387	11,151,015	13,442,930	3,890,662	9,552,282	522	151	371
Alabama	95,555	169,769	239,479	82,886	156,593	572	198	374
Alaska	25,561	27,530	43,865	21,829	22,050	732	364	368
Arizona	70,003	167,749	205,402	56,683	148,719	522	144	378
Arkansas	53,411	97,669	131,067	46,655	84,412	540	192	348
California	410,951	1,308,206	1,428,718	343,781	1,084,937	458	110	348
Colorado	74,096	158,008	187,098	54,542	132,556	525	153	372
Connecticut	70,185	109,311	154,946	59,991	94,955	473	183	290
Delaware	24,924	19,720	38,006	20,425	17,581	543	292	251
Florida	190,603	574,819	665,128	167,056	498,072	486	122	364
Georgia	135,675	319,871	411,389	118,527	292,862	594	171	423
Hawaii	63,297	15,205	66,125	51,787	14,338	564	442	122
Idaho	26,204	50,390	61,557	20,555	41,002	560	187	373
Illinois	163,957	523,065	562,496	131,878	430,618	481	113	368
Indiana	113,161	236,816	291,306	87,843	203,463	510	154	356
Iowa	62,489	144,283	163,627	51,018	112,609	581	181	400
Kansas	56,671	142,848	162,598	47,709	114,889	642	188	454
Kentucky	84,577	134,378	193,775	71,725	122,050	511	189	322
Louisiana	106,976	174,926	250,218	90,417	159,801	583	211	372
Maine	26,225	52,115	63,598	21,285	42,313	513	172	342
Maryland	101,693	182,852	244,679	83,871	160,808	493	169	324
Massachusetts	96,238	230,423	282,672	80,524	202,148	470	134	336
Michigan	169,662	408,940	462,025	135,864	326,161	487	143	344
Minnesota	84,354	231,730	243,580	67,059	176,521	539	148	391
Mississippi	53,901	119,799	154,479	47,746	106,733	584	180	404
Missouri	94,944	204,678	255,348	78,829	176,519	488	151	337
Montana	22,877	44,430	52,228	17,343	34,885	623	207	416
Nebraska	35,038	88,744	99,830	29,158	70,672	621	181	440
Nevada	20,865	52,755	65,194	19,059	46,135	469	137	332
New Hampshire	21,886	41,240	51,898	16,902	34,996	461	150	311
New Jersey	124,519	347,907	413,886	110,176	303,710	525	140	385
New Mexico	53,199	69,204	105,631	42,862	62,769	653	265	388
New York	291,446	978,133	1,122,240	267,359	854,881	617	147	470
North Carolina	128,912	325,001	389,294	110,640	278,654	560	159	401
North Dakota	20,956	32,302	38,307	15,684	22,623	603	247	356
Ohio	177,437	459,516	530,820	141,286	389,534	478	127	351
Oklahoma	82,399	139,659	189,753	68,207	121,546	587	211	376
Oregon	63,031	133,525	154,853	47,160	107,693	511	156	355
Pennsylvania	175,874	423,107	512,320	144,945	367,375	425	120	305
Rhode Island	24,159	30,305	47,485	19,834	27,651	475	198	277
South Carolina	91,821	138,336	202,505	77,885	124,620	556	214	342
South Dakota	17,950	37,949	40,049	13,895	26,154	560	194	366
Tennessee	92,559	203,745	258,750	77,223	181,527	507	151	356
Texas	283,089	842,497	1,015,088	247,494	767,594	562	137	426
Utah	48,972	71,825	97,883	42,031	55,852	526	226	300
Vermont	14,433	27,290	34,696	12,686	22,010	602	220	382
Virginia	145,726	264,699	352,000	118,071	233,929	542	182	360
Washington	126,194	207,646	267,847	96,414	171,433	509	183	326
West Virginia	40,270	63,172	90,573	33,412	57,161	498	184	314
Wisconsin	95,799	238,945	259,463	69,577	189,886	515	138	377
Wyoming	18,663	30,942	35,781	10,874	24,907	761	231	530
District of Columbia	0	53,041	51,375	0	51,375	888	0	888

Source U.S. Department of Commerce, Bureau of the Census.

Note: Statistics for local governments are estimates subject to sampling variation. Detail may not add to totals due to rounding.

PUBLIC EMPLOYMENT

Table 7.18
STATE AND LOCAL GOVERNMENT PAYROLLS AND AVERAGE EARNINGS
OF FULL-TIME EMPLOYEES, BY STATE: OCTOBER 1992

State or other jurisdiction	Amount of payroll (in thousands of dollars)			Percentage of October payroll		Average earnings of full-time state and local government employees (dollars)		
	Total	State government	Local governments	State government	Local government	All	Education employees	Other
United States	\$33,011,649	\$9,828,247	\$23,183,402	30	70	\$2,562	\$2,607	\$2,521
Alabama	456,438	176,929	279,510	40	60	1,968	1,979	1,958
Alaska	151,925	76,792	75,133	50	50	3,413	3,227	3,555
Arizona	472,557	121,955	350,602	30	70	2,504	2,569	2,446
Arkansas	237,404	99,385	138,019	40	60	1,892	1,990	1,777
California	4,510,316	1,062,204	3,448,111	20	80	3,312	3,271	3,340
Colorado	476,398	165,021	311,377	30	70	2,592	2,616	2,589
Connecticut	469,559	174,518	295,042	40	60	3,205	3,304	3,107
Delaware	94,727	49,451	45,276	50	50	2,562	2,845	2,309
Florida	1,483,639	354,591	1,129,048	20	80	2,272	2,173	2,346
Georgia	783,123	233,831	549,292	30	70	1,998	2,035	1,966
Hawaii	172,235	130,808	41,427	80	20	2,661	2,677	2,650
Idaho	118,412	43,387	75,025	40	60	2,050	2,022	2,080
Illinois	1,448,754	346,998	1,101,756	20	80	2,665	2,707	2,627
Indiana	654,036	227,829	426,207	30	70	2,290	2,618	1,926
Iowa	359,657	136,016	223,642	40	60	2,393	2,463	2,312
Kansas	325,583	100,811	224,772	30	70	2,151	2,191	2,103
Kentucky	399,197	166,307	232,889	40	60	2,113	2,233	1,963
Louisiana	476,862	190,313	286,548	40	60	1,947	2,032	1,861
Maine	139,395	51,870	87,525	40	60	2,216	2,207	2,226
Maryland	662,057	223,037	439,021	30	70	2,834	3,146	2,568
Massachusetts	740,776	223,416	517,360	30	70	2,736	2,760	2,716
Michigan	1,276,871	401,837	875,034	30	70	2,971	3,157	2,745
Minnesota	626,869	190,889	435,980	30	70	2,785	2,881	2,688
Mississippi	263,839	93,589	170,250	40	60	1,725	1,744	1,703
Missouri	512,505	153,212	359,293	30	70	2,115	2,243	1,992
Montana	108,117	37,577	70,540	30	70	2,090	2,170	1,981
Nebraska	209,200	59,849	149,351	30	70	2,195	2,210	2,180
Nevada	176,095	49,783	126,311	30	70	2,762	2,575	2,908
New Hampshire	121,667	38,410	83,257	30	70	2,444	2,529	2,347
New Jersey	1,249,578	351,750	897,829	30	70	3,073	3,370	2,796
New Mexico	198,785	88,128	110,657	40	60	2,011	1,998	2,024
New York	3,521,278	832,608	2,688,671	20	80	3,146	3,324	3,036
North Carolina	788,619	257,507	531,112	30	70	2,185	2,304	2,064
North Dakota	78,779	33,979	44,801	40	60	2,253	2,524	1,955
Ohio	1,279,873	352,935	926,939	30	70	2,485	2,606	2,370
Oklahoma	358,012	133,413	224,600	40	60	1,951	2,008	1,890
Oregon	391,572	130,410	261,162	30	70	2,601	2,636	2,569
Pennsylvania	1,323,316	400,895	922,421	30	70	2,642	2,876	2,409
Rhode Island	130,637	54,871	75,767	40	60	2,826	3,028	2,636
South Carolina	395,952	157,742	238,209	40	60	2,018	2,155	1,884
South Dakota	73,412	28,512	44,901	40	60	1,950	2,000	1,888
Tennessee	512,752	160,337	352,415	30	70	2,047	2,120	1,986
Texas	2,101,154	552,537	1,548,616	30	70	2,165	2,158	2,172
Utah	191,647	80,955	110,692	40	60	2,158	2,091	2,246
Vermont	69,051	31,270	37,781	50	50	2,357	2,360	2,353
Virginia	769,247	252,987	516,260	30	70	2,305	2,356	2,254
Washington	719,780	249,095	470,685	30	70	2,746	2,627	2,843
West Virginia	180,767	64,883	115,884	40	60	1,990	2,191	1,709
Wisconsin	674,175	210,669	463,507	30	70	2,754	2,942	2,538
Wyoming	75,046	22,149	52,897	30	70	2,156	2,312	2,008
Dist. of Columbia	171,441	0	171,441	0	100	3,175	3,000	3,225

Source: U.S. Department of Commerce, Bureau of the Census.
 Note: Statistics for local governments are estimates subject to sampling variation. Detail may not add to totals due to rounding.

Table 7.19
STATE AND LOCAL GOVERNMENT PAYROLLS AND AVERAGE EARNINGS
OF FULL-TIME EMPLOYEES, BY STATE: OCTOBER 1993

State or other jurisdiction	Amount of payroll (in thousands of dollars)			Percentage of October payroll		Average earnings of full-time state and local government employees (dollars)		
	Total	State government	Local governments	State government	Local government	All	Education employees	Other
United States	\$34,539,710	\$10,288,176	\$24,251,534	29.8	70.2	\$2,654	\$2,714	\$2,599
Alabama	479,556	184,112	295,444	38.4	61.6	2,041	2,074	2,008
Alaska	156,083	78,961	77,121	50.6	49.4	3,633	3,662	3,614
Arizona	506,486	130,576	375,910	25.8	74.2	2,621	2,712	2,538
Arkansas	247,084	102,153	144,931	41.3	58.7	1,931	2,002	1,843
California	4,688,794	1,188,550	3,500,244	25.3	74.7	3,450	3,471	3,435
Colorado	489,190	166,483	322,706	34.0	66.0	2,661	2,706	2,617
Connecticut	499,282	196,127	303,155	39.3	60.7	3,328	3,491	3,166
Delaware	95,073	48,965	46,108	51.5	48.5	2,585	2,908	2,305
Florida	1,518,154	368,805	1,149,348	24.3	75.7	2,334	2,262	2,390
Georgia	858,666	264,387	594,278	30.7	69.3	2,124	2,157	2,094
Hawaii	177,668	136,626	41,042	76.9	23.1	2,689	2,770	2,631
Idaho	123,505	44,276	79,229	35.8	64.2	2,091	2,046	2,139
Illinois	1,509,506	359,580	1,149,925	23.8	76.2	2,808	2,810	2,806
Indiana	669,400	228,903	440,497	34.2	65.8	2,381	2,699	2,021
Iowa	380,594	145,124	235,471	38.1	61.9	2,436	2,497	2,364
Kansas	353,889	107,314	246,575	30.3	69.7	2,245	2,305	2,170
Kentucky	397,152	158,377	238,775	39.8	60.2	2,102	2,193	1,979
Louisiana	487,001	196,068	290,933	40.3	59.7	1,983	2,035	1,932
Maine	139,483	50,599	88,884	36.3	63.7	2,270	2,272	2,267
Maryland	689,894	228,754	461,140	33.2	66.8	2,898	3,218	2,626
Massachusetts	778,104	225,497	552,608	29.0	71.0	2,844	2,779	2,902
Michigan	1,338,476	407,201	931,275	30.4	69.6	3,110	3,358	2,823
Minnesota	656,127	194,503	461,624	29.6	70.4	2,894	2,987	2,792
Mississippi	273,873	101,459	172,414	37.0	63.0	1,799	1,805	1,792
Missouri	538,881	165,678	373,203	30.7	69.3	2,167	2,313	2,028
Montana	108,670	38,339	70,330	35.3	64.7	2,211	2,316	2,078
Nebraska	216,714	61,807	154,907	28.5	71.5	2,269	2,300	2,241
Nevada	180,318	50,605	129,713	28.0	72.0	2,876	2,742	2,975
New Hampshire	125,863	40,772	85,091	32.4	67.6	2,543	2,624	2,456
New Jersey	1,315,332	361,419	953,913	27.5	72.5	3,255	3,585	2,954
New Mexico	212,975	90,755	122,220	42.6	57.4	2,075	2,044	2,110
New York	3,613,658	879,776	2,733,882	24.3	75.7	3,326	3,621	3,147
North Carolina	853,732	261,603	592,129	30.6	69.4	2,240	2,355	2,123
North Dakota	82,629	33,769	48,860	40.9	59.1	2,346	2,594	2,053
Ohio	1,305,119	369,660	935,459	28.3	71.7	2,573	2,664	2,490
Oklahoma	358,387	126,489	231,898	35.3	64.7	1,931	2,076	1,777
Oregon	409,488	136,829	272,659	33.4	66.6	2,693	2,689	2,696
Pennsylvania	1,351,740	397,724	954,015	29.4	70.6	2,739	3,003	2,470
Rhode Island	135,356	56,605	78,751	41.8	58.2	2,956	3,168	2,763
South Carolina	407,696	159,447	248,249	39.1	60.9	2,057	2,185	1,934
South Dakota	77,741	29,991	47,750	38.6	61.4	2,036	2,087	1,973
Tennessee	538,887	169,074	369,813	31.4	68.6	2,111	2,175	2,058
Texas	2,208,181	593,951	1,614,229	26.9	73.1	2,208	2,221	2,194
Utah	208,010	89,201	118,810	42.9	57.1	2,232	2,150	2,345
Vermont	80,059	30,862	49,197	38.5	61.5	2,407	2,413	2,396
Virginia	810,259	268,627	541,632	33.2	66.8	2,373	2,413	2,332
Washington	784,643	281,028	503,615	35.8	64.2	3,084	3,207	3,003
West Virginia	185,989	66,260	119,729	35.6	64.4	2,086	2,302	1,795
Wisconsin	673,185	192,481	480,703	28.6	71.4	2,747	2,943	2,525
Wyoming	75,346	22,021	53,325	29.2	70.8	2,212	2,343	2,085
Dist. Of Columbia	167,812	0	167,812	0.0	100.0	3,315	3,011	3,383

Source: U.S. Department of Commerce, Bureau of the Census.

Note: Statistics for local governments are estimates subject to sampling variation. Detail may not add to totals due to rounding.

PUBLIC EMPLOYMENT

Table 7.20
STATE GOVERNMENT EMPLOYMENT (FULL-TIME EQUIVALENT),
FOR SELECTED FUNCTIONS, BY STATE: OCTOBER 1992

State	Education			Selected functions							
	All functions	Higher education	Other education	Highways	Public welfare	Hospitals	Corrections	Police protection	Natural resources	Financial and other governmental administration	Judicial and legal administration
		(a)	(b)								
United States	3,856,222	1,285,659	126,655	256,830	211,548	525,441	344,793	86,027	147,294	193,697	110,664
Alabama	81,101	30,109	3,964	4,269	4,510	12,784	3,911	1,073	3,186	3,091	2,629
Alaska	24,246	5,874	3,458	2,978	1,698	382	1,216	431	2,658	1,369	1,100
Arizona	54,064	18,826	2,649	3,190	4,963	988	6,232	1,670	2,285	3,422	1,032
Arkansas	46,596	14,873	2,650	4,028	3,602	5,008	2,812	870	2,579	2,390	327
California	321,860	106,617	4,494	19,304	3,098	35,803	34,870	11,085	13,252	16,817	2,429
Colorado	53,004	27,328	1,423	3,055	1,254	4,740	3,448	1,017	1,662	2,474	2,670
Connecticut	54,154	12,444	2,676	3,691	4,239	10,550	5,418	1,509	626	3,611	3,115
Delaware	20,179	6,439	231	1,390	1,577	2,179	1,675	735	464	878	1,185
Florida	164,501	36,746	2,557	10,882	9,692	15,757	29,080	3,791	6,874	9,694	8,976
Georgia	114,464	32,774	4,694	6,188	7,525	15,172	14,040	2,051	4,429	3,464	1,163
Hawaii	50,657	7,064	21,858	859	1,208	2,804	2,026	0	1,534	1,639	2,159
Idaho	20,250	7,138	685	1,767	1,562	1,013	1,139	433	1,660	1,412	363
Illinois	136,623	46,518	2,926	8,873	12,605	20,885	11,806	3,750	3,327	8,778	2,496
Indiana	95,157	45,153	4,970	4,842	5,372	11,690	6,470	1,800	2,700	4,837	925
Iowa	47,354	18,485	1,165	2,764	3,289	8,508	2,092	807	2,866	1,898	2,104
Kansas	47,882	19,906	665	3,671	1,699	7,558	3,558	988	1,983	2,010	1,846
Kentucky	76,254	28,113	4,189	5,752	4,945	5,989	5,093	1,701	3,739	3,990	3,638
Louisiana	88,767	27,355	3,687	5,622	5,865	18,666	6,617	1,077	4,772	3,639	1,334
Maine	22,006	5,652	1,415	2,794	1,868	1,875	1,251	587	1,405	1,523	533
Maryland	82,072	20,164	1,970	5,052	7,105	7,443	8,812	2,276	2,310	5,111	3,685
Massachusetts	84,983	20,694	803	4,651	7,338	17,398	5,311	1,991	2,057	5,956	5,326
Michigan	137,853	65,263	1,970	3,875	12,796	13,037	14,965	3,105	3,757	3,677	2,683
Minnesota	67,332	33,190	1,634	5,110	1,651	7,435	2,455	835	3,496	3,180	1,262
Mississippi	47,433	14,496	1,363	3,481	3,233	7,932	2,965	913	3,979	1,477	469
Missouri	74,049	20,518	2,021	6,329	6,797	13,076	6,280	1,925	2,532	3,548	2,701
Montana	17,095	5,573	731	1,890	1,171	1,310	943	370	1,460	1,297	154
Nebraska	28,746	9,919	742	2,391	2,584	4,184	1,751	673	1,834	959	636
Nevada	19,142	5,985	266	1,449	1,017	939	2,252	499	1,104	1,272	405
New Hampshire	16,296	5,169	308	1,948	1,114	982	900	435	475	725	755
New Jersey	115,770	27,343	6,520	8,272	5,893	19,155	9,791	3,651	2,086	7,691	4,751
New Mexico	42,159	16,735	857	2,725	1,950	5,363	2,628	570	1,641	2,709	1,670
New York	267,429	42,684	5,661	14,897	7,396	62,749	33,083	5,481	3,484	17,045	16,414
North Carolina	109,046	38,758	3,041	12,084	1,156	15,534	12,367	3,107	4,066	3,434	4,945
North Dakota	16,468	6,790	339	1,074	198	1,922	487	224	1,410	611	328
Ohio	140,305	65,959	2,296	8,903	2,137	18,701	10,794	2,289	3,810	5,841	2,112
Oklahoma	67,071	23,633	1,926	3,542	7,944	8,309	4,823	1,730	2,050	2,770	1,726
Oregon	49,704	14,137	1,148	3,851	4,439	6,163	2,709	1,092	2,976	3,912	2,225
Pennsylvania	143,438	48,157	2,658	12,682	9,797	23,246	8,688	5,288	5,346	9,716	2,319
Rhode Island	19,890	5,762	927	977	1,593	1,447	1,821	258	665	1,374	924
South Carolina	77,754	26,103	2,925	5,218	4,966	10,031	7,321	1,773	2,809	3,504	545
South Dakota	13,517	4,280	436	1,257	1,114	1,533	582	282	880	718	555
Tennessee	75,930	28,594	2,009	4,793	4,699	10,061	6,409	1,544	3,576	3,101	1,542
Texas	239,702	81,947	4,763	14,339	15,535	41,208	29,397	3,037	11,232	9,940	3,639
Utah	39,618	19,190	836	1,792	2,556	4,434	2,194	648	1,404	1,620	994
Vermont	12,923	4,454	336	1,096	1,144	554	697	475	652	815	491
Virginia	115,817	42,527	3,123	11,281	2,411	19,210	8,836	2,372	3,350	4,772	2,768
Washington	98,016	39,319	1,667	6,212	7,490	7,203	6,095	1,898	5,532	3,587	1,414
West Virginia	33,597	11,477	1,527	5,764	2,264	2,388	786	811	1,815	1,295	975
Wisconsin	72,674	36,251	1,344	2,114	1,189	8,514	5,422	852	2,690	4,525	1,865
Wyoming	11,274	3,174	152	1,862	300	1,629	475	248	815	579	362

Source: U.S. Department of Commerce, Bureau of the Census.
 (a) Includes instructional and other personnel.

(b) Includes instructional and other personnel in elementary and secondary schools.

Table 7.21
STATE GOVERNMENT EMPLOYMENT (FULL-TIME EQUIVALENT),
FOR SELECTED FUNCTIONS, BY STATE: OCTOBER 1993

State	Education			Selected functions							
	All functions	Higher education	Other education	Highways	Public welfare	Hospitals	Corrections	Police protection	Natural resources	Financial and other governmental administration	Judicial and legal administration
		(a)	(b)								
United States	3,890,662	1,306,350	129,589	258,060	220,126	509,815	362,689	85,856	149,156	201,317	114,264
Alabama	82,886	31,503	4,027	4,344	4,598	13,097	4,240	1,042	3,021	2,615	2,764
Alaska	21,829	3,410	3,536	2,910	1,707	393	1,234	415	2,492	1,334	1,128
Arizona	56,683	21,259	2,548	3,308	5,535	888	6,350	1,577	2,419	3,277	1,097
Arkansas	46,655	15,185	2,683	3,967	3,437	5,035	2,868	863	2,597	2,230	338
California	343,781	123,797	4,414	19,306	3,360	35,117	37,341	10,962	16,567	20,153	2,575
Colorado	54,542	28,896	1,043	3,123	1,265	4,696	3,769	1,017	1,586	2,497	2,661
Connecticut	59,991	14,807	2,899	3,752	4,613	12,073	6,186	1,538	569	3,331	3,297
Delaware	20,425	6,421	239	1,392	1,791	2,211	1,481	699	508	883	1,191
Florida	167,056	38,419	3,206	11,257	10,165	16,153	29,069	3,717	7,036	9,430	9,118
Georgia	118,527	35,434	5,171	6,098	8,195	15,247	14,835	2,129	4,834	3,704	1,002
Hawaii	51,787	7,064	22,504	864	1,152	3,010	2,121	0	1,571	1,599	2,200
Idaho	20,555	6,963	700	1,767	1,765	1,032	1,194	435	1,872	1,413	390
Illinois	131,878	47,460	2,984	8,846	12,222	14,384	12,669	3,585	3,449	8,795	2,987
Indiana	87,843	38,923	4,813	4,842	5,205	11,139	6,233	1,992	2,872	4,605	929
Iowa	51,018	20,857	1,129	2,860	3,339	9,298	2,184	848	2,828	1,704	2,015
Kansas	47,709	20,096	751	3,645	1,701	6,980	3,460	982	1,878	2,076	1,859
Kentucky	71,725	24,718	4,067	5,619	4,720	5,937	5,026	1,683	3,617	3,880	3,681
Louisiana	90,417	27,069	3,729	5,641	5,788	20,196	6,585	1,077	4,642	3,745	1,503
Maine	21,285	5,588	1,255	2,756	1,871	1,781	1,110	458	1,379	1,515	560
Maryland	83,871	21,308	1,989	5,030	7,523	7,162	9,421	2,291	2,435	5,089	3,730
Massachusetts	80,524	22,768	688	4,637	6,428	12,975	5,719	1,913	1,392	6,123	5,504
Michigan	135,864	64,832	1,924	3,777	12,969	12,412	15,114	3,105	3,739	4,907	2,663
Minnesota	67,059	32,273	1,651	5,046	1,673	7,319	2,585	868	3,442	3,315	1,542
Mississippi	47,746	14,775	1,375	3,435	3,335	8,390	3,131	913	3,218	1,449	418
Missouri	78,829	23,359	2,097	6,455	7,086	12,564	6,593	1,922	2,529	3,606	3,239
Montana	17,343	6,473	697	1,799	1,178	1,017	781	400	1,399	1,293	172
Nebraska	29,158	9,909	703	2,412	2,843	4,366	1,766	660	1,844	969	683
Nevada	19,059	5,985	251	1,444	1,040	810	2,120	578	973	1,298	376
New Hampshire	16,902	5,202	342	2,025	1,302	1,041	988	402	478	744	758
New Jersey	110,176	27,339	7,728	8,196	5,764	18,042	9,405	3,566	2,380	7,196	3,989
New Mexico	42,862	17,263	817	2,673	1,434	5,562	3,795	567	1,409	2,088	1,714
New York	267,359	43,861	5,547	15,069	8,055	60,556	34,147	5,495	3,573	17,240	16,789
North Carolina	110,640	38,909	3,055	12,961	1,156	15,370	12,367	3,298	4,197	4,149	5,203
North Dakota	15,684	6,677	327	1,070	202	1,415	499	218	1,344	594	336
Ohio	141,286	66,737	2,305	8,997	2,042	18,466	11,261	2,451	3,587	9,513	2,158
Oklahoma	68,207	22,518	2,578	4,230	6,763	8,137	6,389	1,605	2,173	3,151	1,380
Oregon	47,160	12,771	916	3,428	4,356	5,878	2,675	1,106	3,113	4,001	2,211
Pennsylvania	144,945	49,149	2,840	12,828	10,224	21,031	9,562	5,176	5,321	10,419	2,295
Rhode Island	19,834	5,762	970	969	1,601	1,293	1,814	250	475	1,469	1,066
South Carolina	77,885	24,888	2,930	5,174	4,770	10,487	7,423	1,834	2,661	3,533	591
South Dakota	13,895	4,479	489	1,295	1,122	1,510	641	287	944	757	538
Tennessee	77,223	30,133	2,120	4,821	4,476	10,195	6,892	1,549	3,171	3,107	1,635
Texas	247,494	79,292	4,565	13,653	22,877	41,010	31,632	3,065	11,551	9,637	4,782
Utah	42,031	20,892	893	1,843	2,660	4,922	2,157	677	1,356	1,596	1,152
Vermont	12,686	4,404	337	1,088	1,204	317	737	464	650	842	481
Virginia	118,071	43,116	3,124	11,281	2,368	19,455	10,790	2,418	3,345	4,963	2,752
Washington	96,414	34,929	1,636	6,359	7,181	8,187	7,415	1,850	5,502	3,627	1,460
West Virginia	33,412	11,435	1,520	5,699	2,511	2,165	801	811	1,815	1,303	1,031
Wisconsin	69,577	33,869	1,328	2,191	1,247	7,873	5,641	860	2,693	3,959	1,963
Wyoming	10,874	3,174	149	1,878	307	1,221	473	238	710	594	358

Source: U.S. Department of Commerce, Bureau of the Census.

(a) Includes instructional and other personnel.

(b) Includes instructional and other personnel in elementary and secondary schools.

PUBLIC EMPLOYMENT

Table 7.22
STATE GOVERNMENT PAYROLLS FOR SELECTED FUNCTIONS,
BY STATE: OCTOBER 1992
(In thousands of dollars)

State	Selected functions										
	All functions	Education		Highways	Public welfare	Hospitals	Corrections	Police protection	Natural resources	Financial and other governmental administration	Judicial and legal administration
		Higher education (a)	Other education (b)								
United States	\$9,828,247	\$3,456,791	\$317,070	\$625,915	\$471,050	\$1,224,262	\$843,513	\$246,947	\$354,739	\$475,727	\$349,876
Alabama	176,929	70,607	9,158	8,795	9,246	23,537	8,513	3,325	6,982	7,125	6,990
Alaska	76,792	13,592	11,043	11,481	5,054	1,186	4,524	1,741	8,763	4,692	4,109
Arizona	121,955	45,213	5,836	7,220	11,113	1,728	11,855	4,826	4,964	6,744	3,295
Arkansas	99,385	36,638	5,629	8,737	5,960	9,705	4,883	2,105	5,150	4,544	1,265
California	1,062,204	367,157	13,364	65,484	9,230	107,782	125,368	32,370	40,456	47,414	10,181
Colorado	165,021	93,297	3,233	8,877	3,654	11,754	9,449	2,954	4,949	6,928	8,232
Connecticut	174,518	41,971	7,749	11,146	13,015	33,955	18,123	5,326	1,983	10,712	10,094
Delaware	49,451	18,803	709	2,822	3,315	4,187	3,685	2,289	1,039	1,901	3,125
Florida	354,591	90,574	5,534	23,565	13,763	29,980	55,225	9,913	14,838	21,439	26,065
Georgia	233,831	78,618	11,459	12,536	15,275	27,456	19,635	4,971	9,663	7,742	3,611
Hawaii	130,808	25,480	52,576	2,127	2,703	6,543	4,581	0	4,230	4,635	6,061
Idaho	43,387	14,650	1,436	3,977	3,244	2,058	2,366	1,142	3,550	3,079	1,293
Illinois	346,998	117,762	7,628	24,836	30,518	45,039	30,101	11,973	9,115	21,014	10,462
Indiana	227,829	128,320	8,257	9,003	8,916	26,362	11,982	4,117	6,196	8,415	3,438
Iowa	136,016	61,367	3,134	6,975	7,778	20,940	5,472	2,906	7,274	4,788	5,885
Kansas	100,811	38,982	1,448	8,277	3,949	14,729	8,263	2,396	4,652	4,250	4,390
Kentucky	166,307	68,274	9,724	11,959	9,589	11,932	9,608	4,076	7,653	7,928	7,450
Louisiana	190,313	66,139	8,485	11,460	12,681	33,527	12,988	2,487	9,789	7,547	4,229
Maine	51,870	13,588	3,401	6,060	4,019	4,004	2,957	1,585	3,243	3,550	1,551
Maryland	223,037	68,489	5,276	12,050	15,140	16,900	22,117	6,943	5,990	12,419	11,422
Massachusetts	223,416	57,012	2,109	13,945	18,733	39,062	14,284	7,091	5,369	16,334	14,966
Michigan	401,837	179,588	6,407	12,514	36,414	41,671	46,433	10,435	10,628	11,424	9,323
Minnesota	190,889	93,619	4,967	15,253	4,538	19,280	7,019	2,650	9,317	9,082	4,890
Mississippi	93,589	34,634	2,764	5,522	5,097	14,531	4,485	1,865	7,066	3,107	1,694
Missouri	153,212	52,096	4,076	13,747	10,644	23,171	10,538	4,729	5,067	6,406	6,254
Montana	37,577	12,853	1,649	4,554	2,345	2,198	1,922	856	3,306	2,664	542
Nebraska	59,849	20,928	1,814	5,243	4,763	7,784	3,395	1,606	3,277	2,284	1,812
Nevada	49,783	14,213	778	4,001	2,528	2,301	6,153	1,546	2,853	3,308	1,497
New Hampshire	38,410	12,812	726	4,127	2,785	2,265	2,334	1,158	975	1,675	1,895
New Jersey	351,750	89,437	23,154	26,392	16,692	45,324	30,537	12,849	6,647	21,951	18,330
New Mexico	88,128	34,934	1,857	5,509	3,991	10,598	5,289	1,355	3,475	5,632	4,121
New York	832,608	141,165	17,179	41,466	22,321	167,560	106,705	18,687	10,603	46,847	62,851
North Carolina	257,507	100,845	7,349	24,729	2,950	33,554	24,984	7,953	9,356	8,467	12,514
North Dakota	33,979	15,129	642	2,074	336	3,434	926	550	2,767	1,165	866
Ohio	352,935	158,997	6,575	23,595	5,808	46,298	28,106	6,730	9,018	15,213	6,682
Oklahoma	133,413	49,790	4,095	6,359	14,489	15,058	8,470	3,633	3,650	5,724	4,681
Oregon	130,410	42,780	2,890	8,075	10,744	14,714	7,055	3,648	6,913	9,777	5,959
Pennsylvania	400,895	142,989	6,505	28,379	23,555	80,314	20,093	15,338	13,654	23,698	8,781
Rhode Island	54,871	15,378	2,546	2,382	4,912	2,990	5,973	988	1,602	3,479	2,869
South Carolina	157,742	59,094	6,487	7,835	9,229	15,350	12,895	3,667	6,258	7,204	1,618
South Dakota	28,512	10,253	844	2,658	1,960	2,538	1,056	617	1,771	1,577	1,318
Tennessee	160,337	65,199	4,220	9,029	9,560	19,936	11,947	3,537	6,928	6,535	4,647
Texas	552,537	209,704	10,651	31,913	28,411	88,447	57,895	8,341	25,581	24,177	11,712
Utah	80,955	36,450	1,863	4,327	5,372	8,179	4,588	1,664	3,337	3,324	2,662
Vermont	31,270	11,029	868	2,699	2,449	1,143	1,643	1,473	1,679	1,777	1,365
Virginia	252,987	100,640	7,360	21,768	5,068	35,207	16,637	6,156	7,304	10,818	7,647
Washington	249,095	92,913	4,343	19,666	20,481	16,436	15,439	5,653	13,947	10,097	5,284
West Virginia	64,883	26,217	3,184	10,395	3,343	3,380	1,153	1,844	3,756	2,267	2,041
Wisconsin	210,669	110,291	3,749	6,549	2,786	25,628	13,039	2,358	6,454	11,526	7,007
Wyoming	22,149	6,281	339	3,819	584	2,605	810	524	1,698	1,320	900

Source: U.S. Department of Commerce, Bureau of the Census.
 (a) Includes instructional and other personnel.

(b) Includes instructional and other personnel in elementary and secondary schools.

Table 7.23
STATE GOVERNMENT PAYROLLS FOR SELECTED FUNCTIONS,
BY STATE: OCTOBER 1993
(In thousands of dollars)

State	Selected functions										
	All functions	Education		Highways	Public welfare	Hospitals	Corrections	Police protection	Natural resources	Financial and other governmental administration	Judicial and legal administration
		Higher education (a)	Other education (b)								
United States	\$10,288,176	\$3,662,954	\$336,344	\$648,267	\$495,529	\$1,251,037	\$897,697	\$256,453	\$369,018	\$516,199	\$368,244
Alabama	184,112	76,082	9,256	9,028	9,671	24,042	9,056	2,683	7,064	6,414	7,573
Alaska	78,961	13,697	11,762	11,452	5,102	1,216	4,677	1,868	8,690	4,656	4,265
Arizona	130,576	54,553	5,166	7,318	10,088	1,767	12,750	4,664	5,541	7,014	3,519
Arkansas	102,153	37,531	5,873	9,121	6,502	9,703	5,281	2,134	5,260	4,660	1,456
California	1,188,550	455,585	14,291	65,496	8,713	111,769	126,567	34,392	49,604	55,809	10,720
Colorado	166,483	92,918	3,354	9,083	3,742	11,767	10,096	2,954	5,055	7,121	8,222
Connecticut	196,127	54,929	10,265	12,089	13,457	37,646	20,107	5,454	1,948	9,888	9,397
Delaware	48,965	17,994	778	2,813	3,470	4,228	3,330	2,327	1,158	1,953	3,139
Florida	368,805	98,602	7,972	23,376	15,470	30,883	55,256	9,870	16,307	21,634	26,824
Georgia	264,387	88,405	13,602	16,845	16,734	28,057	28,654	5,085	10,587	8,924	3,706
Hawaii	136,626	25,480	56,144	2,161	2,636	7,054	4,863	0	4,356	4,649	6,312
Idaho	44,276	13,948	1,506	3,977	3,437	2,024	2,488	1,718	3,940	3,136	1,433
Illinois	359,580	121,760	8,393	27,302	32,231	39,118	34,354	11,158	9,549	22,335	12,266
Indiana	228,903	125,192	8,383	9,003	8,973	27,694	13,280	4,773	6,191	9,139	3,470
Iowa	145,124	66,267	3,148	6,766	8,022	23,336	5,832	3,053	7,228	4,558	5,779
Kansas	107,314	42,564	1,669	8,645	3,972	15,107	8,642	2,479	4,921	4,485	4,501
Kentucky	158,377	61,820	9,504	11,703	9,008	12,216	9,589	4,038	7,280	7,999	7,609
Louisiana	196,068	63,651	8,462	11,584	12,615	38,632	13,243	2,489	9,755	7,936	4,687
Maine	50,599	13,769	3,057	6,564	4,030	3,672	2,832	1,160	3,401	3,109	1,626
Maryland	228,754	71,793	5,445	11,987	15,946	16,226	24,231	6,558	6,528	12,635	9,630
Massachusetts	225,497	60,020	2,175	15,284	18,915	32,928	16,669	6,810	4,446	16,983	16,284
Michigan	407,201	180,904	6,657	12,632	38,340	41,123	47,862	10,435	11,279	15,534	9,751
Minnesota	194,503	94,237	5,111	15,035	4,680	19,107	7,450	2,879	9,345	9,610	5,775
Mississippi	101,459	37,459	3,063	6,104	5,704	16,763	5,101	1,865	6,351	3,266	1,532
Missouri	165,678	57,201	3,766	15,359	11,460	23,208	11,175	4,726	4,919	7,197	8,036
Montana	38,339	13,923	1,636	4,347	2,571	1,990	1,749	907	3,283	2,539	666
Nebraska	61,807	20,902	1,693	5,327	5,654	8,693	3,685	1,599	3,368	2,224	1,882
Nevada	50,605	14,213	756	4,178	2,639	2,109	6,077	1,910	2,371	3,428	1,486
New Hampshire	40,772	12,884	800	5,466	2,986	2,102	2,532	1,261	1,030	1,785	1,912
New Jersey	361,419	96,763	25,949	28,756	17,271	47,580	31,632	14,228	8,063	21,835	16,745
New Mexico	90,755	35,950	1,807	5,689	2,807	11,193	7,637	1,349	2,852	4,691	4,385
New York	879,776	146,840	17,021	41,337	22,906	199,933	105,990	19,753	11,552	49,414	66,607
North Carolina	261,603	101,815	7,494	24,494	2,950	35,057	24,984	8,189	10,107	10,016	13,246
North Dakota	33,769	15,173	642	2,241	348	2,497	1,003	506	2,710	1,211	915
Ohio	369,660	162,373	6,984	25,550	6,023	47,856	31,306	7,657	9,445	26,427	6,941
Oklahoma	126,489	48,279	5,000	6,745	9,429	14,164	8,829	3,466	3,806	6,062	3,345
Oregon	136,829	44,986	2,424	8,318	11,203	15,830	7,297	3,747	7,633	10,860	6,309
Pennsylvania	397,724	152,069	7,483	31,066	26,247	48,496	24,192	15,907	14,382	26,886	9,723
Rhode Island	56,605	15,378	2,632	2,474	4,032	4,096	6,382	998	1,229	3,795	3,407
South Carolina	159,447	57,217	6,511	7,752	8,951	16,383	13,072	4,255	4,788	7,829	1,908
South Dakota	29,991	10,841	1,008	2,889	2,058	2,613	1,236	680	1,958	1,726	1,304
Tennessee	169,074	69,326	4,625	9,568	9,479	20,477	13,267	3,855	6,609	7,222	5,250
Texas	593,951	221,519	11,237	30,679	44,139	92,231	63,940	8,434	24,873	24,098	15,911
Utah	89,201	40,988	2,126	4,601	5,664	9,811	4,675	1,742	3,312	3,705	3,170
Vermont	30,862	10,618	920	2,638	2,637	751	1,736	1,647	1,671	1,793	1,377
Virginia	268,627	109,004	7,040	21,769	5,460	37,052	20,411	8,223	7,460	11,630	7,859
Washington	281,028	103,854	4,332	20,727	19,693	26,492	16,784	5,840	14,453	12,481	5,574
West Virginia	66,260	26,769	3,101	10,332	3,894	3,174	1,260	1,863	3,855	2,318	2,248
Wisconsin	192,481	98,628	4,006	6,751	3,004	18,797	13,803	2,376	5,970	10,272	7,625
Wyoming	22,021	6,281	317	3,849	564	2,372	834	491	1,533	1,310	943

Source: U.S. Department of Commerce, Bureau of the Census.

(a) Includes instructional and other personnel.

(b) Includes instructional and other personnel in elementary and secondary schools.

RETIREMENT

Table 7.24

**NUMBER, MEMBERSHIP AND MONTHLY BENEFIT PAYMENTS OF STATE-ADMINISTERED
EMPLOYEE RETIREMENT SYSTEMS: 1990-91 THROUGH 1992-93**

<i>Item</i>	<i>1992-93</i>	<i>1991-92</i>	<i>1990-91</i>
Number of systems	N.A.	209	203
Membership, last month of fiscal year:			
Total members	11,875,650	11,908,482	11,653,035
Active members	10,401,884	10,411,555	10,102,942
Other	1,473,766	1,496,927	1,560,093
Percent distribution	100.0	100.0	100.0
Active members	87.6	87.4	86.7
Other	12.4	12.6	13.4
Beneficiaries receiving periodic benefits:			
Total number	3,654,532	3,513,819	3,357,002
Persons retired on account of age or length of service	3,192,442	3,092,069	2,886,903
Persons retired on account of disability	191,026	184,062	220,052
Survivors of deceased former members	271,064	243,572	250,047
Percent distribution	100.0	100.0	100.0
Persons retired on account of age or length of service	87.4	88.0	86.0
Persons retired on account of disability	5.2	5.2	6.6
Survivors of deceased former members	7.4	6.9	7.4
Recurrent benefit payments for last month of fiscal year:			
Total amount (in thousands)	\$2,891,404	\$2,793,268	\$2,436,907
To persons retired on account of age or length of service	\$2,588,705	\$2,508,760	\$2,157,306
To persons retired on account of disability	\$163,724	\$159,960	\$170,723
To survivors of deceased former members	\$138,975	\$124,549	\$108,878
Percent distribution	100.0	100.0	100.0
For persons retired on account of age or length of service	89.5	89.8	88.5
For persons retired on account of disability	5.7	5.7	7.0
For survivors of deceased former members	4.8	4.5	4.5
Average monthly payment for beneficiaries:			
Average for all beneficiaries (in dollars)	\$791	\$795	\$726
For persons retired on account of age or length of service	\$811	\$811	\$747
For persons retired on account of disability	\$857	\$869	\$776
For survivors of deceased former members	\$513	\$511	\$435

Source: U.S. Department of Commerce, Bureau of the Census.

Note: Detail may not add to totals due to rounding.

N.A. — Not available.

Table 7.25
NATIONAL SUMMARY OF FINANCES OF STATE-ADMINISTERED EMPLOYEE
RETIREMENT SYSTEMS: SELECTED YEARS, 1989-1993

	<i>Amount (in millions of dollars)</i>					<i>Percentage distribution</i>		
	<i>1992-93</i>	<i>1991-92</i>	<i>1990-91</i>	<i>1989-90</i>	<i>1988-89</i>	<i>1992-93</i>	<i>1991-92</i>	<i>1990-91</i>
Receipts	\$109,646	\$100,026	\$85,576	\$89,165	\$81,090	100.0	100.0	100.0
Employee contributions	13,786	13,326	12,563	11,648	10,813	12.6	13.3	14.7
Government contributions	28,170	24,932	26,007	25,505	24,357	25.7	24.9	30.4
From State Government	15,251	13,930	14,455	13,968	13,155	13.9	13.9	16.9
From Local Government	12,919	11,002	11,553	11,537	11,202	11.8	11.0	13.5
Earnings on investments	67,690	61,768	47,006	53,012	45,919	61.7	61.8	54.9
Payments	41,349	36,929	33,297	30,512	25,277	100.0	100.0	100.0
Benefits	37,967	33,762	30,157	27,538	24,861	91.8	91.4	90.6
Withdrawals	2,150	2,001	2,156	2,041	1,702	5.2	5.4	6.5
Other	1,232	1,166	974	933	725	3.0	3.2	2.9
Amount of Cash FY	732,410	703,968	630,551	575,466	503,074	100.0	100.0	100.0
Cash and Deposits	48,453	38,279	36,806	39,323	39,927	6.6	5.4	5.8
Cash and Demand Deposits	4,247	2,838	2,589	2,744	1,527	0.6	0.4	0.4
Time or Savings Deposits	44,206	35,441	34,217	36,579	38,445	6.0	5.0	5.4
Securities	619,444	598,492	548,585	494,469	438,246	84.6	85.0	87.0
Governmental	168,249	152,633	155,469	140,062	128,438	23.0	21.7	24.7
Federal Government	168,093	152,432	155,360	139,956	128,294	23.0	21.7	24.6
U.S. Treasury	135,891	113,579	121,290	109,029	97,295	18.6	16.1	19.2
Federal Agency	32,202	38,853	34,071	30,927	31,000	4.4	5.5	5.4
State and Local Governments	156	201	109	106	143	0.0	0.0	0.0
Nongovernmental	451,195	445,858	393,116	354,407	309,809	61.6	63.3	62.3
Corporate Bonds	141,052	141,025	131,050	119,799	109,706	19.3	20.0	20.8
Corporate Stocks	232,160	201,879	190,830	170,536	153,476	31.7	28.7	30.3
Mortgages	18,595	24,541	22,459	26,699	16,739	2.5	3.5	3.6
Funds held in trust	22,324	18,091	19,614	14,095	12,303	3.0	2.6	3.1
Other securities	37,063	60,322	29,164	23,307	17,585	5.1	8.6	4.6
Other investments	64,512	67,198	45,160	41,657	24,856	8.8	9.5	7.2
Real Property	25,544	34,510	16,081	14,083	8,869	3.5	4.9	2.6
Miscellaneous Investments	38,969	32,688	29,079	26,689	15,961	5.3	4.6	4.6

Source: U.S. Department of Commerce, Bureau of the Census.

Table 7.26
MEMBERSHIP AND BENEFIT OPERATIONS OF STATE-ADMINISTERED EMPLOYEE RETIREMENT SYSTEMS:
LAST MONTH OF FISCAL YEAR 1991-92

State	Membership, last month of the fiscal year	Benefit Operations, last month of fiscal year							
		Beneficiaries receiving periodic benefit payments				Periodic benefit payment for the month (in thousands of dollars)			
		Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	Survivors of deceased former members (no. of payees)	Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	To survivors of deceased former members
United States	11,844,340	3,414,299	2,992,401	178,074	243,824	2,566,152	2,312,671	140,260	112,491
Alabama	183,663	49,692	49,393	279	20	38,914	38,715	191	8
Alaska	49,288	12,627	11,512	342	773	16,254	15,147	614	493
Arizona	164,388	40,607	28,387	1,074	11,146	39,848	25,745	4,774	9,329
Arkansas	121,653	24,370	21,173	2,062	1,135	14,560	13,021	1,059	480
California	1,173,027	424,214	336,948	40,058	47,208	402,573	356,190	39,436	6,947
Colorado	151,479	39,183	32,438	4,998	1,747	38,713	30,291	4,649	3,773
Connecticut	112,062	45,024	40,153	2,348	2,523	52,509	48,811	2,040	1,658
Delaware	31,694	14,266	10,868	1,449	1,949	9,638	8,561	582	495
Florida	566,144	119,741	100,618	6,796	12,327	77,323	68,647	2,956	5,720
Georgia	292,589	57,912	47,651	3,981	6,280	53,767	47,121	3,127	3,519
Hawaii	57,401	21,779	20,244	952	583	20,802	19,985	733	84
Idaho	59,541	18,563	18,550	1	12	8,539	8,402	1	5
Illinois	460,414	160,561	129,423	4,864	26,274	112,681	101,022	3,767	7,892
Indiana	230,553	71,967	63,037	2,633	6,297	35,884	30,807	620	4,456
Iowa	157,455	51,827	51,655	62	110	16,924	16,736	110	78
Kansas	120,570	38,300	36,016	0	2,284	13,832	13,318	0	515
Kentucky	190,874	51,770	49,795	1,068	907	37,076	35,471	1,025	579
Louisiana	271,860	72,550	63,536	3,060	5,954	29,960	24,759	1,812	3,390
Maine	49,899	24,613	19,827	1,258	3,528	17,321	14,501	1,251	1,570
Maryland	166,539	53,784	53,780	0	4	53,187	53,180	0	7
Massachusetts	177,708	70,322	59,256	3,832	7,234	57,959	49,127	3,059	5,773
Michigan	449,464	140,087	125,220	6,940	7,927	114,679	102,763	5,731	6,185
Minnesota	277,212	70,404	60,646	1,988	7,770	49,828	45,976	1,199	2,653
Mississippi	189,981	34,616	29,016	2,080	3,520	18,592	15,638	1,107	1,847
Missouri	164,341	45,344	40,033	1,652	3,659	30,678	28,770	844	1,063
Montana	57,780	18,499	16,540	1,306	633	11,259	10,191	701	367
Nebraska	38,610	6,914	6,470	146	298	2,459	2,280	59	121
Nevada	56,992	13,518	11,947	715	856	11,651	10,059	478	514
New Hampshire	39,838	9,415	9,415	0	0	4,971	4,971	0	0
New Jersey	434,130	130,229	115,952	2,086	12,191	125,774	112,837	2,397	10,539
New Mexico	116,542	25,434	22,740	1,137	1,557	21,071	19,603	601	867
New York	877,958	327,003	322,277	1,565	3,161	258,813	256,120	1,187	1,506
North Carolina	399,942	97,103	79,321	8,682	9,100	65,863	56,105	5,589	4,170
North Dakota	26,872	7,527	6,795	149	583	3,611	3,316	51	244
Ohio	806,164	243,168	199,318	20,978	22,872	202,682	168,864	23,088	10,730

MEMBERSHIP AND BENEFIT OPERATIONS, FISCAL YEAR 1991-92 — Continued

State	Membership, last month of the fiscal year	Benefit Operations, last month of fiscal year							
		Beneficiaries receiving periodic benefit payments				Periodic benefit payment for the month (in thousands of dollars)			
		Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	Survivors of deceased former members (no. of payees)	Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	To survivors of deceased former members
Oklahoma	139,772	49,777	41,309	2,164	6,304	43,634	36,845	1,941	4,848
Oregon	161,617	58,751	55,212	3,539	0	33,520	31,479	2,041	0
Pennsylvania	364,483	183,689	164,482	8,285	10,922	114,381	106,519	4,270	3,591
Rhode Island	32,046	13,616	13,391	0	225	17,154	17,022	0	132
South Carolina	311,312	47,519	38,106	5,238	4,175	36,384	30,736	3,303	2,346
South Dakota	35,474	10,885	9,173	263	1,449	4,797	4,263	123	411
Tennessee	166,121	54,789	49,113	2,355	3,321	27,000	24,200	1,200	1,600
Texas	817,272	59,490	48,257	10,744	489	23,492	22,749	730	13
Utah	104,093	20,047	19,387	660	0	14,076	13,662	413	0
Vermont	24,080	5,850	5,041	377	432	3,282	2,890	192	200
Virginia	306,383	69,609	59,858	8,688	1,063	51,798	45,755	5,671	372
Washington	260,555	79,621	79,588	11	22	28,373	28,344	9	19
West Virginia	72,418	38,476	36,355	735	1,386	20,917	19,521	512	884
Wisconsin	290,347	79,091	73,023	4,474	1,594	71,627	66,111	5,018	498
Wyoming	33,740	10,156	10,156	0	0	5,525	5,525	0	0

Source: U.S. Department of Commerce, Bureau of the Census.
(a) Detail may not add to totals due to rounding.

Table 7.27
MEMBERSHIP AND BENEFIT OPERATIONS OF STATE-ADMINISTERED EMPLOYEE RETIREMENT SYSTEMS:
LAST MONTH OF FISCAL YEAR 1992-93

State	Membership, last month of the fiscal year	Benefit Operations, last month of fiscal year							
		Beneficiaries receiving periodic benefit payments				Periodic benefit payment for the month (in thousands of dollars)			
		Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	Survivors of deceased former members	Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	Survivors of deceased former members
United States	11,875,650	3,654,532	3,192,442	191,026	271,064	2,891,404	2,588,705	163,724	138,975
Alabama	183,659	49,723	49,421	282	20	37,939	37,739	192	8
Alaska	50,348	13,145	11,937	364	844	17,301	16,148	588	564
Arizona	178,395	48,959	35,956	1,980	11,023	62,719	39,270	14,055	9,395
Arkansas	134,314	24,724	21,266	1,964	1,494	16,066	14,487	1,021	558
California	1,180,428	451,115	343,345	49,532	58,238	288,871	230,776	43,434	14,661
Colorado	132,311	41,423	34,264	5,365	1,794	44,780	35,034	5,443	4,303
Connecticut	109,974	47,043	42,027	2,430	2,586	58,738	54,884	2,108	1,745
Delaware	32,724	14,442	11,093	1,392	1,957	9,623	8,480	606	537
Florida	573,755	126,763	106,866	7,008	12,889	87,756	78,214	3,216	6,325
Georgia	303,284	60,396	49,699	4,182	6,515	59,044	51,880	3,300	3,864
Hawaii	59,518	25,892	23,879	1,657	356	24,227	23,485	695	47
Idaho	55,889	18,303	17,321	342	640	9,629	9,114	180	335
Illinois	485,251	163,879	140,920	4,210	18,749	125,841	113,921	3,107	8,813
Indiana	250,168	69,053	59,770	2,844	6,439	36,168	30,954	729	4,485
Iowa	157,610	54,970	53,492	692	786	19,508	18,248	628	631
Kansas	120,570	38,300	36,016	0	2,284	13,832	13,318	0	515
Kentucky	195,296	54,487	52,456	1,123	908	40,653	38,861	1,183	609
Louisiana	156,524	73,654	66,353	4,094	3,207	69,097	63,936	2,810	2,351
Maine	91,379	24,413	19,827	1,258	3,328	17,321	14,501	1,251	1,570
Maryland	189,473	59,021	59,021	0	0	62,541	62,541	0	0
Massachusetts	167,093	71,193	60,000	3,900	7,293	60,334	51,209	3,198	5,927
Michigan	416,638	132,712	112,448	6,298	13,966	120,566	102,576	5,625	12,364
Minnesota	284,484	74,077	63,734	2,123	8,220	55,176	50,554	1,356	3,266
Mississippi	193,849	40,308	32,968	2,464	4,876	24,829	21,821	1,277	1,731
Missouri	166,934	49,105	42,140	1,641	5,324	36,418	33,543	872	2,003
Montana	59,521	19,203	17,086	1,385	732	11,907	10,745	773	389
Nebraska	41,581	7,739	7,443	250	46	3,121	2,972	115	33
Nevada	61,861	12,572	11,677	755	140	16,170	14,108	675	1,387
New Hampshire	39,838	9,415	9,415	0	0	4,971	4,971	0	0
New Jersey	440,294	135,069	122,369	0	12,700	140,613	127,365	0	13,248
New Mexico	190,343	27,312	24,542	1,277	1,493	24,921	23,278	674	969
New York	830,035	337,669	332,889	1,572	3,208	284,110	281,509	1,000	1,601
North Carolina	410,706	100,939	82,753	8,604	9,582	74,124	63,495	5,957	4,672
North Dakota	26,832	7,781	6,997	159	625	4,041	3,689	55	296
Ohio	753,169	253,133	208,407	21,966	22,760	210,194	174,880	24,593	10,720

MEMBERSHIP AND BENEFIT OPERATIONS, FISCAL YEAR 1992-93 — Continued

State	Membership, last month of the fiscal year	Benefit Operations, last month of fiscal year							
		Beneficiaries receiving periodic benefit payments				Periodic benefit payment for the month (in thousands of dollars)			
		Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	Survivors of deceased former members	Total (a)	Persons retired on account of age or length of service	Persons retired on account of disability	Survivors of deceased former members
Oklahoma	148,894	51,373	43,790	2,348	5,235	45,294	39,637	2,202	3,456
Oregon	166,736	60,437	56,850	3,587	0	43,725	41,252	2,473	0
Pennsylvania	367,998	187,464	167,926	8,383	11,155	158,381	149,412	4,864	4,105
Rhode Island	31,958	14,190	13,958	0	232	17,886	17,752	0	134
South Carolina	317,157	49,834	39,838	5,547	4,449	40,278	33,978	3,651	2,649
South Dakota	36,957	11,663	9,756	271	1,636	4,997	4,437	125	435
Tennessee	182,182	50,541	44,034	2,588	3,919	26,994	23,521	1,428	2,045
Texas	881,381	182,384	157,852	9,746	14,786	143,717	133,501	6,025	4,191
Utah	110,777	20,531	19,855	676	0	14,645	14,208	437	0
Vermont	20,965	6,004	5,159	327	518	3,550	3,122	173	255
Virginia	309,392	71,283	60,953	9,220	1,110	54,194	47,723	6,089	382
Washington	270,392	82,506	82,473	11	22	65,746	65,718	9	19
West Virginia	79,721	38,476	36,355	735	1,386	20,917	19,521	512	884
Wisconsin	290,347	79,091	73,023	4,474	1,594	71,627	66,111	5,018	498
Wyoming	36,745	10,823	10,823	0	0	6,307	6,307	0	0

Source: U.S. Department of Commerce, Bureau of the Census.
(a) Detail may not add to totals due to rounding.

RETIREMENT

Table 7.28

**FINANCES OF STATE—ADMINISTERED EMPLOYEE RETIREMENT SYSTEMS,
BY STATE: FISCAL 1992-93
(In thousands of dollars)**

State	Receipts during fiscal year								
	Total	Employee contributions	Government contributions			Payments during fiscal year			
			From states	From local governments	Earnings on investments	Total	Benefits	Withdrawals	Other
United States	\$109,646,128	\$13,785,501	\$15,250,879	\$12,919,464	\$67,690,284	\$41,349,332	\$37,966,841	\$2,150,475	\$1,232,016
Alabama	1,573,897	225,007	294,140	52,951	1,001,799	504,800	455,380	39,216	10,204
Alaska	1,101,294	128,153	102,566	102,838	767,737	276,403	246,731	13,970	15,702
Arizona	1,388,457	52,124	24,256	89,512	1,222,565	535,583	494,958	23,797	16,828
Arkansas	740,867	40,076	188,852	26,548	485,391	219,056	199,853	5,244	13,959
California	15,379,338	2,404,666	1,404,985	1,900,218	9,669,469	6,182,308	5,674,204	330,357	177,74
Colorado	1,591,453	285,462	157,004	272,125	876,862	618,139	565,738	33,398	19,003
Connecticut	1,125,734	187,123	411,945	24,156	502,510	736,931	721,064	15,084	783
Delaware	298,180	19,280	60,396	895	217,609	128,193	117,546	1,561	9,086
Florida	4,926,935	22,853	636,288	1,908,608	2,359,186	1,099,220	1,025,029	2,051	72,140
Georgia	2,477,619	308,468	602,002	153,306	1,413,843	776,350	716,052	33,282	27,016
Hawaii	871,467	66,378	312,983	0	492,106	330,468	269,790	39,455	21,223
Idaho	413,538	73,744	42,210	84,209	213,375	139,401	115,586	11,009	12,806
Illinois	4,197,521	777,357	543,497	355,121	2,521,546	1,755,431	1,564,751	73,376	117,304
Indiana	1,210,832	169,369	298,247	142,609	600,607	484,081	449,761	25,102	9,218
Iowa	784,829	122,602	46,519	151,752	463,956	284,755	238,085	24,356	22,314
Kansas	599,398	115,408	78,284	13,263	392,443	187,827	150,809	19,266	17,752
Kentucky	1,540,339	307,986	379,398	110,683	742,272	567,702	531,861	18,905	16,936
Louisiana	1,971,599	336,820	594,268	51,565	988,946	941,158	826,337	50,592	64,229
Maine	452,175	78,482	232,136	0	141,557	235,703	219,001	11,648	5,054
Maryland	2,272,179	100,745	625,081	26,604	1,519,749	897,183	750,465	125,683	21,035
Massachusetts	1,455,154	360,969	722,894	14,400	356,891	907,571	724,317	181,371	1,883
Michigan	2,599,523	234,012	766,771	344,775	1,253,965	1,490,891	1,446,788	6,698	37,405
Minnesota	2,325,843	292,762	95,815	303,907	1,633,359	712,816	658,279	31,747	22,790
Mississippi	949,245	192,942	114,633	169,905	471,765	389,779	334,792	40,613	14,374
Missouri	1,879,537	188,916	195,514	217,818	1,277,289	492,102	435,775	32,213	24,114
Montana	347,811	74,588	28,255	57,992	186,976	159,881	144,908	13,064	1,909
Nebraska	155,636	46,824	9,227	45,318	54,267	49,584	39,167	6,684	3,733
Nevada	715,270	25,033	78,472	281,725	330,040	203,567	190,338	3,919	9,310
New Hampshire	166,198	54,512	29,151	14,168	68,367	74,646	59,650	12,638	2,358
New Jersey	3,682,087	651,030	568,087	324,555	2,138,415	1,749,222	1,687,109	62,077	36
New Mexico	869,715	167,515	71,010	139,764	491,426	315,762	281,093	33,039	1,630
New York	7,614,887	371,413	109,721	892,739	6,241,014	3,659,740	3,510,223	82,053	67,464
North Carolina	2,843,796	491,451	467,801	115,368	1,769,176	928,461	847,417	77,408	3,63
North Dakota	132,740	29,782	9,835	20,694	72,429	54,547	43,809	5,367	5,371
Ohio	9,551,662	1,372,559	611,470	1,723,464	5,844,169	3,363,015	3,169,352	123,177	70,486
Oklahoma	1,028,540	194,898	310,226	73,630	449,786	599,032	552,931	24,242	21,859
Oregon	2,290,535	262,195	139,130	292,467	1,596,743	648,203	537,938	32,687	77,578
Pennsylvania	4,992,155	603,488	800,683	503,917	3,084,067	2,230,828	2,158,450	22,809	49,569
Rhode Island	407,623	79,520	62,418	52,570	213,115	225,048	213,294	4,519	7,235
South Carolina	1,563,994	287,291	286,230	72,543	917,930	533,338	484,670	41,521	7,147
South Dakota	349,494	41,478	16,158	23,409	268,449	69,202	59,486	6,097	3,619
Tennessee	1,564,814	108,059	282,907	36,382	1,137,466	341,069	323,928	17,141	0
Texas	5,913,401	1,196,973	1,142,832	316,245	3,257,351	2,251,860	1,957,324	256,867	37,669
Utah	622,653	31,381	72,063	143,962	375,247	202,646	182,495	13,594	6,557
Vermont	141,354	17,949	42,705	2,895	77,805	51,002	42,028	722	8,252
Virginia	1,877,536	47,391	225,436	445,778	1,158,931	764,648	667,971	35,541	61,136
Washington	3,319,764	430,962	538,210	211,102	2,139,490	826,646	789,691	35,985	970
West Virginia	420,381	83,670	162,721	18,837	155,153	266,841	252,296	12,599	1,946
Wisconsin	4,677,499	14,910	221,591	542,593	3,898,405	799,689	764,600	27,536	7,553
Wyoming	269,630	8,925	33,856	49,579	177,270	87,004	73,721	9,195	4,088

**FINANCES OF STATE-ADMINISTERED EMPLOYEE RETIREMENT SYSTEMS,
BY STATE: FISCAL 1992-93—Continued**

<i>Cash and security holdings at end of fiscal year</i>							
<i>State</i>	<i>Total</i>	<i>Cash and deposits</i>	<i>Governmental securities</i>				
			<i>Federal securities</i>			<i>State and local</i>	<i>Nongovernmental securities</i>
			<i>Total</i>	<i>U.S. Treasury</i>	<i>Federal agency</i>		
United States	\$732,409,567	\$48,453,358	\$168,093,363	\$135,890,967	\$32,202,396	\$155,630	\$515,707,216
Alabama	10,986,404	1,547,277	177,577	177,577	0	0	9,261,550
Alaska	5,841,020	180,341	1,628,859	1,543,273	85,586	0	4,031,820
Arizona	11,758,417	1,115,102	3,967,807	3,624,127	343,680	0	6,675,508
Arkansas	5,247,250	576,787	1,314,028	1,113,019	201,009	12,574	3,343,861
California	111,031,544	6,009,993	25,016,488	22,251,494	2,764,994	0	80,005,063
Colorado	12,276,645	547,639	1,287,935	1,234,828	53,107	29,740	10,411,331
Connecticut	8,638,739	534,986	789,272	755,788	33,484	17,714	7,296,767
Delaware	2,075,035	139,984	279,257	279,257	0	0	1,655,794
Florida	29,138,635	2,334,936	3,152,615	2,979,533	173,082	0	23,651,084
Georgia	17,491,921	675,736	5,980,567	5,957,685	22,882	0	10,835,618
Hawaii	5,036,156	458,877	396,228	396,228	0	0	4,181,051
Idaho	2,182,423	129,454	585,079	585,079	0	0	1,467,890
Illinois	24,442,898	1,461,810	2,048,171	1,218,137	830,034	0	20,932,917
Indiana	7,823,617	276,735	4,787,955	3,023,281	1,764,674	0	2,758,927
Iowa	6,484,147	137,040	175,130	163,961	11,169	0	6,171,977
Kansas	3,741,428	51,769	547,774	96,757	451,017	0	3,141,885
Kentucky	9,332,586	1,155,953	2,115,973	2,063,125	52,848	0	6,060,660
Louisiana	10,349,350	1,111,919	2,814,875	2,394,541	420,334	728	6,421,828
Maine	2,306,026	180,077	136,133	136,133	0	0	1,989,816
Maryland	14,056,499	287,578	0	0	0	0	13,768,921
Massachusetts	8,451,218	93,302	61,890	51,244	10,646	1,228	8,294,798
Michigan	21,298,947	4,160,063	3,457,585	3,457,585	0	0	13,681,299
Minnesota	16,039,611	237,996	295,306	292,298	3,008	0	15,506,309
Mississippi	6,791,708	1,124,052	2,686,343	2,686,343	0	63,191	2,918,122
Missouri	12,344,235	635,621	1,958,954	1,036,452	922,502	4,925	9,744,735
Montana	2,180,916	52,342	83,722	83,722	0	0	2,044,852
Nebraska	2,471,703	75,737	472,789	197,094	275,695	0	1,923,177
Nevada	4,894,013	276,225	1,408,525	1,260,570	147,955	0	3,209,263
New Hampshire	1,303,637	119,903	156,887	156,887	0	0	1,026,847
New Jersey	27,216,175	1,582	120,486	0	120,486	0	27,094,107
New Mexico	5,600,442	391,511	2,039,770	1,420,579	619,191	0	3,169,161
New York	73,406,760	1,670,364	18,077,243	17,557,857	519,386	0	53,659,153
North Carolina	21,177,677	6,078,808	6,052,254	6,052,254	0	0	9,046,615
North Dakota	1,128,631	16,564	155,060	138,285	16,775	0	957,007
Ohio	47,741,990	3,409,789	19,168,053	16,153,136	3,014,917	1,895	25,162,253
Oklahoma	6,019,037	787,958	1,708,605	866,810	841,795	0	3,522,474
Oregon	8,645,914	893,482	1,518,885	1,417,647	101,238	0	6,233,547
Pennsylvania	35,263,387	1,294,619	9,499,688	6,529,145	2,970,543	0	24,469,080
Rhode Island	2,617,772	6,958	1,644,840	1,644,840	0	0	965,974
South Carolina	14,037,320	2,978,585	8,610,628	4,567,741	4,042,887	0	2,448,107
South Dakota	1,811,817	287,382	377,107	274,254	102,853	0	1,147,328
Tennessee	8,661,037	1,061	2,663,145	62,256	2,600,889	0	5,996,831
Texas	40,127,920	1,975,597	15,736,815	8,825,229	6,911,586	0	22,415,508
Utah	4,593,990	206,639	1,038,816	760,590	278,226	0	3,348,535
Vermont	863,987	74,351	77,895	72,270	5,625	0	711,741
Virginia	13,856,950	1,580,609	1,426,411	1,426,411	0	0	10,849,930
Washington	16,249,313	936,064	4,443,520	4,419,833	23,687	0	10,869,729
West Virginia	1,817,538	45,435	1,591,559	835,993	755,566	0	180,544
Wisconsin	23,634,666	118,173	4,017,893	3,308,853	709,040	23,635	19,474,965
Wyoming	1,920,516	8,593	340,966	340,966	0	0	1,570,957

Source: U.S. Department of Commerce, Bureau of the Census.
Note: Detail may not add to totals due to rounding.

Table 7.29
COMPARATIVE STATISTICS FOR STATE-ADMINISTERED PUBLIC EMPLOYEE RETIREMENT SYSTEMS:
FISCAL 1991-92

State	Percent of receipts paid by			Annual benefit payments as a percentage of			Average benefit payments (a)	Investments earnings as a percentage of cash and security holdings	Percentage distribution of cash and investment holdings		
	Employee contribution	State government	Local government	Annual receipts	Cash and investments	Cash and deposits			Governmental securities		Nongovernmental securities and other investments
									Federal	State and local	
United States	13.3	13.9	11.0	33.8	4.8	\$ 795	8.8	5.4	21.7	0.0	72.8
Alabama	13.9	19.9	3.6	27.4	4.3	783	9.9	11.4	1.6	0.0	87.0
Alaska	13.1	12.4	10.7	24.8	4.6	1,287	11.7	0.4	26	0.0	73.5
Arizona	9.6	2.2	8.0	35.6	3.3	981	7.5	8.2	37.9	0.0	53.8
Arkansas	5.9	24.7	3.6	28.5	3.9	597	8.9	8.4	24.7	0.3	66.6
California	17.4	5.8	8.1	35.5	4.5	949	9.2	4.5	19.1	0.0	76.4
Colorado	15.6	12.9	16.4	29.6	4.3	988	8.4	3.0	8.2	0.3	88.5
Connecticut	15.1	35.7	2.1	55.8	7.4	1,166	6.3	6.6	9.2	0.2	84.1
Delaware	6.4	23.8	0.3	43.9	6.5	676	10.3	8.1	10.1	0.0	81.9
Florida	0.5	13.5	40.5	21.0	4.2	646	9.0	3.3	26.4	0.0	70.3
Georgia	12.0	24.1	5.9	26.3	4.1	928	9.0	2.5	35.3	0.0	62.2
Hawaii	9.1	10.6	5.9	34.3	5.5	955	11.8	8.5	14.5	0.0	76.9
Idaho	24.4	42.1	0.0	...	...	739	4.7	5.1	39.7	0.0	65.2
Illinois	20.1	12.4	8.6	36.5	6.4	702	10.3	6.5	9.0	0.0	84.4
Indiana	12.7	24.0	9.7	34.0	6.2	499	9.8	10.8	52.5	0.0	36.6
Iowa	15.9	5.9	18.4	28.7	3.5	327	7.3	1.5	0.3	0.0	98.1
Kansas	19.3	13.1	2.2	25.2	4.0	361	10.5	1.4	14.6	0.0	83.9
Kentucky	20.8	26.8	6.4	34.9	5.7	716	7.6	13.4	21.7	0.0	65.0
Louisiana	30.0	22.6	4.7	71.3	7.9	867	4.7	8.4	17.8	0.0	73.8
Maine	20.2	44.3	0.0	52.0	9.7	704	6.6	7.3	6.0	0.0	86.8
Maryland	5.3	30.0	1.2	30.8	5.1	989	10.5	1.3	0.0	0.0	98.7
Massachusetts	26.5	52.4	1.1	52.5	8.8	824	3.3	1.1	0.7	0.0	98.2
Michigan	8.9	24.7	15.4	53.4	6.7	819	6.2	19.1	16.6	0.0	64.3
Minnesota	12.2	4.0	12.4	25.7	4.1	708	11.4	0.8	1.8	0.0	97.3
Mississippi	18.9	28.7	14.5	27.8	4.7	537	6.4	15.2	42.8	0.0	41.9
Missouri	12.0	11.6	13.5	24.5	3.4	677	8.8	10.0	31.1	0.1	58.9
Montana	22.5	7.8	17.7	40.6	7.0	609	9.0	2.6	2.0	0.0	95.4
Nebraska	43.7	8.6	42.3	36.6	...	444	0.4	2.9	18.3	0.0	78.8
Nevada	2.4	12.1	31.9	21.9	3.9	864	9.5	5.9	33.8	0.0	60.3
New Hampshire	32.8	17.5	8.5	35.9	4.6	528	5.2	9.2	12.0	0.0	78.8
New Jersey	18.9	13.8	8.6	44.1	5.8	966	7.7	0.0	3.3	0.0	96.7
New Mexico	20.3	8.4	16.8	31.3	5.2	828	9.1	5.1	32.9	0.0	62.0
New York	4.3	.3	9.5	40.1	4.7	791	10.0	2.2	24.8	0.0	72.9
North Carolina	17.7	15.7	4.1	28.8	4.0	678	8.7	28.3	28.7	0.0	43.0
North Dakota	19.1	6.3	14.1	27.6	4.1	480	9.1	1.3	0.0	0.0	98.7
Ohio	14.9	14.9	14.6	39.1	3.9	998	5.3	2.5	17.0	0.0	80.5

COMPARATIVE STATISTICS: FISCAL 1991-92 — Continued

State	Percent of receipts paid by			Annual benefit payments as a percentage of			Investments earnings as a percentage of cash and security holdings	Percentage distribution of cash and investment holdings			
	Employee contribution	State government	Local government	Annual receipts	Cash and investments	Average benefit payments (a)		Governmental securities		Nongovernmental securities and other investments	
								Cash and deposits	Federal		State and local
Oklahoma	16.7	24.1	5.7	46.7	9.6	877	11.0	8.3	28.5	2.0	61.1
Oregon	11.0	6.7	13.4	22.0	5.8	571	18.0	10.2	16.0	0.0	73.8
Pennsylvania	11.1	17.4	9.9	33.3	5.8	623	10.7	4.3	29.7	0.0	66.1
Rhode Island	17.0	4.6	11.9	45.1	8.4	1,066	12.4	1.5	61.4	0.0	37.2
South Carolina	19.2	18.7	4.6	30.3	3.4	766	6.5	12.1	68.0	0.0	19.8
South Dakota	16.4	6.3	9.3	22.9	3.3	441	9.7	15.0	22.1	0.0	62.9
Tennessee	7.2	18.5	2.4	24.2	3.4	493	10.2	6.4	27.9	0.0	65.7
Texas	21.8	23.5	2.2	30.3	4.1	897	7.1	1.7	39.1	0.0	59.2
Utah	5.4	11.2	22.5	28.2	3.9	702	8.5	6.4	25.6	0.0	68.0
Vermont	9.9	23.7	2.0	28.6	5.2	561	11.8	12.0	10.7	0.0	77.3
Virginia	3.1	12.7	24.1	31.6	4.7	744	9.0	9.6	10.8	0.0	79.6
Washington	17.2	11.3	20.1	32.2	4.6	759	7.4	5.1	23.9	0.0	71.0
West Virginia	19.9	38.7	4.5	60.0	13.9	544	8.5	2.5	87.6	0.0	9.9
Wisconsin	0.3	4.7	11.6	16.3	3.2	906	16.5	0.5	17.0	0.1	82.4
Wyoming	4.1	13.1	18.4	25.9	3.8	544	9.4	1.0	16.9	0.0	82.1

Source: U.S. Department of Commerce, Bureau of the Census.
 . . . — Not available.
 (a) Average benefit payment for the last month of fiscal year.

Table 7.30
COMPARATIVE STATISTICS FOR STATE-ADMINISTERED PUBLIC EMPLOYEE RETIREMENT SYSTEMS:
FISCAL 1992-93

State	Percent of receipts paid by			Annual benefit payments as a percentage of			Investments earnings as a percentage of cash and security holdings	Percentage distribution of cash and investment holdings			
	Employee contribution	State government	Local government	Annual receipts	Cash and security holdings	Average benefit payments (a)		Governmental securities			Nongovernmental securities and other investments
								Cash and deposits	Federal	State and local	
United States	12.57	13.91	11.78	34.63	5.18	\$ 791	9.2	6.6	23.0	0.0	70.4
Alabama	14.30	18.69	3.36	28.93	4.14	763	9.1	14.1	1.6	0.0	84.3
Alaska	11.64	9.31	9.34	22.40	4.22	1,316	13.1	3.1	27.9	0.0	69.0
Arizona	3.75	1.75	6.45	35.65	4.21	1,281	10.4	9.5	33.7	0.0	56.8
Arkansas	5.41	25.49	3.58	26.98	3.81	650	9.3	11.0	25.0	0.2	63.7
California	15.64	9.14	12.36	36.89	5.11	640	8.7	5.4	22.5	0.0	72.1
Colorado	17.94	9.87	17.10	35.55	4.61	1,081	7.1	4.5	10.5	0.2	84.8
Connecticut	16.62	36.59	2.15	64.05	8.35	1,249	5.8	6.2	9.1	0.2	84.5
Delaware	6.47	20.25	0.30	39.42	5.66	666	10.5	6.7	13.5	0.0	79.8
Florida	0.46	12.91	38.74	20.80	3.52	692	8.1	8.0	10.8	0.0	81.2
Georgia	12.45	24.30	6.19	28.90	4.09	978	8.1	3.9	34.2	0.0	61.9
Hawaii	7.62	35.91	0.00	30.96	5.36	936	9.8	9.1	7.9	0.0	83.0
Idaho	17.83	10.21	20.36	27.95	5.30	526	9.8	5.9	26.8	0.0	67.3
Illinois	18.52	12.95	8.46	37.27	6.40	768	10.3	6.0	8.4	0.0	85.6
Indiana	13.99	24.63	11.78	37.14	5.75	524	7.7	3.5	61.2	0.0	35.3
Iowa	15.62	5.93	19.34	30.34	3.67	355	7.2	2.1	2.7	0.0	95.2
Kansas	19.25	13.06	2.21	25.16	4.03	361	10.5	1.4	14.6	0.0	84.0
Kentucky	19.99	24.63	7.19	34.53	5.70	746	8.0	12.4	22.7	0.0	64.9
Louisiana	17.00	30.00	2.60	41.71	7.98	938	9.6	10.7	27.2	0.0	62.1
Maine	17.36	51.34	0.00	48.43	9.50	710	6.1	7.8	5.9	0.0	86.3
Maryland	4.43	27.51	1.17	33.03	5.34	1,060	10.8	2.0	0.0	0.0	98.0
Massachusetts	24.81	49.68	0.99	49.78	8.57	847	4.2	1.1	0.7	0.0	98.1
Michigan	9.00	29.50	13.26	55.66	6.79	908	5.9	19.5	16.2	0.0	64.2
Minnesota	12.59	4.12	13.07	28.30	4.10	745	10.2	1.5	1.8	0.0	96.7
Mississippi	20.33	12.08	17.90	35.27	4.93	616	6.9	16.6	39.6	0.9	43.0
Missouri	10.05	10.40	11.59	23.19	3.53	742	10.3	5.1	15.9	0.0	78.9
Montana	21.44	8.12	16.67	41.66	6.64	620	8.6	2.4	3.8	0.0	93.8
Nebraska	43.60	8.59	42.19	36.47	1.58	403	2.2	3.1	19.1	0.0	77.8
Nevada	3.50	10.97	39.39	26.61	3.89	1,286	6.7	5.6	28.8	0.0	65.6
New Hampshire	32.80	17.54	8.52	35.89	4.58	528	5.2	9.2	12.0	0.0	78.8
New Jersey	17.68	15.43	8.81	45.82	6.20	1,041	7.9	0.0	0.4	0.0	99.6
New Mexico	19.26	8.16	16.07	32.32	5.02	912	8.8	7.0	36.4	0.0	56.6
New York	4.88	1.44	11.72	46.10	4.78	841	8.5	2.3	24.6	0.0	73.1
North Carolina	17.28	16.45	4.06	29.80	4.00	734	8.4	28.7	28.6	0.0	42.7
North Dakota	22.44	7.41	15.59	33.00	3.88	519	6.4	1.5	13.7	0.0	84.8
Ohio	14.37	6.40	18.04	33.18	6.64	830	12.2	7.1	40.1	0.0	52.7

COMPARATIVE STATISTICS: FISCAL 1991-92 — Continued

State	Percent of receipts paid by			Annual benefit payments as a percentage of			Investments earnings as a percentage of cash and security holdings	Percentage distribution of cash and investment holdings			
	Employee contribution	State government	Local government	Annual receipts	Cash and security holdings	Average benefit payments (a)		Governmental securities			Nongovernmental securities and other investments
								Cash and deposits	Federal	State and local	
Oklahoma	18.95	30.16	7.16	53.76	9.19	882	7.5	13.1	28.4	0.0	58.5
Oregon	11.45	6.07	12.77	23.49	6.22	723	18.5	10.3	17.6	0.0	72.1
Pennsylvania	12.09	16.04	10.09	43.24	6.12	845	8.7	3.7	26.9	0.0	69.4
Rhode Island	19.51	15.31	12.90	52.33	8.15	1,260	8.1	0.3	62.8	0.0	36.9
South Carolina	18.37	18.30	4.64	30.99	3.45	808	6.5	21.2	61.3	0.0	17.4
South Dakota	11.87	4.62	6.70	17.02	3.28	428	14.8	15.9	20.8	0.0	63.3
Tennessee	6.91	18.08	2.33	20.70	3.74	534	13.1	0.0	30.7	0.0	69.2
Texas	20.14	19.23	5.32	32.93	4.88	788	8.1	4.9	39.2	0.0	55.9
Utah	5.04	11.57	23.12	29.31	3.97	713	8.2	4.5	22.6	0.0	72.9
Vermont	12.70	30.21	2.05	29.73	4.86	591	9.0	8.6	9.0	0.0	82.4
Virginia	2.52	12.01	23.74	35.58	4.82	760	8.4	11.4	10.3	0.0	78.3
Washington	12.98	16.21	6.36	23.79	4.86	797	13.2	5.8	27.3	0.0	66.9
West Virginia	19.90	38.71	4.48	60.02	13.88	544	8.5	2.5	87.6	0.0	9.9
Wisconsin	0.32	4.74	11.60	16.35	3.24	906	16.5	0.5	17.0	0.1	82.4
Wyoming	3.31	12.56	18.39	27.34	3.84	583	9.2	0.4	17.8	0.0	81.8

Source: U.S. Department of Commerce, Bureau of the Census.
 (a) Average benefit payment for the last month of fiscal year.

LICENSURE/REGULATION

Table 7.31
STATE REGULATION OF SELECTED NON-HEALTH OCCUPATIONS
AND PROFESSIONS: 1993

State or other jurisdiction	Accountant, Certified Public	Architect	Auctioneer	Barber	Cosmetologist	Embalmer (a)	Engineer, Professional (b)	Funeral Director	Insurance Agent	Insurance Broker	Landscape Architect	Polygraph Examiner	Real Estate Agent	Real Estate Broker	Surveyor, Land
Alabama	L	L	L	...	L	L	L	L	L	L	L	L	L	L	L
Alaska	L	L	...	L	L	L	L	L	L	...	...	...	L	L	L
Arizona	L	L	...	L	L	L	L	L	L	...	...	...	L	L	L
Arkansas	L	L	L	L	L	L	L	L	L	...	L	L	L	L	L
California	L	L	...	L	L	L	L	L	L	...	L	...	L	L	L
Colorado	L	L	...	L	L	...	L	...	L	L	...	...	L	L	L
Connecticut	L	L	...	L	L	L	L	L	L	L	C	...	L	L	L
Delaware	L	L	...	L	L	...	L	L	L	L	L	...	L	L	L
Florida	L	L	L	L	L	L	L	L	L	...	L	...	L	L	L
Georgia	L	L	L	L	L	L	L	L	L	...	L	...	L	L	L
Hawaii	L	L	...	L	L	L	L	L	L	...	L	...	L	L	L
Idaho	L	L	...	L	L	...	L	L	L	L	L	...	L	L	L
Illinois	L	L	...	L	L	L	L	L	L	...	...	L	L	L	L
Indiana	L	L	L	L	L	...	L	L	L	L	...	L	L	L	L
Iowa	L	L	...	L	L	...	L	L	L	...	C	L	L	L	L
Kansas	L	L	...	L	L	L	L	L	L	L	L	...	L	L	L
Kentucky	L	L	L	L	L	L	L	L	L	...	L	L	L	L	L
Louisiana	L	L	L	L	L	L	L	L	L	L	L	L	L	L	C
Maine	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Maryland	L	L	...	L	L	...	L	L	L	L	L	...	L	L	L
Massachusetts	L	L	...	L	L	L	L	L	L	L	L	...	L	L	L
Michigan	L	L	...	L	L	...	L	L	L	...	C	L	L	L	L
Minnesota	L	L	...	L	L	...	L	L	L	...	L	...	L	L	L
Mississippi	L	L	...	L	L	L	L	L	L	...	L	...	L	L	L
Missouri	L	L	...	L	L	L	L	L	L	L	C	...	L	L	L
Montana	L	L	...	L	L	...	L	L	L	...	L	L	L	L	L
Nebraska	L	L	...	L	L	L	L	L	L	L	L	L	L	L	L
Nevada	L	L	...	L	L	L	L	L	L	L	L	L	L	L	L
New Hampshire	L	L	L	L	L	L	L	L	L	L	...	...	L	L	L
New Jersey	L	L	...	...	L	...	L	L	L	...	C	...	L	L	L
New Mexico	L	L	...	L	L	...	L	L	L	L	L	L	L	L	L
New York	L	L	...	L	L	L	L	L	L	L	L	...	L	L	L
North Carolina	L	L	L	L	L	L	L	L	L	L	C	L	L	L	L
North Dakota	L	L	L	L	L	L	L	L	L	L	...	L	L	L	L
Ohio	L	L	L	L	L	L	L	L	L	L	L	...	L	L	L
Oklahoma	L	L	...	L	L	L	L	L	L	...	L	L	L	L	L
Oregon	L	L	...	L	L	L	L	L	L	...	L	L	L	L	L
Pennsylvania	L	L	L	L	L	...	L	L	L	L	L	...	L	L	L
Rhode Island	L	L	L	L	L	L	L	L	L	L	L	...	L	L	L
South Carolina	L	L	L	L	L	L	L	L	L	L	L	L	L	L	L
South Dakota	L	L	...	L	L	L	L	L	L	L	L	L	L	L	L
Tennessee	L	L	L	L	L	L	L	L	L	...	L	L	L	L	L
Texas	L	L	L	L	L	L	L	L	L	...	L	L	L	L	L
Utah	L	L	...	L	L	...	L	L	L	L	L	L	L	L	L
Vermont	L	L	L	L	L	L	L	L	L	L	...	L	L	L	L
Virginia	L	L	L	L	L	...	L	L	L	...	C	L	L	L	L
Washington	L	L	R	L	L	L	L	L	L	L	C	...	L	L	L
West Virginia	L	L	L	L	L	L	L	L	L	...	L	L	L	L	L
Wisconsin	L	L	...	L	L	...	L	L	L	...	...	...	L	L	L
Wyoming	L	L	...	L	L	L	L	L	L	L	L	...	L	L	L
Dist. of Columbia	L	L	...	L	L	...	L	L	L	L	...	...	L	L	...

Source: Council on Licensure, Enforcement and Regulation, *Issues in Professional Regulation*, 1993, and various national associations of state boards.

Key:
 C — Certification
 L — Licensure
 R — Regulation

(a) In some states, embalmers are not licensed separately from funeral directors; embalming is part of the funeral director's job.

(b) In addition to licensing professional engineers, some states regulate engineers by specific areas of expertise, such as civil engineers.

Table 7.32
STATE REGULATION OF HEALTH OCCUPATIONS AND PROFESSIONS: 1993

<i>State and other jurisdiction</i>	<i>Acupuncturist</i>	<i>Chiropractor</i>	<i>Counselor, Professional</i>	<i>Counselor, Alcoholism</i>	<i>Counselor, Drug</i>	<i>Counselor, Pastoral</i>	<i>Counselor, Substance Abuse</i>	<i>Dentist</i>	<i>Dental Assistant</i>	<i>Dental Hygienist</i>	<i>Denturist</i>	<i>Dietitian</i>	<i>Emergency Medical Technician (a)</i>	<i>Hearing Aid Dealer & Fitter</i>
Alabama .....	...	L	L	...	...	...	...	L	...	L	...	L	L	L
Alaska	L	L	...	...	...	...	...	L	...	L	...	...	L	L
Arizona .....	...	L	C	...	...	...	C	L	C	L	L	...	L	L
Arkansas .....	...	L	L	...	...	...	...	L	R	L	...	L	L	L
California	L	L	...	...	...	...	...	L	L	L	...	C	L	L
Colorado	R	L	L	C	C	...	L	L	...	L	...	...	L	L
Connecticut .....	...	L	...	...	...	...	...	L	...	L	...	...	L	L
Delaware .....	...	L	L	...	...	...	...	L	...	L	...	...	L	L
Florida	L	L	...	C	...	...	...	L	...	L	...	L	L	L
Georgia	L	L	L	...	...	...	...	L	...	L	...	C	L	L
Hawaii	L	L	...	...	...	...	C	L	...	L	...	...	L	L
Idaho .....	...	L	L	...	...	...	...	L	...	L	L	...	L	L
Illinois .....	...	L	L	...	...	...	...	L	...	L	...	L	L	L
Indiana .....	...	L	...	...	...	...	...	L	...	L	...	...	L	L
Iowa .....	...	L	...	...	...	...	...	L	...	L	...	L	L	L
Kansas .....	...	L	C	...	...	...	C	L	...	L	...	L	L	L
Kentucky .....	...	L	...	...	...	...	...	L	...	L	...	C	L	L
Louisiana	L	L	L	...	C	...	...	L	...	L	...	L	L	L
Maine	L	L	L	...	R	L	L	L	...	L	...	L	L	L
Maryland	L	L	C	...	L	...	...	L	R	L	...	L	L	L
Massachusetts	L	L	...	...	...	...	...	L	...	L	...	...	L	...
Michigan .....	...	L	L	...	...	...	...	L	L	L	...	...	L	L
Minnesota .....	...	L	...	...	...	...	...	L	C	L	...	...	L	L
Mississippi .....	...	L	L	...	C	...	...	L	...	L	...	L	L	L
Missouri .....	...	L	L	...	...	...	...	L	...	L	...	...	L	L
Montana	L	L	L	...	...	...	C	L	...	L	L	...	L	L
Nebraska .....	...	L	C	...	...	...	...	L	...	L	...	...	L	L
Nevada	L	L	...	...	...	...	...	L	...	L	...	...	L	L
New Hampshire .....	...	L	...	...	...	C	C	L	...	L	...	...	L	L
New Jersey	L	L	...	...	...	...	C	L	R	L	...	...	L	L
New Mexico	L	L	L	...	...	...	...	L	...	L	...	L	L	L
New York	L	L	...	L	L	...	...	L	...	L	...	...	L	L
North Carolina .....	...	L	C	...	...	...	...	L	...	L	...	...	L	L
North Dakota .....	...	L	...	...	L	...	...	L	...	L	...	L	L	L
Ohio .....	...	L	L	...	...	...	...	L	...	L	...	L	L	L

Key:
 C — Certification
 L — Licensure
 R — Regulation
 * — Enabling legislation
 ... — Not regulated

See footnotes at end of table.

STATE REGULATION OF HEALTH OCCUPATIONS AND PROFESSIONS: 1993 — Continued

<i>State and other jurisdiction</i>	<i>Acupuncturist</i>	<i>Chiropractor</i>	<i>Counselor, Professional</i>	<i>Counselor, Alcoholism</i>	<i>Counselor, Drug</i>	<i>Counselor, Pastoral</i>	<i>Counselor, Substance Abuse</i>	<i>Dentist</i>	<i>Dental Assistant</i>	<i>Dental Hygienist</i>	<i>Denturist</i>	<i>Dietitian</i>	<i>Emergency Medical Technician (a)</i>	<i>Hearing Aid Dealer & Fitter</i>
Oklahoma .....	...	L	L	...	...	...	...	L	C	L	...	L	L	L
Oregon	L	L	L	...	...	...	...	L	...	L	L	L	L	L
Pennsylvania	R	L	...	...	...	...	...	L	...	L	...	...	L	L
Rhode Island	L	L	...	...	...	...	C	L	...	L	...	L	L	L
South Carolina .....	...	L	L	...	...	...	...	L	...	L	...	...	L	L
South Dakota .....	...	L	...	...	...	...	...	L	R	L	...	...	L	L
Tennessee .....	...	L	L	...	...	...	...	L	L	L	...	L	L	L
Texas	L	L	L	...	L	...	...	L	...	L	...	C	L	L
Utah	L	L	...	...	...	...	...	L	...	L	...	L	L	L
Vermont	L	L	...	...	...	...	...	L	L	L	...	...	L	...
Virginia	L	L	L	C	C	...	C	L	...	L	...	...	L	L
Washington	L	L	...	...	...	...	...	L	...	L	...	L	L	L
West Virginia .....	...	L	L	...	...	...	...	L	...	L	...	...	L	L
Wisconsin	L	L	C	...	...	...	...	L	...	L	...	...	L	L
Wyoming .....	...	L	L	...	...	...	L	L	...	L	...	...	L	L
Dist. of Columbia	L	L	L	...	...	...	...	L	...	L	...	L	L	...
Puerto Rico .....	...	L	...	...	...	...	...	L	L	L	...	L	L	...

Key:
 C — Certification
 L — Licensure
 R — Regulation
 * — Enabling legislation
 ... — Not regulated

STATE REGULATION OF HEALTH OCCUPATIONS AND PROFESSIONS: 1993 — Continued

State and other jurisdiction	Homeopath	Massage Therapist	Nurse, Licensed Practical	Nurse, Midwife	Nurse Practitioner	Nurse, Registered	Nursing Home Administrator	Occupational Therapist	Occupational Therapy Assistant	Optician	Optometrist	Osteopath	Pharmacist	Physical Therapist
Alabama	L	L	L	L	L	L	L	...	L	L	L	L
Alaska	L	L	L	L	L	L	L	L	L	L	L	L
Arizona	L	...	L	...	C	L	L	L	L	L	L	L	L	L
Arkansas	L	L	L	L	L	L	L	L	L	L	L	L	L
California	L	L	L	L	...	...	C	L	L	L	L
Colorado	L	L	...	L	L	...	...	...	L	L	L	L
Connecticut	L	...	L	L	L	L	L	L	L	L	L	L	L	L
Delaware	L	L	...	L	L	L	L	...	L	L	L	L
Florida	L	L	...	L	L	L	L	L	L	L	L	L	L
Georgia	L	...	L	L	L	L	L	L	L	L	L	L
Hawaii	L	L	L	...	L	L	...	...	L	L	L	L	L
Idaho	L	...	L	L	L	L	L	L	L	L	L	L
Illinois	L	...	...	L	L	L	L	...	L	L	L	L
Indiana	L	C	...	L	...	(b) C	C	...	L	L	L	L
Iowa	L	L	...	L	L	L	L	L	...	L	L	L	L
Kansas	L	L	L	L	L	C	C	...	L	L	L	C
Kentucky	L	L	L	L	L	L	L	L	L	L	L	L
Louisiana	L	...	...	L	L	L	L	...	L	L	L	L
Maine	R	L	...	...	L	L	L	L	...	L	L	L	L
Maryland	L	L	L	L	L	L	...	...	L	L	L	L
Massachusetts	L	L	...	L	L	L	L	L	L	L	L	L
Michigan	L	C	C	L	L	...	...	...	L	L	L	L
Minnesota	L	...	L	L	L	...	...	...	L	L	L	C
Mississippi	L	L	...	L	L	L	L	...	L	L	L	L
Missouri	L	...	...	L	L	C	...	...	L	L	L	L
Montana	L	L	L	L	L	L	L	...	L	L	L	L
Nebraska	L	L	L	L	L	L	L	L	...	L	L	L	L
Nevada	L	...	L	...	L	L	L	...	...	...	L	L	L	L
New Hampshire	L	L	...	L	L	L	L	L	R	L	L	L	L
New Jersey	L	L	...	L	L	...	...	L	L	L	L	L
New Mexico	L	L	...	...	L	L	L	L	...	L	L	L	L
New York	L	L	L	L	L	L	L	L	L	L	L	L	L
North Carolina	L	C	...	L	L	L	L	L	L	L	L	L
North Dakota	L	L	...	...	L	L	...	...	...	L	L	L	L
Ohio	L	L	L	L	L	L	L	L	L	L	L	L

Key:
 C — Certification
 L — Licensure
 R — Regulation
 * — Enabling legislation
 ... — Not regulated

See footnotes at end of table.

STATE REGULATION OF HEALTH OCCUPATIONS AND PROFESSIONS: 1993 — Continued

<i>State and other jurisdiction</i>	<i>Homeopath</i>	<i>Massage Therapist</i>	<i>Nurse, Licensed Practical</i>	<i>Nurse, Midwife</i>	<i>Nurse Practitioner</i>	<i>Nurse, Registered</i>	<i>Nursing Home Administrator</i>	<i>Occupational Therapist</i>	<i>Occupational Therapy Assistant</i>	<i>Optician</i>	<i>Optometrist</i>	<i>Osteopath</i>	<i>Pharmacist</i>	<i>Physical Therapist</i>
Oklahoma	L	C	C	L	L	L	L	...	L	L	L	L
Oregon	L	L	C	...	L	L	L	L	...	L	L	L	L
Pennsylvania	L	L	L	L	L	L	L	...	L	L	L	L
Rhode Island	L	L	L	L	L	L	L	...	L	L	L	L	L
South Carolina	L	L	L	L	L	L	L	L	L	L	L	L
South Dakota	L	L	L	L	L	L	L	...	L	L	L	L
Tennessee	L	...	...	L	L	L	L	L	L	L	L	L
Texas	L	L	...	L	L	L	L	L	L	L	L	L	L
Utah	L	L	L	L	L	... (b)	L	L	...	L	L	L	L
Vermont	L	...	...	L	L	...	...	L	L	L	L	L
Virginia	L	L	L	L	L	C	...	L	L	L	L	L
Washington	L	L	L	...	L	L	L	L	L	L	L	L	L
West Virginia	L	L	...	L	L	...	...	...	L	L	L	L
Wisconsin	L	L	...	L	L	C	C	...	L	L	L	L
Wyoming	L	...	L	L	L	L	L	...	L	L	L	L
Dist. of Columbia	L	L	...	L	L	L	L	...	L	L	L	L
Puerto Rico	L	L	L	L	... (b)	L	L	L	L	...	L	L

Key:
 C — Certification
 L — Licensure
 R — Regulation
 * — Enabling legislation
 ... — Not regulated

STATE REGULATION OF HEALTH OCCUPATIONS AND PROFESSIONS: 1993 — Continued

<i>State and other jurisdiction</i>	<i>Physical Therapy Assistant</i>	<i>Physician</i>	<i>Physician Assistant</i>	<i>Podiatrist</i>	<i>Psychologist</i>	<i>Radiologic Technologist</i>	<i>Radiation Therapist</i>	<i>Respiratory Therapist</i>	<i>Sanitarian</i>	<i>Social Worker</i>	<i>Speech-Language Pathologist & Aud.</i>	<i>Therapist, Marriage & Family</i>	<i>Veterinarian</i>	<i>Veterinary Technician</i>
Alabama	L	L	L	L	L	...	...	...	...	L	L	...	L	L
Alaska	L	L	L	L	L	...	...	...	...	...	...	...	L	L
Arizona .....	...	L	C	L	L	C	C	...	...	C	...	C	L	L
Arkansas	L	L	C	L	L	...	...	L	R	L	L	...	L	L
California	L	L	L	L	L	C	L	L	...	...	L	L	L	R
Colorado .....	...	L	C	L	L	...	...	...	...	...	...	L	L	...
Connecticut .....	...	L	L	L	L	...	...	...	...	...	L	...	L	...
Delaware	R	L	L	L	L	L	L	...	...	...	L	...	L	...
Florida	L	L	L	L	L	L	L	L	...	...	L	L	L	...
Georgia	L	L	C	L	L	...	...	L	...	...	L	L	L	L
Hawaii .....	...	L	C	L	L	L	L	...	L	...	L	...	L	...
Idaho .....	...	L	C	L	L	...	...	R	L	L	...	...	L	...
Illinois	L	L	L	L	L	L	L	...	...	L	L	L	L	L
Indiana	L	L	C	L	C	...	*	C	R	L	L	L	L	L
Iowa	L	L	L	L	L	L	L	L	...	L	L	L	L	L
Kansas	R	L	C	L	L	...	...	C	...	L	L	C	L	L
Kentucky	L	L	L	L	L	L	*	L	L	L	L	...	L	L
Louisiana	L	L	L	L	L	L	L	L	L	L	L	...	L	...
Maine	L	L	L	L	L	L	L	L	...	L	L	L	L	L
Maryland	L	L	L	L	L	...	...	C	L	L	L	...	L	L
Massachusetts	L	L	L	L	L	L	...	L	L	L	L	L	L	...
Michigan .....	...	L	L	L	L	*	...	...	C	C	...	...	L	L
Minnesota .....	...	L	C	L	L	...	...	C	C	L	C	L	L	L
Mississippi	L	L	...	L	L	...	...	L	L	L	L	...	L	...
Missouri .....	...	L	L	L	L	...	...	C	C	...	L	...	L	L
Montana .....	...	L	L	L	L	L	...	L	L	L	L	...	L	...
Nebraska	C	L	C	L	L	...	...	L	R	L	L	...	L	L
Nevada .....	...	L	L	L	L	...	...	...	...	L	L	L	L	L
New Hampshire	C	L	L	L	C	...	...	L	...	C	...	C	L	...
New Jersey	L	L	L	L	L	...	L	L	L	...	L	L	L	...
New Mexico	L	L	L	L	L	C	...	L	...	L	L	L	L	L
New York	L	L	L	L	L	L	L	...	...	C	L	...	L	L
North Carolina	L	L	L	L	L	...	...	...	L	C	L	C	L	L
North Dakota	L	L	R	L	L	...	...	L	L	L	L	...	L	L
Ohio	L	L	L	L	L	...	...	...	L	L	L	...	L	L

Key:
 C — Certification
 L — Licensure
 R — Regulation
 * — Enabling legislation
 ... — Not regulated

See footnotes at end of table.

STATE REGULATION OF HEALTH OCCUPATIONS AND PROFESSIONS: 1993 — Continued

State and other jurisdiction	Physical Therapy Assistant	Physician	Physician Assistant	Podiatrist	Psychologist	Radiologic Technologist	Radiation Therapist	Respiratory Therapist	Sanitarian	Social Worker	Speech-Language Pathologist & Aud.	Therapist, Marriage & Family	Veterinarian	Veterinary Technician
Oklahoma	L	L	L	L	L	...	...	...	L	L	L	L	L	L
Oregon	L	L	L	L	L	L	...	...	L	L	L	L	L	L
Pennsylvania	R	L	C	L	L	...	...	...	...	L	L	...	L	R
Rhode Island	L	L	L	L	L	...	...	L	L	...	L	L	L	...
South Carolina	L	L	L	L	L	...	...	L	...	L	L	L	L	L
South Dakota	L	L	L	L	L	...	...	...	...	L	...	...	L	L
Tennessee	L	L	L	L	L	...	...	L	C	L	L	L	L	...
Texas	L	L	L	L	L	L	...	L	L	L	L	L	L	...
Utah .....	...	L	L	L	L	*	L	...	L	L	L	L	L	...
Vermont	L	L	L	L	L	L	...	...	...	...	...	...	L	...
Virginia	L	L	L	L	L	C	...	C	...	L	L	...	L	L
Washington .....	...	L	L	L	L	C	...	L	...	L	...	L	L	...
West Virginia	L	L	L	L	L	L	...	...	L	L	L	...	L	L
Wisconsin .....	...	L	...	L	L	...	...	L	L	C	L	C	L	L
Wyoming .....	...	L	L	L	L	L	L	...	...	...	L	L	L	...
Dist. of Columbia	L	L	L	L	L	...	...	...	...	...	...	...	L	...
Puerto Rico	L	L	...	L	L	L	...	...	...	L	L	...	L	...

Source: Council on Licensure, Enforcement and Regulation, *Issues in Professional Regulation*, 1993, and various national associations of state boards.

Key:

- C — Certification
- L — Licensure
- R — Regulation
- * — Enabling legislation
- ... — Not regulated

- (a) There are eight categories of emergency medical technicians, from basic to paramedic to task-specific certifications. No state regulates all categories, but every state regulates at least one category.
- (b) In Indiana, Utah and Puerto Rico, nursing home administrators are not licensed as such, but they are licensed more broadly as health facility administrators.

Table 7.33
STATUS OF MANDATORY CONTINUING EDUCATION
FOR SELECTED PROFESSIONS: 1995

State or other jurisdiction	Architects	Certified Public Accountants	Dentists	Engineer Professional	Lawyers	Nurses	Nursing Home Administrator	Optometry	Pharmacy	Physical Therapist	Physicians	Psychology	Real Estate	Social Work	Veterinary Medicine
Alabama	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Alaska .....	...	★	★	...	...	...	...	...	...	...	...	...	...	...	...
Arizona .....	...	★	...	E	★	...	★	★	...	...	★	★	★	★	★
Arkansas .....	...	★	★	E	★	...	★	★	★	...	E	★	★	★	★
California .....	...	★	★	E	★	★	★	★	★	...	★	★	★	...	...
Colorado .....	...	★	...	...	★	...	...	★	...	...	...	...	★	...	★
Connecticut .....	...	★	...	...	...	...	...	★	...	...	...	...	★	...	...
Delaware .....	...	★	★	...	★	★	★	★	★	★	★	★	★	★	★
Florida	★	★	★	...	★	★	★	★	★	★	★	★	★	★	★
Georgia .....	...	★	★	★	★	...	★	★	★	★	★	★	★	★	★
Hawaii .....	...	★	...	...	...	...	...	★	...	...	★	...	★	...	...
Idaho .....	...	★	★	...	★	...	★	★	★	...	...	★	...	E	★
Illinois .....	...	★	★	...	...	...	★	★	★	...	...	...	★	...	★
Indiana .....	...	★	★	E	★	...	★	★	★	...	...	★	...	E	...
Iowa	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Kansas .....	...	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Kentucky	E	★	★	...	★	★	★	★	★	★	E	★	★	...	★
Louisiana .....	...	★	★	...	★	★	★	★	★	★	★	★	★	...	★
Maine .....	...	★	★	...	...	...	★	★	★	...	★	★	★	...	★
Maryland .....	...	★	★	...	...	...	★	★	★	★	★	★	★	...	★
Massachusetts .....	...	★	★	...	...	★	★	★	...	★	★	...	★	...	...
Michigan	E	★	★	E	...	E	★	★	★	E	★	E	★	...	E
Minnesota	E	★	★	E	★	★	★	★	★	★	★	★	★	★	E
Mississippi .....	...	★	★	...	★	★	★	★	★	★	...	★	★	★	★
Missouri .....	...	★	★	...	★	...	★	★	★	...	★	...	★	E	...
Montana	E	★	★	E	★	...	★	★	★	E	...	★	★	★	★
Nebraska	E	★	★	...	...	...	★	★	★	...	E	★	★	★	★
Nevada	E	★	★	★	★	★	★	★	★	★	★	★	★	★	★
New Hampshire .....	...	★	★	...	★	★	★	★	★	E	★	★	★	...	★
New Jersey .....	...	★	★	...	S	...	★	★	★	...	...	...	...	E	...
New Mexico .....	...	★	★	★	★	★	★	★	★	★	★	★	★	★	★
New York .....	...	★	...	...	...	...	★	S	...	...	...	...	★	...	...
North Carolina	E	★	★	★	★	...	★	★	★	...	...	E	★	★	★
North Dakota .....	...	★	★	...	★	...	★	★	★	★	...	★	★	★	★
Ohio	E	★	★	...	★	...	★	★	★	★	★	...	★	★	★
Oklahoma .....	...	★	★	E	★	...	★	★	★	...	★	★	...	S	★
Oregon .....	...	★	★	E	★	★	★	★	★	...	★	★	★	★	★
Pennsylvania .....	...	★	...	...	★	...	★	★	★	★	S	★	★	E	★
Rhode Island .....	...	★	★	...	★	...	★	★	★	...	★	★	...	...	...
South Carolina .....	...	★	★	★	★	...	★	★	★	...	...	★	★	★	★
South Dakota	E	★	★	E	...	...	★	★	★	...	...	...	★	★	★
Tennessee	E	★	★	E	★	...	★	★	★	...	...	...	★	...	★
Texas	E	★	★	...	★	★	★	★	★	★	★	★	★	★	★
Utah	E	★	...	E	★	...	★	★	★	...	...	★	★	...	★
Vermont .....	...	★	...	E	★	...	★	★	★	...	...	★	★	...	...
Virginia .....	...	★	★	...	★	...	★	★	...	S	...	...	★	...	...
Washington .....	...	★	...	...	★	...	★	★	★	★	★	★	...	E	★
West Virginia	★	★	E	★	★	...	★	★	...	★	★	★	★	★	★
Wisconsin .....	...	...	...	...	★	...	★	S	...	...	★	★	...	E	...
Wyoming .....	...	★	...	★	★	★	★	★	★	...	...	E	★	★	★
Dist. of Columbia	E	★	★	...	...	★	★	★	★	★	E	★	★	E	★

Source: Louis Phillips & Associates, Greenville, S.C.

Key:

★ — Required.

E — Enabling legislation.

S — Under certain circumstances.

... — No requirements.

MINIMUM AGE

Table 7.34
MINIMUM AGE FOR SPECIFIED ACTIVITIES

State or other jurisdiction	Minimum age for marriage with consent (b)		Minimum age for making a will	Minimum age for buying alcohol	Minimum age for serving on a jury	Minimum age for leaving school (c)	
	Age of majority (a)	Male					Female
Alabama	19	14 (d,e)	14 (d,e)	19 (f)	21	19	16
Alaska	18	16 (g)	16 (g)	18 (h)	21	18	16
Arizona	18	16 (g)	16 (g)	18	21	18	16
Arkansas	18	17 (g,i)	16 (g,i)	18 (j)	21	18	17
California	18	(k)	(k)	18 (l)	21	18	18
Colorado	18	16 (g)	16 (g)	18	21	18	16
Connecticut	18	16 (g)	16 (g)	18	21	18	16
Delaware	18	18 (i)	16 (i)	18	21	18	16
Florida	18	16 (d,i)	16 (d,i)	18	21	18	16
Georgia	18	16 (i)	16 (i)	18 (h)	21	18	16
Hawaii	18	15 (g)	15 (g)	18	21	18	18
Idaho	18	16 (g)	16 (g)	18	21	18	16
Illinois	18	16 (m)	16 (m)	18 (j)	21	18	16
Indiana	18	17 (i)	17 (i)	18	21	18	16 (n)
Iowa	18 (o)	18 (g)	18 (g)	18	21	18	16
Kansas	18 (p)	18 (g)	18 (g)	18 (h,j)	21	18	16
Kentucky	18	18 (g,i)	18 (g,i)	18	21	18	16 (n)
Louisiana	18	18 (g)	18 (g)	18 (j,q)	21	18	17
Maine	18	16 (g)	16 (g)	18	21	18	17
Maryland	18	16 (i,r)	16 (i,r)	18	21	18	16
Massachusetts	18	14 (s)	12 (s)	18	21	18	16
Michigan	18	16	16	18 (j,l)	21	18	16
Minnesota	18	16 (g)	16 (g)	18	21	18	16 (t)
Mississippi	21	(k,s)	(k,s)	18	21	21	16
Missouri	18	15 (u)	15 (u)	18	21	21	16
Montana	18	16 (g)	16 (g)	18	21	18	16 (v)
Nebraska	19	17	17	18	21	19	16
Nevada	18	16 (g)	16 (g)	18	21	18	17
New Hampshire	18	14 (s)	13 (s)	18	21	18	16
New Jersey	18	16 (g,i)	16 (g,i)	18	21	18	16
New Mexico	18	16 (i,u)	16 (i,u)	18 (l)	21	18	16
New York	18	16 (s)	16 (s)	18	21	18	16 (w)
North Carolina	18	16 (i)	16 (i)	18	21	18	16
North Dakota	18	16	16	18 (l)	21	18	16
Ohio	18	18 (g,i)	16 (g,i)	18	21	18	18
Oklahoma	18	16 (g,i)	16 (g,i)	18	21	18	18
Oregon	18	17 (x)	17 (x)	18	21	18	18
Pennsylvania	21	16 (u)	16 (u)	18	21	18	17
Rhode Island	18	18 (u)	16 (u)	18	21	18	16
South Carolina	18	16 (i)	14 (i)	18	21	18	17
South Dakota	18	16 (i)	16 (i)	18	21	18	16 (v)
Tennessee	18	16 (u)	16 (u)	18	21	18	18
Texas	18	14 (s)	14 (s)	18	21	18	17
Utah	18	14 (d)	14 (d)	18	21	18	18
Vermont	18	16 (g)	16 (g)	18	21	18	16
Virginia	18	16 (d,i)	16 (d,i)	18	21	18	18
Washington	18	17 (u)	17 (u)	18	21	18	18 (y)
West Virginia	18	18 (i)	18 (i)	18	21	18	16
Wisconsin	18	16 (e)	16 (e)	18	21	18	18
Wyoming	18	16 (u)	16 (u)	19	21	18	16
Dist. of Columbia	18	16 (d)	16 (d)	18	21	18	17

MINIMUM AGE FOR SPECIFIED ACTIVITIES — Continued

Sources: Distilled Spirits Council of the United States, Inc.; Education Commission of the States; National Center for State Courts; National Center for Youth Law; Gary Skoloff, Skoloff & Wolfe.

- (a) Generally, the age at which an individual has legal control over own actions and business (e.g., ability to contract) except as otherwise provided by statute. In many states, age of majority is arrived at upon marriage if minimum legal marrying age is lower than prescribed age of majority.
- (b) With parental consent. Minimum age for marrying without consent is 18 years in all states, except in Mississippi where the minimum age is 21.
- (c) Without graduating.
- (d) Parental consent not required if minor was previously married.
- (e) Other statutory requirements apply.
- (f) All married persons, widows and widowers over 18.
- (g) Younger persons may marry with parental consent and/or permission of judge. In Connecticut, judicial approval.
- (h) Married persons 16 and over.
- (i) Younger persons may obtain license in case of pregnancy or birth of child.
- (j) Court may authorize minors to transact business.
- (k) No age limits.
- (l) Age may be lower for a minor who is living apart from parents or legal guardians and managing own financial affairs, or who has contracted a lawful marriage, or on active duty in the military.
- (m) Judicial consent may be given when parents refuse to consent.
- (n) In Indiana, students between 16 and 18 must submit to an exit interview and have written parental approval before leaving school. In Kentucky, must have parental signature for leaving school between 16 and 18.
- (o) A married minor, or a minor tried and convicted to the department of corrections, is also deemed to have reached majority.
- (p) Married minors age 16 and over are deemed to have reached majority for most purposes.
- (q) Parents may declare emancipation of minor at age 15.
- (r) If under 16, proof of age and the consent of parents in person is required. If a parent is ill, an affidavit by the incapacitated parent and a physician's affidavit to the effect required.
- (s) Parental consent and/or permission of judge required. In Texas, below age of consent, need parental consent and permission of judge.
- (t) Age 18, beginning in year 2000.
- (u) Younger persons may obtain license in special circumstances.
- (v) Or completion of eighth grade, whichever is earlier.
- (w) Age 17 in New York City and Buffalo.
- (x) If a party has no parent residing within state, and one party has residence within state for six months, no permission required.
- (y) Can leave if age 15 and have completed grade eight, has a useful occupation, has met graduation requirements, or has certificate of education competency.

MOTOR VEHICLES

Table 7.35
STATE MOTOR VEHICLE REGISTRATIONS: 1994

State or other jurisdiction	Automobiles (a)	Motorcycles (a)	Buses (a,b)	Trucks (a)	Total registrations		Percentage change
					1993	1994	
United States	133,929,662	3,718,127	670,423	63,445,280	194,063,482	198,045,365	2.1
Alabama	1,947,961	38,707	8,401	1,220,199	3,390,365	3,176,560	-6.3
Alaska	300,420	12,544	1,935	231,141	489,004	533,496	9.1
Arizona	1,849,994	67,738	4,444	959,023	2,891,589	2,813,462	-2.7
Arkansas	775,142	14,356	5,585	786,111	1,527,625	1,566,838	2.6
California	14,742,557	541,960	42,261	7,554,056	22,823,712	22,338,875	-2.1
Colorado	1,651,591	96,425	5,571	1,092,696	3,032,088	2,749,858	-9.3
Connecticut	2,046,422	48,318	8,375	544,692 (c)	2,594,369	2,599,489	0.2
Delaware	404,129	9,114	2,177	171,729	554,550	578,036	4.2
Florida	7,519,206	177,374	39,564	2,693,040	10,169,556	10,251,810	0.8
Georgia	4,167,597	56,631	15,062	1,807,042	5,632,425	5,989,702	6.3
Hawaii	509,282	12,148	4,305	265,288	763,491	778,876	2.0
Idaho	545,163	33,050	3,410	486,157	1,023,179	1,034,729	1.1
Illinois	6,226,009	188,426	16,305	2,455,540	8,070,464	8,697,854	7.8
Indiana	3,230,511	97,017	23,581	1,634,542	4,670,301	4,888,635	4.7
Iowa	1,806,075	115,196	9,269	950,534	2,738,147	2,765,878	1.0
Kansas	1,093,876	44,658	3,779	985,302	1,922,229	2,082,957	8.4
Kentucky	1,732,359	33,992	11,788	921,557	2,629,130	2,665,705	1.4
Louisiana	1,977,787	35,341	20,347	1,428,330	3,166,155	3,426,464	8.2
Maine	610,727	25,619	2,810	332,208	1,027,942	945,774	-8.0
Maryland	2,731,510	38,894	11,216	897,611	3,559,558	3,640,337	2.3
Massachusetts	3,068,374	65,980	10,414	948,016	3,837,497	4,026,804	4.9
Michigan	5,276,953	113,098	23,940	2,272,700	7,398,558	7,573,593	2.4
Minnesota	2,677,293	129,714	16,840	1,363,282	3,716,103	4,057,415	9.2
Mississippi	1,340,513	28,526	9,334	713,120	1,999,639	2,062,967	3.2
Missouri	2,741,383	56,768	12,167	1,454,380	4,065,686	4,207,930	3.5
Montana	512,144	21,391	3,049	434,332	939,220	949,525	1.1
Nebraska	840,533	20,851	5,770	611,281	1,439,026	1,457,584	1.3
Nevada	537,855	20,159	1,727	445,113	937,227	984,696	5.1
New Hampshire	643,840	33,338	1,729	346,246 (c)	958,741	991,815	3.4
New Jersey	4,601,597	86,471	19,423	1,218,189 (c)	5,640,875	5,839,209	3.5
New Mexico	734,634	30,875	3,402	684,404	1,420,653	1,422,440	0.1
New York	7,906,975	175,188	43,333	2,245,858 (c)	10,162,501	10,196,166	0.3
North Carolina	3,525,315	63,838	34,113	1,883,293	5,364,571	5,442,720	1.5
North Dakota	373,106	17,530	2,409	309,126	661,831	684,640	3.4
Ohio	7,177,441	223,794	32,279	2,454,007	9,278,973	9,663,727	4.1
Oklahoma	1,559,306	56,008	14,406	1,232,038	2,771,353	2,805,750	1.2
Oregon	1,530,070	61,234	10,938	1,211,561	2,624,127	2,752,569	4.9
Pennsylvania	6,026,443	168,535	33,466	2,422,478 (c)	8,282,066	8,482,387	2.4
Rhode Island	545,194	16,893	1,643	152,257 (c)	695,310	699,093	0.5
South Carolina	1,816,606	34,123	14,705	911,502	2,683,711	2,742,813	2.2
South Dakota	468,678	25,822	2,564	298,144	807,684	769,386	-4.7
Tennessee	3,712,180	57,443	16,455	1,330,017	4,963,848	5,058,653	1.9
Texas	8,698,528	142,859	68,468	4,858,869	13,118,321	13,625,865	3.9
Utah	808,372	23,000	866	605,430	1,334,784	1,414,668	6.0
Vermont	315,054	17,932	1,874	172,508	483,222	489,436	1.3
Virginia	3,920,576	58,353	16,266	1,570,219	5,407,735	5,507,060	1.8
Washington	2,882,261	96,987	7,652	1,575,156	4,412,998	4,465,069	1.2
West Virginia	879,205	16,311	3,500	579,623	1,345,395	1,462,328	8.7
Wisconsin	2,460,931	149,756	12,296	1,452,562	3,814,695	3,925,788	2.9
Wyoming	268,606	16,522	2,419	238,145	557,616	509,170	-8.7
Dist. of Columbia	211,378	1,318	2,792	34,625	263,637	248,795	-5.6

Source: Federal Highway Administration, U.S. Department of Transportation (1994). Compiled for the calendar year ending December 31, 1994 from reports of state authorities.

Note: Where the registration year is not more than one month removed from the calendar year, registration-year data are given. Where the registration year is more than one month removed, registrations are given for the calendar year.

(a) Includes federal, state, county and municipal vehicles. Vehicles owned by the military services are not included.

(b) The numbers of private and commercial buses given here are estimates by the Federal Highway Administration of the numbers in operation, rather than the registration counts of the states.

(c) The following farm trucks, registered at a nominal fee and restricted to use in the vicinity of the owner's farm, are not included in this table: Connecticut, 9,378; New Hampshire, 3,786; New Jersey, 6,005; New York, 15,736; Pennsylvania, 22,282; and Rhode Island, 1,073.

Table 7.36
MOTOR VEHICLE OPERATORS LICENSES: 1994

State or other jurisdiction	Years for which issued	Renewal date	Amount of fee	Estimated total licensed drivers during 1994 (in thousands)
Alabama	4	Issuance	\$20.00 (a)	2,860,724
Alaska	5	Birthday	15.00	435,677
Arizona	4	Birthday	10.00 - 25.00	2,849,304
Arkansas	4	Birthday	14.00	1,768,394
California	4	Birthday	12.00	20,156,177
Colorado	5	Birthday	15.00	2,732,682
Connecticut	4	Birthday	28.50 - 43.50 (a)	2,318,543
Delaware	5	Birthday	12.50	513,406
Florida	4 or 6 (b)	Birthday	20.00 (c)	11,005,438
Georgia	4	Birthday	15.00	4,816,618
Hawaii	2 or 4 (d)	Birthday	(d)	745,392
Idaho	4	Birthday	20.50	800,513
Illinois	4 and 5	Birthday	10.00	7,502,201
Indiana	3 and 4 (e)	Birth month	6.00 (e)	3,860,329
Iowa	2 and 4 (e)	Birthday	16.00 (e)	1,896,518
Kansas	4	Birthday	8.00 - 14.00 (a)	1,771,566
Kentucky	4	Birth month	10.00	2,516,408
Louisiana	4	Birthday	18.00	2,594,615
Maine	6	Birthday	30.00	913,597
Maryland	5	Birthday	30.00	3,308,006
Massachusetts	5	Birthday	33.75 (a)	4,471,529
Michigan	2 and 4 (f)	Birthday	6.00 - 12.00 (f)	6,601,924
Minnesota	4	Birthday	18.50 - 37.50	2,705,701
Mississippi	4	Birthday	20.00	1,671,690
Missouri	3	Issuance	7.50	3,382,046
Montana	4 and 8	Birthday	16.00 - 32.00	525,780
Nebraska	4	Birthday	15.00	1,146,447
Nevada	4	Birthday	20.50 (f)	1,007,191
New Hampshire	4	Birthday	32.00	877,471
New Jersey	4	Issuance	16.00 - 17.50	5,433,383
New Mexico	4 (e)	Birthday	13.00	1,167,462
New York	4	Birthday	22.25	10,376,615
North Carolina	5	Birthday	10.00	4,840,104
North Dakota	4	Birthday	10.00	439,330
Ohio	4	Birthday	10.75	7,142,173
Oklahoma	4	Issuance	18.00 (g)	2,343,555
Oregon	4	Birthday	26.25	2,542,681
Pennsylvania	2 and 4 (e)	Birth month	27.00 (e)	8,115,074
Rhode Island	5	Birthday	30.00	688,399
South Carolina	5	Birthday	12.50	2,492,019
South Dakota	5	Birthday	8.00	508,076
Tennessee	5	Birthday	19.50 (a)	3,825,671
Texas	4	Birthday (h)	16.00 (h)	12,109,960
Utah	5	Birthday	15.00 - 20.00	1,245,205
Vermont	2 or 4	Birthday	12.00 - 20.00	445,576
Virginia	5	Birth month	12.00	4,601,235
Washington	4	Birthday	14.00	3,775,019
West Virginia	4	Issuance	10.50	1,298,478
Wisconsin	4	Birthday	15.00	3,554,003
Wyoming	4	Birthday	20.00	341,706
Dist. of Columbia	4	Issuance	20.00	361,854

Sources: American Automobile Association, *Digest of Motor Laws* (1996); U.S. Department of Transportation, Federal Highway Administration, *Highway Statistics, 1994*. Status of requirements as of October, 1995.

(a) The following examination fees are in addition to the fee shown for a license: Alabama-\$5; Connecticut-\$15; Kansas-\$2; Massachusetts-\$5; Tennessee-\$5.

(b) Original license is \$20. Renewal fee is \$20 for six years if no moving violation convictions within past three years.

(c) Fee for original license: Florida-\$20.

(d) Licenses issued for two years to persons 15-24 years and 65 years and over. Fee for two-year licenses: \$6; four-year licenses: \$12.

(e) Indiana three-year renewal license for persons 75 years and older; Iowa-\$8 for two-year license for persons over 18 and under 70; New Mexico persons 75 and over renew annually at \$2.50; Pennsylvania-\$11.50 for two-year license for persons 65 years and over.

(f) Persons age 60 and over may renew at \$4 annually.

(g) Additional \$4 to \$25 for license application before obtaining the original license. \$11.25-\$3.75 for persons 62-64. Free of charge for persons 65 and over.

(h) Licenses issued to those under 18 expire on 18th birthday. License fee is prorated with a \$5 minimum.

MOTOR VEHICLES

Table 7.37
MOTOR VEHICLE LAWS
(As of 1996)

State or other jurisdiction	Minimum age for driver's license (a)			Liability laws (b)	Vehicle inspection (c)	Transfer of plates to new owner	Child restraints mandatory for passengers up to _____ years (d)	Mandatory seat belt law (e)
	Regular	Learner's	Restrictive					
Alabama	16	15 (f)	14 (g)	S	(h)	★	6	★
Alaska	16	14 (i)	14 (g,i)	S	spot	★	16	★
Arizona	18	15 + 7 mo. (f,i)	16 (i)	C	(j)	★	5	★
Arkansas	16	14-16 (f)	14 (i,k)	S, NF	H	...	5	★
California	18	15 (k,l)	16 (l)	(m)	(j)	★	4 (n)	★ (o)
Colorado	21	15 + 6 mo. (i,k)	15½ (i,k,n)	S,NF	(j)	...	4 (n)	★
Connecticut	16 (l)	16 (l)		S	H	...	4	★
Delaware	18	15 + 10 mo. (i)	16 (i,l)	S,NF	H	★	4 (n)	★
Florida	16	15 (f)	15 (i)	NF (p)	(j)	...	6	★
Georgia	16	15	16 (i)	C	(j)	★	18	★
Hawaii	18	15 (f,k)	15 (i)	S	H	★	4	★
Idaho	17	15 (f,k,l)	15 (l)	S,C	(j)	...	4 (n)	★
Illinois	18	(f)	16 (i,l)	S	(j,q)	...	6	★
Indiana	18	16 (k,n)	16 + 1 mo. (i,l)	S,C	(j)	...	5	★
Iowa	16 (l)	14	14 (i,l)	S	spot	...	6	★
Kansas	16	(f)	14	NF,UM	spot	...	14	★
Kentucky	18	(f)	16 (i)	C,NF	(j)	★	(n)	★ (o)
Louisiana	16 (r)	14 (i)	17 (s)	C	★	★	5	★
Maine	17	15 (k,l)	16 (l)	S,C	★	...	19	★ (o)
Maryland	18 (t)	15 + 9 mo. (f,k)	16 (i,l,s)	C,NF	(u)	...	10	★
Massachusetts	17	(f)	16½ (i,l,s)	C,NF	★	...	12	★ (o)
Michigan	18	15 (i,l,k)	16 (i,l,s)	C,NF	spot (j)	...	4	★
Minnesota	18	(f)	16 (l)	C,NF	spot (h)	★	4	★ (o)
Mississippi	16	(f)		S,F	★	...	2	★
Missouri	15	15½ (k)	15½ (k)	C	★	...	4	★
Montana	18	(f)	15 (i,l)	C	...	...	4 (n)	★ (o)
Nebraska	16	15 (f,k)	14	F	...	...	5 (n)	★
Nevada	16	15½ (f,i,k)	14 (i,k)	F,C	(u)	...	5 (n)	★ (o)
New Hampshire	18	(v)	16 (l)	S,F	H	...	12	...
New Jersey	17	(k)	16 (w)	S,NF,UJ	H	...	5	★ (o)
New Mexico	16	15 (l)	14 (k)	S,C	(j)	...	11	★
New York	17 (l)	16 (k)	16 (i,s)	S,C,NF	★ (j)	...	16 (o)	★ (o)
North Carolina	18	15 (i,k,l)	16	S,C	★ (j)	...	6	★
North Dakota	16	(f)	14 (i,l)	S,NF,UM,UJ	spot	★	11	★
Ohio	18 (x)	16 (f,i)	14 (w)	S,C	spot (j)	...	4 (n)	★
Oklahoma	16	(y)	15½ (l)	S,C	★ (u)	★	6	★
Oregon	16	15 (i,k)	14 (w)	F,C,NF	spot (j)	★	16	★ (o)
Pennsylvania	16	16 (i,k)	16 (i,s)	C	★ (j)	...	4	★
Rhode Island	16	(f)	16 (l)	S	★	...	13	★ (o)
South Carolina	16	15 (k)	15	C,NF,UM	...	...	6	★ (o)
South Dakota	16	14 (k)	14 (s)	F,UM	...	★	5	★
Tennessee	16	15 (k)	14	S,F	★ (j)	...	4	★
Texas	16 (l)	15 (k,n)	15 (k,l,w)	S,F,C,UM	★ (j)	★	4	★
Utah	16 (i,l)	16	15 + 9 mo. (k,y)	S,UM	★ (j)	...	8	★
Vermont	18	15 (f,k)	16 (k)	S	★	...	13	★ (o)
Virginia	18	15 (f,i,k)	16 (i,l)	S,UM	★	...	4	★
Washington	18	15 (n)	16 (l)	S,F	(j)	★	5	★ (o)
West Virginia	18	15 (k)	16	S,C	★	...	9	★
Wisconsin	18	15½ (f)	16 (i,l)	S	spot (j)	...	4	★ (o)
Wyoming	16	15 (i,k)	15 (i,k)	S,C	...	...	3 (n)	★
Dist. of Columbia	18	(f,k)	16 (i)	C	★	...	16	★ (o)
American Samoa	16 (l)	16 (k)	17 (l)	C	★	★	...	...
Guam	16	15 (i,k)	16 (i)	S	★	...	11	★
Puerto Rico	16	16 (k)	16 (i,k)	NF	★	★	4	★ (o)
U.S. Virgin Islands	18		16 (l)	(z)	★	★	5 (n)	★

MOTOR VEHICLE LAWS — Continued

Source: American Automobile Association, Digest of Motor Laws, (1996).

Key:

★ — Provision.

... — No provision.

(a) See Table 7.36, "Motor Vehicle Operators Licenses: 1994" for additional information on driver licenses.

(b) All jurisdictions except Colorado, Hawaii, American Samoa, Guam, Puerto Rico and the U.S. Virgin Islands have a non-resident service of process law. Alabama, Arkansas, California, Georgia, Illinois (applicable to hitchhikers only), Oregon, Texas, Virginia, West Virginia, Wyoming, District of Columbia and the U.S. Virgin Islands each have a guest suit law.

In this column only: S—"Security-type" financial responsibility law (following accident report, each driver/owner of the vehicles involved must show ability to pay damages which may be charged in subsequent legal actions arising from accident); F—"Future-proof type" financial responsibility law (persons who have been convicted of certain serious traffic offenses or who have failed to pay a judgement against them for damages arising from an accident must make a similar showing of financial responsibility); C—"Compulsory insurance" law (motorists must show proof of financial responsibility liability insurance usually as a condition of vehicle registration); NF—"No-fault insurance" law (vehicle owner looks to own insurance company for reimbursement for accident damages, rather than having to prove in court that the other party was responsible); UJ—"Unsatisfied judgement funds" law (state-operated funds financed with fees from motorists unable to provide evidence of insurance or from assessments levied on auto insurance companies to cover pedestrians and others who do not have no-fault insurance); UM—"Uninsured motorist" law (insurance companies must offer coverage against potential damage by uninsured motorists).

(c) "Spot" indicates spot check, usually for reasonable cause, or random roadside inspection for defective or missing equipment.

(d) The type of child restraint (safety seat or seat belt) required depends on the age of the child. The majority of states allow for substituting adult safety belts by age 5.

(e) These states have enacted mandatory seat belt legislation. Unless otherwise specified, legislation covers driver and front-seat passengers.

(f) Permit required. In Arkansas, for 30 days prior to taking driving test. In Minnesota, not required if driver can pass road test. In Oregon, not required if applicant can already drive.

(g) Restricted to mopeds.

(h) Cities have authority to maintain inspection stations. In Alabama, state troopers also authorized to inspect at their discretion.

(i) Guardian or parental consent required.

(j) Emission inspections. In Arizona, Colorado, Florida, Georgia, Idaho, Illinois, Indiana, Kentucky, Michigan, New Mexico, New York, North Carolina, Ohio, Pennsylvania, Tennessee, Texas, Utah, Washington and Wisconsin, mandatory annual emission inspections in certain counties. In California, biennial inspections are required in portions of counties which do not meet federal clean air standards. In Oregon, biennial inspections in Portland metro area and the Rogue Valley.

(k) Driver must be accompanied by licensed operator. In California and Vermont (learner's permit), a licensed operator 25 years or older. In California, Hawaii, Idaho, Indiana, Maine, Michigan, Nebraska, New York, Pennsylvania, South Dakota, Tennessee, Texas, Vermont (restrictive license), Virginia, Wyoming, District of Columbia and Puerto Rico, a licensed operator

18 years or older. In Maryland, individual, 21 years or older, licensed to drive vehicle of that class, and licensed for three or more years. In Nebraska, a licensed operator 19 years or older. In New Jersey, an individual licensed for same classification as the learner's permit. In Pennsylvania, a licensed operator 18 years or older, licensed in same or equivalent class as learner. In Arkansas, Colorado, Nevada, New Mexico, North Carolina, Oregon, South Carolina, Utah and West Virginia, a licensed operator 21 years or older. In American Samoa, must be accompanied by parent, legal guardian, or safety instructor. In Missouri and Guam, must be accompanied by parent or legal guardian.

(l) Must have successfully completed approved driver education course.

(m) Financial responsibility required of every driver/owner of motor vehicle at all times.

(n) Other restrictions. In California, Colorado, Delaware, Idaho, Montana, Nebraska, Nevada, Ohio, Wyoming and U.S. Virgin Islands, age restriction or child under 40 pounds. In Delaware, age restriction and under 40 pounds. In Kentucky, 40 inches in height or under.

(o) Mandatory for drivers and passengers. Maine, passengers between 4-15 years. In Minnesota, driver, front-seat passengers, and anyone under 11. New Jersey, driver responsible for all passengers between five and 18 years. New York, all back-seat occupants under 10 years and over 4 years, as well as all front-seat occupants.

(p) Proof of personal injury protection is required. In event of an accident in which operator is charged with a moving violation, the operator must prove liability insurance in force on date of accident.

(q) Trucks, buses and trailers only. Required for vehicle owners in certain counties.

(r) All first-time licensees must complete state approved prelicensing course.

(s) Driving hours restricted. In Louisiana, drivers under 17 not permitted to operate vehicles between hours of 11 p.m. and 5 a.m. Monday through Thursday; between midnight and 5 a.m. Friday through Sunday. In Massachusetts, drivers under 18 prohibited from driving between 1 a.m. and 4 a.m., unless accompanied by parent or legal guardian. In New York, drivers 16-17 years old are restricted from driving between 8 p.m. and 5 a.m. (may not drive in New York City at any time). In Pennsylvania, drivers prohibited from driving between midnight and 5 a.m., unless accompanied by parent or spouse 18 years or older or in possession of employer's affidavit. In South Dakota, drivers 14-16 not permitted to operate vehicle between 8 p.m. and 6 a.m.

(t) All new drivers must complete three-hour alcohol-awareness program.

(u) Mandatory inspection only under certain circumstances. In Maryland, all used cars upon resale or transfer. In Nevada, used cars registered to new owner and emissions test for first-time registration in Clark and Washoe counties. In Oklahoma, Oklahoma City and Tulsa only.

(v) Required for motorcyclists only. In New Hampshire, otherwise, unlicensed persons who are being taught to drive must be accompanied by licensed operator 25 years or older.

(w) License will be granted at lower age under special conditions. In New Jersey (agriculture pursuit), 16. In Ohio (proof of hardship), 14. In Oregon, (special conditions), 14. In Texas (proof of hardship), 15.

(x) Probationary license issued to persons 16-18 upon completion of approved driver education course.

(y) Must be enrolled in driver education course. In Washington, 15 + 6 mo.

(z) Details not available.

MOTOR VEHICLES

Table 7.38
STATE NO-FAULT MOTOR VEHICLE INSURANCE LAWS

State or other jurisdiction	Purchase of first-party benefits	Minimum tort liability threshold (a)	Maximum first-party (no fault) benefits			
			Medical	Income loss	Replacement services	Survivors/funeral benefits
Arkansas	O	None	\$5,000 if incurred within 2 yrs. of accident.	70% of lost income up to \$140/wk. beginning 8 days after accident, for up to 52 wks.	Up to \$70/wk. beginning 8 days after accident, for up to 52 wks.	\$5,000 (if death occurs within one yr. of accident).
Colorado	M	\$2,500 (b)	\$50,000 (additional \$50,000 for rehabilitation expenses incurred within 10 yrs. of accident).	100% of first \$125/wk., 70% of next \$125/wk., 60% of remainder up to \$400/wk., for up to 52 wks.	Up to \$25/day for up to 52 wks.	\$1,000
Delaware	M	None, but amt. of no-fault benefits received cannot be used as evidence in suits for general damage.	-----\$15,000 per person, \$30,000 per accident overall max. on first-party benefits----- Limited only by total benefits limit, but must be incurred within 2 yrs. of accident.	Limited only by total benefits limit, but must be incurred within 2 yrs. of accident.	Limited only by total benefits limit, but must be incurred within 2 yrs. of accident.	Funeral benefit: \$3,000 (must be incurred within 2 yrs. of accident).
Florida	M	No dollar threshold (c)	80% of all costs.	-----\$10,000 overall max. on first-party benefits----- 60% of lost income.	Limited only by total benefits limit.	Funeral benefit: \$5,000
Hawaii	M	Amount set annually by state insurance commissioner. (b)	-----\$20,000 overall max. on first-party benefits----- Limited only by total benefits limit.	Up to \$1,200/mo.	Up to \$800/mo.	Funeral benefit: \$1,500
Kansas	M	\$2,000 (b)	\$4,500 (additional \$4,500 for rehabilitation).	Up to \$900/mo. for one yr. (if benefits not subject to taxes, max. 85% of lost income).	\$25/day for 365 days.	Up to \$900/mo. for lost income and replacement services for up to one yr., less disability payments received before death. Funeral benefit: \$2,000.
Kentucky	(d)	\$1,000 (b)	-----\$10,000 overall max. on first-party benefits----- Limited only by total benefits limit.	Up to \$200/wk. (If not subject to taxes, benefits can be reduced max. 15%).	Up to \$200/wk.	Up to \$200/wk. each for survivors' economic loss and survivors' replacement services loss. Funeral benefit: \$1,000.
Maryland	M	None	-----\$2,500 overall max. on first-party benefits----- Limited only by total benefits limit.	-----for expenses incurred within 3 yrs. of accident----- Limited only by total benefits limit.	Limited only by total benefits limit.	Funeral benefit: limited only by total benefits limit.
Massachusetts	M	\$2,000 (b)	-----\$8,000 overall max. on first-party benefits----- Limited only by total benefits limit, if incurred within 2 yrs.	Up to 75% of lost income.	Up to 75% of actual loss.	Funeral benefit: limited only by total benefits limit.
Michigan (e)	M	No dollar threshold. (c)	No dollar limits.	Up to \$1,475/mo. up to 3 yrs.	\$20/day for up to 3 yrs.	Up to \$1,475/30-day period for lost income for up to 3 yrs. and \$20/day for replacement services. Funeral benefits: not less than \$1,750 nor more than \$5,000.
Minnesota	M	\$4,000 (b)	-----\$20,000 max. for first-party benefits other than medical----- \$20,000	85% of lost income up to \$250/wk.	\$200/wk., beginning 8 days after accident.	Up to \$200/wk. ea. for survivors' economic loss and survivors' replacement service loss. Funeral benefit: \$2,000.
New Jersey	M	(f)	Max \$250,000. Subject to \$250 deductible and 20% co-payment between \$250 and \$5,000.	Up to \$100/wk. for one yr.	Up to \$12/day for a max. of \$4,380/person.	Max. amount of benefits victim would have received. Funeral benefit: \$1,000.

STATE NO-FAULT MOTOR VEHICLE INSURANCE LAWS — Continued

State or other jurisdiction	Purchase of first-party benefits	Minimum tort liability threshold (a)	Maximum first-party (no fault) benefits			
			Medical	Income loss	Replacement services	Survivors/funeral benefits
New York	M	No dollar threshold. (c)	Limited only by total benefits limit.	\$50,000 overall max. 80% of lost income up to \$2,000/mo. for up to 3 yrs.	on first-party benefits—\$25/day for up to one yr.	\$2,000 in addition to other benefits.
North Dakota	M	\$2,500 (b)	Limited only by total benefits limit.	\$30,000 overall max. 85% of lost income up to \$150/wk.	on first-party benefits—Up to \$15/day.	Up to \$150/wk. for survivors' income loss and \$15/day for survivors' replacement services. Funeral benefit: \$3,500.
Oregon	M	None	\$10,000	If victim is disabled at least 14 days, 70% of lost income up to \$1,250/mo. for up to one year.	If victim is disabled at least 14 days up to \$30/day for up to one yr. \$15/day for child care, up to \$450.	Funeral benefit: \$2,500.
Pennsylvania	M	(g)	\$5,000	(h)	(h)	(h)
South Dakota	O	None	\$2,000 if incurred within 2 yrs. of accident.	\$60/wk. for up to 52 wks. for disability extending beyond 14 days of date of accident.	None	\$10,000 if death occurs within 90 days of accident.
Texas	O	None	Limited only by total benefits limit if incurred within 3 yrs. of accident.	\$2,500 overall max. Limited only by total benefits limit if incurred within 3 yrs. of accident.	on first-party benefits—Limited only by total benefits limit if incurred within 3 yrs. of accident. Payable only to non-wage earners.	Limited only by total benefits limit if incurred within 3 yrs. of accident.
Utah	M	\$3,000 (b)	\$3,000	85% of lost income up to \$250/wk. for up to 52 wks., subject to 3-day waiting period which does not apply if disability lasts longer than 2 wks.	\$20/day for up to 365 days subject to 3-day waiting period which does not apply if disability last longer than 2 wks.	\$3,000 survivors benefit. Funeral benefit: \$1,500.
Virginia	O	None	\$2,000 if incurred within one yr. of accident.	Up to \$100/wk. for max. 52 wks.	None	Funeral benefit: included in medical benefit.
Washington	O	None	Up to \$35,000.	Up to \$35,000.	Up to \$5,000.	Funeral benefit: \$2,000.
Dist. of Columbia	O	(i)	\$50,000 or \$100,000 (medical and rehabilitation).	\$12,000 or \$24,000.	Max. of \$24,000.	Funeral benefit: \$4,000.

Source: State Farm Insurance Companies, *No Fault Press Reference Manual*.

Key:

O — Optional

M — Mandatory

(a) Refers to minimum amount of medical expenses necessary before victim can sue for general damages ("pain and suffering"). Lawsuits allowed in all states for injuries resulting in death and permanent disability. Some states allow lawsuits for one or more of the following: serious and permanent disfigurement, certain temporary disabilities, loss of body member, loss of certain bodily functions, certain fractures, or economic losses (other than medical) which exceed state limits.

(b) Victim cannot recover unless economic loss exceeds amount or injury results in condition(s) cited in legislation (e.g., permanent disfigurement, disability, dismemberment, fractures, etc.).

(c) Victim cannot recover unless injury results in condition(s) cited in legislation (e.g., permanent disfigurement, disability, dismemberment, fractures, etc.).

(d) Accident victim is not bound by tort restriction if (1) he has rejected the tort limitation in writing or (2) he is injured by a driver who has rejected the tort limitation in writing. Rejection bars recovery of first-party benefits.

(e) Liability for property damage for all states with no-fault insurance under the state tort system. Michigan has no tort liability for vehicle damage, except in cases where damage does not exceed \$400.

(f) Motorist chooses one of two optional limitations.

(g) Motorist chooses between full-tort option, with no limit on general damages, and a limited-tort option.

(h) Optional coverages are available to \$177,500 maximum, including income loss benefits, accidental death benefits, and funeral benefits, in addition to medical benefits. An extraordinary medical benefits coverage to maximum \$1.1 million is available.

(i) If person chooses "personal injury protection" option, victims who are covered by no-fault benefits have up to 60 days after accident to decide whether to receive no-fault benefits. Victims who choose to get no-fault benefits cannot recover damages unless injury resulted in substantial permanent scarring or disfigurement; substantial and medically demonstrable permanent impairment which has significantly affected the victim's ability to perform professional activities or usual and customary daily activities; a medically demonstrable impairment that prevents victim from performing substantially all of his usual customary daily activities for more than 180 continuous days; or medical and rehabilitation expenses or work loss exceeding the amount of no-fault benefits available.

PUBLIC UTILITY COMMISSIONS

Table 7.39
STATE PUBLIC UTILITY COMMISSIONS

State or other jurisdiction	Regulatory authority	Members		Selection of chair	Length of commissioners' terms (in years)	Number of full-time employees
		Number	Selection			
Alabama	Public Service Commission	3	E	E	4	148
Alaska	Public Utilities Commission	5	GL	G	6	44
Arizona	Corporation Commission	3	E	C	6	250
Arkansas	Public Service Commission	3	GS	G	6	117
California	Public Utilities Commission	5	GS	C	6	1,138.5
Colorado	Public Utilities Commission	3	GS	G	4	98.5
Connecticut	Department of Public Utility Control	5	GL	C	4	124
Delaware	Public Service Commission	5	GS	G	5	24
Florida	Public Service Commission	5	GS (a)	C	4	408
Georgia	Public Service Commission	5	E	(b)	6	140
Hawaii	Public Utilities Commission	3	GS	G	6	31
Idaho	Public Utilities Commission	3	GS	C	6	57
Illinois	Commerce Commission	7	GS	G	5	310
Indiana	Utility Regulatory Commission	5	G	G	4	68
Iowa	Utilities Board	3	GS	GS	6	74
Kansas	State Corporation Commission	3	GS	C	4	215
Kentucky	Public Service Commission	3	GS	G	4	119
Louisiana	Public Service Commission	5	E	C	6	106
Maine	Public Utilities Commission	3	GS	G	6	69
Maryland	Public Service Commission	5	GS	G	5	135
Massachusetts	Department of Public Utilities	3	G	G	4	140
Michigan	Public Service Commission	3	GS	G	6	200
Minnesota	Public Utilities Commission	5	GS	G	6	45
Mississippi	Public Service Commission	3	E	C	4	139
Missouri	Public Service Commission	5	GS	G	6	203
Montana	Public Service Commission	5	E	C	4	46
Nebraska	Public Service Commission	5	E	C	6	48
Nevada	Public Service Commission	5	G	G	4	118
New Hampshire	Public Utilities Commission	3	GC	GC	6	75
New Jersey	Board of Public Utilities	3	GS	G	6	388
New Mexico	Public Utilities Commission	3	GS	G	6	50
New York	Public Service Commission	5	GS	G	6	725
North Carolina	Utilities Commission	7	GL	G	8	150
North Dakota	Public Service Commission	3	E	C	6	47
Ohio	Public Utilities Commission	5	GS (c)	G	5	458
Oklahoma	Corporation Commission	3	E	C	6	454
Oregon	Public Utility Commission	3	GS	C	4	450
Pennsylvania	Public Utility Commission	5	GS	G	5	581
Rhode Island	Public Utilities Commission	3	GS	G	6	38
South Carolina	Public Service Commission	7	E	(b)	4	128
South Dakota	Public Utilities Commission	3	E	C	6	24
Tennessee	Public Service Commission	3	E	C	6	257
Texas	Public Utility Commission	3	GS	G	6	220
Utah	Public Service Commission	3	GS	G	6	15
Vermont	Public Service Board	3	GS	G	6	14
Virginia	State Corporation Commission	3	L	(b)	6	612
Washington	Utilities & Transportation Commission	3	GS	G	6	180
West Virginia	Public Service Commission	3	GS	G	6	235
Wisconsin	Public Service Commission	3	GS	G	6	184.5
Wyoming	Public Service Commission	3	GS	C	6	30
Dist. of Columbia	Public Service Commission	3	MC	MC	4	89
Puerto Rico	Public Service Commission	5	GS	GS	4	264

Source: National Association of Regulatory Utility Commissioners, *Profiles of Regulatory Agencies of the United States and Canada, Yearbook 1994-95*. (Washington, D.C.: 1995).

Note: See Table 7.40, "Selected Regulatory Functions of State Public Utility Commissions," for information on commissions' authority.

Key:

- G — Appointed by Governor.
- GC — Appointed by Governor, with consent of the Governor's Council.
- C — Elected by the Commission.
- GS — Elected by the Governor, with consent of Senate.
- L — Appointed by the Legislature.
- GL — Appointed by Governor, with consent of entire Legislature.
- MC — Appointed by the Mayor, with consent of City Council.
- E — Elected by the public.

(a) Governor chooses candidates from a list developed by a nine member nominating committee.

(b) Chairmanship rotates annually.

(c) Applicants are screened by PUC Nominating Council. Four names then provided to governor.