

Table 11.21
STATE ACTIONS TO RETAIN INFORMATION TECHNOLOGY (IT) EMPLOYEES: 1999

<i>Restructured Classification/Compensation System</i>	
Yes	AR, CA, FL, HI, IN, IA, KS, KY, LA, ME, MA, MI, MN, MS, MO, NV, NC, ND, OH, OR, SD, TN, TX, WA, WV, WI, WY
No	AL, AK, AZ, CO, CT, DE, GA, ID, IL, MT, NH, NJ, NM, NY, PA, PR, RI, SC, VA, DC
<i>Restructured Classification/Compensation System by Category</i>	
Salary increases	AR, FL, IN, KY, MA, MI, MN, MS, NV, NJ, NC, ND, OH, OR, PA, SD, TN, TX, WA, WV, WI, WY
Unclassifying positions to allow contracting opportunities with the state	AZ, KS, MI, NJ
Bonus programs	CA, FL, KS, MA, MI, MN, NV, OH, TX, VA, WI
Enhanced benefits programs	MI, WA
Employee development programs	AZ, FL, KS, MN, NJ, NC, OH, OR, TN, TX
Alternate schedules/flex-time	AZ, FL, KS, KY, MN, MO, NC, TX, VA, WA, WI
Higher profile projects	AZ, FL, KS
Telecommuting	AZ, AR, FL, KS, KY, MN, MO, OR, TN, TX, UT, VA, WI, WY
Enhanced IT training programs	AZ, FL, KS, NV, NJ, ND, OR, TN, WV, WI
Support for continuing education	AZ, FL, KS, MN, MO, NJ, NC, TN, VA
Increased opportunity for advancement	AZ, FL, KS, MI, MS, NJ, NC, ND, OR, TX, WY

Source: The Council of State Governments in conjunction with the National Association of State Information Resource Executives, National Association of State Personnel Executives, National Association of State Telecommuni-

cations Directors, and the National Association of State Chief Administrators. This table was compiled from information in *Recruitment and Retention of Technical Employees in State Government*.