

**STATE GOVERNMENT IN REVIEW**

**Table 11.22**

**STATE ACTIONS TO RECRUIT INFORMATION TECHNOLOGY (IT) EMPLOYEES: 1999**

<i>Restructured Classification/Compensation System</i>	
Yes	AR, FL, HI, IN, KS, KY, LA, MA, MI, MN, MS, MO, MT, NV, NJ, NM, NY, NC, ND, OH, OR, PA, PR, SD, TN, TX, UT, VA, WA, WV, WI, WY
No	AL, AK, AZ, CA, CO, CT, DE, GA, ID, IL, IA, ME, MD, NH, RI, SC, DC
<i>Restructured Classification/Compensation System by Category</i>	
Increased base pay	FL, IN, KS, KY, MN, MS, MT, NV, NJ, NM, NY, NC, ND, OH, OR, PR, TN, WA, WV, WI, WY
Enhanced benefits package	MI, NV
Alternate schedules/flex-time	FL, KS, MO, NM, NY, NC, OH, TX, VA, WI, WY
Telecommuting	FL, KS, KY, MO, NY, OR, TN, TX, UT, VA, WI, WY
Education reimbursement	FL, KS, MO, NJ, NM, OH, PR, TN, TX, WI, WY
Unique pay structure for IT positions	AZ, AR, KS, KY, MA, MI, MN, MS, MT, NV, NY, NC, OH, SD, VA, WI

*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 Telecommunications 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*.