

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	1,362	★	1989 (d)	J, M	P
Alaska	C, S, CB	994	...	...	J, M, G, F, V	L
Arizona	S, R	1,450	...	(e)	J, M	P
Arkansas	S	1,619	...	1991	J, M	L
California	C, S	4,000	...	(f)	J, M, G, F, V	P
Colorado	C, S, R	793 (b)	...	(g)	J, M, F, V	P, (aa)
Connecticut	S, R	4,050	★	(h)	J (x)	P, (bb), CB
Delaware	S	1,400	...	1987	J, M, F	GV, L
Florida	S	3,142 (c)	★	1994 (i)	J, M, G	P (c)
Georgia	C, S, R, EO	3,258	...	...	J, M, F	P, (cc), (dd)
Hawaii	S	1,700	...	...	J	CB, (ee)
Idaho	S	1,231	...	...	J, M, F	L
Illinois	S, CB	990	...	(d)	J, M, G, F, V	P
Indiana	S	1,400	...	(j)	(y)	P
Iowa	S, R	814	...	(k)	J, M, F, V	CB
Kansas	S	739	★	1994	M, F, V	GV, P
Kentucky	S	1,542	...	(l)	J, M, V	GV, P
Louisiana	C	2,889	...	(m)	J, M, G, F	GV, P
Maine .....	...	...	...	...	...	...
Maryland	S	2,000	...	...	J, M, F	S
Massachusetts .....	...	...	...	...	...	...
Michigan	C (a)	1,633	...	(f)	J, M, F, V	(a)
Minnesota	S	2,000	...	...	J, M, F	CB
Mississippi	S	2,582	...	(e)	J, M, G, F, V	(ff)
Missouri	S, R	1,308	...	...	M, V	GV, P, L
Montana	S	1,500	...	...	J, M, V	L
Nebraska	S	1,655	...	(n)	J, M	P
Nevada	S, R	1,351	...	(o)	J, M, F, V	GV, L, (gg)
New Hampshire	S, CB	1,000	...	(p)	J, M, CB	P, L, CB
New Jersey	S, R	8,300	...	(q)	J, F	P, CB
New Mexico	S	1,176	★	(r)	J, F	(cc)
New York	S	4,738	...	(s)	J, M, G, V	(hh), CB
North Carolina	S, R	3,015	...	(f)	J, M, G, F, V	GV, P, L
North Dakota	S	977	...	(e)	J, M	P
Ohio	S, CB	2,500	...	(f)	(z)	L, CB
Oklahoma	S	370	...	(f)	J, M, V	P
Oregon	S	800	...	(t)	J, M, V	P, CB
Pennsylvania	S, R, EO, CB	2,800	...	(e)	J, M, V	GV
Rhode Island .....	...	...	...	...	...	...
South Carolina	S, R	450	★	(e)	J, M, F	P
South Dakota .....	...	...	...	...	...	...
Tennessee	S	1,766	...	(f)	J, M	P
Texas	S	870	★	(u)	J, M	L
Utah	S	2,577	...	(e)	J, M	L
Vermont	S, CB	1,300	...	1985 (i)	J, V	CB (ii)
Virginia	S	1,638	★	(v)	J, M, G	GV, P, L
Washington	S, R	1,733	...	...	J, M, F, V	P
West Virginia	S	790	...	(h)	J, M, F, V	P
Wisconsin	S	2,028	...	(d)	J, M, V	L
Wyoming .....	...	475	...	(w)	J, M	P

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, Fourth Edition, 1999*.

Note: See above referenced source for more detailed information.

Key:

★— Yes

. . . — No; or state did not respond to survey.

C — Constitution.

F — Performance.

G — Geographic.

J — Job Analysis.

L — Legislature.

M — Market.

P — Personnel Department.

S — Statute.

R — Regulation.

V — Longevity/Seniority.

CB — Collective Bargaining.

GV — Governor.

EO — Executive Order.

N.A. — Not available.

(a) In Michigan, the civil service commission, appointed by the governor, must approve collective bargaining agreements for exclusively represented employers. The employee relations board makes recommendations for non-exclusively represented employers.

(b) In Colorado, as of July 1, 1999, the number of classifications should have dropped to 681.

(c) In Florida, Career Service has 1,658 classifications, Selected Exempt Service has 1,066, and Senior Management Service has 418.

(d) Continually or ongoing.

(e) As evidence of need arises.

(f) Not on a schedule.

(g) No mandate to review the system in its entirety, but periodically certain groups are studied each year.

(h) Every 5 years.

(i) Undergoing a review currently.

(j) Periodically.

(k) A review has not been done in 30 years.

(l) A review is under consideration.

(m) The goal for the next review is 3-5 years.

(n) Nebraska is reviewing their system now after 25 years.

(o) Approximately every 10 years.

(p) Every 5-10 years.

(q) Periodically, based on need, review specific occupational categories.

(r) Determined by executive management.

(s) Infrequently.

(t) Review by occupational families.

(u) Every 2 years.

(v) Bi-annually.

(w) Try to do occupational reviews on a 5-year basis.

(x) Objective job evaluation point system.

(y) Equitable distribution of funds allocated by the legislature.

(z) Point factor evaluation system.

(aa) Annual Salary Survey.

(bb) Office of Policy & Management.

(cc) State Personnel Board.

(dd) In Georgia, the 38 schedules in the compensation plan include 12 for special occupational plans such as teachers and physicians, 2 for hourly paid employees and 19 for agencies with independent salary authority such as the general assembly, law department and authorities.

(ee) Legislative approval.

(ff) Duties, labor market.

(gg) Personnel commission.

(hh) Negotiations.

(ii) Then funded/approved by Legislature.