

**OTHER STATES' PAY PHILOSOPHIES**

| <b>State</b>   | <b>Statute</b>  | <b>Summary</b>   | <b>Appendix</b>   |
|----------------|---|--|-------------------|
| Colorado       | 24-50-104. Job evaluation and compensation.<br>(1) Total compensation philosophy. | The compensation philosophy of Colorado is to provide prevailing total compensation to officers and employees as its focus to ensure the recruitment and retention of a qualified and competent workforce. Total compensation includes salary, group benefit plans, retirement benefits, performance awards, incentives, premium pay practices, and leave.                 | <a href="#">A</a> |
| Idaho          | Title 67, Chapter 5309A. State Employee Compensation Philosophy.                  | The compensation philosophy of Idaho identifies that the goal of the total compensation system is to fund a competitive employee compensation and benefit package to attract, retain, motivate, and reward employees. Four compensation standards are identified to support the foundation for this competitive compensation system.                                       | <a href="#">B</a> |
| Iowa           | 70A.18. Compensation Based on Comparable Worth.                                   | The compensation philosophy of Iowa focuses on equal pay, stating that agencies shall not discriminate in compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men.   | <a href="#">C</a> |
| Kansas         | Section 75-5551   | The compensation philosophy of Kansas states that the foundation of the compensation program is to attract and retain quality employees with competitive compensation based on relevant labor markets. State statute includes eight key philosophy component statements.<br><br>The state of Kansas was assisted by the Hay Group in creating its compensation philosophy. | <a href="#">D</a> |
| Minnesota      | 43A.01  | The compensation philosophy of Minnesota focuses on maintaining an efficient and effective merit-based personnel management system. The system provides the means to recruit, select, and develop an effective, productive, and responsive workforce.  | <a href="#">E</a> |
| Missouri       | N/A   | Missouri has not adopted a "pay philosophy" in statute.<br><br>Bills have been proposed through the years to codify an approach to pay (e.g., connecting pay raises for state employees to the consumer price index, etc.), but these bills have not been approved.  |                   |
| Montana        | N/A   | Montana does not have a "pay philosophy" in law. Its state compensation practices are considered decentralized. Each agency defines its own "pay philosophy."  |                   |
| Nebraska       | N/A   | Pay philosophy legislation has not been approved in Nebraska, primarily because the pay structure is closely tied to comparability. Annual salary surveys are conducted and state employee pay is based on survey results, to best match the perceived market pay for different job classifications.   |                   |
| North Carolina | State Personnel Act. General Statutes Chapter 126.                                | North Carolina's compensation policy states compensation to its employees should be at a level sufficient to encourage excellence of performance and to maintain the labor market competitiveness necessary to recruit and retain a competent workforce.   | <a href="#">F</a> |
| Oklahoma       | Oklahoma Personnel Act. Title 74, Section 840-4.6.                                | The pay philosophy of Oklahoma is to recruit, retain, and motivate a quality workforce for the purpose of providing quality services to the citizens of Oklahoma. To achieve this, pay structure is based on internal equity and external competitiveness balanced by the state's fiscal conditions.   | <a href="#">G</a> |
| South Dakota   | N/A   | The state of South Dakota does not have a pay philosophy in statute.   |                   |
| Wyoming        | 9-2-1022  | The compensation philosophy of Wyoming is to attract and retain quality employees with competitive compensation based on relevant labor markets.<br><br>The state of Wyoming was assisted by the Hay Group in creating its compensation philosophy.  | <a href="#">H</a> |