

2008 Comparator Benefit Rates

Source	Health & Welfare Plans Monthly Insurance Premium ⁽⁸⁾	Column H* - Annual Insurance Premium	Effective Date of Premium	Column F* - Employer Contribution to Retirement %	Retirement % Effective Date
California	\$1,061.00	\$12,732.00	7/1/2008	16.59% ⁽¹⁾	7/1/2008
Idaho	\$593.75	\$7,125.00	7/1/2008	10.39% ⁽²⁾	6/30/2007
Iowa	\$1,285.84	\$15,430.08	2008	6.35%	7/1/2008
Louisiana	\$716.54	\$8,598.48	7/1/2007	18.50%	7/1/2008
Michigan	\$1,505.39	\$18,064.62	10/7/2007	7.00%	2008
Mississippi	\$343.00	\$4,116.00	7/1/2008	11.85%	2008
Nevada	\$877.72	\$10,532.64	7/1/2008	20.5% ⁽³⁾	7/1/2008
North Dakota	\$658.00	\$7,896.00	2008	4.12%	2008
Ohio	\$878.48	\$10,541.76	2008	14.00%	2008
Oklahoma	\$1,443.33	\$17,319.96	2008	13.50%	7/1/2008
South Carolina	\$614.27	\$7,371.24	2008	9.24%	7/1/2008
Washington	\$716.00	\$8,592.00	2008	8.31% ⁽⁴⁾	2008
Wisconsin	\$1,877.60	\$22,531.20	1/1/2008	10.60%	2008
Oregon	1016.53 ⁽⁶⁾	\$12,198.36	1/1/2008	18.3% ⁽⁵⁾	---

F* and H* Letters correlate to total compensation spreadsheet for each position

(1) California Retirement:

Tier 1: 146,503 positions at 16.6%

Tier 2: 9,292 positions at 16.5%

Weighted Average = 16.59%

(2) Idaho rate effective 6/30/07. Same rate on web page 7/14/08

(3) Nevada rate using Employer Pay Contribution Plan.

(4) Washington Retirement: All three plans have contributions of 8.31%.

(5) Oregon Retirement:

Tier 1: 11,679 positions at 21.865%

Tier 2: 12,012 positions at 21.865%

OPSRP Gen: 11,506 positions at 14.030%

Weighted Average = 18.3%

Does not include Police and Fire (If included, wtd. average % increases to 19.2%)

Dental and Vision.

Rev. 7/08

Governor

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	212,179	12,732	16.59%	\$ 35,200	260,111
Michigan	177,000	18,064	7.00%	\$ 12,390	207,454
Washington	163,618	8,692	8.31%	\$ 13,597	185,907
Nevada	141,000	10,532	20.50%	\$ 28,905	180,437
Oklahoma	140,000	17,319	13.50%	\$ 18,900	176,219
Ohio	144,830	10,541	14.00%	\$ 20,276	175,647
Wisconsin	137,092	22,531	10.60%	\$ 14,532	174,155
Louisiana	130,000	8,598	18.50%	\$ 24,050	162,648
Iowa	130,000	15,430	6.35%	\$ 8,255	153,685
Mississippi	122,160	4,116	11.85%	\$ 14,476	140,752
Idaho	105,560	7,125	10.39%	\$ 10,968	123,653
South Carolina	106,078	7,371	9.24%	\$ 9,802	123,251
North Dakota	96,183	7,896	4.12%	\$ 3,963	108,042
Oregon	93,600	12,198	18.30%	\$ 17,129	122,927

Neighboring States

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	212,179	12,732	16.59%	\$ 35,200	260,111
Washington	163,618	8,692	8.31%	\$ 13,597	185,907
Nevada	141,000	10,532	20.50%	\$ 28,905	180,437
Idaho	105,560	7,125	10.39%	\$ 10,968	123,653
Oregon (w/July 24th tentative recommendation)	130,000	12,198	18.30%	\$ 23,790	165,988

Attorney General

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	184,301	12,732	16.59%	\$ 30,576	227,609
Nevada	133,000	10,532	20.50%	\$ 27,265	170,797
Washington	148,744	8,692	8.31%	\$ 12,361	169,797
Wisconsin	133,033	22,531	10.60%	\$ 14,101	169,665
Oklahoma	126,500	17,319	13.50%	\$ 17,078	160,897
Michigan	124,900	18,064	7.00%	\$ 8,743	151,707
Iowa	123,669	15,430	6.35%	\$ 7,853	146,952
Louisiana	115,000	8,598	18.50%	\$ 21,275	144,873
Ohio	109,986	10,541	14.00%	\$ 15,398	135,925
Mississippi	108,960	4,116	11.85%	\$ 12,912	125,988
Idaho	95,160	7,125	10.39%	\$ 9,887	112,172
South Carolina	92,007	7,371	9.24%	\$ 8,501	107,879
North Dakota	83,991	7,896	4.12%	\$ 3,460	95,347
Oregon	77,200	12,198	18.30%	\$ 14,128	103,526

Neighboring States

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	184,301	12,732	16.59%	\$ 30,576	227,609
Nevada	133,000	10,532	20.50%	\$ 27,265	170,797
Washington	148,744	8,692	8.31%	\$ 12,361	169,797
Idaho	95,160	7,125	10.39%	\$ 9,887	112,172
Oregon (w/July 24th tentative recommendation)	119,000	12,198	18.30%	\$ 21,777	152,975

Supt. Of Public Instruction

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
Mississippi	307,125	4,116	11.85%	\$ 36,394	347,635
Louisiana	273,597	8,598	18.50%	\$ 50,615	332,810
Ohio	217,838	10,541	14.00%	\$ 30,497	258,876
California	184,301	12,732	16.59%	\$ 30,576	227,609
Michigan	168,300	18,064	7.00%	\$ 11,781	198,145
Iowa	144,000	15,430	6.35%	\$ 9,144	168,574
Nevada	120,104	10,532	20.50%	\$ 24,621	155,257
Oklahoma	118,450	17,319	13.50%	\$ 15,991	151,760
Wisconsin	109,587	22,531	10.60%	\$ 11,616	143,734
Washington	119,234	8,692	8.31%	\$ 9,908	137,834
South Carolina	92,007	7,371	9.24%	\$ 8,501	107,879
Idaho	85,800	7,125	10.39%	\$ 8,915	101,840
North Dakota	87,108	7,896	4.12%	\$ 3,589	98,593
Oregon	72,000	12,198	18.30%	\$ 13,176	97,374

Neighboring States

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	184,301	12,732	16.59%	\$ 30,576	227,609
Nevada	120,104	10,532	20.50%	\$ 24,621	155,257
Washington	119,234	8,692	8.31%	\$ 9,908	137,834
Idaho	85,800	7,125	10.39%	\$ 8,915	101,840
Oregon (w/July 24th tentative recommendation)	100,000	12,198	18.30%	\$ 18,300	130,498

Secretary of State

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	159,134	12,732	16.59%	\$ 26,400	198,266
Michigan	124,900	18,064	7.00%	\$ 8,743	151,707
Louisiana	115,000	8,598	18.50%	\$ 21,275	144,873
Ohio	109,986	10,541	14.00%	\$ 15,398	135,925
Washington	114,657	8,692	8.31%	\$ 9,528	132,877
Nevada	97,000	10,532	20.50%	\$ 19,885	127,417
Iowa	103,212	15,430	6.35%	\$ 6,554	125,196
Oklahoma	94,500	17,319	13.50%	\$ 12,758	124,577
South Carolina	92,007	7,371	9.24%	\$ 8,501	107,879
Mississippi	90,000	4,116	11.85%	\$ 10,665	104,781
Idaho	85,800	7,125	10.39%	\$ 8,915	101,840
Wisconsin	65,079	22,531	10.60%	\$ 6,898	94,508
North Dakota	76,511	7,896	4.12%	\$ 3,152	87,559
Oregon	72,000	12,198	18.30%	\$ 13,176	97,374

Neighboring States

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	159,134	12,732	16.59%	\$ 26,400	198,266
Washington	114,657	8,692	8.31%	\$ 9,528	132,877
Nevada	97,000	10,532	20.50%	\$ 19,885	127,417
Idaho	85,800	7,125	10.39%	\$ 8,915	101,840
Oregon (w/July 24th tentative recommendation)	100,000	12,198	18.30%	\$ 18,300	130,498

Treasurer

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	169,743	12,732	16.59%	\$ 28,160	210,635
Michigan	174,204	18,064	7.00%	\$ 12,194	204,462
Louisiana	115,000	8,598	18.50%	\$ 21,275	144,873
Oklahoma	109,250	17,319	13.50%	\$ 14,749	141,318
Ohio	109,986	10,541	14.00%	\$ 15,398	135,925
Washington	114,657	8,692	8.31%	\$ 9,528	132,877
Nevada	97,000	10,532	20.50%	\$ 19,885	127,417
Iowa	103,212	15,430	6.35%	\$ 6,554	125,196
South Carolina	92,007	7,371	9.24%	\$ 8,501	107,879
Mississippi	90,000	4,116	11.85%	\$ 10,665	104,781
Idaho	85,800	7,125	10.39%	\$ 8,915	101,840
Wisconsin	65,079	22,531	10.60%	\$ 6,898	94,508
North Dakota	72,256	7,896	4.12%	\$ 2,977	83,129
Oregon	72,000	12,198	18.30%	\$ 13,176	97,374

Neighboring States

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	169,743	12,732	16.59%	\$ 28,160	210,635
Washington	114,657	8,692	8.31%	\$ 9,528	132,877
Nevada	97,000	10,532	20.50%	\$ 19,885	127,417
Idaho	85,800	7,125	10.39%	\$ 8,915	101,840

Oregon (w/July 24th tentative recommendation)	100,000	12,198	18.30%	\$ 18,300	130,498
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Labor Commissioner

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	156,840	12,732	16.59%	\$ 26,020	195,592
Louisiana	137,000	8,598	18.50%	\$ 25,345	170,943
Michigan	135,000	18,064	7.00%	\$ 9,450	162,514
Washington	135,000	8,692	8.31%	\$ 11,219	154,911
South Carolina	116,796	7,371	9.24%	\$ 10,792	134,959
Iowa	108,805	15,430	6.35%	\$ 6,909	131,144
Oklahoma	100,050	17,319	13.50%	\$ 13,507	130,876
Wisconsin	95,413	22,531	10.60%	\$ 10,114	128,058
Nevada	94,136	10,532	20.50%	\$ 19,298	123,966
Ohio	97,468	10,541	14.00%	\$ 13,646	121,655
Idaho	99,653	7,125	10.39%	\$ 10,354	117,132
North Dakota	68,088	7,896	4.12%	\$ 2,805	78,789
Mississippi					
Oregon	72,000	12,198	18.30%	\$ 13,176	97,374
				MEDIAN	\$ 130,876

Neighboring States

State	Salary	Health Plan (annual)	Employer contribution to retirement (%)	Employer contribution to retirement (\$)	Total Comp
California	156,840	12,732	16.59%	\$ 26,020	195,592
Washington	135,000	8,692	8.31%	\$ 11,219	154,911
Nevada	94,136	10,532	20.50%	\$ 19,298	123,966
Idaho	99,653	7,125	10.39%	\$ 10,354	117,132
Oregon (w/July 24th tentative recommendation)	100,000	12,198	18.30%	\$ 18,300	130,498