

State of Wyoming

Presentation to the Joint Appropriations and Education Interim
Committees

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Why was the study done?

- To compare Teacher compensation between Districts within Wyoming to understand the extent to which variances between Districts are creating issues in attraction and retention of Teachers;
- To compare Teacher compensation with like-kind Teaching positions in a defined market; and
- To compare Teacher compensation to the equivalent of a State MPP for positions of like-content as measured by the Hay Method of Job Evaluation, which is the proprietary methodology used by the State of Wyoming to analyze and measure job content

What was analyzed?

- Competitiveness of salary schedules – Wyoming compared to 12 states
- Competitiveness of average actual pay – within Wyoming and compared to 12 states
- Competitiveness of average actual pay to other Teachers and other “like jobs”
- Average actual pay between Districts within Wyoming
- State Classified and Executive employee pay plan MPP (Market Policy Position) comparison
- Funding versus average actual pay
- Competitiveness of benefits package
- Competitiveness of total compensation

What were the findings?

Average starting salary, first step

- Wyoming average starting salary is \$42,957
 - This is the first step on the salary scale. When weighted by number of teachers per school, the average starting salary is \$43,575
- Average starting salary, first step, for comparator states is \$32,932
 - When weighted by number of teachers per school the average starting salary is \$32,963

Average salary schedule step pay at MA+0, 15 years experience

- Wyoming average step pay at MA+0, 15 years experience is \$59,604
 - \$60,555 when weighted by number of teachers
- Comparator states average at this step is \$52,726
 - \$52,716 when weighted by number of teachers

What were the findings? (cont'd)

Teacher contract days – starting rate

- 29 of 45 salary schedules for Wyoming are 185 Teacher Days, ranging from 160 to 190
 - While some Wyoming school districts have less than 185 contract days, state law requires them to meet minimum teacher/student contact hours
- The table below shows pay information adjusted for 185 contract days. This is a sub-sample for comparator states because this information was not available for all schools

Starting Pay Step			
State	Adjusted for 185 Contract Days	Unadjusted: Only those with “teacher days” information	All Schools
WY	\$43,079	\$42,957	\$42,957
AZ	\$31,039	\$31,218	\$32,034
CO	\$33,046	\$31,730	\$32,360
ID	\$30,965	\$30,942	\$30,778
MT	\$30,549	\$30,641	\$31,669
ND	\$34,054	\$34,609	\$34,297
NE	\$31,975	\$31,607	\$33,686
NM	\$33,169	\$32,961	\$32,812
NV	\$35,496	\$34,842	\$34,782
OR	\$35,126	\$35,280	\$35,056
SD	\$32,208	\$31,723	\$31,663
UT	\$32,888	\$32,444	\$32,744
WA	\$34,971	\$34,079	\$34,079
All Comparator States	\$33,059	\$32,700	\$32,932

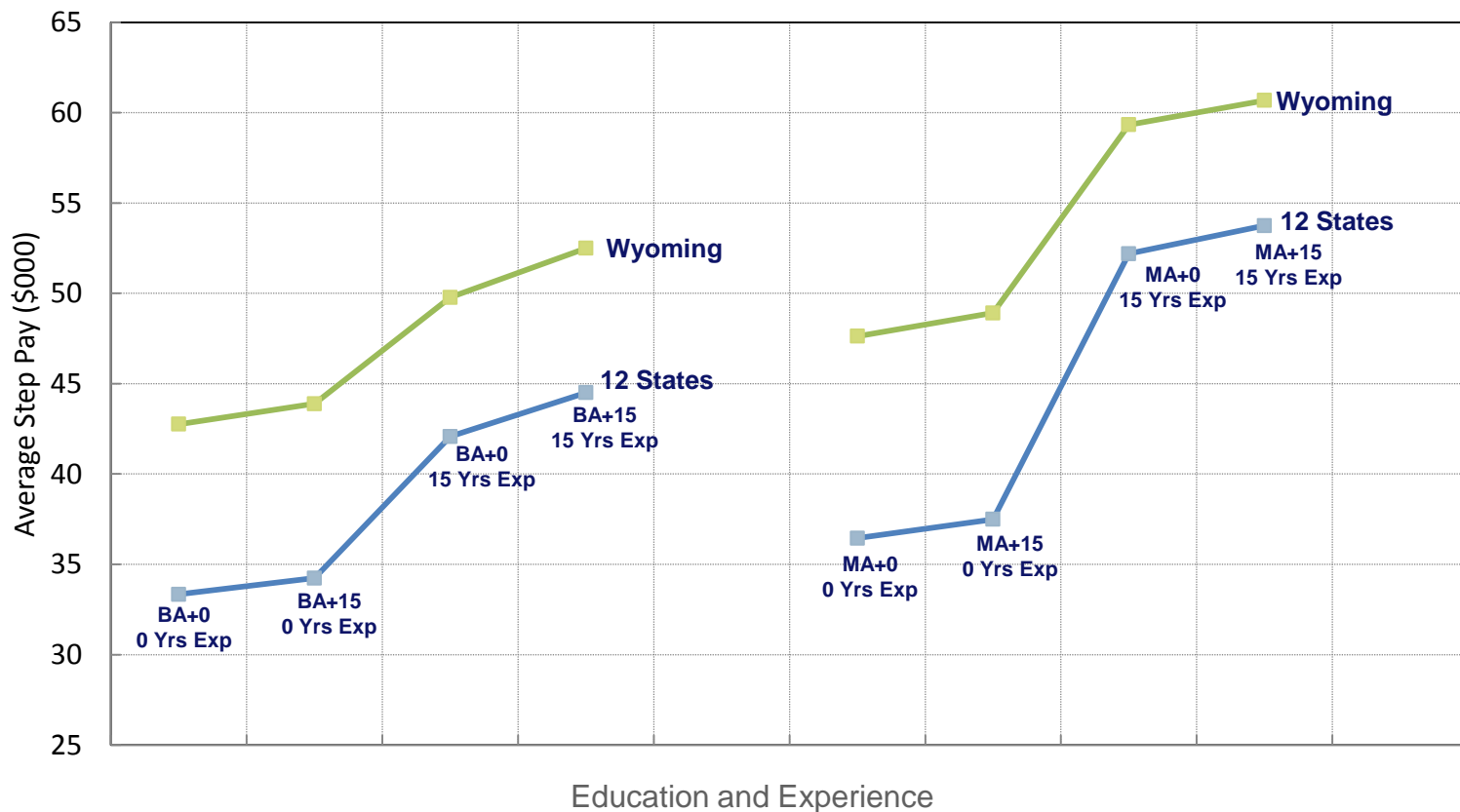
What were the findings? (cont'd)

Teacher contract days – MA+0 and 15 years experience

MA+0 Semester Credits , 15 Years Experience Step			
State	Adjusted for 185 Contract Days	Unadjusted Only those with "teacher days" information	All Schools
WY	\$59,778	\$59,604	\$59,604
AZ	\$45,851	\$46,128	\$46,726
CO	\$54,688	\$52,514	\$51,884
ID	\$45,672	\$45,613	\$45,954
MT	\$53,209	\$53,321	\$54,880
ND	\$50,700	\$51,543	\$51,815
NE	\$54,143	\$53,503	\$55,980
NM	\$52,183	\$51,860	\$52,117
NV	\$59,099	\$58,023	\$58,271
OR	\$59,019	\$59,278	\$59,948
SD	\$47,329	\$46,622	\$46,272
UT	\$53,071	\$52,348	\$52,301
WA	\$58,133	\$56,651	\$56,651
All Comparator States	\$52,868	\$52,271	\$52,726

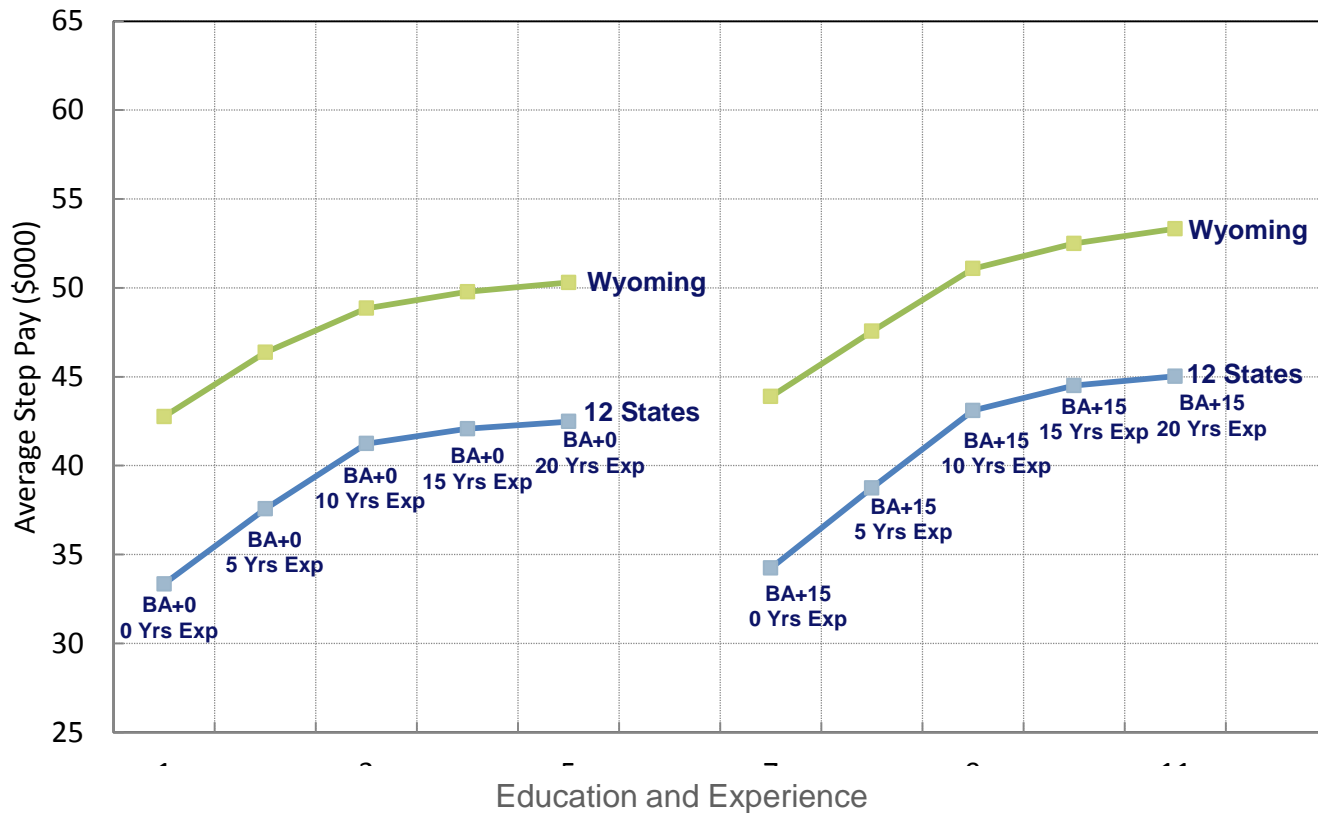
What were the findings? (cont'd)

Step increments – horizontal movement across salary schedule



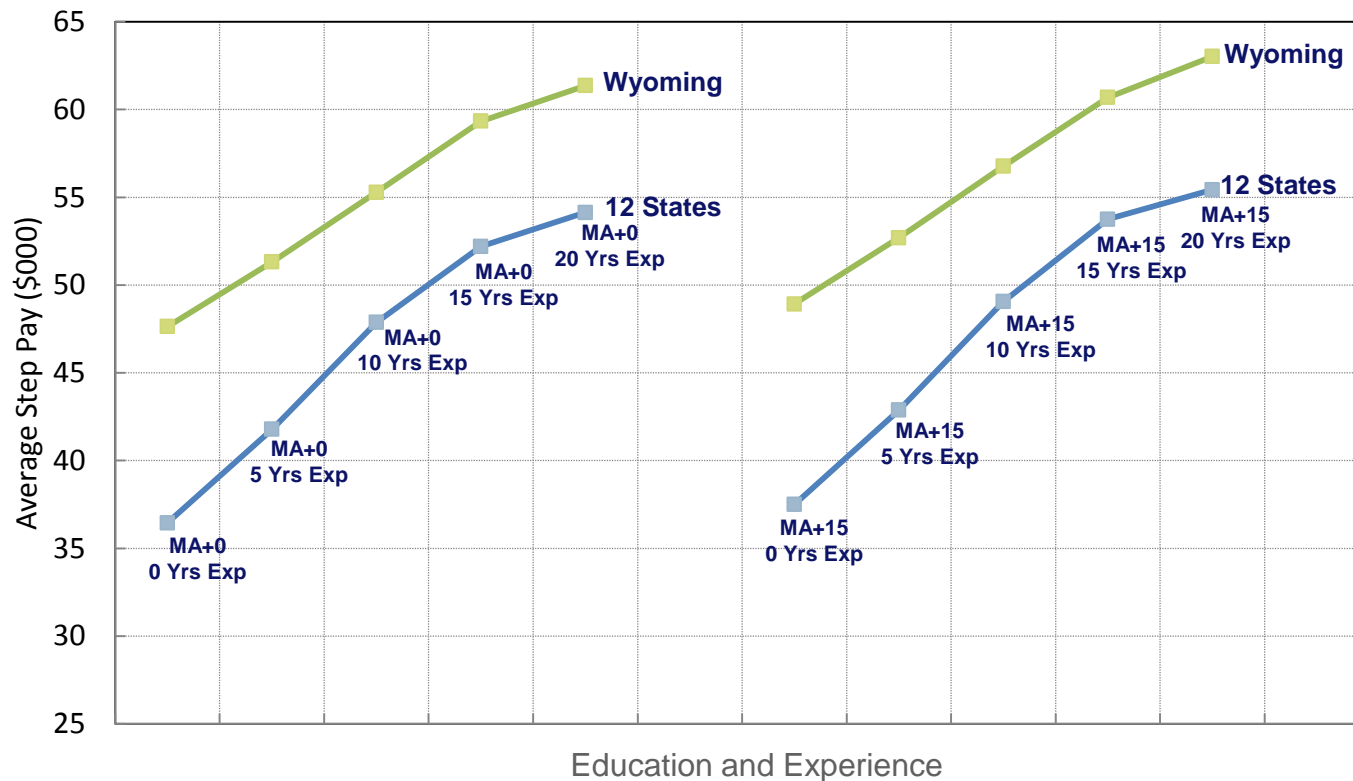
What were the findings? (cont'd)

Step increments – vertical movement across salary schedule – Bachelor's Degree



What were the findings? (cont'd)

Step increments – vertical movement across salary schedule – Master's Degree



What were the findings? (cont'd)

- The % change in average pay for 2010-11 versus 2000-01 is also highest for WY

% Change in average pay for All Teachers: 2010-11 versus 2000-01												
Wyoming	AZ	CO	ID	MT	NE	NV	NM	ND	OR	SD	UT	WA
64.3%	27.9%	27.4%	27.8%	41.8%	39.1%	31.1%	39.0%	43.3%	25.3%	16.3%	27.8%	27.7%

Average actual pay between Districts within Wyoming

The following table shows pay difference based on NCES Locales within Wyoming

District	% of Teachers with Bachelor's and 1-5 Years Exp	% of Teachers with Master's and 5-15 Years Exp	City, Small Territory	Town, Remote Territory	Rural, Fringe Census defined Rural Territory	Rural, Distant Census-defined Rural Territory	Rural, Remote Census-defined Rural Territory
Teton #1	20%	27%			\$64,669		
Lincoln #2	17%	8%					\$60,690
Campbell #1	22%	13%		\$60,569			
Park #1	11%	16%		\$59,880			
Sheridan #2	13%	13%		\$59,686			
Laramie #1	21%	17%	\$58,772				
Sublette #1	27%	13%					\$58,541
Sweetwater #1	28%	6%		\$57,643			
Sweetwater #2	27%	4%		\$57,097			
Fremont #14	7%	14%				\$57,024	
Park #6	11%	22%		\$56,951			
Washakie #1	14%	14%		\$56,674			
Sublette #9	16%	13%					\$56,466
Natrona #1	25%	19%	\$55,794				
Fremont #1	22%	10%		\$55,558			
Fremont #25	18%	9%		\$55,501			
Goshen #1	18%	10%			\$54,908		
Big Horn #3	11%	11%					\$54,715
Uinta #1	25%	4%		\$54,684			
Fremont #2	11%	11%					\$54,478
Converse #1	23%	16%		\$54,286			
Weston #7	12%	3%					\$54,149
Fremont #38	20%	4%				\$53,866	
Platte #2	5%	17%					\$53,524

Average actual pay between Districts within Wyoming

NCES Locales (cont'd)

District	% of Teachers with Bachelor's and 1-5 Years Exp	% of Teachers with Master's and 5-15 Years Exp	City, Small Territory	Town, Remote Territory	Rural, Fringe Census defined Rural Territory	Rural, Distant Census-defined Rural Territory	Rural, Remote Census-defined Rural Territory
Sheridan #1	12%	18%					\$53,519
Carbon #1	32%	8%		\$53,160			
Uinta #6	22%	4%					\$52,856
Sheridan #3	7%	13%					\$52,813
Albany #1	21%	11%		\$52,553			
Fremont #21	18%	17%					\$52,530
Hot Springs #1	34%	9%		\$52,452			
Big Horn #2	26%	24%					\$52,418
Uinta #4	29%	11%					\$52,226
Johnson #1	17%	19%			\$52,181		
Fremont #6	19%	15%					\$52,148
Big Horn #1	13%	12%					\$50,571
Converse #2	16%	12%					\$50,544
Lincoln #1	27%	4%		\$50,198			
Crook #1	24%	13%					\$49,498
Weston #1	22%	10%		\$49,462			
Fremont #24	32%	10%					\$49,350
Carbon #2	21%	2%					\$49,288
Platte #1	12%	20%		\$49,288			
Laramie #2	29%	14%					\$48,917
Park #16	22%	17%					\$48,287
Big Horn #4	27%	10%					\$47,695
Niobrara #1	29%	9%					\$46,390
Washakie #2	36%	8%					\$43,213
Overall	21%	14%	\$57,388	\$56,425	\$58,414	\$55,967	\$56,117

Benefits – external market competitiveness

Benefit Area / Market Position	Above Market Provisions	Below or At Market Provisions
<p>Health Care – At Market</p>	<ul style="list-style-type: none"> ■ Employee coverage cost sharing is at market; however, family coverage cost above typical market practice – 15%-29% typical contribution range for family coverage in both State groups 	<ul style="list-style-type: none"> ■ Although plan designs vary by district, deductibles, coinsurance, and copayments are within the market median range
<p>Retirement – Above Market</p>	<ul style="list-style-type: none"> ■ Competitive benefit formula and vesting provisions 2.125%-2.25% for WY vs. 2% for in both State groups ■ No Employee Contributions Required (with few exceptions) – is above market when compared to other States, as 4 of the 6 state group and 8 of the 12 state group require some employee contributions 	<ul style="list-style-type: none"> ■ Deferred compensation (457 plan) offered to all districts through WRS ■ A few districts offer a 403(b) plan

Below Market = below market median practice, At Market = approximates the market median, Above Market = above market median practice

Benefits – external market competitiveness (cont'd)

Benefit Area / Market Position	Above Market Provisions	Below or At Market Provisions
<p>Death – At Market</p>	<ul style="list-style-type: none"> ■ Basic life insurance benefit (median) of \$40,000 is above typical market practice of \$25,000 ■ Cost sharing applies to dependent life coverage, which is typically an employee paid benefit 	<ul style="list-style-type: none"> ■ Some districts require cost sharing for the employee basic benefit, which not typical, as all 12 states pay 100% of the basic life insurance benefit ■ Dependent life insurance benefits (median) of \$5,000 spouse and \$1,000 for a child below market – 50% provide \$10,000 or more for a spouse and 64% provide \$5,000 or more per child
<p>Long Term Disability – At Market</p>		<ul style="list-style-type: none"> ■ Although plan designs vary by district, waiting periods, plan maximums and benefit levels are within the market median range

Below Market = below market median practice, At Market = approximates the market median, Above Market = above market median practice

Benefits - summary of findings

- Based on the prevalent benefit practice for Wyoming teachers, benefits are competitive when compared to other States. Teachers are above market with regard to retirement and at market for health care, disability and life insurance
 - There are no significant differences between the two groups of comparator states
- There are no significant benefit differences based on district or locale to create disparity among teachers within the State of Wyoming

Is a comparison to the State MPP appropriate?

- The State MPP was determined by selecting a benchmark sample of positions representing a cross-section of classified employee positions, gathering salary data from in State public and private sector employers and 12 State Governments and setting an MPP at the average of that salary data
 - It is the opinion of Hay Group that this is not comparable to the way teachers are paid because teacher pay increases are based on education and experience, not based on a change in job content as measured through the Hay method of job evaluation
- To determine an MPP for teachers in Wyoming, the following known data needs to be considered:
 - 12 State comparator market average at BA+0, 5 years experience (normalized to 185 days) is \$37,212
 - WY funding model salary for BA+0, 5 years experience is \$41,237
 - WY District salary schedule average for BA+0, 5 years experience is \$46,541
- However, even more important is the consideration of two key policy decisions:
 - What is the appropriate comparator market definition?
 - At what level should an “MPP” be set?

What is the overall conclusion from this study?

- Based on the data gathered and analyzed in this study, the following is a summary of the findings:
 - Starting salaries and at MA+0, 15 years is above average, particularly at the starting rate. WY leads all the States with which it was compared
 - The % change of average pay for All Teachers in the State of WY has significantly exceeded the % change of all the States with which it was compared
 - There are not significant differences in pay based on variables such as school type, locale, student/teacher ratio and school location
 - Actual average pay within the State of WY exceeds the Average Model Salary
 - Benefits are at or above average competitiveness, with retirement being above market and healthcare and disability being at market