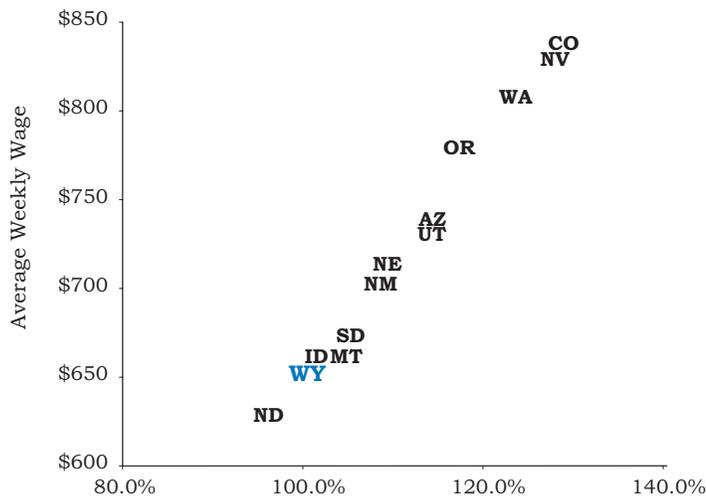


Ensuring the Effectiveness of State Government

Average Weekly Wage Comparison

Wyoming State Employees' Average Weekly Wage as a Percentage of States in the Central States Survey, 2004



Source: Wyoming Department of Employment, Research & Planning and U.S. Bureau of Labor Statistics

How Many Would Benefit?

State Employees Who Would Receive Market Adjustment by Years of Service

Years of Service	Receiving Adjustment (Under Market)		Over Market
	%	n	n
<2	88.6%	583	75
2-4	85.8%	1,116	185
5-9	68.8%	1,069	485
10-14	57.0%	595	449
15-19	52.2%	506	464
20-24	51.0%	366	352
25-29	51.7%	333	311
30-34	50.2%	141	140
>35	48.1%	38	41
Total	65.5%	4,747	2,502

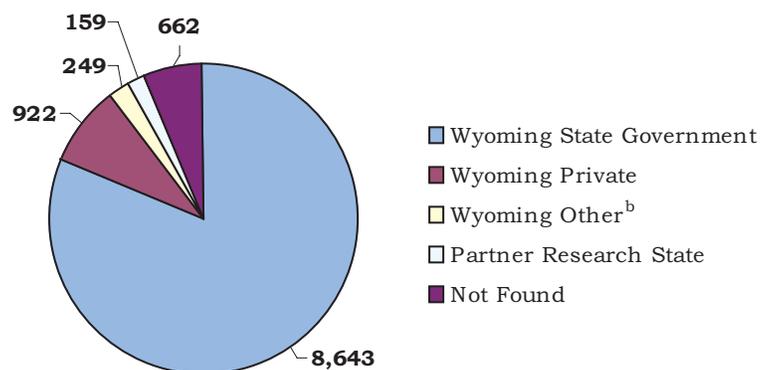
Source: Wyoming Department of Administration & Information, Human Resources Division

Compensation Plan Should:

- Slow the out-migration of students from the community colleges and university.
- Recruit the best employees both locally and out of state.
- Retain experienced State employees.
- Increase the quality of public service.
- Set pay levels that recognize the value placed on the jobs by the market.
- Provide a sound mechanism for making future adjustments that will keep salaries competitive.

Where Do State Employees Go?

2003 Wyoming State Employees (N = 10,635^a) Location of Primary Employment in 2004

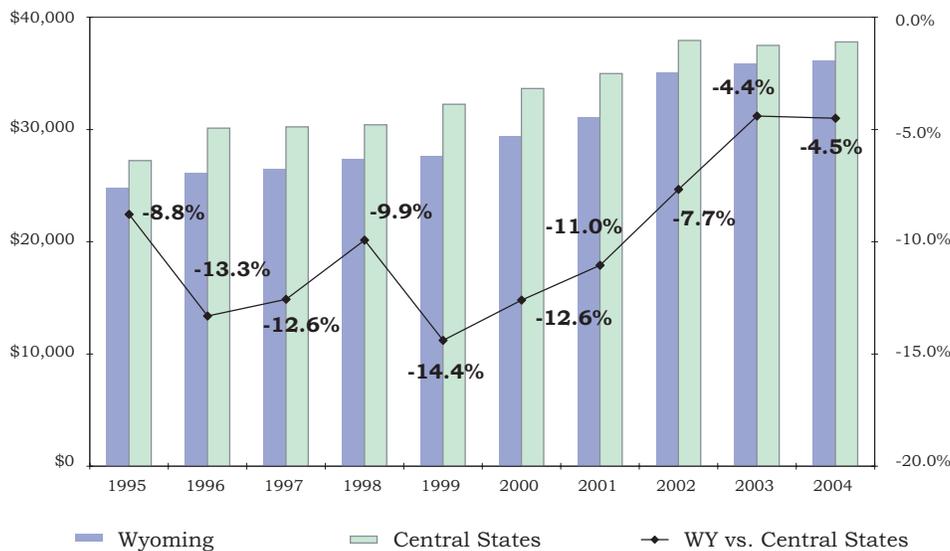


^aIncludes anyone who worked for the State of Wyoming in 2003 as reported by the State Auditor's Office, except Board Members, Commission Members, and Legislators.

^bIncludes local government, unclassified ownership, and some federal government.
Source: Wyoming Department of Employment, Research & Planning

Comparison of Central States Survey Salary Data

State Employee Average Annual Wage Comparisons



Source: Wyoming Department of Administration & Information, Economic Analysis Division

Succession Planning

State	Percentage of Employees Eligible to Retire	
	Within 3 Years	Within 5 Years
WY	27.1%	34.3%
MT	22.1%	31.5%
CO	16.4%	32.4%
OR	14.8%	20.3%
NV	NA	19.4%
NE	10.5%	17.4%
SD	10.3%	13.8%
ID	8.7%	14.0%
UT	6.9%	8.8%

NA - Not available.

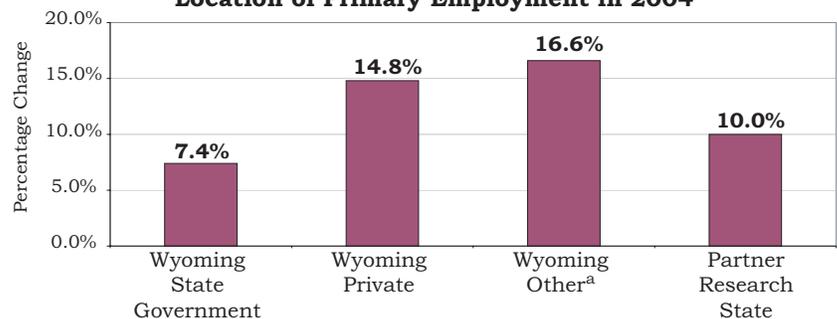
Source: Wyoming Department of Administration & Information, Human Resources Division

Implications

- Wyoming State employees consistently lag surrounding states in average salary comparison.
- One in ten State employees went to work in the private sector between 2003 and 2004.
- Nearly 60% of all State employees who quit did so within 4 years.
- State employees who took private industry jobs earned a 14.8% average quarterly wage increase.
- Turnover, especially in critical occupations, undermines the stability of the state's economic foundation.
- Increasing compensation will help offset impending retirements by retaining trained workers with fewer years of service.
- The proposed market adjustment would benefit nearly 80% of all new (less than 4 years of service) and experienced (5-9 years of service) State employees.

Wage Change After Separation

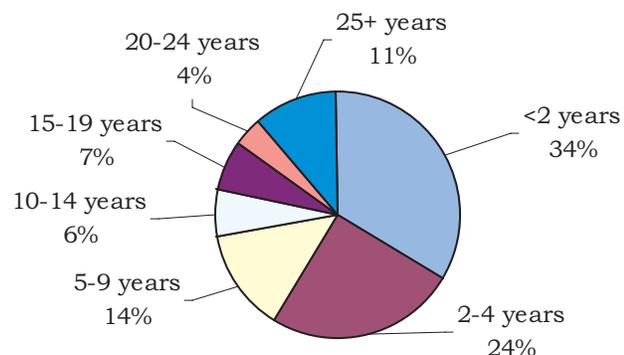
Salary Increase for 2003 Wyoming State Employees by Location of Primary Employment in 2004



^aIncludes local government, unclassified ownership, and some federal government.
Source: Wyoming Department of Employment, Research & Planning

Losing Trained Employees

Voluntary Separations of State Employees by Length of Service



Source: Wyoming Dept. of Administration & Information, Human Resources Division