Appendix A

AGENCIES WITH ONE OR MORE CLASSIFIED EMPLOYEES

• Accountancy Board*	• Hispanic Commission*	• Parks and Recreation, Dept of*
• Administration, Dept of*	• Historical Society*	• PERSI*
• Agriculture, Dept of*	• Human Resources, Division of*	• Pharmacy Board*
• Boise State University*	• Idaho State University*	• Prof Engineers and Land Surveyors Board*
• Brand Inspector*	• Independent Living Council*	• Professional -Technical Education*
• Building Safety, Division of*	• Industrial Commission*	• Public Defense Commission*
• Central Health District IV*	• Insurance, Dept of*	• Public Television*
• Comm -Blind and Visually Impaired*	• Juvenile Corrections, Dept of*	• Public Utilities Commission*
• Commerce, Dept of*	• Labor, Dept of*	• Racing Commission*
• Commission for Libraries*	• Lands, Dept of*	• Real Estate Commission*
• Commission on Aging*	• Lava Hot Springs Foundation*	• Soil and Water Conservation*
• Correction, Dept of*	• Lewis - Clark State College*	• South Central Health District V*
• Dentistry Board*	• Liquor Division*	• Southeast Health District VI*
• Eastern Idaho Health District VII*	• Lottery*	• Southwest Health District III*
• Eastern Idaho Technical College*	• Medicine Board*	• State Police*
• Education Board*	• North Central Health District II*	• Tax Appeals Board*
• Endowment Fund Investment Board*	• Nursing Board*	• Tax Commission*
• Environmental Quality, Dept of*	• Occupational Licenses*	• Transportation, Dept of*
• Finance, Department of*	• Outfitters and Guides Licensing Board*	• Veterans Services, Division of*
• Financial Management, Division of*	• Panhandle Health District I*	• Veterinary Medicine Board*
• Fish and Game, Dept of*	• Pardons and Parole Commission*	• Vocational Rehabilitation, Division of*
• Health and Welfare, Dept of*		• Water Resources, Dept of*

AGENCIES WITH ONLY NON-CLASSIFIED EMPLOYEES

• Arts, Commission on the*	• House of Representatives	• Senate
• Attorney General, Office of the	• Judicial Branch	• Species Conservation, Office of*
• Controller, Office of the State	• Legislative Services Office	• State Appellate Public Defender*
• Correctional Industries*	• Lieutenant Governor, Office of	• State Insurance Fund
• Drug Policy, Office of*	• Military Division*	• Supt of Public Instruction
• Energy Resources, Office of*	• Office of Energy Resources*	• Treasurer, Office of the State
• Governor, Office of the	• Secretary of State, Office of	• University of Idaho*

***Executive Branch Agencies**

Total Number of State Agencies = 86 *(Classified 65; Non-Classified 21)*

Appendix B

SYNOPSIS OF STATE EMPLOYEE SALARY INCREASES SINCE IMPLEMENTATION OF THE HAY SYSTEM

Prepared by the Division of Human Resources

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
FY 16	Maintain the current salary structure for FY16. DHR recommends continuation of job classifications on pay line exception. Budget a 3% merit based salary increase. State to fund the estimated increase in the cost of group insurance benefits.	The Governor recommended a 3% salary increase for permanent state employees and the Legislature's Joint CEC Committee also recommended a 3% ongoing merit based increase, to be distributed at the discretion of each agency head. The Committee also directed Human Resources to change the minimum amounts on the classified pay schedule from 68% of policy to 70% of policy. JFAC funded the recommendations.	The Legislature authorized and funded a 3% increase in the annual salary for appointed officials, as well, effective July 1, 2015. The salary for each of the three public utilities commissioners, four tax commissioners, and three industrial commissioners was statutorily increased by 3%.Employer health insurance premiums will increase $650 per employee (a 6% increase over FY 2015). The increase is paid by the employer only. Employee premium costs will remain the same as in FY 2015 (the exact amount per employee depends on which plan the employee is enrolled in and whether there are dependents on the plan). PERSI retirement contribution rates will remain at 11.32% for employers and 6.79% for employees. In the fall of 2014, the PERSI Board unanimously voted to permanently eliminate two contribution rate increases that were scheduled to take effect in FY 2015 and FY 2016.This vote left existing contribution rates for general members where they are, for the foreseeable future.
FY15	Maintain the current salary structure for FY15 and focus resources on compensation issues such as salary compression, salary inequities, recruitment of skilled applicants, and retention of high performing employees. Budget a 2% merit based salary increase.	No increase in funding for employee compensation. Fund personnel benefit cost adjustments.	Adopted the Legislature's Joint CEC Committee recommendations: Fund an overall 2% increase for state employees – 1% ongoing and 1% one-time, based on merit. The Legislature continues to strongly encourage the use of salary savings to compensate employees. Approved adjusting the pay structure upwards by 1%. The Legislature funded a 15.9% increase in the employer cost of health insurance.
FY14	Two year plan with options: FY 2014 Option 1: if funding is available, a percentage be	No increase in funding for employee compensation.	No increase in funding for employee compensation. However, each agency's appropriation bill included the following language that

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
	appropriated to agencies' personnel budgets and also allow directors to use salary savings to address various compensation challenges. Option 2: if merit increases are not appropriated, allow agencies to use existing salary savings to address their specific compensation challenges. FY 2015 Propose to move the salary structure towards market. If funding is available, appropriate increases to agencies' personnel budgets and allow directors to use salary savings to address compensation challenges. HayGroup was hired to perform a benefits analysis and total compensation review. The results of their analysis indicate that the State's total compensation program is below market average when compared to both the private and public sector markets.		"strongly encourages agency directors, institution executives and the Division of Financial Management to approve the use of salary savings to provide either one-time or ongoing merit increases for deserving employees, and also target employees who are below policy compensation." The Legislature funded a 6% increase in the cost of employee health insurance and a 9% increase for the employers' share of PERSI. Employees' contribution rates to PERSI increased by 9% as well.
FY13	Salaries average 18.6% behind labor market averages. Budget a 3% merit based salary increase. The proposed increase is intended to retain and move high performing employees closer to policy pay rates.	Reserve an amount equivalent to a one-time merit based 3% increase to be distributed in two payments if revenues meet projections.	Legislature approved a 2% ongoing increase to all permanent state employees who are performing satisfactorily. Also, agencies were directed to use salary savings, if available, for additional merit pay for permanent and temporary employees.
FY12	Salaries average 15.9% behind labor market averages. Budget a 3% salary increase to be administered in accordance with the State's merit-based pay philosophy.	No increase in funding for employee compensation. Fund employee benefit costs with reserves to cover premium increase and restoration of a two-month health insurance premium holiday.	No action taken. Governor's recommendation approved. Two months of insurance premiums were deducted from Group Insurance reserves rather than from agency appropriations and employees' paychecks.
FY11	Salaries average 15%	No increase in funding for	No action taken. Governor's

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
	behind labor market averages. Budget a 3% salary increase to be administered in accordance with the State's merit-based pay philosophy.	employee compensation. Fund change in employee benefit costs. Provide a one-time savings from a two-month health insurance premium holiday.	recommendation approved. Two months of insurance premiums were deducted from Group Insurance reserves rather than from agency appropriations and employees' paychecks.
FY10	Salaries average 15% behind labor market averages. Increase the salary ranges by not less than 3%. Budget a 5% salary increase to be administered in accordance with the State's merit-based pay philosophy.	No increase in funding for employee compensation.	No action taken. Governor's recommendation approved. However, this was not sufficient to balance the budget as revenues fell below projections for FY09. Legislature reduced ongoing funding for personnel costs by 5%. S1227 added 2% one-time personnel costs back to agencies with dedicated and federal appropriations and appropriated the equivalent of 2% one-time personnel costs from the Budget Stabilization Fund to the Governor to be used at his discretion for agencies receiving General Fund moneys.
FY09	Salaries average 15% behind labor market averages. Budget a 5% salary increase to be administered in accordance with the State's merit-based pay philosophy. Continue the approach of a long range (10 year) plan to bring state employees' salaries to competitive rates.	Fund a 5% ongoing merit increase. To address specific occupational inequities, recommend additional personnel cost funding for selected agencies.	HCR49 was adopted by the Legislature which provides funding for a 3% increase in employee compensation to be distributed as follows: 1% across the board increase to all eligible state employees; 2% merit based increase with agencies directed to target funding towards high turnover classifications, employees below midpoint and employees below 90% of compa-ratio.
FY08	1. Provide annual funding to allow the state to recruit and retain a quality workforce. 2. Increase the salary structure to 96% of market. 3. Adopt a 10 year pay plan and budget a 5.8% merit increase.	Fund a 5% ongoing merit increase.	Fund a 5% ongoing merit increase. Agencies were directed to distribute the 5% funding based on merit as follows: first, allocate funding toward high turnover classifications and employees below midpoint; second, target funding towards positions below 90% of compa-ratio; third, distribute remaining funds using the merit matrix.
FY07	Increase the salary	Fund a 3% ongoing merit	Fund a 3% ongoing merit increase

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
	structure to 95% of market. Budget a 5.7% overall CEC to fund merit increases. Appropriate more funds to those agencies furthest below market. Implement a merit increase matrix.	increase in Feb 06. Recommend an increase in health insurance of 3.5%, which equates to $250 per person.	in Fed 06 and fund an additional .8% increase directed to specific classes. Adopted revised compensation philosophy. Adopted the use of a merit increase matrix.
FY06	1. Budget up to 6.7 percent, for all agencies. 2. A 10 percent increase for permanent merit raises for all jobs requiring Registered Nurses. 3. Infuse as much one time money as possible to support retention and recognition. 4. Special legislation to allow one-time merit or bonus awards from savings in operating or capital outlay budgets, after first 6 months of FY06. 5. Fund the health insurance increase, and direct DHR and Dept. of Administration, to promote wellness, health education, and disease management in the workforce. 6. Appoint a Total Compensation Task Force to design a new strategic plan for state employee compensation.	Fund a 1% ongoing increase. Recommended funding of Health Insurance increases.	Fund a 1 % temporary increase in Oct. providing there is adequate budget surplus.
FY05	Salaries average 14.6% behind labor market averages. Recommendations: 1. No increase to the current salary schedule. 2. Code change to allow for pay schedules unique to occupational groups. 3. Provide an average of 10 percent permanent merit raises for nurses.	Fund a 2 percent increase for employee compensation and encouraged state agency directors and institution executives to allocate agency salary savings to provide for employee salary needs before other operational budget priorities were considered. The governor also recommended funding the increase to employee health insurance.	The Legislature passed a 2 percent merit increase and an additional one percent, one-time, condition increase based on a year end favorable budget variance. Note: The one percent, one-time, increase was funded and distributed in August 2004.

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
	4. Adopt a strategy to address market salary competition. 5.Provide 6.8 percent CEC to fund the first step toward 5 year plan to achieve market parity and comply with current law requirements OR 6. Provide as much permanent CEC money as possible and refine the current law to specify the goal of average market pay targets. 7. If no ongoing CEC is possible due to revenue projections, provide 2 percent one-time money to support a retention and recognition award program for FY05 only. These funds would be used for one-time awards up to 10 percent of an employee's salary in recognition of their contributions and performance, and promote retention through these difficult times. This special appropriations bill should also allow additional funds to be used in personnel if savings can be found in operating budgets for FY2005 only.		
FY04	Salaries average 11% behind labor market averages. General CEC increase of 1%. Additional 1% contingent on state revenue levels. Allow agencies to utilize variable pay. Focused recommendation for nurses and correction officers of 4% and 2% respectively. Fund part of the estimated $15 million health insurance increase. Change Idaho Code to allow for multiple pay schedules. Organize a	No increase in funding for employee compensation. Governor recommended state employee compensation increase through salary savings. Fund the increase in employee benefits.	No action taken. Governor's recommendation approved.

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
	team to study the state compensation system.		
FY03	Salaries average 10 - 15% behind labor market averages. No general CEC Increase. Provide ½% allocation to all agencies to retain and recruit selected staff. Target agency/occupations for additional funds. Fund and expand the use of 1 time incentive pay. Fund benefit cost increase. Expand the salary ranges upward by 6%.	No increase in funding for employee compensation. Governor recommended state employee compensation increase through salary savings. Fund the increase in employee benefits.	No action taken. Governor's recommendation approved.
FY02	Salaries average 12.5% behind labor market averages. Recommendation for a salary increase to address competitive pressures. Expand the salary schedule by 6.3%.	General CEC of 3.5% plus 1% for competitive agency occupations and 2% for faculty. Salary schedule expanded by 6.3%.	No action taken. Governor's recommendation approved.
FY01	Salaries average 10% behind labor market averages. Recommendation for a salary increase to address competitive pressures	Increase payline by 5%. Provide 3.5% for merit increases. Fund benefit cost increases. Support retirement program improvements.	Legislature adopted HRC 35. HRC 35 ratified the Governor's recommendation. HRC also included language encouraging agency directors to make special efforts for low wage employees who are performing satisfactory in their positions.
FY00	Adoption of recommendations from 1998 Hay Audit. Increase pay policy lines by average 14% to represent labor market averages.	Provide 3% for merit increases.	No action taken. Governor's recommendation approved.
FY99	Increase pay schedule by 5.7% average; fund at 7.7% to move employees closer to labor market averages.	Increase payline by 2% and provide 3% for merit increases. Funded at 5%.	Concurred with the Governor's recommendation. Included emphasis on "decompression" problem (SCR 122).
FY98	Increase pay policy lines by 2.9%. Provide an additional 2.3% to move employees closer to market rates.	2% merit increase. Roll-ups paid from Insurance Fund.	2% merit not provided; any increases to be funded by individual department salary savings (HCR 25).
FY97	Changes to pay policy lines representing an overall	Increase pay policy lines by 3% and fund at 3%.	No action taken Governor's recommendation approved.

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
	4.64% increase.		
FY96	Increase pay policy lines by 4% -- structure adjustment. Provide additional 2% to move employees closer to market rates on the average.	Increase pay policy lines by 4%. Provide additional 1% funding	No action taken. Governor's recommendation approved.
FY95	Adoption of recommendations from Hay audit. Four new pay policy lines and new compensation schedule. Cost to move all employees step-for-step equals 8.5%.	Adoption of recommendations from Hay audit. 1.2% funding to move employees into new salary ranges. 3.8% to move employees closer to market rates. Phase 3 of retirement enhancement.	Adoption of pay policy lines and compensation schedule. 1.2% funding to move employees into new salary ranges. 4.18% to move employees closer to market rates. Approved phase 3 of retirement enhancement. Eliminated phase 4. Funded at $21,400,000 from the General Account.
FY94	3.2% across the board; plus a 7.8% payline adjustment.	2.5% across the board increase; plus phase 2 of the retirement enhancement.	2.0% across the board increase; plus phase 2 of the retirement enhancement; bonuses for non-classified employees were limited to $1,000 per year.
FY93	2.5% payline awarded on a merit basis, funded at 3.0%; plus retirement enhancement.	2.5% payline awarded on merit basis; plus $752K General Fund and $1,166K total funds to move people toward step G.	2.5% unstructured payline funded at 1.5%; the pay table was increased 0.67% to give employees the money they need to fund phase 1 of a planned 4 year enhancement in retirement benefits; agencies were also given 0.54% to fund their share of the retirement enhancement.
FY92	7.0% payline but increases awarded on the basis of merit.	5.0% awarded on the basis of merit; plus $805K General Fund and $1,484K total funds to move long term employees toward the mid-point of the salary schedule (Step G).	4.0% awarded on the basis of merit; and provided the Governor's recommendation to provide funds to move long term employees toward the mid-point (Step G); schools received 1 - 2% more than the 4.0%.
FY91	7.5% payline (9% get 0%, 43% get 5%, and 48% get 10%).	2.5% for satisfactory performance, 2.5% for merits, 0.7% for state to pick up more of the health ins. premiums, 0.1% for employee asst. plan; 1.2% merit for instructors and 3.6% for teachers.	4.5% payline. For 2nd year, removed step for step policy; funded a 5.3% average salary increase and 0.8% for the benefit package; 1.2% merit for instructors; 4.0% COLA and 4.9% merit for teachers.
FY90	9.7% payline (3% get 0%, 18% get 5%, 69% get 10%, and 9% get 15%).	4.5% payline (12% get 0%, 83% get 5%, and 4% get 10%); 1% merit for instructors, and 2.5% for teachers.	5.0% payline. Removed the step for step policy, so increases are based solely on employees' performance.

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
FY89	7.9% payline (8% get 0%, 13% get 5%, 29% get 10%, 47% get 15%, and 3% get 20%).	4% across the board increase; 2% merit for instructors, and 4% merit for teachers.	3% payline effective 7/10 (41% get 0%, and 59% get 5%); only 2/3 funded for most agencies; $665K for selective merits, mostly Depts. of Correction, Health and Welfare, Vocational Education, and Agricultural Research.
FY88	12.5% payline (4% get 0%, 40% get 5%, 55% get 10%, and 1% get 15%).	5% across the board increase; and 5% merit for teachers, instructors, and some elected officials.	4% payline effective 9/20 (28% get 0%, 69% get 5%, and 3% get 10%); up to 5% merit for teachers, instructors, and some elected officials.
FY87	8% payline.	Payline freeze and no merit money; 4% COLA for schools; implement dental insurance.	No resolution passed, so Governor's recommendation became law; schools received no funds for salary increases.
FY86	5.8% payline	3% across the board; 2.5% merit for instructors and some elected officials, and 3.5% merit for teachers.	Payline freeze; 3.5% COLA for schools; merit money for colleges and universities ($2.4M), Dept. of Education ($121K), and Deaf and Blind School ($21K); merits had to be temporary.
FY85	9% payline.	5% across the board increase; 2% merit; 1.8% to 15.4% merits for education and selected elected officials; flexible benefit package.	7% payline (45% get 5%, and 55% get 10%); 0.25% to 2% merit with some funding; 2.5% merit for public schools, and the School for the Deaf and Blind.
FY84	9.2% payline.	Payline freeze; 1.5% merit; change health insurance to co-pay.	Payline freeze; change health insurance to co-pay with deductible.
FY83	11.6% payline.	5% payline (all get 5%); 1.5% merit for non-education staff; 2.2% to 5.8% merit for instructors; 3.5% merit for teachers; begin Rule of 80/85.	5% payline fully funded except for Dept. of Health and Welfare (all got 5%); $350,000 of the colleges and universities appropriation targeted for merit; merits limited to 90 days; implement Rule of 80/90.
FY82	9.5% across the board increase; one additional holiday.	6.5% across the board increase; one additional holiday; 1% merit pay.	7% across the board increase but under funded up to 100% for some agencies.
FY81	9% payline; an additional holiday and shift differential.	8.5% payline; an additional holiday, shift differential, dental insurance, and other benefits.	8.5% payline but under funded up to 25% (37% get 5%, 59% get 10%, and 4% get 15%); small benefit improvements.
FY80	8% payline; 3-5% for step increases.	5.5% payline; 3-5% for step increases.	7% payline but under funded up to 50% (61% get 5%, 39% get 10%); no funding step increases.

Appendix B - Continued

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
FY79	2.5% payline; 3-5% for step increases.	2.5% payline; 5% COLA for exempt; 3-5% for step increases.	2.5% payline; 5% COLA for exempt; 3-5% for step increases.
FY78	Approximately 5% to implement Hay Plan at least cost approach; 3-5% for steps.	6% across the board increase; 3-5% for step increases.	Approximately 5% to implement Hay Plan at least cost approach; 3-5% for step increases.
FY77	Approximately 5% to implement Hay Plan at least cost approach; 3-5% for steps.	5.5% across the board increase; 3-5% for step increases.	No general salary increase; implemented longevity component of Hay Plan (2.5% for every 5 years); 3-5% for step increases.

Appendix C
NCASG Member Directory

Alabama	Louisiana	Oregon
Alaska	Michigan	Pennsylvania
Arizona	Minnesota	South Carolina
Arkansas	Mississippi	South Dakota
Colorado	Missouri	Tennessee
Connecticut	Montana	Texas
Florida	Nebraska	Utah
Georgia	Nevada	Vermont
Hawaii	New Hampshire	Virginia
Idaho	New Mexico	Washington
Illinois	New York	West Virginia
Indiana	North Carolina	Wisconsin
Iowa	North Dakota	Wyoming
Kansas	Ohio	
Kentucky	Oklahoma	

Appendix D

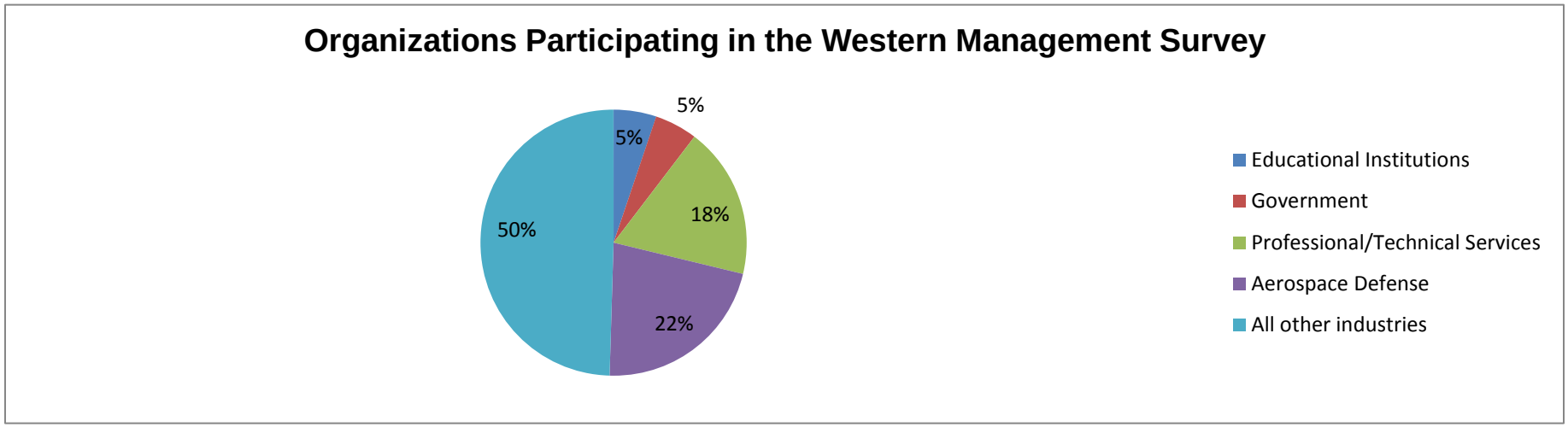
Comparator States 53 jobs - Matched in All 7 States and Idaho - 2015 NCASG Survey

Idaho Job Code	Classification	Idaho Pay Grade	Number of Classified Idaho Employees - July 2015
2010	CUSTODIAN	E	192
2182	COOK	F	5
7461	PHARMACY ASST,SR	F	3
1239	OFFICE SPECIALIST 2	G	307
4250	FINANCIAL SUPPORT TECH	G	40
6534	CARPENTER	H	9
6632	MAINT CRAFTSMAN SR	H	68
7426	LABORATORY TECH	H	4
7780	PSYCHIATRIC TECHNICIAN TRAINEE	H	22
2762	GRAPHIC DESIGN SPECIALIST	I	11
5159	PERSONNEL TECH	I	17
6347	MECHANIC	I	45
6538	ELECTRICIAN	I	12
6550	PLUMBER	I	5
7676	NURSE, LICENSED PRACTICL	I	101
8020	ISP REGIONAL COMMUNICATIONS OFFICER	I	11
9212	CORRECTIONAL OFFICER	I	819
2015	SAFETY & LOSS CNTRL SPEC	J	2
5910	LEGAL ASST	J	17
1538	BUYER, SENIOR	K	13
2150	DIETITIAN, CLINICAL	K	1
2355	HEALTH EDUCATION SPECIALIST	K	13
2918	LIBRARIAN	K	3
5141	HUMAN RESOURCE SPEC	K	23
7756	RECREATION SPEC, THERPTC	K	10
8521	BUILDING SAFETY INSPECTOR/ADVISOR	K	65
9210	CORRECTIONAL SARGENT	K	113
9284	DRUG/ALCOHOL REHAB SPEC	K	58
9356	PROBATION AND PAROLE OFFICER, SENIOR	K	196
9450	DISABILITY CLAIMS ADJUDICATOR	K	13
2142	FOOD SERVICE OPERATIONS MANAGER	L	4
3008	LAND SURVEYOR, TRANSPORTATION	L	6
3666	PLANNER	L	12
4336	TAX AUDITOR 2	L	22
4678	RIGHT-OF -WAY AGENT	L	7
5122	TRAINING SPEC	L	22
5449	RESEARCH ANALYST, SENIOR	L	14
6006	HEARING OFFICER	L	10
7606	NURSE, REG	L	84
8016	ISP TROOPER	L	121
3704	ENGINEER, STAFF	M	56
5134	HUMAN RESOURCE SPEC, SR	M	40
8014	ISP SERGEANT	M	43
8015	ISP SPECIALIST	M	69
8013	ISP LIEUTENANT	N	13
9202	CORRECTIONAL MANAGER 2	N	7
4241	FINANCIAL OFFICER	O	9
4415	FINANCIAL INSTITUTION EXAMINER, COMM	O	8
7584	NURSE, ADVANCED PRACTICE	O	10
7600	NURSING SERVICES DIR	O	2
8011	ISP CAPTAIN	O	12
7476	PHARMACIST, CLINICAL	Q	5
7207	PHYSCIAN, MEDICAL CLINIC- INSTITUTION	V	3
Grand Total			**2777**

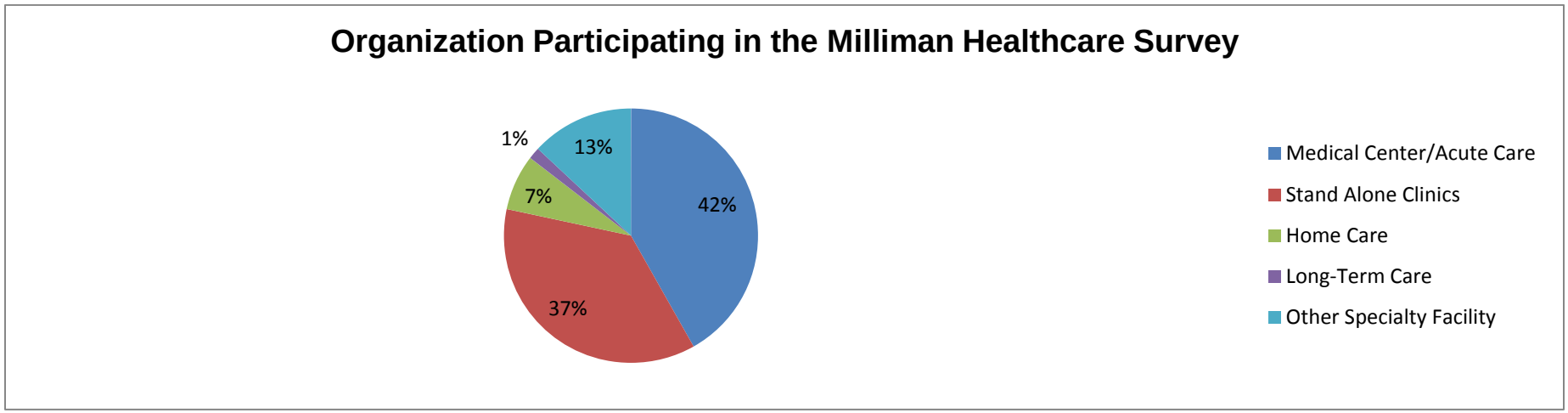
Appendix E
Salary Survey Wage Analysis – 2015

The Division of Human Resources participated in five major salary surveys in 2015. The following pages list the participants in the surveys.

The Western Management Group survey includes regional data for employers in Colorado, Idaho, Montana, Oregon, Utah, Washington, and Wyoming. A total of 212 organizations from these regions participated. 94 survey jobs survey jobs were matched representing 2,791 Idaho Classified Incumbents.

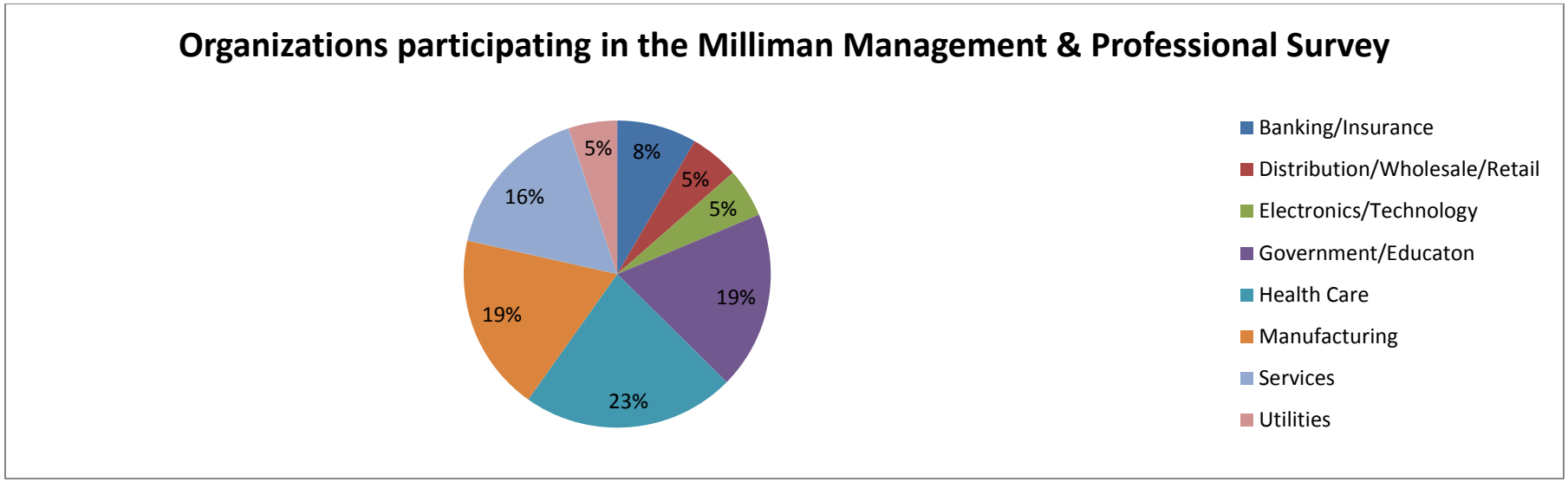


The Milliman Health Care Survey compiled data from 176 Northwest Health Care Employers. The total employment of all participants equaled 338,226 employees. 42 survey jobs were matched representing 1,754 Idaho Classified Incumbents.

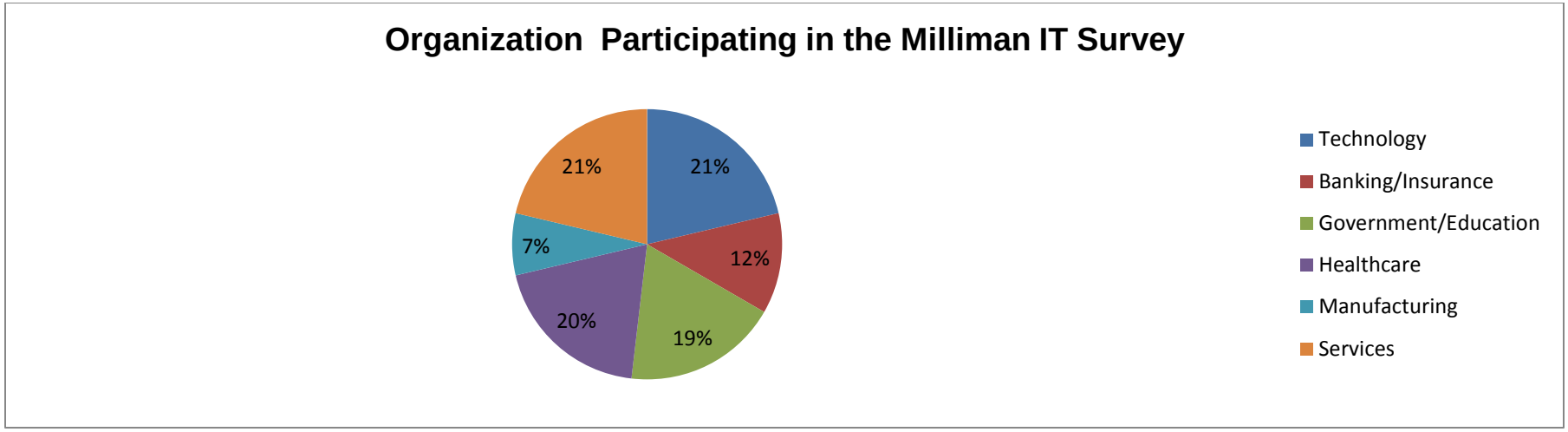


Appendix E – Continued

The Milliman Management and Professional survey was compiled data from 214 Northwest Employers. 50 survey jobs were matched representing a total of 867 Idaho Classified Incumbents.



The Milliman IT survey was compiled data from 108 Northwest Technology Employers. 29 survey jobs were matched representing a total of 405 Idaho Classified Incumbents.



* Only counts position once even if the position is found in more than one of the 5 surveys

Appendix E – Continued

The National Compensation Association of State Governments' survey gathers wages paid by state governments. Idaho wages were compared to the surrounding states of Colorado, Montana, New Mexico, Oregon, Utah, Washington and Wyoming. The states of Arizona and Nevada did not participate in this survey.

There were 53 survey jobs matched in all 7 states (CO, MT, NM, OR, UT, WA, and WY) and Idaho having a total of 2,777 Idaho classified incumbents which is 22 percent of the classified workforce as of July 2015.

Overall, Idaho state classified wages for the 172* jobs combined are, on average, 22.6 percent below the market and Idaho policy rates are, on average, 15.98 percent below the market. When compared to the 7 surrounding state governments in which 54 of the 172 jobs were matched, Idaho state classified wages are, on average, 14.9 percent below the other states and Idaho policy rates are, on average, 6.5 below the other states.

* Only counts position once even if the position is found in more than one of the 5 surveys

Appendix F
FY 2016 Salary Structure

Pay Grade	Hourly			Annual		
	Minimum	Policy	Maximum	Minimum	Policy	Maximum
D	$7.25	$10.16	$12.70	$15,080	$21,133	$26,416
E	$7.95	$11.35	$14.19	$16,536	$23,608	$29,515
F	$8.95	$12.78	$15.98	$18,616	$26,582	$33,238
G	$10.16	$14.51	$18.14	$21,133	$30,181	$37,731
H	$11.70	$16.71	$20.89	$24,336	$34,757	$43,451
I	$13.66	$19.52	$24.40	$28,413	$40,602	$50,752
J	$15.41	$22.01	$27.51	$32,053	$45,781	$57,221
K	$17.26	$24.65	$30.81	$35,901	$51,272	$64,085
L	$19.48	$27.83	$34.79	$40.518	$57,886	$72,363
M	$22.02	$31.46	$39.33	$45,802	$65,437	$81,806
N	$24.33	$34.76	$43.45	$50,606	$72,301	$90,376
O	$26.37	$37.67	$47.09	$54,850	$78,354	$97,947
P	$28.83	$41.19	$51.49	$59,966	$85,675	$107,099
Q	$31.74	$45.34	$56.68	$66,019	$94,307	$117,894
R	$35.21	$50.30	$62.88	$73,237	$104,624	$130,790
S	$39.49	$56.42	$70.53	$82,139	$117,354	$146,702
T	$44.60	$63.72	$79.65	$92,768	$132,538	$165,672
U	$50.69	$72.41	$90.51	$105,435	$150,613	$188,261
V	$57.94	$82.77	$103.46	$120, 515	$172,162	$215,197

This salary structure reflects the increase in the minimum of the pay structure from 68% of policy to 70% of policy.

Appendix G

Classified Employees Compa-Ratio by Agency - October 2015

Agency Name	Compa Ratio 10/16/14	Compa Ratio 10/15/15	Average Pay Rate	Average Policy Rate	Number of Classified Employees	Average Years of Service
BD-PROF ENG & LAND SURV	104.3%	108.7%	$19.75	$18.12	2	15.1
BOISE STATE UNIVERSITY	81.0%	85.4%	$14.74	$17.28	557	8.8
BRAND INSPECTOR	84.0%	86.0%	$16.70	$19.44	30	15.5
BRD OF VETERINARY MEDICINE	79.7%	91.3%	$13.50	$15.44	2	1.3
BUR-OCCUPATIONAL LICENSES	84.2%	86.4%	$17.36	$20.02	31	12.9
CENTRAL HEALTH DISTRICT IV	92.5%	92.7%	$21.13	$22.53	113	9.5
COMM-BLIND & VISUAL IMPAIR	86.8%	88.4%	$20.32	$23.07	36	10.8
COMMISSION OF PARDONS AND PAROLE	75.1%	77.6%	$19.37	$25.17	29	10.6
DEPARTMENT OF AGRICULTURE	83.2%	84.6%	$22.65	$26.75	169	11.5
DEPARTMENT OF COMMERCE	85.1%	88.9%	$23.88	$26.74	35	8.8
DEPARTMENT OF CORRECTION	76.9%	80.3%	$18.18	$22.59	1,927	7.0
DEPARTMENT OF ENVIRONMENTAL QUALITY	82.2%	84.7%	$25.75	$30.45	330	12.2
DEPARTMENT OF FINANCE	94.3%	99.4%	$30.55	$30.32	59	10.3
DEPARTMENT OF FISH & GAME	87.3%	91.0%	$24.76	$27.04	524	14.5
DEPARTMENT OF INSURANCE	84.3%	86.4%	$20.77	$24.05	58	9.0
DEPARTMENT OF LABOR	86.7%	87.6%	$22.69	$25.55	536	12.9
DEPARTMENT OF LANDS	83.2%	86.3%	$23.51	$27.46	254	12.8
DEPT - PARKS & RECREATION	80.2%	81.4%	$19.34	$23.62	145	11.7
DEPT OF ADMINISTRATION	94.4%	97.0%	$22.56	$23.25	118	11.0
DEPT OF HEALTH & WELFARE	83.2%	85.7%	$22.02	$25.51	2,636	9.1
DEPT OF WATER RESOURCES	85.1%	87.0%	$24.81	$28.24	137	12.0
DIV - FINANCIAL MANAGEMENT	125.0%	125.0%	$20.89	$16.71	1	36.2
DIV OF BUILDING SAFETY	89.0%	89.6%	$21.85	$24.26	108	9.9
DIV OF PROFESSIONAL-TECHNICAL EDUCATION	94.2%	97.2%	$16.46	$16.78	11	10.0
DIVISION OF HUMAN RESOURCES	87.9%	91.8%	$27.36	$29.85	8	10.7
DIVISION OF VETERANS SERVICES	88.9%	91.5%	$16.93	$18.44	293	7.3
EASTERN IDAHO HEALTH DISTRICT VII	84.8%	85.5%	$19.68	$23.01	97	8.1
EASTERN IDAHO TECH COLLEGE	83.4%	87.5%	$15.04	$17.58	37	9.1
ENDOWMENT FND INVESTMENT BD	109.8%	114.1%	$27.09	$23.68	2	13.4
HISPANIC COMMISSION	79.9%	82.3%	$16.07	$19.52	1	14.6
IDAHO COMMISSION FOR LIBRARIES	84.1%	87.3%	$20.58	$23.50	34	12.5
IDAHO COMMISSION ON AGING	94.0%	97.4%	$26.88	$27.60	12	11.8
IDAHO PUBLIC TELEVISION	85.3%	87.9%	$20.18	$22.89	50	13.8
IDAHO STATE INDEPENDENT LIVING COUNCIL	76.9%	79.1%	$18.47	$23.33	2	14.5
IDAHO STATE LOTTERY	92.6%	96.9%	$17.54	$18.50	8	7.4
IDAHO STATE POLICE	96.0%	96.3%	$26.34	$27.08	497	11.4
IDAHO STATE RACING COMMISSION	103.5%	93.8%	$18.55	$19.36	2	13.6
IDAHO STATE UNIVERSITY	83.5%	85.0%	$14.48	$17.06	672	9.9
IDAHO TRANSPORTATION DEPT	93.9%	95.9%	$22.11	$22.97	1,498	14.0
INDUSTRIAL COMMISSION	85.9%	88.2%	$16.60	$18.82	72	9.2
JUVENILE CORRECTIONS	82.5%	84.6%	$18.84	$22.18	386	9.0
LAVA HOT SPRINGS FOUNDATION	91.6%	95.1%	$14.39	$14.99	14	8.6
LEWIS-CLARK STATE COLLEGE	81.2%	84.4%	$13.82	$16.46	126	8.4
NORTH CENTRAL HEALTH DISTRICT II	88.8%	91.1%	$21.40	$23.78	47	9.7
OFFICE OF BRD OF EDUCATION	79.9%	82.4%	$16.09	$19.52	4	3.8
OUTFITTERS AND GUIDES	88.9%	93.0%	$14.72	$15.76	4	12.0
PANHANDLE HEALTH DISTRICT I	87.6%	89.4%	$21.02	$23.61	109	8.1
PUB EMPLOYEE RETIREMENT SYS	82.6%	83.1%	$18.99	$22.71	52	10.4
PUBLIC UTILITIES COMM	85.4%	87.1%	$24.05	$27.68	37	11.5
REAL ESTATE COMMISSION	83.8%	85.5%	$20.14	$23.54	11	7.2
SOIL AND WATER CONSERVATION COMMISSION	84.5%	88.7%	$23.38	$26.55	16	15.6
SOUTH CENTRAL PUBLIC HEALTH DISTRICT V	91.0%	90.2%	$19.57	$21.44	70	9.2
SOUTHEAST HEALTH DISTRICT VI	87.6%	89.4%	$20.85	$23.55	71	10.2
SOUTHWEST HEALTH DISTRICT III	90.7%	90.7%	$19.62	$21.58	90	8.6
STATE BOARD OF ACCOUNTANCY	95.4%	96.5%	$17.68	$18.12	2	17.4
STATE BOARD OF DENTISTRY	96.3%	100.3%	$14.56	$14.51	2	2.8
STATE BOARD OF MEDICINE	83.4%	83.9%	$13.90	$16.60	9	10.3
STATE BOARD OF NURSING	93.9%	89.2%	$14.03	$15.58	7	12.4
STATE BOARD OF PHARMACY	84.5%	87.2%	$17.20	$19.71	11	8.0
STATE BOARD OF TAX APPEALS	87.2%	90.8%	$25.23	$28.01	3	5.9
STATE HISTORICAL SOCIETY	82.7%	83.0%	$19.15	$22.94	42	10.5
STATE LIQUOR DIVISION	85.6%	87.6%	$14.94	$16.90	205	8.2
STATE PUBLIC DEFENSE COMMISSION		76.8%	$15.00	$19.52	1	0.4
STATE TAX COMMISSION	81.5%	83.1%	$21.04	$25.09	422	11.6
VOCATIONAL REHABILITATION	79.4%	79.9%	$15.60	$19.55	56	8.9
					12,930	

Appendix H
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	I	1	$20.39	8.9	1	$20.39	105.5%	9.9	1	$20.80	10.8	1	$20.80	11.8	1	$21.07	12.8	1	$22.10	13.8
Bd-Prof Eng & Land Surv Total		**2**	**$17.19**	**10.2**	**2**	**$17.19**	**95.8%**	**11.2**	**2**	**$18.67**	**12.1**	**2**	**$18.67**	**13.2**	**2**	**$18.90**	**14.1**	**2**	**$19.75**	**15.1**
Boise State University	E	74	$9.57	6.0	77	$9.49	84.4%	6.2	79	$9.58	6.6	85	$9.45	6.0	84	$9.46	5.7	77	$10.15	6.1
	F	17	$10.08	6.4	17	$10.11	79.9%	7.5	15	$10.12	6.4	19	$10.12	6.7	19	$10.50	7.7	16	$10.97	8.5
	G	85	$11.10	7.1	74	$10.99	76.5%	7.2	68	$11.13	6.1	64	$11.13	6.6	55	$11.48	7.0	47	$11.93	6.4
	H	183	$13.30	10.6	174	$13.18	79.7%	10.9	188	$13.33	9.4	179	$13.22	9.2	175	$13.52	8.8	169	$14.06	8.5
	I	144	$15.06	10.3	152	$15.02	77.7%	10.7	163	$15.50	10.2	191	$15.35	9.2	176	$15.72	8.8	179	$16.68	8.9
	J	62	$17.66	16.0	65	$17.49	80.3%	15.6	63	$17.55	15.1	64	$17.47	15.4	61	$17.83	13.8	59	$18.87	13.4
	K	11	$20.86	18.9	9	$19.52	80.0%	13.9	10	$19.94	14.1	10	$20.23	12.8	11	$20.39	15.4	9	$21.57	15.3
	L	1	$24.13	19.8	1	$24.13	87.6%	20.9	1	$24.62	21.8	1	$24.62	22.8	1	$24.87	23.8	1	$25.37	24.8
	M	1	$26.07	34.9	1	$26.07	83.7%	35.9	1	$26.60	36.8	1	$26.60	37.9	0	$0.00	0.0	0	$0.00	0.0
Boise State University Total		**578**	**$13.49**	**10.1**	**570**	**$13.43**	**79.3%**	**10.3**	**588**	**$13.70**	**9.6**	**614**	**$13.64**	**9.2**	**582**	**$13.91**	**8.8**	**557**	**$14.74**	**8.8**
Brand Inspector	G	1	$13.38	10.3	1	$13.38	93.1%	10.9	1	$13.65	11.3	1	$13.65	12.0	1	$13.77	12.5	1	$14.14	13.1
	I	25	$16.05	12.9	26	$16.02	82.9%	14.0	25	$16.38	14.9	24	$16.31	15.4	27	$16.35	15.1	28	$16.70	15.2
	J	1	$17.95	22.7	1	$17.95	82.4%	23.7	1	$18.31	24.6	1	$18.31	25.6	1	$18.49	26.6	1	$19.04	27.6
Brand Inspector Total		**27**	**$16.03**	**13.2**	**28**	**$16.00**	**83.1%**	**14.3**	**27**	**$16.35**	**15.1**	**26**	**$16.28**	**15.7**	**29**	**$16.33**	**15.4**	**30**	**$16.70**	**15.5**
Brd Of Veterinary Medicine	E	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$12.00	0.1
	I	1	$13.80	13.8	1	$13.80	71.4%	14.8	1	$14.08	15.7	1	$14.95	16.8	1	$15.55	17.8	1	$15.00	2.5
Brd Of Veterinary Medicine Total		**1**	**$13.80**	**13.8**	**1**	**$13.80**	**71.4%**	**14.8**	**1**	**$14.08**	**15.7**	**1**	**$14.95**	**16.8**	**1**	**$15.55**	**17.8**	**2**	**$13.50**	**1.3**
Bur-Occupational Licenses	G	6	$11.32	4.0	6	$11.32	78.8%	5.0	6	$11.64	5.6	4	$11.59	11.9	4	$12.46	16.5	4	$12.77	17.5
	H	6	$12.92	11.0	6	$12.92	78.1%	12.0	6	$13.05	9.4	8	$13.69	10.5	7	$14.32	10.9	10	$14.33	10.3
	I	3	$14.43	5.5	3	$14.43	74.7%	6.5	3	$14.96	7.4	4	$15.33	8.0	3	$15.99	9.4	0	$0.00	0.0
	J	12	$17.29	10.4	13	$17.04	78.2%	9.7	13	$17.46	10.6	12	$17.73	10.0	13	$17.89	10.2	14	$18.45	11.6
	K	2	$23.04	24.9	2	$23.04	94.4%	25.9	2	$23.63	26.9	1	$23.02	21.4	2	$20.64	15.1	1	$23.95	23.4
	L	1	$26.79	19.1	1	$26.79	97.2%	20.1	1	$27.33	21.0	1	$28.25	22.0	1	$28.56	23.0	1	$29.16	24.0
	N	1	$29.05	11.9	1	$29.05	84.4%	12.9	1	$29.63	13.8	1	$30.83	14.8	1	$31.32	15.8	1	$32.57	16.8
	O	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$26.62	0.0	1	$26.62	1.0	0	$0.00	0.0	0	$0.00	0.0
Bur-Occupational Licenses Total		**31**	**$16.07**	**10.1**	**32**	**$16.00**	**80.3%**	**10.4**	**33**	**$16.69**	**10.3**	**32**	**$16.83**	**10.7**	**31**	**$17.15**	**12.0**	**31**	**$17.37**	**12.9**
Central Health District IV	E	3	$12.04	6.4	3	$11.76	104.6%	4.6	3	$12.19	5.5	3	$12.45	6.5	2	$13.46	9.6	3	$12.81	7.3
	G	33	$11.53	5.8	31	$12.10	84.2%	6.7	31	$12.37	6.7	30	$12.43	6.0	30	$12.29	5.2	28	$12.65	6.2
	H	11	$14.60	8.8	12	$14.68	88.8%	9.0	14	$14.98	9.3	16	$15.16	11.7	16	$15.05	11.9	14	$14.77	10.6
	I	11	$16.14	10.1	11	$16.47	85.2%	11.0	10	$17.22	11.5	10	$17.32	10.1	8	$17.46	11.8	9	$18.21	14.0
	J	3	$21.16	6.3	4	$20.23	92.8%	6.0	4	$20.61	8.2	4	$21.04	9.2	5	$20.43	5.0	7	$19.77	4.0
	K	15	$21.15	10.8	15	$21.80	89.3%	11.2	14	$22.16	10.9	12	$22.38	8.8	10	$22.29	10.0	11	$21.78	5.2
	L	13	$25.72	12.7	14	$24.92	90.5%	9.2	16	$25.36	9.2	17	$26.09	11.3	20	$26.06	12.0	19	$26.82	12.1
	M	7	$25.81	8.8	6	$26.52	85.1%	11.2	8	$26.92	10.8	7	$27.32	10.8	7	$28.00	11.8	7	$28.27	12.7
	N	9	$33.46	17.0	9	$33.77	98.1%	14.2	10	$33.77	11.1	10	$34.48	12.1	11	$34.48	12.2	13	$34.67	11.8
	O	3	$35.87	16.2	3	$37.01	99.2%	17.2	3	$38.49	18.1	2	$43.75	25.0	2	$44.82	26.0	2	$46.34	27.0
Central Health District IV Total		**108**	**$19.07**	**9.5**	**108**	**$19.43**	**89.8%**	**9.4**	**113**	**$20.08**	**9.3**	**111**	**$20.23**	**9.6**	**111**	**$20.61**	**9.9**	**113**	**$21.17**	**9.6**

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
Comm-Blind & Visual Impair	D	1	$10.46	17.9	1	$10.46	104.0%	18.5	1	$10.88	19.2	1	$10.50	0.3	1	$10.50	0.9	1	$10.83	1.6
	E	1	$10.54	12.2	1	$10.54	93.8%	13.2	1	$10.54	14.1	1	$10.54	15.2	1	$10.54	16.2	1	$10.86	17.2
	G	3	$14.10	12.2	3	$14.10	98.1%	13.0	3	$15.03	13.8	3	$13.76	7.4	2	$14.51	10.3	2	$15.68	10.8
	H	1	$12.50	0.0	1	$12.50	75.6%	0.8	1	$14.03	1.4	1	$14.03	2.2	1	$14.03	3.0	1	$14.52	3.7
	I	8	$15.73	14.3	6	$15.13	78.3%	14.3	6	$15.83	15.0	6	$15.51	13.8	6	$15.51	14.7	6	$15.44	12.3
	J	1	$26.50	20.5	1	$23.00	105.6%	14.8	1	$24.87	15.7	1	$24.87	16.8	1	$24.87	17.7	1	$25.49	18.7
	K	17	$19.65	8.3	19	$19.82	81.2%	9.1	18	$20.48	7.1	17	$20.32	7.1	17	$20.32	8.1	16	$20.81	8.5
	L	5	$23.71	22.6	4	$24.04	87.3%	13.2	5	$23.89	14.1	6	$23.58	12.8	6	$23.58	13.7	6	$23.54	9.9
	M	1	$25.79	26.9	2	$30.25	97.1%	24.7	2	$32.42	25.6	2	$34.50	26.6	2	$34.50	27.6	2	$35.76	28.6
	N	1	$27.96	15.2	0	$0.00	0.0%	0.0	1	$35.01	13.2	1	$35.01	14.3	1	$35.01	15.3	0	$0.00	0.0
Comm-Blind & Visual Impair Total		**39**	**$18.83**	**12.8**	**38**	**$19.02**	**84.5%**	**11.8**	**39**	**$20.21**	**11.4**	**39**	**$20.13**	**10.4**	**38**	**$20.34**	**11.5**	**36**	**$20.32**	**10.8**
Commission Of Pardons And Parole	E	1	$10.77	6.6	1	$9.00	80.1%	0.0	1	$10.20	0.9	1	$10.20	2.0	1	$10.00	1.4	1	$10.25	2.4
	G	2	$12.52	9.9	2	$12.52	87.1%	10.9	2	$10.75	3.7	3	$10.42	3.6	2	$10.94	1.3	1	$10.87	0.9
	H	2	$13.08	8.6	2	$13.08	79.1%	9.6	2	$12.23	6.0	2	$13.48	6.6	2	$13.40	9.2	2	$13.81	10.2
	I	1	$13.14	4.5	1	$13.14	68.0%	5.5	1	$13.40	6.4	1	$14.40	7.4	0	$0.00	0.0	0	$0.00	0.0
	J	3	$17.84	8.6	4	$17.26	79.2%	8.9	4	$17.60	9.8	4	$17.60	10.9	4	$18.19	11.8	5	$18.30	9.3
	K	1	$17.69	11.8	1	$17.69	72.5%	12.8	1	$18.04	13.7	1	$18.04	14.8	1	$20.26	15.8	1	$20.97	16.8
	L	17	$19.63	11.2	17	$19.63	71.2%	11.1	18	$19.81	11.7	18	$19.66	10.7	18	$20.25	11.2	17	$20.92	12.1
	M	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	2	$22.41	7.3
Commission Of Pardons And Parole Total		**27**	**$17.78**	**10.2**	**28**	**$17.63**	**73.4%**	**10.1**	**29**	**$17.74**	**10.0**	**30**	**$17.51**	**9.5**	**28**	**$18.43**	**10.2**	**29**	**$19.37**	**10.6**
Department Of Agriculture	E	1	$11.23	5.8	1	$11.23	99.9%	6.4	1	$12.24	7.1	1	$12.61	7.8	1	$12.72	8.4	1	$12.86	8.3
	F	1	$12.55	1.7	1	$12.55	99.2%	2.5	1	$13.26	3.3	1	$13.66	4.3	1	$13.38	0.5	1	$13.38	0.1
	G	5	$14.07	16.5	5	$13.80	96.1%	13.4	5	$14.36	14.2	5	$14.79	15.2	5	$14.68	13.3	5	$14.62	6.1
	H	7	$13.54	11.1	7	$13.54	81.8%	11.4	5	$13.53	8.6	6	$13.45	1.7	6	$13.57	2.8	8	$14.07	3.9
	I	23	$15.89	13.5	22	$15.79	81.7%	13.8	22	$16.14	13.0	20	$16.16	12.6	21	$16.05	12.8	22	$16.41	13.3
	J	5	$15.68	5.6	6	$15.72	72.1%	5.0	5	$17.02	6.8	7	$17.41	7.4	5	$18.72	5.9	7	$18.43	5.3
	K	46	$19.00	10.6	44	$19.01	77.9%	12.0	52	$19.64	11.4	53	$19.98	10.7	50	$19.84	10.3	53	$20.04	10.6
	L	16	$21.86	10.9	17	$21.21	77.0%	10.6	13	$22.22	10.6	15	$23.50	10.0	14	$23.15	11.3	15	$22.82	9.8
	M	18	$23.95	12.3	22	$23.73	76.2%	12.4	23	$24.86	11.9	25	$25.06	10.2	23	$25.24	11.5	23	$26.59	10.6
	N	26	$27.34	14.3	23	$27.32	79.4%	14.9	21	$28.87	14.0	17	$29.96	16.1	18	$29.46	14.4	17	$29.99	15.4
	O	8	$32.57	13.5	7	$32.42	86.9%	15.5	10	$32.10	16.7	10	$32.08	16.4	11	$31.94	16.2	9	$32.96	19.1
	P	5	$34.81	21.0	7	$35.17	86.2%	16.8	8	$37.45	18.2	7	$38.71	18.5	7	$37.82	18.8	8	$38.04	19.6
Department Of Agriculture Total		**161**	**$21.32**	**12.3**	**162**	**$21.29**	**79.6%**	**12.6**	**166**	**$22.37**	**12.4**	**167**	**$22.54**	**11.6**	**162**	**$22.56**	**11.7**	**169**	**$22.65**	**11.5**
Department Of Commerce	E	1	$10.82	3.6	1	$10.82	96.3%	4.6	1	$11.04	5.5	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	G	3	$11.47	5.9	3	$11.47	79.8%	6.5	3	$11.70	7.3	3	$12.31	9.7	1	$12.46	7.6	1	$12.46	8.6
	H	2	$14.73	10.7	4	$12.98	78.5%	6.4	2	$12.25	3.5	1	$14.19	0.1	3	$14.02	1.0	4	$14.94	2.0
	I	1	$16.97	5.2	1	$16.97	87.8%	6.2	1	$17.31	7.1	1	$17.31	8.1	1	$18.09	9.1	0	$0.00	0.0
	J	1	$15.55	7.0	1	$15.55	71.4%	8.0	1	$15.86	8.9	1	$15.86	10.0	1	$16.82	11.0	1	$17.75	12.0
	K	7	$18.65	10.6	7	$18.78	76.9%	11.3	6	$19.53	13.6	8	$19.42	11.1	6	$20.81	13.3	4	$21.57	12.5
	L	20	$21.93	7.8	21	$21.25	77.1%	7.0	18	$21.31	8.4	18	$22.54	8.9	19	$23.17	7.7	19	$24.25	7.6
	M	1	$22.23	1.8	1	$22.23	71.4%	2.8	0	$0.00	0.0	0	$0.00	0.0	1	$27.56	18.0	1	$30.24	28.3

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	N	5	$28.96	16.9	5	$28.96	84.1%	17.9	6	$29.10	16.0	4	$29.12	16.3	5	$31.68	10.0	5	$33.73	11.0
Department Of Commerce Total		**41**	**$20.57**	**9.1**	**44**	**$19.87**	**78.5%**	**8.7**	**38**	**$20.50**	**10.0**	**36**	**$21.16**	**10.1**	**37**	**$22.71**	**8.8**	**35**	**$23.88**	**8.8**
Department Of Correction	E	2	$9.13	12.4	2	$9.13	81.2%	13.1	2	$9.20	12.3	2	$9.29	12.9	2	$9.60	12.9	2	$9.89	13.5
	G	20	$10.87	6.9	21	$10.67	74.2%	5.5	20	$10.81	5.9	18	$11.04	5.1	17	$11.28	4.9	17	$11.54	5.3
	H	52	$12.88	7.6	48	$12.84	77.6%	8.1	46	$13.02	8.4	51	$13.15	8.9	56	$13.20	7.3	54	$13.49	7.4
	I	607	$14.59	5.9	586	$14.45	74.7%	6.1	572	$14.53	6.2	620	$14.55	5.8	806	$14.51	4.5	873	$15.50	4.3
	J	220	$17.06	9.0	231	$16.86	77.4%	8.8	236	$17.04	8.8	205	$17.01	9.1	232	$17.35	9.0	234	$18.24	9.2
	K	438	$18.78	9.5	412	$18.60	76.2%	9.7	400	$18.77	9.8	434	$18.82	9.5	506	$18.95	8.5	514	$19.64	8.8
	L	36	$22.61	7.6	47	$22.36	81.2%	6.8	50	$22.67	6.0	55	$22.45	6.2	55	$23.04	6.1	54	$23.47	5.7
	M	94	$24.03	12.4	103	$23.83	76.5%	11.6	103	$24.13	12.3	108	$24.45	12.3	124	$24.66	11.5	122	$25.54	12.0
	N	18	$28.71	12.9	22	$29.04	84.4%	13.7	23	$29.65	13.6	24	$29.39	13.7	27	$29.61	13.0	30	$29.80	12.4
	O	4	$31.38	12.9	5	$31.31	83.9%	11.3	4	$32.32	10.3	5	$30.54	10.6	5	$32.19	8.5	2	$38.40	10.1
	P	22	$32.00	15.1	22	$31.60	77.5%	14.7	23	$32.39	16.4	23	$32.71	17.2	25	$33.00	16.4	25	$33.59	16.3
Department Of Correction Total		**1513**	**$17.29**	**8.1**	**1499**	**$17.27**	**76.4%**	**8.2**	**1479**	**$17.48**	**8.4**	**1545**	**$17.51**	**8.2**	**1855**	**$17.45**	**7.1**	**1927**	**$18.18**	**7.0**
Department Of Environmental Quality	G	6	$12.18	6.3	6	$12.18	84.7%	5.7	5	$12.37	4.9	5	$12.61	6.2	7	$13.57	6.6	8	$13.75	6.9
	H	19	$13.99	12.1	21	$14.08	85.1%	12.1	19	$14.16	12.3	20	$14.24	11.8	19	$14.57	13.1	20	$15.01	12.1
	I	16	$16.34	12.9	15	$16.33	84.5%	14.2	17	$16.37	12.9	15	$16.84	15.3	16	$16.81	14.9	20	$17.24	14.1
	J	8	$20.34	7.2	6	$19.56	89.7%	8.9	9	$19.27	7.7	9	$19.48	7.0	8	$20.49	6.3	5	$20.20	9.3
	K	3	$18.51	3.3	3	$18.69	76.6%	3.7	2	$19.41	2.6	1	$18.36	2.0	2	$18.98	5.3	3	$20.10	7.9
	L	32	$21.88	9.9	29	$21.89	79.5%	10.8	31	$22.29	10.2	31	$22.16	11.6	28	$22.55	11.1	27	$23.11	8.4
	M	122	$23.49	10.1	124	$23.45	75.3%	10.6	124	$24.09	10.5	126	$24.23	10.4	132	$24.49	9.9	132	$25.29	10.1
	N	91	$28.67	15.2	90	$28.46	82.7%	15.1	89	$28.90	15.5	89	$29.02	16.2	84	$29.49	16.2	91	$30.16	15.0
	O	10	$33.23	15.3	10	$32.84	88.0%	14.4	11	$33.05	14.9	11	$33.14	15.9	10	$33.97	16.1	10	$35.26	17.0
	P	14	$34.26	18.2	12	$34.49	84.6%	20.8	12	$35.25	22.1	12	$35.16	21.3	12	$35.44	18.6	13	$36.67	19.3
	Q	1	$41.34	24.5	1	$41.34	92.1%	25.5	1	$42.17	26.4	1	$42.17	27.4	1	$42.82	28.4	1	$44.34	29.4
Department Of Environmental Quality Total		**322**	**$24.37**	**12.1**	**317**	**$24.21**	**80.0%**	**12.5**	**320**	**$24.69**	**12.5**	**320**	**$24.83**	**12.9**	**319**	**$25.05**	**12.5**	**330**	**$25.75**	**12.2**
Department Of Finance	G	2	$10.82	3.0	3	$11.12	77.4%	2.5	3	$11.34	3.4	3	$11.33	4.0	4	$11.44	1.0	3	$11.74	2.0
	H	6	$15.83	17.5	7	$15.04	90.9%	10.5	7	$15.34	11.2	7	$14.77	10.0	6	$14.57	7.8	4	$14.73	5.2
	I	3	$20.29	24.0	3	$20.29	104.9%	25.0	3	$20.01	12.0	3	$20.01	13.1	2	$20.56	6.0	3	$19.20	5.3
	J	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$19.45	18.8
	K	5	$20.37	3.8	9	$19.67	80.6%	2.3	8	$19.77	3.3	6	$21.71	3.3	5	$21.01	10.1	5	$24.89	11.3
	L	11	$20.12	6.1	7	$21.32	77.4%	4.5	7	$22.09	4.9	10	$24.82	4.7	10	$25.08	5.2	5	$27.42	6.9
	M	7	$24.89	10.3	13	$23.99	77.0%	9.3	13	$25.31	9.6	14	$29.05	10.1	15	$29.31	10.5	19	$31.66	9.0
	N	1	$35.64	6.0	1	$35.64	103.5%	7.0	1	$36.35	7.9	1	$36.35	8.9	1	$37.08	9.9	1	$38.93	10.9
	O	9	$31.16	11.7	7	$32.10	86.1%	13.8	9	$35.82	12.5	11	$35.75	11.8	11	$36.36	12.4	12	$38.41	11.5
	P	6	$40.88	24.6	6	$40.41	99.1%	21.1	6	$41.63	22.0	5	$42.24	21.5	5	$43.03	22.4	5	$43.60	21.4
	Q	1	$45.71	20.5	1	$46.71	104.1%	21.5	1	$47.64	22.4	1	$47.64	23.5	1	$48.59	24.5	1	$50.53	25.5
Department Of Finance Total		**51**	**$25.13**	**12.2**	**57**	**$24.34**	**85.7%**	**10.2**	**58**	**$25.85**	**10.1**	**61**	**$27.39**	**9.8**	**60**	**$27.84**	**10.1**	**59**	**$30.55**	**10.3**
Department Of Fish & Game	F	1	$11.22	13.4	1	$11.22	88.7%	14.4	1	$11.44	15.3	1	$11.44	16.3	1	$11.69	17.3	1	$12.16	18.3
	G	31	$11.89	8.2	30	$11.44	79.6%	6.8	29	$11.86	7.4	25	$11.80	8.7	24	$12.26	7.7	22	$12.60	6.0

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	H	28	$14.67	11.8	26	$14.58	88.1%	12.9	25	$14.86	14.1	28	$14.81	14.1	16	$15.07	12.9	16	$15.28	15.2
	I	37	$14.90	9.5	41	$15.44	79.9%	9.2	39	$15.88	10.0	37	$15.88	10.2	48	$16.34	11.1	43	$17.18	12.0
	J	31	$18.07	16.2	46	$17.76	81.5%	12.7	49	$18.19	12.9	42	$17.94	12.4	44	$18.49	12.5	46	$19.07	12.6
	K	45	$19.63	12.7	46	$19.37	79.4%	12.5	47	$20.07	13.3	45	$20.14	13.7	44	$20.81	13.9	46	$22.19	13.4
	L	211	$22.34	13.8	210	$22.31	81.0%	14.3	204	$22.94	14.2	200	$22.83	14.0	205	$23.51	13.6	199	$25.00	13.5
	M	88	$27.21	16.9	92	$27.05	86.8%	16.9	88	$27.55	17.1	93	$27.61	17.5	97	$28.43	17.9	99	$29.48	17.1
	N	26	$31.34	20.4	27	$31.29	90.9%	21.8	29	$32.14	21.2	29	$32.07	20.9	28	$32.58	21.6	28	$33.68	20.8
	O	11	$36.07	19.6	11	$35.96	96.4%	20.3	12	$36.51	19.5	12	$36.51	20.5	11	$37.70	22.2	11	$39.18	22.5
	P	10	$37.22	23.7	9	$37.70	92.4%	23.6	9	$38.39	24.5	10	$38.95	25.5	11	$40.38	22.8	11	$41.08	23.2
	Q	2	$40.25	21.7	2	$40.25	89.7%	22.7	2	$41.06	23.6	2	$41.06	24.6	2	$44.06	25.6	2	$43.39	21.8
Department Of Fish & Game Total		**521**	**$22.18**	**14.3**	**541**	**$22.01**	**83.6%**	**14.3**	**534**	**$22.63**	**14.5**	**524**	**$22.79**	**14.8**	**531**	**$23.53**	**14.7**	**524**	**$24.76**	**14.5**
Department Of Insurance	G	10	$11.98	4.4	7	$11.89	82.8%	5.7	7	$12.33	5.6	8	$12.28	5.9	8	$12.22	5.8	5	$12.86	8.4
	H	6	$13.37	7.1	7	$13.64	82.5%	6.3	8	$14.05	6.2	8	$14.13	7.2	7	$14.09	5.2	8	$14.31	4.6
	I	6	$16.74	16.1	6	$16.08	83.2%	15.8	6	$17.53	16.7	4	$17.01	15.8	6	$16.90	11.4	6	$17.20	11.6
	J	3	$18.28	11.8	3	$18.28	83.9%	12.8	3	$19.45	13.7	3	$18.88	12.9	3	$18.48	10.5	3	$19.38	11.5
	K	8	$19.03	10.8	10	$19.10	78.2%	9.6	10	$20.65	10.6	9	$20.14	8.5	9	$20.64	8.8	10	$21.02	7.3
	L	20	$22.74	9.8	17	$22.79	82.7%	9.4	18	$23.79	8.7	16	$23.43	7.4	19	$23.07	7.6	19	$23.80	7.3
	M	4	$24.89	8.3	4	$24.89	79.9%	9.4	5	$27.02	13.4	4	$27.23	17.2	4	$27.80	15.6	4	$27.43	17.4
	N	3	$26.88	15.2	2	$27.52	80.0%	15.9	3	$28.40	11.5	3	$28.94	17.3	3	$29.70	18.3	3	$30.79	19.3
Department Of Insurance Total		**60**	**$19.04**	**9.7**	**56**	**$18.98**	**81.6%**	**9.7**	**60**	**$20.29**	**9.9**	**55**	**$19.78**	**9.5**	**59**	**$19.96**	**8.9**	**58**	**$20.77**	**9.0**
Department Of Labor	F	1	$12.12	12.9	1	$12.12	95.8%	13.9	1	$12.36	14.8	2	$12.27	8.0	2	$12.52	9.0	1	$12.10	0.2
	G	11	$12.09	9.7	11	$12.09	84.1%	11.5	10	$12.42	12.7	11	$12.84	11.7	11	$13.02	12.3	5	$14.00	19.9
	H	27	$14.36	9.6	20	$14.48	87.6%	12.0	18	$14.66	13.0	13	$15.36	15.6	13	$15.19	13.3	11	$14.60	12.7
	I	54	$15.22	11.1	48	$15.81	81.8%	14.0	58	$15.50	11.0	57	$15.67	12.0	65	$15.75	11.1	56	$16.23	12.3
	J	280	$16.81	8.5	270	$16.78	77.0%	9.4	252	$17.36	10.1	239	$17.71	10.4	222	$18.09	10.9	197	$18.52	11.2
	K	61	$20.14	12.1	63	$19.55	80.1%	11.7	60	$19.97	12.8	53	$20.37	13.3	52	$20.85	13.1	55	$20.70	11.9
	L	104	$22.81	12.2	100	$22.75	82.6%	12.2	88	$22.97	12.5	92	$22.87	11.9	97	$23.13	12.2	99	$23.80	12.0
	M	62	$29.35	14.9	55	$29.17	93.6%	16.4	63	$29.22	15.4	64	$29.19	14.5	56	$30.24	14.7	52	$30.39	16.1
	N	35	$32.17	17.6	35	$31.58	91.8%	17.5	32	$33.13	18.1	29	$33.40	16.6	31	$33.62	17.7	30	$35.12	18.6
	O	9	$32.72	22.2	9	$32.15	86.2%	22.3	9	$32.18	20.7	8	$31.92	14.7	9	$32.24	13.6	10	$34.50	14.6
	P	12	$42.48	18.3	13	$40.99	100.5%	18.5	16	$40.79	18.9	17	$41.51	19.8	16	$43.14	21.1	19	$43.84	19.6
	Q	1	$52.10	31.7	1	$52.10	116.1%	32.7	1	$53.14	33.6	1	$53.14	34.6	1	$54.63	35.6	1	$55.72	36.6
Department Of Labor Total		**657**	**$20.49**	**11.2**	**626**	**$20.47**	**83.0%**	**12.0**	**608**	**$21.04**	**12.3**	**586**	**$21.38**	**12.3**	**575**	**$21.75**	**12.5**	**536**	**$22.69**	**12.9**
Department Of Lands	E	1	$11.00	2.4	1	$11.00	97.9%	3.4	1	$11.22	4.3	1	$11.22	5.3	1	$11.33	6.3	1	$11.67	7.3
	G	3	$12.82	14.7	3	$12.82	89.2%	15.7	3	$13.07	16.7	3	$13.07	17.8	3	$13.20	18.8	6	$12.35	11.1
	H	36	$15.42	12.5	36	$15.25	92.2%	11.8	37	$15.52	11.8	37	$15.43	12.6	35	$15.64	12.2	39	$15.96	11.1
	I	10	$18.16	16.7	8	$18.39	95.1%	18.1	8	$18.81	18.4	9	$18.94	17.3	8	$18.87	13.4	11	$18.84	8.4
	J	3	$19.55	6.9	3	$18.33	84.1%	5.6	4	$18.75	6.6	4	$18.66	7.1	4	$18.85	8.1	3	$19.64	6.9
	K	24	$18.65	8.9	28	$18.74	76.8%	9.0	27	$18.96	8.1	19	$18.90	7.7	21	$19.11	6.4	17	$19.85	9.6
	L	78	$21.60	14.0	78	$21.63	78.5%	14.2	80	$22.33	13.9	82	$22.15	14.2	86	$22.36	14.1	86	$23.10	14.2
	M	40	$24.74	15.8	40	$24.72	79.4%	14.2	44	$25.41	13.8	39	$25.57	14.3	42	$25.90	14.5	43	$26.70	14.5
	N	15	$27.50	12.2	17	$27.36	79.5%	11.2	18	$27.61	9.4	22	$28.02	7.6	26	$28.42	8.6	28	$28.78	9.0
	O	16	$32.81	23.8	16	$32.56	87.3%	24.5	13	$32.68	25.0	13	$32.91	24.5	13	$32.72	21.1	12	$22.87	20.9
	P	7	$34.82	12.9	7	$34.82	85.4%	13.9	7	$35.54	10.4	11	$35.53	12.8	10	$36.05	14.8	8	$36.81	15.6

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
Department Of Lands Total		**233**	**$22.09**	**14.1**	**237**	**$22.07**	**81.5%**	**13.7**	**242**	**$22.47**	**13.1**	**240**	**$22.81**	**13.3**	**249**	**$23.14**	**13.0**	**254**	**$23.44**	**12.8**
Dept - Parks & Recreation	G	17	$11.50	7.9	17	$11.50	80.0%	8.7	15	$11.82	9.4	14	$11.35	7.0	14	$11.49	6.8	18	$11.45	5.2
	H	7	$14.09	13.7	7	$14.09	85.2%	14.7	8	$14.08	14.4	9	$13.61	10.4	9	$14.00	11.4	9	$13.96	9.1
	I	5	$15.44	10.6	5	$15.44	79.9%	11.6	5	$15.75	12.5	4	$16.25	15.5	3	$16.47	14.4	4	$16.87	17.2
	J	39	$16.51	11.4	41	$16.31	74.9%	9.8	43	$16.75	9.7	44	$16.93	10.1	44	$17.34	10.2	50	$17.55	9.2
	K	27	$18.44	10.8	28	$18.29	74.9%	10.9	28	$18.75	11.6	29	$18.77	11.4	28	$19.27	11.4	25	$19.79	11.8
	L	15	$21.96	19.4	15	$21.96	79.7%	20.4	16	$22.31	19.5	14	$22.43	20.9	16	$22.54	13.9	16	$23.14	14.2
	M	14	$24.41	20.7	14	$24.49	78.6%	21.7	14	$25.09	22.6	12	$25.02	24.8	14	$25.30	23.9	14	$26.16	24.9
	N	2	$31.97	27.6	3	$29.34	85.2%	23.4	2	$30.81	26.0	2	$31.06	27.1	2	$31.68	28.0	2	$31.46	11.8
	O	6	$31.40	14.0	6	$31.40	84.2%	15.0	7	$30.96	10.9	7	$30.96	12.0	7	$31.67	13.0	7	$33.41	13.5
Dept - Parks & Recreation Total		**132**	**$18.46**	**13.2**	**136**	**$18.39**	**77.9%**	**13.1**	**138**	**$18.85**	**13.2**	**135**	**$18.73**	**13.0**	**137**	**$19.26**	**12.5**	**145**	**$19.34**	**11.7**
Dept Of Administration	E	1	$9.71	1.7	1	$9.71	86.4%	2.7	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	F	12	$10.79	12.1	11	$10.78	85.2%	13.3	10	$12.10	13.3	9	$12.56	11.9	9	$12.90	10.6	9	$13.09	9.3
	G	12	$12.34	9.4	11	$12.29	85.5%	12.7	11	$13.18	11.5	9	$13.82	12.0	9	$14.02	11.7	9	$14.18	9.9
	H	17	$14.40	8.3	19	$14.23	86.0%	7.4	20	$14.80	7.5	20	$14.84	7.0	21	$15.45	8.0	20	$15.85	9.6
	I	8	$18.13	9.2	7	$17.57	90.9%	9.3	7	$18.64	10.2	9	$17.64	5.4	9	$18.28	6.4	9	$18.92	7.2
	J	18	$19.31	12.8	18	$18.80	86.3%	10.8	17	$19.38	10.3	15	$19.68	11.6	15	$20.24	12.1	15	$20.71	11.1
	K	14	$21.64	15.0	15	$21.52	88.2%	13.4	14	$22.57	14.4	15	$22.92	14.0	18	$24.08	12.2	14	$24.64	10.4
	L	16	$24.17	14.7	15	$23.73	86.1%	14.1	16	$24.22	13.5	13	$24.61	14.4	12	$25.24	14.7	13	$26.44	13.7
	M	22	$26.36	11.5	17	$26.27	84.3%	10.7	19	$27.48	10.7	20	$28.11	11.0	20	$29.04	10.9	21	$30.18	12.0
	N	5	$31.63	18.9	5	$31.63	91.9%	19.9	5	$32.01	21.1	4	$32.12	17.0	4	$33.13	18.0	4	$35.03	17.0
	O	3	$36.81	21.2	3	$36.81	98.7%	22.2	2	$37.48	28.3	4	$37.83	24.4	4	$39.44	25.3	4	$39.17	15.5
Dept Of Administration Total		**128**	**$20.02**	**12.2**	**122**	**$19.58**	**87.1%**	**11.9**	**121**	**$20.52**	**11.9**	**118**	**$21.14**	**11.5**	**121**	**$21.84**	**11.5**	**118**	**$22.56**	**11.0**
Dept Of Health & Welfare	E	47	$9.55	8.0	45	$9.45	84.1%	7.8	36	$9.52	6.4	35	$9.51	7.3	31	$10.01	5.7	30	$10.37	5.1
	F	9	$11.26	9.6	10	$11.16	88.3%	7.1	8	$11.46	8.1	9	$11.38	6.6	9	$12.05	7.6	9	$12.71	7.5
	G	105	$12.16	9.5	97	$12.15	84.6%	10.1	89	$12.33	10.3	94	$12.16	9.3	86	$12.24	10.0	77	$12.54	9.3
	H	375	$13.77	9.6	354	$13.62	82.4%	9.5	332	$13.87	9.9	322	$13.78	9.7	265	$13.74	7.8	239	$14.16	8.1
	I	268	$15.75	10.8	255	$15.73	81.4%	11.2	251	$15.91	10.6	254	$15.88	10.5	285	$16.02	10.5	291	$16.36	9.6
	J	433	$17.69	9.4	429	$17.47	80.2%	9.3	435	$17.57	8.4	445	$17.28	7.8	455	$17.50	7.6	455	$17.94	7.6
	K	207	$20.05	10.1	204	$19.89	81.5%	10.0	209	$20.04	9.3	207	$19.96	9.6	203	$19.92	8.7	200	$20.64	8.6
	L	684	$22.34	9.6	686	$22.25	80.8%	9.8	715	$22.50	9.4	731	$22.40	9.0	737	$22.67	8.9	739	$23.81	8.5
	M	348	$26.15	11.4	366	$26.06	83.6%	11.0	358	$26.59	10.9	366	$26.34	10.4	377	$26.77	10.4	375	$27.73	10.0
	N	110	$30.27	14.7	109	$30.42	88.4%	15.7	104	$30.96	14.4	110	$31.33	13.6	112	$31.92	13.2	111	$32.13	13.1
	O	31	$30.34	13.2	28	$29.93	80.2%	13.1	29	$30.49	12.7	30	$30.42	13.8	32	$30.97	13.6	37	$34.87	13.7
	P	43	$37.21	14.7	45	$36.17	88.7%	13.6	44	$36.72	14.2	43	$37.04	14.8	46	$37.40	16.4	56	$38.89	16.2
	Q	6	$46.39	15.1	6	$46.39	103.3%	16.2	6	$47.32	17.0	6	$46.97	13.4	6	$47.51	13.2	5	$48.32	10.4
	R	3	$47.48	7.7	3	$47.48	95.3%	8.1	3	$48.43	9.1	3	$48.43	6.1	3	$48.99	9.1	3	$50.72	10.0
	V	9	$81.42	9.2	10	$80.78	98.6%	9.3	8	$82.34	8.6	7	$82.69	9.9	7	$85.31	8.1	9	$87.92	7.6
Dept Of Health & Welfare Total		**2678**	**$20.33**	**10.3**	**2647**	**$20.37**	**82.6%**	**10.3**	**2627**	**$20.70**	**9.9**	**2662**	**$20.60**	**9.6**	**2654**	**$21.03**	**9.3**	**2636**	**$22.02**	**9.1**
Dept Of Water Resources	G	6	$11.09	4.4	5	$11.00	76.6%	5.5	6	$11.05	4.0	5	$11.10	5.5	6	$11.18	3.9	5	$11.71	5.4
	H	13	$13.53	14.5	12	$13.19	79.7%	13.3	12	$13.52	13.4	12	$13.42	12.7	11	$13.47	13.1	12	$13.72	12.7

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	I	5	$15.45	12.7	5	$15.45	79.9%	13.7	4	$16.10	17.2	5	$15.39	10.9	6	$15.39	10.3	6	$16.08	11.3
	J	10	$17.75	7.0	13	$17.65	81.0%	6.3	9	$18.45	9.0	4	$17.50	13.0	8	$19.03	4.1	12	$18.26	3.7
	K	5	$20.26	7.4	5	$20.26	83.0%	8.4	4	$20.97	6.8	4	$20.25	6.0	3	$21.34	4.7	3	$21.57	5.3
	L	48	$21.75	10.4	42	$21.87	79.4%	11.5	46	$22.31	11.4	46	$22.73	11.7	42	$22.95	12.4	40	$23.76	10.8
	M	32	$26.77	14.7	33	$26.55	85.2%	14.9	34	$26.99	15.5	34	$27.04	15.0	33	$26.80	12.8	32	$28.12	12.5
	N	3	$29.68	11.6	3	$29.68	86.2%	12.6	3	$30.47	19.9	4	$29.31	18.0	4	$28.79	18.3	5	$30.29	16.6
	O	15	$33.08	17.9	16	$32.96	88.4%	17.0	17	$33.65	17.2	15	$33.43	15.1	15	$34.02	15.2	17	$34.98	16.0
	P	7	$38.32	24.5	6	$37.51	92.0%	25.2	6	$38.26	26.1	6	$38.26	27.1	6	$39.11	28.1	5	$39.85	29.4
Dept Of Water Resources Total		**144**	**$23.28**	**12.7**	**140**	**$23.27**	**83.5%**	**13.0**	**141**	**$23.97**	**13.6**	**135**	**$24.13**	**13.5**	**134**	**$24.12**	**12.6**	**137**	**$24.81**	**12.0**
Div - Financial Management	H	1	$20.08	31.2	1	$20.08	121.4%	32.2	1	$20.48	33.1	1	$20.48	34.2	1	$20.89	35.2	1	$20.89	36.2
	M	1	$34.39	24.4	1	$34.39	110.4%	25.4	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	N	1	$37.40	26.1	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
Div - Financial Management Total		**3**	**$30.62**	**27.2**	**2**	**$27.24**	**114.2%**	**28.8**	**1**	**$20.48**	**33.1**	**1**	**$20.48**	**34.2**	**1**	**$20.89**	**35.2**	**1**	**$20.89**	**36.2**
Div Of Building Safety	G	14	$12.53	7.3	5	$12.16	84.6%	6.5	5	$12.18	6.0	5	$12.43	6.9	6	$12.20	6.3	6	$11.71	3.9
	H	6	$16.22	10.2	9	$14.25	86.1%	9.8	9	$14.04	9.6	8	$14.21	10.2	9	$14.04	10.2	6	$14.69	11.8
	I	8	$16.31	9.1	7	$16.83	87.0%	11.0	6	$16.90	11.7	6	$17.29	13.8	6	$17.47	14.8	6	$17.93	15.9
	J	1	$22.78	19.0	1	$22.78	104.5%	20.0	1	$23.24	20.9	2	$22.07	17.9	1	$20.63	14.8	1	$21.46	15.8
	K	67	$21.76	10.6	59	$21.73	89.0%	10.1	59	$22.07	10.8	66	$21.67	9.8	66	$21.80	10.1	72	$21.86	8.7
	L	7	$25.18	14.3	5	$25.19	91.4%	14.1	5	$25.69	15.0	6	$25.34	14.4	6	$25.44	12.1	10	$26.64	15.0
	M	7	$28.66	15.9	7	$28.33	91.0%	17.0	6	$29.05	16.6	5	$29.46	13.9	5	$29.34	11.8	4	$31.48	14.4
	N	2	$29.66	4.0	2	$29.66	86.2%	5.0	2	$32.39	7.4	2	$33.76	8.4	2	$34.11	9.4	2	$34.61	12.6
	O	1	$28.35	9.8	0	$0.00	0.0%	0.0	1	$33.66	7.2	1	$34.33	8.3	1	$34.67	9.3	1	$36.06	10.3
Div Of Building Safety Total		**113**	**$20.78**	**10.6**	**95**	**$21.00**	**89.0%**	**10.7**	**94**	**$21.44**	**11.1**	**101**	**$21.34**	**10.5**	**102**	**$21.24**	**10.4**	**108**	**$21.84**	**10.0**
Div Of Professional-Technical Education	G	8	$13.11	8.1	8	$13.11	91.2%	9.1	8	$13.34	5.8	9	$13.14	5.5	6	$13.37	4.9	6	$14.06	4.7
	H	4	$16.11	16.9	4	$16.11	97.4%	17.8	2	$17.07	21.9	3	$15.97	15.4	2	$16.10	14.4	3	$15.85	10.5
	I	1	$15.00	2.1	1	$15.00	77.6%	3.1	1	$15.30	4.0	0	$0.00	0.0	1	$16.63	23.0	1	$17.50	24.0
	J	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$22.01	20.5	0	$0.00	0.0
	K	1	$22.99	4.2	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	L	1	$26.00	21.5	1	$26.00	94.4%	22.5	1	$26.79	23.5	1	$27.06	24.5	1	$27.74	25.5	1	$31.65	26.5
Div Of Professional-Technical Education Total		**15**	**$15.55**	**10.7**	**14**	**$15.02**	**92.2%**	**12.1**	**12**	**$15.25**	**9.8**	**13**	**$14.86**	**9.3**	**11**	**$16.26**	**11.6**	**11**	**$16.46**	**10.0**
Division Of Human Resources	I	2	$15.09	10.2	1	$17.04	88.2%	17.7	2	$15.69	9.4	2	$17.20	10.4	1	$20.28	20.6	1	$20.99	21.6
	J	0	$0.00	0.0	1	$19.50	89.5%	4.8	1	$18.36	21.5	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	K	2	$20.28	3.8	1	$18.00	73.7%	2.6	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$23.00	0.2
	L	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$22.60	0.1
	M	2	$24.13	18.8	3	$23.14	74.3%	14.5	3	$23.60	15.4	3	$24.82	14.8	4	$25.13	14.0	3	$26.60	14.1
	N	3	$28.28	23.4	2	$26.44	76.8%	18.3	1	$25.05	31.3	2	$28.84	16.6	2	$29.85	17.7	1	$29.50	0.3
	O	$0.00	$0.00	0	1	$35.25	94.5%	16.9	1	$38.40	17.8	1	$39.94	18.8	1	$41.54	19.8	1	$42.99	20.8
	P	1	$38.33	34.4	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
Division Of Human Resources Total		**10**	**$24.22**	**17.0**	**9**	**$23.56**	**80.0%**	**13.6**	**8**	**$23.00**	**17.0**	**8**	**$25.81**	**14.7**	**8**	**$27.76**	**16.5**	**8**	**$27.36**	**10.7**

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
Division Of Veterans Services	E	19	$9.33	6.2	19	$9.37	83.3%	6.9	17	$9.27	6.8	20	$9.51	5.0	20	$9.84	5.2	18	$10.32	6.1
	F	73	$10.70	5.4	84	$10.46	82.7%	4.7	91	$10.47	4.6	91	$10.74	5.3	93	$11.17	5.3	89	$11.42	5.4
	G	25	$12.25	8.7	24	$12.31	85.7%	9.6	25	$12.28	9.1	26	$12.81	9.8	26	$13.10	9.6	25	$13.17	9.1
	H	37	$13.64	8.4	38	$13.53	81.8%	8.9	40	$13.80	8.6	40	$14.27	9.0	40	$14.82	9.0	39	$15.33	9.2
	I	41	$16.93	8.0	40	$16.95	87.7%	8.6	41	$17.20	8.8	40	$17.72	8.0	43	$18.25	8.5	42	$18.88	8.0
	J	10	$18.48	9.9	10	$17.72	81.3%	8.7	13	$18.71	8.1	12	$18.93	7.6	13	$19.53	7.0	15	$20.33	7.2
	K	16	$20.78	11.2	15	$21.15	86.6%	10.7	16	$21.96	8.7	19	$22.06	8.6	20	$22.69	8.5	19	$23.88	9.0
	L	18	$21.39	6.5	18	$20.99	76.2%	6.7	18	$21.56	7.7	19	$22.40	7.8	20	$23.02	6.9	18	$23.52	5.5
	M	10	$25.42	8.8	15	$25.04	80.4%	7.2	13	$25.08	6.1	10	$26.09	6.8	17	$26.34	6.1	16	$27.37	7.0
	N	12	$28.83	9.3	14	$29.47	85.6%	9.1	15	$29.84	9.6	14	$30.54	8.1	11	$32.51	10.1	10	$32.80	8.8
	O	2	$33.16	16.4	2	$34.52	92.5%	17.4	3	$34.14	16.3	2	$36.72	13.3	2	$38.90	14.3	2	$44.74	21.5
Division Of Veterans Services Total		**263**	**$15.33**	**7.6**	**279**	**$15.32**	**83.4%**	**7.4**	**292**	**$15.52**	**7.3**	**293**	**$15.75**	**7.3**	**305**	**$16.41**	**7.3**	**293**	**$16.93**	**7.3**
Eastern Idaho Health District VII	E	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$11.70	0.0
	G	30	$12.08	6.8	27	$11.81	82.2%	6.2	31	$12.08	5.9	30	$11.97	6.5	26	$12.16	6.8	28	$12.35	6.9
	H	6	$14.35	14.4	6	$14.65	88.6%	16.7	5	$14.69	16.9	5	$14.69	17.9	7	$14.82	13.5	7	$14.63	9.3
	I	5	$15.81	8.4	5	$15.81	81.8%	9.2	7	$16.65	7.4	10	$16.18	5.8	8	$16.57	5.6	8	$16.34	4.9
	J	2	$19.88	25.7	2	$19.88	91.2%	26.7	2	$20.96	27.6	2	$17.04	9.2	1	$18.18	18.1	2	$17.85	10.0
	K	12	$21.22	12.3	11	$21.40	87.7%	12.3	12	$21.23	10.5	12	$21.23	11.3	14	$20.85	8.9	16	$21.15	7.7
	L	13	$23.52	11.5	11	$23.26	84.4%	13.0	11	$24.03	11.6	11	$23.69	11.2	12	$23.34	6.1	14	$23.23	6.3
	M	10	$24.56	11.7	12	$25.27	81.1%	11.5	12	$25.78	12.3	12	$25.61	11.4	12	$25.91	12.2	13	$26.29	12.2
	N	4	$28.87	15.5	5	$29.90	86.9%	13.4	5	$30.50	14.3	4	$30.19	12.3	5	$30.86	12.8	6	$31.21	12.2
	O	1	$30.46	13.9	1	$30.46	81.7%	14.9	1	$31.07	15.8	1	$31.07	16.9	1	$33.01	17.9	1	$34.00	18.9
	P	1	$37.18	12.9	1	$37.18	91.2%	13.9	1	$37.92	14.9	1	$37.92	15.9	1	$39.73	16.9	1	$40.92	17.9
Eastern Idaho Health District VII Total		**84**	**$18.53**	**10.6**	**81**	**$18.98**	**84.3%**	**10.8**	**87**	**$19.03**	**10.1**	**88**	**$18.65**	**9.5**	**87**	**$19.32**	**9.0**	**97**	**$19.52**	**8.2**
Eastern Idaho Tech College	E	6	$10.65	6.5	6	$10.65	94.7%	7.5	5	$10.74	5.8	5	$10.95	6.8	5	$11.07	7.8	5	$11.52	8.8
	F	1	$12.28	19.4	1	$12.28	97.1%	20.4	1	$12.53	21.3	1	$12.53	22.4	1	$12.67	23.4	1	$13.17	24.4
	G	10	$12.44	5.8	11	$12.45	86.6%	5.2	12	$12.45	5.5	12	$12.31	5.9	11	$12.53	5.7	10	$12.68	6.0
	H	10	$14.83	13.6	10	$14.70	88.8%	13.9	10	$15.13	14.5	11	$14.47	13.8	13	$14.28	11.7	11	$14.66	12.5
	I	2	$16.04	15.2	2	$16.04	83.0%	16.2	2	$16.37	17.1	1	$15.00	1.0	0	$0.00	0.0	0	$0.00	0.0
	J	3	$16.35	4.1	4	$17.26	79.2%	8.4	3	$17.88	7.9	3	$17.98	8.5	3	$17.98	9.1	3	$18.46	7.2
	K	3	$21.53	16.0	5	$19.74	80.9%	5.2	5	$19.52	6.4	4	$17.80	3.1	5	$17.78	2.2	5	$18.46	4.4
	L	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$21.83	4.2	2	$22.06	11.7	1	$22.60	9.4	1	$23.67	10.4
	N	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	1	$25.10	5.3	1	$25.37	16.0	1	$26.36	17.0
Eastern Idaho Tech College Total		**35**	**$14.13**	**9.8**	**39**	**$14.36**	**85.9%**	**9.1**	**39**	**$14.69**	**9.1**	**40**	**$14.59**	**8.7**	**40**	**$14.56**	**8.5**	**37**	**$15.04**	**9.1**
Endowment Fnd Investment Bd	I	1	$19.24	10.1	1	$19.24	99.5%	11.1	1	$19.62	12.0	1	$20.51	13.1	1	$21.19	14.1	1	$21.91	15.1
	L	1	$28.74	39.3	1	$28.74	104.3%	40.2	1	$29.31	41.2	2	$29.66	26.2	1	$30.81	11.0	1	$32.26	11.7
Endowment Fnd Investment Bd Total		**2**	**$23.99**	**24.7**	**2**	**$23.99**	**102.3%**	**25.7**	**2**	**$24.47**	**26.6**	**3**	**$26.61**	**21.8**	**2**	**$26.00**	**12.5**	**2**	**$27.09**	**13.4**
Hispanic Commission	I	1	$15.17	10.2	1	$15.17	78.5%	11.1	1	$15.48	11.9	1	$15.48	12.8	1	$15.60	13.7	1	$16.07	14.6
Hispanic Commission Total		**1**	**$15.17**	**10.2**	**1**	**$15.17**	**78.5%**	**11.1**	**1**	**$15.48**	**11.9**	**1**	**$15.48**	**12.8**	**1**	**$15.60**	**13.7**	**1**	**$16.07**	**14.6**

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
Idaho Commission For Libraries	E	3	$9.58	9.1	3	$9.58	85.2%	10.1	2	$9.97	12.0	2	$9.97	13.0	3	$10.15	10.4	1	$9.34	1.0
	F	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	2	$10.77	16.2
	G	12	$12.17	13.1	10	$12.04	83.8%	14.0	9	$12.46	14.7	9	$12.46	15.7	6	$12.38	16.4	7	$12.92	15.2
	H	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$16.02	9.1	0	$0.00	0.0	0	$0.00	0.0	1	$13.74	0.8
	I	2	$15.27	4.3	2	$15.27	79.0%	5.2	2	$15.65	6.0	1	$15.46	3.8	1	$15.92	4.6	1	$16.76	5.3
	J	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$17.78	16.2	2	$17.61	13.6	2	$17.87	14.6	2	$18.54	15.6
	K	5	$18.89	8.8	5	$19.14	78.4%	12.5	4	$19.92	13.7	5	$19.84	13.8	5	$20.24	14.8	5	$21.30	15.8
	L	6	$21.72	8.6	5	$21.93	79.6%	9.8	5	$22.64	6.2	5	$22.64	7.2	5	$23.37	7.3	5	$24.34	8.3
	M	8	$24.34	11.9	9	$24.86	79.8%	10.1	9	$26.17	11.0	9	$26.17	11.7	9	$26.30	9.9	9	$27.69	10.9
	N	1	$30.39	25.6	1	$30.39	88.3%	26.6	1	$31.85	27.6	1	$31.85	28.6	1	$32.17	29.6	1	$33.38	30.6
Idaho Commission For Libraries Total		**37**	**$17.71**	**11.1**	**35**	**$18.26**	**80.8%**	**11.7**	**34**	**$19.34**	**11.9**	**34**	**$19.49**	**12.9**	**32**	**$20.10**	**12.3**		**$34.00**	**12.5**
Idaho Commission On Aging	G	0	$0.00	0.0	1	$14.37	100.0%	0.7	1	$14.66	1.6	1	$14.66	2.7	1	$14.81	3.7	1	$15.11	4.7
	I	1	$14.93	21.5	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	L	7	$23.87	10.1	7	$23.38	84.9%	11.1	9	$23.59	10.3	9	$24.82	11.3	9	$25.44	12.3	9	$26.35	13.3
	M	2	$27.63	13.3	0	$0.00	0.0%	0.0	1	$28.05	5.1	1	$30.00	6.2	1	$30.60	7.2	1	$31.82	8.2
	N	0	$0.00	0.0	1	$35.25	102.4%	5.5	1	$35.96	6.4	1	$35.96	7.4	1	$37.04	8.4	1	$38.52	9.4
Idaho Commission On Aging Total		**10**	**$23.73**	**11.9**	**9**	**$23.70**	**88.3%**	**9.4**	**12**	**$24.25**	**8.8**	**12**	**$25.33**	**9.8**	**12**	**$25.95**	**10.9**	**12**	**$26.88**	**11.8**
Idaho Public Television	G	8	$11.57	7.3	6	$11.56	80.4%	9.3	6	$11.79	10.2	6	$12.01	7.7	6	$12.36	8.6	6	$12.74	7.9
	H	2	$14.22	5.4	1	$14.25	86.2%	2.0	2	$15.31	1.8	2	$15.31	3.7	2	$15.93	4.7	2	$14.82	4.2
	I	6	$14.25	13.4	9	$15.05	77.8%	11.3	10	$15.32	11.3	10	$14.96	10.8	10	$15.33	11.8	10	$15.98	12.8
	J	8	$18.72	16.0	8	$18.45	84.7%	15.4	8	$18.94	16.3	8	$18.94	17.3	7	$19.20	15.6	7	$19.79	14.9
	K	9	$21.06	16.1	9	$20.40	83.6%	15.1	9	$21.09	15.3	9	$21.31	17.2	9	$21.65	16.8	10	$22.44	15.2
	L	10	$23.59	15.0	13	$22.99	83.4%	13.8	13	$23.58	14.7	10	$23.43	16.6	11	$24.02	15.3	12	$24.80	16.0
	M	2	$25.75	21.1	2	$25.75	82.7%	22.1	2	$26.27	23.1	3	$26.15	22.6	3	$26.42	23.6	3	$27.47	19.5
Idaho Public Television Total		**45**	**$18.52**	**13.7**	**48**	**$18.76**	**82.5%**	**13.4**	**50**	**$19.10**	**13.7**	**48**	**$18.92**	**14.3**	**48**	**$19.42**	**14.1**	**50**	**$20.18**	**13.8**
Idaho State Independent Living Council	H	1	$14.28	1.1	1	$19.00	114.9%	5.0	0.00	0.00	0	**0**	**$0.00**	**0.0**	0	$0.00	0.0	0	$0.00	0.0
	I	1	$13.14	2.8	1	$14.42	74.6%	11.9	0.00	0.00	0	**0**	**$0.00**	**0.0**	0	$0.00	0.0	0	$0.00	0.0
	J	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$16.50	12.8	1	$16.50	13.9	1	$16.67	14.9	1	$17.17	15.9
	K	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$19.38	5.9	1	$19.00	11.1	1	$19.19	12.1	1	$19.77	13.1
	L	2	$21.63	6.9	1	$22.71	82.4%	1.1	1	$23.16	2.0	1	$23.16	3.0	0	$0.00	0.0	0	$0.00	0.0
Idaho State Independent Living Council Total		**4**	**$17.67**	**4.5**	**3**	**$18.71**	**88.5%**	**6.0**	**3**	**$19.68**	**6.9**	**3**	**$19.55**	**9.3**	**2**	**$17.93**	**13.5**	**2**	**$18.47**	**14.5**
Idaho State Lottery	F	3	$12.00	3.5	3	$12.00	94.8%	4.2	3	$12.63	4.9	3	$12.33	2.7	2	$14.17	4.2	2	$13.67	1.2
	G	3	$12.32	10.7	3	$12.32	85.7%	11.7	2	$13.67	6.6	2	$13.65	6.9	1	$13.42	14.5	1	$13.96	15.5
	H	2	$14.58	13.6	2	$14.58	88.1%	14.6	3	$15.64	11.4	3	$15.64	12.5	2	$15.61	3.3	2	$16.24	4.3
	I	2	$15.77	6.4	1	$15.85	82.0%	7.5	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	J	2	$19.46	7.5	2	$19.46	89.3%	8.5	2	$20.64	9.4	1	$19.53	4.5	1	$20.12	5.5	1	$21.33	6.5
	K	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	1	$23.24	16.4	1	$23.47	17.4	1	$24.41	18.4
	L	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$20.00	4.8	1	$20.00	5.9	1	$20.40	6.9	1	$20.81	7.9

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
Idaho State Lottery Total		**12**	**$14.38**	**8.1**	**11**	**$14.26**	**88.6%**	**9.2**	**11**	**$15.77**	**7.8**	**11**	**$15.82**	**7.8**	**8**	**$17.12**	**7.4**	**8**	**$17.54**	**7.4**
Idaho State Police	G	16	$14.05	9.9	12	$13.67	95.1%	11.3	12	$12.90	9.2	9	$13.08	10.9	11	$12.60	7.8	10	$13.80	10.1
	H	65	$16.65	7.8	70	$16.10	97.4%	7.9	40	$15.71	10.4	42	$15.13	10.2	43	$15.34	9.2	48	$15.66	8.8
	I	26	$19.69	14.9	26	$19.14	99.0%	14.2	43	$17.47	9.0	47	$17.36	8.7	49	$17.62	8.2	32	$16.95	7.2
	J	24	$21.21	12.2	24	$21.02	96.5%	13.2	32	$21.83	12.5	31	$21.79	12.9	24	$22.32	14.3	42	$21.40	10.4
	K	160	$24.71	9.0	155	$24.24	99.3%	9.0	165	$24.09	8.5	154	$23.83	8.4	24	$26.40	9.0	16	$23.46	10.4
	L	74	$27.70	13.7	79	$27.30	99.1%	13.7	76	$27.83	14.3	87	$27.50	13.5	146	$24.44	8.4	173	$25.00	8.0
	M	55	$31.98	16.6	57	$31.63	101.5%	17.0	56	$32.26	18.2	58	$31.91	17.5	134	$31.02	15.7	133	$32.11	15.3
	N	23	$36.58	16.9	23	$36.17	105.1%	17.0	23	$36.98	18.0	22	$37.06	18.3	23	$37.92	19.6	23	$38.89	20.1
	O	12	$41.22	24.4	13	$41.27	110.6%	25.3	13	$41.83	24.4	13	$41.55	26.1	14	$42.54	25.6	15	$43.60	19.7
	P	4	$45.29	21.1	4	$45.29	111.1%	22.1	4	$46.42	22.4	5	$45.01	23.7	5	$46.19	24.7	5	$47.99	25.7
Idaho State Police Total		**459**	**$25.29**	**11.9**	**463**	**$24.97**	**100.2%**	**12.1**	**464**	**$25.23**	**12.2**	**468**	**$25.08**	**12.1**	**473**	**$25.91**	**12.1**	**497**	**$26.34**	**11.4**
Idaho State Racing Commission	H	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$12.32	0.6	1	$13.89	24.3	**0**	**$0.00**	**0.0**	1	$13.19	0.6
	J	1	$22.25	19.6	1	$22.25	102.1%	20.5	0	$0.00	0.0	1	$14.81	1.6	1	$22.79	25.4	1	$23.91	26.5
Idaho State Racing Commission Total		**1**	**$22.25**	**19.6**	**1**	**$22.25**	**102.1%**	**20.5**	**1**	**$12.32**	**0.6**	**2**	**$14.35**	**13.0**	**1**	**$22.79**	**25.4**	**2**	**$18.55**	**13.6**
Idaho State University	E	88	$8.92	7.1	77	$9.34	83.1%	7.0	79	$9.80	6.2	80	$9.94	6.3	84	$10.09	6.6	86	$10.35	6.9
	F	28	$9.81	6.6	31	$9.84	77.8%	5.2	32	$10.56	6.1	31	$10.72	6.3	32	$10.71	6.8	32	$10.99	7.5
	G	106	$11.32	7.1	111	$11.05	76.9%	6.4	109	$11.48	6.2	102	$11.70	6.9	109	$11.90	7.0	100	$12.07	6.7
	H	188	$12.99	10.6	186	$12.72	76.9%	10.0	192	$13.20	9.5	201	$13.36	9.6	194	$13.58	9.8	211	$13.77	9.7
	I	122	$15.49	12.2	121	$15.26	79.0%	12.2	129	$15.90	11.3	133	$16.15	12.0	140	$16.39	12.1	145	$16.74	12.4
	J	48	$17.50	14.8	51	$17.17	78.8%	14.2	49	$18.22	14.6	54	$18.44	14.2	58	$18.76	14.5	67	$18.85	13.6
	K	25	$19.55	14.2	25	$19.44	79.7%	15.1	24	$20.29	15.0	23	$20.56	14.3	24	$20.79	14.3	23	$21.20	12.7
	L	10	$21.81	18.7	8	$22.11	80.3%	19.7	7	$22.99	18.7	7	$23.46	19.7	7	$23.47	14.8	7	$24.25	15.8
	M	1	$24.77	3.3	1	$24.77	79.5%	4.3	1	$25.77	5.2	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	N	1	$25.50	0.2	1	$25.50	74.1%	1.2	1	$26.27	2.1	1	$27.06	3.1	1	$27.88	4.1	1	$28.72	5.0
Idaho State University Total		**617**	**$13.27**	**10.2**	**612**	**$13.16**	**78.4%**	**9.8**	**623**	**$13.71**	**9.4**	**632**	**$13.94**	**9.8**	**649**	**$14.17**	**9.9**	**672**	**$14.48**	**9.9**
Idaho Transportation Dept	E	5	$10.63	11.5	3	$10.97	97.6%	18.3	3	$11.51	19.2	3	$11.71	20.2	2	$12.02	19.3	3	$11.75	14.8
	G	61	$11.61	5.8	71	$11.34	78.9%	4.8	61	$12.78	6.1	56	$12.79	5.4	36	$13.08	8.5	35	$13.74	7.2
	H	512	$14.25	10.5	501	$14.04	84.9%	10.3	517	$15.19	10.0	492	$15.43	9.9	485	$15.62	9.7	487	$16.04	9.7
	I	174	$16.82	12.6	168	$16.70	86.4%	12.9	155	$17.45	13.3	155	$17.87	12.3	158	$18.14	12.5	144	$18.44	12.4
	J	286	$18.34	15.3	295	$18.17	83.4%	15.4	290	$19.07	15.2	284	$19.67	15.7	260	$20.14	16.2	218	$20.60	17.2
	K	239	$21.08	19.8	231	$20.83	85.3%	19.2	226	$21.71	18.9	222	$22.22	18.9	211	$22.66	19.2	192	$23.34	19.7
	L	166	$24.26	17.9	164	$24.33	88.3%	17.9	160	$25.15	17.1	153	$25.58	17.0	153	$25.95	16.9	159	$26.27	16.1
	M	121	$27.60	13.5	116	$27.78	89.2%	14.5	109	$29.36	14.6	123	$29.73	13.3	125	$30.52	13.0	122	$31.12	12.9
	N	69	$31.07	17.7	64	$30.70	89.2%	15.5	60	$31.91	15.1	58	$32.52	14.5	58	$33.25	16.0	63	$34.31	15.6
	O	56	$34.71	19.8	52	$34.54	92.6%	19.4	49	$36.23	20.0	56	$36.86	19.7	51	$37.99	20.2	51	$39.11	20.8
	P	18	$38.66	22.8	14	$39.32	96.4%	24.5	13	$41.18	24.3	15	$40.05	20.3	19	$40.49	17.5	18	$41.35	17.9
	Q	10	$43.72	21.4	10	$45.29	100.9%	23.1	9	$47.91	25.9	8	$48.87	26.8	6	$47.24	23.6	6	$48.88	24.5
	R	2	$51.51	31.5	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
Idaho Transportation Dept Total		**1719**	**$19.75**	**14.4**	**1689**	**$19.43**	**86.5%**	**14.2**	**1652**	**$20.39**	**14.0**	**1625**	**$21.01**	**13.9**	**1564**	**$21.52**	**14.0**	**1498**	**$22.11**	**14.0**
Industrial Commission	G	26	$12.22	9.6	26	$12.13	84.4%	8.9	26	$12.54	7.1	26	$12.64	7.2	26	$12.82	7.0	24	$13.03	6.2

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	H	18	$13.33	10.5	19	$13.19	79.7%	9.4	18	$13.62	8.0	18	$13.70	7.7	17	$13.91	7.8	17	$14.43	8.5
	I	6	$15.21	9.7	4	$14.37	74.3%	6.4	3	$15.98	3.5	3	$16.26	4.2	3	$16.53	5.2	3	$16.98	5.2
	J	15	$16.72	7.8	16	$16.88	77.5%	7.8	16	$17.93	8.1	17	$17.99	9.4	16	$18.37	11.0	16	$18.99	10.4
	K	7	$21.25	18.9	8	$20.75	85.0%	18.3	9	$21.71	20.0	9	$21.74	21.1	8	$21.73	17.1	8	$21.88	13.9
	L	2	$21.01	7.5	2	$21.01	76.3%	8.5	2	$23.79	5.8	2	$24.29	6.8	2	$24.71	7.8	3	$25.62	14.7
	M	2	$26.64	28.6	2	$26.64	85.5%	29.6	2	$28.56	30.6	2	$28.56	31.6	1	$28.56	27.7	1	$30.29	28.7
Industrial Commission Total		**76**	**$15.05**	**10.7**	**77**	**$15.00**	**80.9%**	**10.1**	**76**	**$15.87**	**9.5**	**77**	**$15.99**	**9.9**	**73**	**$15.96**	**9.4**	**72**	**$16.60**	**9.2**
Juvenile Corrections	F	3	$11.41	11.8	3	$10.27	81.2%	3.6	3	$10.43	3.3	3	$10.43	4.3	3	$10.74	5.3	2	$10.88	4.0
	G	24	$11.51	7.1	26	$11.23	78.2%	5.8	23	$11.53	5.9	20	$11.65	7.3	20	$11.79	6.0	18	$11.95	5.5
	H	61	$13.08	6.7	58	$13.02	78.7%	7.0	58	$13.35	6.6	59	$13.35	7.5	59	$13.60	7.4	56	$13.96	6.3
	I	138	$15.52	8.0	137	$15.37	79.5%	8.1	133	$15.81	8.4	142	$15.49	7.3	143	$15.83	7.4	143	$16.33	7.8
	J	14	$18.00	12.9	13	$17.89	82.1%	14.2	13	$18.68	15.7	12	$19.05	17.7	10	$19.58	19.1	10	$19.64	17.4
	K	66	$19.74	8.9	70	$19.49	79.8%	9.1	63	$20.09	8.9	62	$19.98	9.1	62	$20.38	8.9	67	$20.92	9.1
	L	48	$22.22	11.2	44	$22.07	80.1%	11.6	46	$22.38	11.7	49	$22.42	11.8	57	$23.15	11.9	53	$23.84	11.9
	M	21	$25.63	13.6	24	$24.70	79.3%	11.7	26	$25.43	11.8	27	$25.37	13.9	27	$26.04	13.7	27	$26.96	14.5
	N	7	$29.70	18.0	7	$29.99	87.1%	19.0	7	$30.56	13.2	8	$29.44	10.2	9	$31.07	10.2	9	$32.31	11.3
	O	1	$32.22	11.4	1	$30.00	80.4%	26.5	1	$31.13	27.4	1	$33.00	28.4	1	$35.00	3.8	1	$36.79	4.8
Juvenile Corrections Total		**383**	**$17.36**	**9.0**	**383**	**$17.19**	**79.8%**	**9.0**	**373**	**$17.74**	**9.0**	**383**	**$17.68**	**9.1**	**391**	**$18.23**	**9.0**	**386**	**$18.84**	**9.0**
Lava Hot Springs Foundation	E	6	$9.91	4.5	6	$9.59	85.3%	4.1	6	$10.42	4.9	6	$10.42	5.9	5	$10.20	6.3	5	$10.65	7.0
	F	2	$10.40	7.1	2	$10.40	82.2%	8.1	2	$11.70	9.0	2	$11.70	10.0	2	$11.14	6.1	3	$11.61	5.2
	G	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$12.50	0.0	1	$13.52	1.0
	H	2	$15.98	6.3	2	$15.98	96.6%	7.3	1	$18.08	13.4	1	$18.08	14.5	2	$15.49	11.5	2	$16.63	12.4
	I	1	$15.81	10.6	1	$15.81	81.8%	11.6	2	$17.42	7.7	2	$17.42	8.7	2	$17.85	9.7	2	$18.79	10.7
	L	1	$25.62	18.0	1	$25.62	93.0%	18.9	1	$27.54	19.9	1	$27.54	21.0	1	$28.09	22.0	1	$29.07	22.9
Lava Hot Springs Foundation Total		**12**	**$12.80**	**6.9**	**12**	**$12.64**	**87.8%**	**7.2**	**12**	**$13.87**	**8.0**	**12**	**$13.87**	**9.0**	**13**	**$13.89**	**8.3**	**14**	**$14.39**	**8.6**
Lewis-Clark State College	E	18	$8.92	7.7	17	$8.82	78.5%	7.4	16	$9.22	7.4	18	$9.29	7.1	17	$9.42	6.8	17	$9.76	7.7
	F	7	$10.70	4.2	8	$10.62	83.9%	4.7	8	$10.79	5.6	6	$10.53	5.8	5	$10.64	6.7	5	$11.08	7.5
	G	16	$11.71	5.8	14	$11.71	81.5%	6.8	13	$12.06	7.7	12	$12.25	8.3	15	$12.39	5.7	14	$12.76	5.0
	H	62	$13.53	9.9	69	$13.34	80.7%	9.1	66	$13.54	9.5	63	$13.40	10.2	59	$13.73	9.0	60	$14.22	9.2
	I	21	$15.60	14.2	18	$15.23	78.8%	14.9	21	$15.36	10.6	21	$15.02	9.1	24	$14.97	8.2	23	$15.52	8.9
	J	2	$18.54	16.4	2	$18.54	85.1%	17.4	2	$18.91	18.4	2	$19.27	19.4	2	$19.71	10.2	4	$18.78	7.0
	K	2	$17.26	7.5	2	$17.26	70.7%	8.4	2	$17.61	9.3	2	$17.64	12.3	3	$18.25	15.0	3	$18.78	14.2
	L	2	$23.14	28.9	2	$23.14	84.0%	29.9	2	$23.60	30.9	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
Lewis-Clark State College Total		**130**	**$13.13**	**9.8**	**132**	**$12.96**	**80.3%**	**9.6**	**130**	**$13.28**	**9.5**	**124**	**$12.99**	**9.4**	**125**	**$13.30**	**8.2**	**126**	**$13.82**	**8.4**
North Central Health District II	E	1	$10.24	6.9	1	$10.24	91.1%	7.9	1	$10.55	8.8	1	$11.55	9.8	1	$11.78	10.8	1	$13.00	11.8
	G	13	$13.04	12.1	14	$12.91	89.8%	11.9	14	$13.45	12.8	11	$13.45	13.0	12	$13.66	12.8	12	$13.76	11.7
	H	1	$16.34	14.1	1	$16.34	98.8%	15.1	1	$16.99	16.0	3	$15.43	11.0	3	$16.76	11.9	3	$17.95	12.9
	I	1	$17.00	17.8	1	$18.00	93.1%	18.8	1	$19.90	19.7	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	J	1	$21.75	27.0	1	$21.75	99.8%	28.0	1	$23.00	28.9	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	K	5	$20.50	3.2	7	$20.30	83.2%	3.0	7	$21.00	4.1	7	$20.29	6.8	8	$19.91	6.3	9	$20.29	5.7
	L	14	$22.31	5.7	13	$22.04	80.0%	6.8	12	$23.99	7.3	14	$24.03	8.0	13	$24.61	8.9	15	$24.86	7.6
	M	2	$25.35	9.0	0	$0.00	0.0%	0.0	1	$25.25	7.1	1	$25.25	8.2	1	$25.76	9.2	1	$26.53	10.2

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	N	2	$25.25	18.9	3	$27.37	79.5%	13.1	2	$28.80	19.3	3	$27.97	14.5	3	$28.57	15.5	5	$29.42	12.4
	O	1	$39.23	30.6	1	$41.00	109.9%	24.1	1	$42.23	25.0	1	$42.23	26.1	1	$43.18	27.1	1	$44.91	28.1
North Central Health District II Total		**41**	**$19.27**	**9.9**	**42**	**$19.02**	**85.0%**	**9.8**	**41**	**$19.97**	**10.7**	**41**	**$20.38**	**10.3**	**42**	**$20.47**	**10.7**	**47**	**$21.40**	**9.7**
Office Of Brd Of Education	I	2	$14.47	3.1	2	$14.75	76.3%	2.1	2	$15.30	3.1	2	$15.30	4.1	4	$15.60	3.6	4	$16.09	3.8
Office Of Brd Of Education Total		**2**	**$14.47**	**3.1**	2	$14.75	76.3%	2.1	**2**	**$15.30**	**3.1**	**2**	**$15.30**	**4.1**	**4**	**$15.60**	**3.6**	**4**	**$16.09**	**3.8**
Office Of Energy Resources	H	1	$17.41	29.3	1	$17.41	105.3%	30.3	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	M	2	$29.56	23.5	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
Office Of Energy Resources Total		**3**	**$25.51**	**25.5**	**1**	**$17.41**	**105.3%**	**30.3**	**0**	**0.0%**	**0.00**	**0**	**0.0%**	**0.00**	**0**	**0.0%**	**0.00**	**0**	**0.0%**	**0.00**
Outfitters And Guides	G	3	$11.94	8.1	3	$11.94	83.1%	9.1	3	$12.18	10.0	3	$12.58	11.1	3	$12.68	12.1	3	$13.28	13.1
	I	1	$16.61	3.9	1	$16.61	85.9%	4.9	1	$16.94	5.8	1	$17.79	6.8	1	$17.97	7.8	1	$19.05	8.8
Outfitters And Guides Total		**4**	**$13.11**	**7.1**	**4**	**$13.11**	**84.0%**	**8.1**	**4**	**$13.37**	**9.0**	**4**	**$13.88**	**10.0**	**4**	**$14.01**	**11.0**	**4**	**$14.72**	**12.0**
Panhandle Health District I	G	25	$12.72	10.5	22	$12.76	88.8%	11.6	22	$12.75	10.1	18	$12.44	9.1	18	$12.51	6.9	18	$12.90	7.2
	H	20	$14.84	10.9	19	$14.99	90.7%	12.5	21	$15.27	11.2	21	$15.18	10.5	21	$15.42	10.0	19	$15.71	10.0
	I	3	$16.79	9.0	3	$16.66	86.2%	3.8	4	$17.26	3.7	3	$17.15	3.8	4	$16.91	3.5	4	$17.58	4.4
	J	6	$18.14	6.5	6	$18.32	84.1%	6.6	7	$19.54	6.2	4	$19.20	10.9	4	$19.72	11.8	4	$20.38	12.8
	K	11	$19.84	4.8	16	$19.71	80.7%	4.9	14	$20.67	5.2	18	$20.95	5.8	17	$21.48	5.8	17	$21.51	4.2
	L	22	$21.43	6.9	18	$21.42	77.7%	7.6	20	$22.69	7.3	24	$22.62	7.4	22	$23.44	9.4	30	$24.17	7.9
	M	12	$25.48	16.8	11	$24.60	79.0%	13.6	12	$25.53	14.5	10	$25.37	15.0	7	$26.14	15.1	5	$27.37	15.0
	N	9	$29.58	13.8	11	$30.10	87.5%	15.7	10	$31.02	18.1	11	$32.31	17.4	11	$32.24	13.0	12	$31.76	8.9
	O	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	P	1	$39.61	14.5	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
Panhandle Health District I Total		**109**	**$19.04**	**10.0**	**106**	**$19.13**	**83.6%**	**10.2**	**110**	**$19.70**	**9.9**	**109**	**$20.18**	**9.8**	**104**	**$20.33**	**9.1**	**109**	**$21.02**	**8.1**
Pub Employee Retirement Sys	G	2	$11.64	17.4	2	$11.64	81.0%	18.3	1	$12.83	9.7	1	$12.83	10.7	2	$11.99	5.9	2	$12.54	6.9
	H	23	$13.63	11.7	22	$13.56	82.0%	11.9	22	$13.80	9.5	21	$13.66	8.7	20	$13.61	7.7	17	$13.80	7.1
	I	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	1	$18.73	19.9	1	$18.95	20.9	1	$19.76	21.9
	J	13	$17.52	10.8	13	$17.35	79.6%	11.5	12	$18.08	12.2	13	$17.53	12.0	12	$17.41	12.8	15	$17.27	10.2
	K	3	$20.76	5.3	3	$20.76	85.0%	6.3	3	$20.70	11.0	3	$21.60	12.0	2	$22.15	9.6	1	$20.46	15.2
	L	7	$21.88	10.4	7	$21.88	79.4%	11.4	7	$22.39	10.1	8	$22.63	10.7	8	$22.97	11.7	8	$22.80	13.8
	M	4	$27.07	14.0	4	$27.07	86.9%	15.0	5	$26.89	17.1	5	$26.89	18.1	3	$27.83	12.5	4	$29.00	9.5
	N	2	$26.44	12.5	2	$27.94	81.2%	12.9	2	$28.95	13.9	2	$29.20	14.9	3	$26.57	14.8	2	$28.51	13.3
	O	2	$33.86	14.6	2	$32.86	88.1%	16.8	2	$34.49	17.8	2	$34.49	18.8	2	$34.90	19.8	2	$36.56	20.9
Pub Employee Retirement Sys Total		**56**	**$18.02**	**11.5**	**55**	**$18.04**	**82.0%**	**12.1**	**54**	**$18.77**	**11.4**	**56**	**$18.82**	**11.6**	**53**	**$18.59**	**10.8**	**52**	**$18.99**	**10.4**
Public Utilities Comm	E	0	$0.00	0.0	1	$10.00	89.0%	0.1	1	$11.00	1.0	1	$11.00	2.0	1	$11.14	3.0	1	$11.63	4.0
	G	4	$13.53	10.9	3	$13.96	97.2%	12.9	3	$14.24	13.8	3	$14.24	14.8	2	$15.42	21.3	2	$16.49	22.3
	H	2	$14.67	26.2	2	$14.67	88.7%	27.2	2	$14.96	28.1	2	$14.96	29.1	3	$13.68	16.7	3	$14.68	17.7
	I	1	$18.92	34.4	1	$18.92	97.9%	35.4	1	$19.30	36.3	1	$19.30	37.3	1	$19.70	38.3	1	$20.29	39.3
	J	1	$21.04	33.1	1	$21.04	96.6%	34.1	1	$21.46	35.0	1	$23.00	36.1	1	$23.29	37.1	0	$0.00	0.0
	K	8	$19.56	8.0	9	$19.73	80.8%	7.2	9	$20.13	8.2	9	$20.29	9.0	8	$18.75	8.7	5	$18.73	6.6
	L	1	$26.70	30.7	1	$26.70	96.9%	31.7	1	$27.23	32.6	2	$25.62	29.9	4	$25.92	11.9	8	$23.14	7.3

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	M	11	$23.18	7.4	11	$23.41	75.2%	7.1	11	$23.88	8.1	11	$23.97	9.1	10	$24.93	10.3	11	$25.30	9.9
	N	6	$32.91	26.2	5	$30.45	88.5%	20.8	5	$31.20	21.4	4	$30.51	23.2	3	$26.03	4.5	4	$30.87	4.1
	O	2	$39.98	30.8	2	$41.95	112.5%	29.5	1	$43.03	28.6	1	$43.03	29.6	1	$44.36	30.6	1	$45.69	31.6
	Q	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$52.38	32.3	1	$52.38	33.4	1	$53.03	34.4	1	$54.62	35.4
Public Utilities Comm Total		**36**	**$23.30**	**15.5**	**36**	**$22.75**	**84.9%**	**13.9**	**36**	**$23.52**	**14.8**	**36**	**$23.36**	**16.0**	**35**	**$22.98**	**13.4**	**37**	**$24.05**	**11.5**
Real Estate Commission	G	2	$11.23	2.5	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	H	3	$12.98	4.5	3	$12.89	77.9%	4.3	2	$13.20	7.4	2	$13.20	8.4	2	$13.50	9.4	1	$13.44	0.6
	I	2	$17.07	13.5	2	$17.07	88.3%	14.5	2	$16.25	11.7	2	$16.44	12.7	2	$16.90	13.7	3	$16.60	9.9
	J	2	$17.87	3.5	2	$17.87	82.0%	4.5	2	$19.14	5.4	2	$19.14	6.4	2	$19.72	7.4	2	$20.45	8.4
	K	2	$17.69	5.6	2	$18.22	74.6%	6.6	1	$19.72	3.9	1	$19.72	4.9	1	$20.21	5.9	1	$21.12	6.9
	L	2	$20.65	3.8	2	$19.49	70.7%	3.7	2	$22.48	4.6	3	$21.42	3.9	3	$21.95	4.8	3	$22.30	3.7
	M	1	$26.34	9.5	1	$26.34	84.6%	10.5	1	$27.69	11.5	1	$27.69	12.5	1	$28.38	13.5	1	$29.37	14.5
Real Estate Commission Total		**14**	**$16.73**	**5.8**	**12**	**$17.52**	**78.8%**	**6.8**	**10**	**$18.96**	**7.3**	**11**	**$19.02**	**7.7**	**11**	**$19.51**	**8.6**	**11**	**$20.14**	**7.2**
Soil And Water Conservation Commission	H	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$18.12	31.2	1	$18.66	32.3	1	$18.80	33.3	1	$19.46	34.3
	I	1	$16.71	1.2	1	$13.14	68.0%	0.7	1	$13.41	0.5	1	$13.81	1.5	1	$13.91	2.5	1	$17.58	17.8
	K	6	$21.16	9.6	8	$19.39	79.5%	6.4	7	$20.43	7.5	7	$20.46	10.4	6	$20.29	11.6	8	$20.96	11.6
	L	1	$23.83	14.2	0	$0.00	0.0%	0.0	1	$25.15	22.7	1	$25.90	23.7	1	$26.09	24.7	1	$26.75	25.7
	M	5	$25.84	12.1	4	$26.04	83.6%	14.0	4	$26.17	11.7	4	$26.61	12.7	4	$26.81	13.7	4	$27.83	14.7
	O	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$29.37	16.3	1	$29.37	17.3	1	$29.59	18.3	1	$31.37	19.3
Soil And Water Conservation Commission Total		**13**	**$22.82**	**10.3**	**13**	**$20.96**	**80.3%**	**8.3**	**15**	**$22.25**	**11.3**	**15**	**$22.49**	**13.2**	**14**	**$22.67**	**14.5**	**16**	**$23.38**	**15.6**
South Central Public Health District V	E	1	$10.46	6.2	1	$10.46	93.1%	6.8	1	$11.12	7.3	1	$11.12	7.8	0	$0.00	0.0	0	$0.00	0.0
	G	27	$12.20	7.8	27	$12.19	84.8%	8.3	29	$12.78	8.6	27	$12.86	8.7	27	$13.19	9.3	29	$12.53	6.1
	H	2	$14.45	9.2	4	$15.08	91.2%	10.4	2	$15.32	10.1	3	$15.63	12.2	3	$16.05	13.2	4	$15.83	11.7
	I	6	$15.26	5.2	5	$15.29	79.1%	6.6	5	$16.20	7.5	3	$16.49	8.3	3	$17.10	9.6	3	$16.95	5.8
	J	6	$18.41	8.3	3	$20.58	94.5%	15.3	3	$21.87	16.2	3	$19.99	14.0	1	$21.39	23.6	2	$19.47	12.6
	K	9	$20.82	10.3	7	$21.83	89.4%	13.3	7	$23.01	13.8	7	$23.60	13.5	6	$21.18	8.5	9	$22.14	8.5
	L	9	$23.92	9.3	14	$23.09	83.8%	7.5	13	$24.28	7.6	14	$24.85	8.5	15	$25.39	10.8	14	$26.42	12.4
	M	9	$25.94	9.0	6	$27.48	88.2%	12.9	7	$28.51	12.9	7	$29.22	13.6	6	$29.59	14.1	5	$31.31	15.9
	N	4	$29.85	18.3	3	$29.65	86.1%	16.3	3	$31.60	17.2	3	$33.65	15.1	1	$33.78	17.0	3	$31.17	10.8
	O	1	$30.88	21.2	1	$32.26	86.5%	22.2	1	$34.47	23.1	1	$36.54	24.2	1	$31.76	12.1	1	$34.16	13.1
South Central Public Health District V Total		**74**	**$18.34**	**9.0**	**71**	**$18.31**	**86.0%**	**9.8**	**71**	**$19.22**	**10.2**	**69**	**$19.85**	**10.5**	**63**	**$19.49**	**10.7**	**70**	**$19.57**	**9.2**
Southeast Health District VI	E	1	$10.00	2.3	1	$11.00	97.9%	3.3	1	$11.34	4.2	1	$11.46	5.3	1	$11.62	6.3	1	$11.82	7.3
	F	1	$11.46	9.2	1	$12.01	94.9%	10.2	1	$13.06	11.1	1	$13.19	12.2	1	$13.38	13.2	1	$13.83	14.2
	G	32	$12.54	10.3	30	$12.96	90.2%	10.3	26	$13.28	10.9	23	$13.12	11.1	21	$13.37	12.5	18	$13.73	12.1
	H	5	$15.37	10.4	5	$16.07	97.1%	11.4	5	$16.43	12.3	4	$16.65	15.9	4	$16.35	13.0	5	$14.83	7.3
	I	4	$16.21	10.3	5	$16.80	86.9%	5.1	4	$17.06	6.0	5	$16.76	9.2	3	$15.71	13.0	2	$17.22	17.2
	J	1	$15.25	2.4	2	$17.63	80.9%	6.3	2	$18.40	5.5	1	$20.46	11.7	2	$19.65	11.7	2	$21.14	12.7
	K	7	$20.29	12.6	6	$20.69	84.7%	12.9	5	$21.22	12.1	8	$20.16	10.2	8	$19.02	5.6	12	$19.78	6.1

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	L	17	$23.10	9.9	16	$24.16	87.7%	11.0	16	$24.56	11.8	16	$24.17	11.8	18	$23.78	9.6	16	$24.17	7.7
	M	7	$27.34	15.2	6	$27.94	89.7%	15.7	7	$28.03	14.7	7	$28.53	15.7	6	$28.09	12.6	5	$28.77	14.0
	N	5	$30.01	7.9	5	$30.75	89.3%	8.8	4	$31.66	10.9	4	$30.91	10.0	4	$32.05	14.5	6	$31.56	11.9
	O	2	$33.81	20.4	2	$30.17	80.9%	18.4	2	$31.81	19.3	2	$32.62	20.3	2	$33.55	21.3	3	$33.21	15.8
Southeast Health District VI Total		**82**	**$18.58**	**10.7**	**79**	**$19.03**	**88.5%**	**10.7**	**73**	**$19.76**	**11.4**	**72**	**$19.92**	**11.9**	**70**	**$20.02**	**11.3**	**71**	**$20.85**	**10.2**
Southwest Health District III	E	3	$11.78	13.7	3	$12.32	109.6%	16.7	2	$10.75	2.3	1	$11.50	1.5	1	$11.67	2.5	1	$11.96	3.5
	F	1	$12.64	11.5	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	G	39	$12.05	5.7	39	$12.80	89.1%	6.6	38	$12.70	6.9	38	$12.51	6.6	37	$12.78	7.0	35	$12.77	7.4
	H	4	$15.14	7.9	4	$15.90	96.1%	8.9	4	$15.90	9.9	5	$15.37	8.9	5	$15.63	9.9	7	$15.73	8.4
	I	9	$17.82	9.4	9	$18.42	95.3%	10.4	9	$17.90	8.9	9	$17.96	9.4	7	$18.00	9.9	7	$18.52	10.9
	J	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$19.22	12.0
	K	9	$22.37	9.1	9	$23.15	94.8%	10.0	9	$23.15	10.8	10	$22.79	10.7	11	$22.86	10.4	12	$23.07	10.2
	L	9	$24.58	9.1	8	$24.97	90.6%	10.2	9	$24.64	10.5	8	$24.68	11.6	8	$25.17	12.6	10	$24.58	6.8
	M	7	$27.00	8.7	7	$28.72	92.2%	9.6	7	$27.68	10.2	7	$27.68	11.2	7	$28.22	12.2	8	$28.76	12.4
	N	6	$32.52	7.0	5	$34.39	99.9%	8.7	5	$31.30	4.3	4	$31.49	6.2	5	$32.28	5.8	6	$31.30	5.0
	O	2	$34.13	18.7	2	$35.15	94.2%	19.7	2	$35.15	20.6	2	$35.15	21.7	1	$35.68	27.0	3	$35.73	14.5
Southwest Health District III Total		**89**	**$18.13**	**7.8**	**86**	**$18.80**	**93.0%**	**8.8**	**85**	**$18.58**	**8.4**	**84**	**$18.34**	**8.7**	**82**	**$18.73**	**9.0**	**90**	**$19.62**	**8.6**
State Board Of Accountancy	G	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$10.50	0.1	1	$10.71	0.9	1	$11.27	1.6	0	$0.00	0.0
	H	1	$13.06	10.9	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$13.78	2.4
	I	2	$18.02	21.2	2	$18.02	93.2%	22.2	2	$18.38	23.1	2	$18.93	24.1	2	$19.92	25.1	1	$21.57	32.5
State Board Of Accountancy Total		**3**	**$16.36**	**17.8**	**2**	**$18.02**	**93.2%**	**22.2**	**3**	**$15.75**	**15.4**	**3**	**$16.19**	**16.4**	**3**	**$17.04**	**17.3**	**2**	**$17.68**	**17.4**
State Board Of Dentistry	G	0	0.00	0.0	1	$14.33	99.7%	0.9	1	$14.62	1.8	1	$15.06	2.9	2	$13.98	2.0	2	$14.56	2.8
State Board Of Dentistry Total		**0**	**0.00**	**0.0**	**1**	**$14.33**	**99.7%**	**0.9**	**1**	**$14.62**	**1.8**	**1**	**$15.06**	**2.9**	**2**	**$13.98**	**2.0**	**2**	**$14.56**	**2.8**
State Board Of Medicine	G	2	$11.22	6.6	1	$12.00	83.5%	1.3	2	$12.24	3.0	2	$12.24	4.1	2	$12.40	5.1	3	$12.56	4.5
	H	4	$13.92	21.4	4	$13.70	82.8%	17.2	4	$13.97	18.1	4	$13.97	19.1	4	$14.17	20.1	4	$13.84	11.6
	I	2	$15.75	17.6	2	$15.00	77.6%	12.4	2	$15.30	13.4	2	$15.30	14.4	2	$15.51	15.4	2	$16.05	16.4
State Board Of Medicine Total		**8**	**$13.70**	**16.8**	**7**	**$13.83**	**81.2%**	**13.5**	**8**	**$13.87**	**13.1**	**8**	**$13.87**	**14.2**	**8**	**$14.06**	**15.2**	**9**	**$13.90**	**10.3**
State Board Of Nursing	G	5	$12.38	9.1	4	$12.99	90.4%	11.7	5	$13.03	13.2	5	$12.68	10.6	4	$13.35	13.1	6	$12.63	11.7
	J	1	$23.95	42.4	1	$23.95	109.9%	43.4	1	$20.83	16.5	1	$20.83	17.6	1	$21.79	15.5	1	$22.39	16.5
State Board Of Nursing Total		**6**	**$14.31**	**14.6**	**5**	**$15.18**	**95.8%**	**18.1**	**6**	**$14.33**	**13.8**	**6**	**$14.04**	**11.7**	**5**	**$15.04**	**13.6**	**7**	**$14.03**	**12.4**
State Board Of Pharmacy	G	0	$0.00	0.0	0	$0.00	$0.00	0.0%	1	$11.21	0.0	2	$12.02	0.8	2	$11.84	1.6	2	$12.51	2.5
	H	3	$14.90	2.9	3	$14.90	90.1%	3.9	1	$14.46	5.0	1	$14.46	6.0	1	$13.52	1.9	1	$14.48	2.9
	I	1	$17.19	15.5	1	$17.19	88.9%	16.5	1	$15.48	3.9	1	$16.43	5.0	2	$16.78	6.5	2	$17.28	7.5
	J	4	$18.27	10.7	4	$18.27	83.8%	11.6	6	$18.58	12.2	5	$18.41	10.8	5	$18.79	11.8	6	$19.19	10.8
	L	1	$24.73	18.4	1	$24.73	89.8%	19.3	1	$25.22	20.3	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
State Board Of Pharmacy Total		**9**	**$17.74**	**9.5**	**9**	**$17.74**	**86.9%**	**10.5**	**10**	**$17.78**	**10.2**	**9**	**$16.33**	**7.4**	**10**	**$16.47**	**7.7**	**11**	**$17.20**	**8.0**

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
State Board Of Tax Appeals	G	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$9.77	0.2	1	$11.83	0.7	1	$13.14	1.6	1	$13.57	2.4
	J	1	$16.50	4.7	1	$16.50	75.7%	5.7	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0
	N	2	$27.79	14.0	2	$27.79	80.7%	15.0	2	$30.06	15.9	2	$29.78	5.7	2	$30.08	6.7	2	$31.07	7.7
State Board Of Tax Appeals Total		**3**	**$24.02**	**10.9**	**3**	**$24.02**	**79.5%**	**11.9**	**3**	**$23.29**	**10.6**	**3**	**$23.79**	**4.0**	**3**	**$24.43**	**5.0**	**3**	**$25.23**	**5.9**
State Historical Society	E	0	$0.00	0.0	0	$0.00	0.0%	0.0	1	$10.89	3.6	1	$10.89	4.6	1	$11.02	5.6	1	$11.26	6.6
	G	4	$12.42	4.6	4	$12.54	87.2%	4.9	1	$10.67	1.9	2	$11.00	1.6	3	$11.03	2.9	3	$11.26	3.5
	H	5	$13.32	4.0	3	$13.13	79.4%	5.3	5	$13.45	4.7	5	$13.64	5.7	4	$13.25	4.8	5	$13.31	4.6
	I	5	$14.89	7.1	3	$15.26	78.9%	11.4	4	$14.87	15.0	5	$14.85	13.1	4	$15.27	16.9	4	$15.46	13.8
	J	2	$17.55	6.9	2	$15.34	70.4%	2.9	3	$16.65	12.3	2	$16.72	18.5	1	$16.06	3.4	3	$16.69	4.4
	K	19	$20.20	14.5	19	$20.21	82.8%	14.5	20	$20.39	13.0	18	$20.15	11.9	17	$20.16	10.3	19	$20.62	10.9
	L	5	$24.31	14.1	5	$24.53	89.0%	15.1	4	$25.05	13.9	3	$25.25	13.0	3	$25.49	14.0	3	$24.51	12.0
	M	2	$27.22	24.2	1	$26.70	85.7%	28.1	2	$27.82	27.8	2	$27.82	28.8	3	$26.83	23.6	3	$27.64	24.5
	N	1	$30.91	10.9	1	$30.91	89.8%	11.9	1	$31.53	12.8	1	$31.53	13.8	1	$31.83	14.9	1	$32.78	15.9
State Historical Society Total		**43**	**$18.99**	**11.5**	**38**	**$19.22**	**83.4%**	**12.3**	**41**	**$19.35**	**12.4**	**39**	**$18.83**	**11.9**	**37**	**$19.07**	**11.0**	**42**	**$19.15**	**10.5**
State Liquor Division	F	96	$10.61	4.9	95	$10.48	82.8%	4.6	100	$10.70	4.4	102	$10.68	4.6	99	$10.60	4.3	106	$10.76	4.0
	G	15	$13.25	7.8	12	$13.06	90.9%	9.3	12	$13.76	9.9	12	$13.57	9.0	15	$13.09	7.2	14	$13.72	8.3
	H	7	$15.30	11.1	8	$15.38	93.0%	11.7	7	$15.43	9.0	7	$15.03	9.1	7	$15.72	11.2	7	$16.31	12.3
	I	19	$16.70	12.1	20	$16.30	84.3%	12.0	20	$16.61	11.6	3	$17.26	14.6	3	$17.52	15.6	3	$18.42	16.6
	J	48	$18.67	13.4	48	$18.59	85.3%	13.7	48	$18.83	12.8	63	$18.53	13.4	65	$18.74	12.5	65	$19.62	13.1
	K	2	$22.37	13.9	2	$22.90	93.8%	14.9	2	$23.82	15.9	1	$24.17	25.3	1	$20.00	0.0	1	$23.00	1.0
	L	3	$27.72	19.4	3	$26.34	95.6%	9.6	4	$26.66	8.0	4	$26.31	6.9	5	$26.01	9.1	5	$27.62	10.1
	M	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$25.00	0.2
	N	4	$30.55	30.5	4	$30.90	89.8%	31.5	4	$31.81	32.5	3	$30.26	30.5	3	$31.84	31.5	3	$33.11	32.5
State Liquor Division Total		**194**	**$14.37**	**9.0**	**192**	**$14.28**	**85.5%**	**9.0**	**197**	**$14.52**	**8.4**	**195**	**$14.34**	**8.6**	**198**	**$14.51**	**8.1**	**205**	**$14.94**	**8.2**
State Public Defense Commission	I	0	$0.00	0.0	0	$0.00	0.0%	0.0	0	$0.00	0.0	0	$0.00	0.0	0	$0.00	0.0	1	$15.00	0.4
State Public Defense Commission Total		**0**	**$0.00**	**0.0**	**0**	**$0.00**	**0.0%**	**0.0**	**0**	**$0.00**	**0.0**	**0**	**$0.00**	**0.0**	**0**	**$0.00**	**0.0**	**1.0**	**$15.00**	**0.4**
State Tax Commission	E	9	$9.52	11.5	8	$9.51	84.6%	12.3	4	$9.07	11.4	3	$9.24	16.1	2	$10.03	24.4	2	$10.36	25.4
	G	16	$11.35	7.4	18	$11.17	77.7%	8.0	17	$11.41	8.1	15	$11.33	9.0	8	$11.74	11.8	11	$11.85	9.6
	H	62	$12.94	8.1	73	$12.76	77.2%	7.4	83	$13.11	6.9	77	$13.04	7.6	82	$13.11	6.6	80	$13.49	7.0
	I	48	$14.79	9.1	56	$14.52	75.1%	7.7	62	$15.09	7.3	61	$14.98	7.3	59	$15.31	7.9	58	$15.66	7.9
	J	22	$17.86	13.3	21	$17.62	80.9%	12.3	22	$17.67	10.6	14	$17.94	15.7	18	$17.92	15.9	18	$17.70	11.9
	K	53	$19.36	11.2	65	$18.98	77.8%	9.3	62	$19.78	10.1	66	$19.34	10.5	68	$19.69	11.1	65	$20.36	12.1
	L	48	$22.01	13.2	46	$22.02	79.9%	14.2	63	$22.41	11.6	56	$22.03	11.7	54	$22.38	11.4	56	$22.42	10.5
	M	63	$25.21	14.6	62	$24.88	79.9%	13.3	63	$25.94	14.3	78	$25.55	13.8	78	$25.99	13.7	78	$26.99	14.2
	N	35	$30.17	20.1	38	$29.05	84.4%	19.3	39	$30.07	19.0	41	$29.31	18.2	41	$29.78	17.4	43	$30.68	18.2
	O	6	$35.55	15.9	6	$34.78	93.2%	18.3	6	$35.32	12.4	6	$35.32	13.4	6	$36.77	14.4	6	$38.42	15.4
	P	4	$32.58	22.1	5	$31.58	77.4%	17.7	5	$33.19	18.6	4	$33.40	21.1	5	$33.95	23.4	5	$37.16	26.6
State Tax Commission Total		**366**	**$19.79**	**12.3**	**398**	**$19.23**	**79.6%**	**11.3**	**426**	**$19.87**	**10.8**	**421**	**$19.99**	**11.3**	**421**	**$20.43**	**11.4**	**422**	**$21.04**	**11.6**
Vocational Rehabilitation	H	5	$15.13	9.8	3	$15.29	92.4%	8.4	2	$16.76	13.3	2	$16.58	28.6	3	$15.01	9.2	3	$15.40	9.6

Appendix H - Continued
Classified Employees by Agency and Pay Grade - FY 2010 to FY 2015

Note: Data is run in October of each year

Agency	Pay Grade	2010 Number of Classified Employees	2010 Average Pay Rate	2010 Average Years of Service	2011 Number of Classified Employees	2011 Average Pay Rate	2011 Compa-ratio	2011 Average Years of Service	2012 Number of Classified Employees	2012 Average Pay Rate	2012 Average Years of Service	2013 Number of Classified Employees	2013 Average Pay Rate	2013 Average Years of Service	2014 Number of Classified Employees	2014 Average Pay Rate	2014 Average Years of Service	2015 Number of Classified Employees	2015 Average Pay Rate	2015 Average Years of Service
Bd-Prof Eng & Land Surv	H	1	$13.98	11.5	1	$13.98	84.5%	12.5	1	$16.54	13.4	1	$16.54	14.5	1	$16.73	15.5	1	$17.40	16.5
	I	50	$14.56	9.3	49	$14.50	75.0%	9.3	47	$15.31	9.4	50	$15.33	9.7	50	$15.34	9.8	50	$15.46	9.2
	J	2	$18.02	4.7	1	$18.54	85.1%	7.5	1	$16.34	0.0	1	$16.59	1.0	1	$16.76	2.1	2	$16.78	1.6
	K	0	$0.00	0.0	1	$21.42	87.8%	29.5	1	$21.85	30.4	2	$21.07	16.4	2	$21.28	17.4	1	$20.50	3.3
Vocational Rehabilitation Total		**57**	**$14.73**	**9.2**	**54**	**$14.75**	**76.4%**	**9.6**	**51**	**$15.52**	**9.8**	**55**	**$15.61**	**10.5**	**56**	**$15.56**	**9.9**	**56**	**$15.60**	**8.9**
Overall total		**12697**	**$19.08**	**11.0**	**12604**	**$18.98**	**82.8%**	**11.0**	**12588**	**$19.47**	**10.9**	**12657**	**$19.56**	**10.8**	**12888**	**$19.86**	**10.4**	**12930**	**$20.55**	**10.2**

Appendix I

Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
Boise State University	E	9	$9.00	80.1%	18	$9.00	80.1%	12	$9.00	80.1%	23	$9.00	80.1%	28	$9.13	81.1%	14	$9.41	82.9%
	F	5	$9.32	73.7%	4	$9.25	73.1%	2	$9.00	71.1%	4	$9.66	76.3%	3	$10.10	79.9%	4	$10.06	78.7%
	G	11	$9.89	68.8%	9	$9.77	68.0%	21	$10.23	71.2%	15	$10.18	70.8%	15	$11.07	76.9%	12	$10.39	71.6%
	H	12	$11.74	71.0%	11	$11.71	70.8%	26	$11.83	71.5%	32	$12.30	74.4%	41	$12.33	74.4%	34	$12.02	72.0%
	I	11	$13.50	69.9%	8	$14.59	75.5%	31	$14.66	75.8%	22	$14.27	73.8%	40	$15.07	77.9%	25	$14.91	76.4%
	J	4	$15.85	72.7%	6	$16.40	75.2%	5	$15.49	71.1%	6	$15.88	72.9%	6	$15.66	71.8%	5	$16.52	75.1%
	K	1	$16.59	68.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$17.00	69.6%	1	$24.41	100.0%	0	$0.00	0.0%
Boise State University Total		**53**	**$11.43**	**71.7%**	**56**	**$11.26**	**74.3%**	**97**	**$12.17**	**73.8%**	**103**	**$11.83**	**74.5%**	**134**	**$12.53**	**77.1%**	**94**	**$12.35**	**75.2%**
Brand Inspector	I	1	$14.66	75.8%	2	$13.22	68.4%	1	$13.22	68.4%	1	$13.22	68.4%	2	$13.22	68.4%	3	$14.10	72.2%
Brand Inspector Total		**1**	**$14.66**	**75.8%**	**2**	**$13.22**	**68.4%**	**1**	**$13.22**	**68.4%**	**1**	**$13.22**	**68.4%**	**2**	**$13.22**	**68.4%**	**3**	**$14.10**	**72.2%**
Brd Of Veterinary Medicine	I	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$14.08	72.8%	0	$0.00	0.0%	0	$0.00	0.0%
Brd Of Veterinary Medicine Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**1**	**$14.08**	**72.8%**	**0**	**$0.00**	**0.0%**	0	**0**	**$0.00**
Bur-Occupational Licenses	G	2	$10.26	71.4%	0	$0.00	0.0%	2	$10.26	71.4%	3	$10.47	72.9%	0	$0.00	0.0%	0	$0.00	0.0%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$13.25	79.3%
	J	1	$15.55	71.4%	2	$15.55	71.4%	2	$15.55	71.4%	0	$0.00	0.0%	1	$15.55	71.4%	1	$15.72	71.4%
	O	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$26.62	71.4%	0	$0.00	0.0%	0	$0.00	0.0%
Bur-Occupational Licenses Total		**3**	**$12.02**	**71.4%**	**2**	**$15.55**	**71.4%**	**4**	**$12.91**	**71.4%**	**4**	**$14.51**	**72.2%**	**1**	**$15.55**	**71.4%**	**2**	**$14.49**	**75.4%**
Central Health District IV	E	1	$12.57	111.8%	1	$10.50	93.4%	0	$0.00	0	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	G	5	$10.46	72.8%	6	$10.81	75.2%	6	$11.50	80.0%	9	$11.53	80.2%	6	$11.50	80.0%	7	$11.59	79.9%
	H	1	$12.05	72.9%	2	$14.63	88.4%	1	$13.89	84.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	I	1	$15.25	78.9%	0	$0.00	0.0%	1	$15.46	80.0%	0	$0.00	0.0%	1	$15.46	80.0%	0	$0.00	0.0%
	J	0	$0.00	0.0%	1	$15.87	72.8%	0	$0.00	0.0%	1	$17.43	80.0%	1	$18.00	82.6%	3	$17.61	80.0%
	K	1	$22.00	90.1%	1	$19.00	77.8%	3	$21.58	88.4%	4	$21.27	87.1%	1	$19.92	81.6%	0	$0.00	0.0%
	L	1	$23.50	85.3%	2	$25.75	93.5%	5	$23.61	85.7%	2	$23.02	83.6%	1	$24.00	87.1%	0	$0.00	0.0%
	M	0	$0.00	0.0%	2	$25.02	80.3%	0	$0.00	0.0%	2	$29.93	96.1%	0	$0.00	0.0%	2	$25.17	80.0%
	N	0	$0.00	0.0%	1	$32.00	93.0%	4	$32.14	93.4%	0	$0.00	0.0%	0	$0.00	0.0%	1	$27.81	80.0%
Central Health District IV Total		**10**	**$13.77**	**80.5%**	**16**	**$17.06**	**83.1%**	**20**	**$20.48**	**87.0%**	**18**	**$17.34**	**85.2%**	**10**	**$14.64**	**81.6%**	**13**	**$16.32**	**80.0%**
Comm-Blind & Visual Impair	D	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$10.50	104.4%	0	$0.00	0.0%	0	$0.00	0.0%
	G	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$12.25	85.2%	1	$12.25	85.2%	1	$14.00	96.5%
	H	1	$12.50	75.6%	1	$12.50	75.6%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	I	0	$0.00	0.0%	2	$14.45	74.7%	0	$0.00	0.0%	1	$16.00	82.8%	1	$13.75	71.1%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	4	$19.88	81.4%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	0	$0.00	0.0%	2	$20.37	73.9%	0	$0.00	0.0%	1	$22.00	79.9%	0	$0.00	0.0%	1	$22.20	79.8%
	N	0	$0.00	0.0%	0	$0.00	0.0%	1	$30.00	87.2%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Comm-Blind & Visual Impair Total		**1**	**$12.50**	**75.6%**	**5**	**$16.42**	**74.5%**	**5**	**$21.90**	**82.9%**	**4**	**$15.19**	**85.2%**	**2**	**$13.00**	**77.2%**	**2**	**$18.10**	**88.1%**
Commission Of Pardons And Parole	E	0	$0.00	0.0%	0	$0.00	0.0%	1	$9.00	80.1%	0	$0.00	0.0%	1	$10.00	89.0%	0	$0.00	0.0%
	G	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$9.77	68.0%	2	$9.77	68.0%	1	$10.50	72.4%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$12.50	75.5%	0	$0.00	0.0%	0	$0.00	0.0%

Appendix I - Continued

Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
	J	0	$0.00	0.0%	1	$16.35	75.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$16.49	74.9%
	L	0	$0.00	0.0%	3	$18.99	68.9%	0	$0.00	0.0%	2	$19.10	69.3%	4	$18.73	68.0%	0	$0.00	0.0%
	M	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$21.39	68.0%
Commission Of Pardons And Parole Total		**0**	**$0.00**	**0.0%**	**4**	**$18.33**	**70.2%**	**1**	**$9.00**	**80.1%**	**6**	**$13.79**	**70.8%**	**7**	**$14.92**	**69.6%**	**5**	**$17.25**	**71.6%**
Department Of Agriculture	F	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$13.38	105.8%	0	$0.00	0.0%
	G	0	$0.00	0.0%	1	$13.00	90.5%	1	$13.00	90.5%	0	$0.00	0.0%	2	$13.38	92.7%	0	$0.00	0.0%
	H	0	$0.00	0.0%	3	$12.67	76.6%	3	$12.41	75.1%	2	$12.70	76.8%	2	$13.10	79.2%	3	$12.87	77.0%
	I	2	$15.00	77.6%	2	$14.48	74.9%	3	$13.38	69.2%	5	$14.39	74.4%	4	$14.61	75.4%	2	$14.35	73.5%
	J	0	$0.00	0.0%	2	$15.41	70.7%	1	$15.83	72.6%	2	$17.41	79.9%	0	$0.00	0.0%	1	$16.88	76.7%
	K	4	$17.52	71.8%	1	$17.50	71.7%	8	$17.44	71.4%	7	$17.58	72.0%	11	$18.36	75.1%	10	$18.28	74.2%
	L	0	$0.00	0.0%	0	$0.00	0.0%	4	$20.49	74.4%	3	$23.25	84.4%	0	$0.00	0.0%	3	$20.67	74.3%
	M	2	$21.17	68.0%	2	$21.17	68.0%	0	$0.00	0.0%	1	$23.36	75.0%	2	$23.12	74.2%	1	$24.04	76.4%
	N	1	$23.39	68.0%	0	$0.00	0.0%	1	$24.00	69.7%	0	$0.00	0.0%	2	$25.54	74.2%	0	$0.00	0.0%
	O	0	$0.00	0.0%	0	$0.00	0.0%	1	$25.35	68.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	P	0	$0.00	0.0%	0	$0.00	0.0%	1	$38.46	94.3%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Department Of Agriculture Total		**9**	**$18.42**	**71.2%**	**11**	**$15.51**	**73.2%**	**23**	**$18.06**	**74.0%**	**20**	**$17.42**	**76.1%**	**24**	**$17.67**	**76.8%**	**20**	**$17.65**	**74.8%**
Department Of Commerce	G	1	$9.77	68.0%	0	$0.00	0.0%	1	$9.77	68.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	H	0	$0.00	0.0%	1	$11.24	68.0%	1	$11.24	68.0%	1	$14.19	85.8%	1	$14.19	85.8%	5	$14.80	88.6%
	K	2	$16.59	68.0%	2	$16.59	68.0%	0	$0.00	0.0%	1	$16.59	68.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	1	$18.73	68.0%	3	$18.73	68.0%	2	$18.73	68.0%	3	$18.73	68.0%	1	$26.44	96.0%	2	$21.25	76.4%
	N	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$34.62	99.6%	0	$0.00	0.0%
Department Of Commerce Total		**4**	**$15.42**	**68.0%**	**6**	**$16.77**	**68.0%**	**4**	**$14.62**	**68.0%**	**5**	**$17.39**	**70.4%**	**3**	**$25.08**	**95.4%**	**7**	**$16.64**	**85.1%**
Department Of Correction	E	0	$0.00	0.0%	0	$0.00	0.0%	1	$9.00	80.1%	0	$0.00	0.0%	0	$0.00	0.0%	1	$9.15	80.6%
	G	1	$9.77	68.0%	5	$10.06	70.0%	9	$10.13	70.5%	8	$10.09	70.2%	5	$10.66	74.1%	8	$11.00	75.8%
	H	8	$12.16	73.5%	9	$11.69	70.7%	3	$12.00	72.5%	7	$12.14	73.4%	15	$12.31	74.1%	5	$12.25	73.3%
	I	81	$13.18	68.2%	184	$13.18	68.2%	151	$13.20	68.3%	137	$13.20	68.3%	442	$13.37	68.9%	310	$13.40	68.7%
	J	24	$15.48	71.0%	20	$15.38	70.6%	23	$16.27	74.7%	21	$15.95	73.2%	27	$16.02	73.2%	7	$15.91	72.3%
	K	17	$17.52	71.8%	23	$17.04	69.8%	21	$16.97	69.5%	27	$17.15	70.3%	75	$17.77	72.4%	48	$17.74	72.0%
	L	6	$21.76	79.0%	8	$22.08	80.1%	15	$22.41	81.3%	9	$21.68	78.7%	7	$22.12	79.9%	6	$21.86	78.5%
	M	4	$24.79	79.6%	5	$25.36	81.4%	5	$25.87	83.0%	4	$22.99	73.8%	12	$24.26	77.3%	4	$25.24	80.2%
	N	0	$0.00	0.0%	1	$30.00	87.2%	1	$30.00	87.2%	1	$32.00	93.0%	1	$27.44	78.9%	3	$27.62	79.4%
	O	1	$30.40	81.5%	1	$28.00	75.1%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$29.64	78.7%
	P	1	$28.50	69.9%	1	$38.77	95.1%	0	$0.00	0.0%	1	$40.00	98.1%	0	$0.00	0.0%	0	$0.00	0.0%
Department Of Correction Total		**143**	**$14.91**	**70.6%**	**257**	**$14.32**	**69.9%**	**229**	**$14.65**	**71.0%**	**215**	**$14.56**	**70.5%**	**584**	**$14.36**	**70.3%**	**393**	**$14.30**	**69.7%**
Department Of Environmental Quality	G	1	$11.00	76.5%	2	$12.73	88.6%	2	$11.63	80.9%	1	$13.46	93.7%	3	$14.13	98.3%	0	$0.00	0.0%
	H	0	$0.00	0.0%	1	$14.00	84.6%	1	$11.24	68.0%	2	$14.26	86.2%	1	$14.54	87.9%	1	$14.50	86.8%
	I	0	$0.00	0.0%	0	$0.00	0.0%	2	$15.42	79.8%	0	$0.00	0.0%	1	$15.34	79.4%	0	$0.00	0.0%
	J	0	$0.00	0.0%	1	$20.66	94.8%	2	$18.19	83.5%	4	$20.32	93.3%	1	$22.41	102.8%	1	$16.00	72.7%
	K	2	$18.75	76.8%	0	$0.00	0.0%	1	$18.00	73.7%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	3	$20.69	75.1%	1	$19.50	70.8%	8	$20.89	75.8%	4	$21.94	79.6%	1	$19.75	71.7%	3	$21.77	78.2%

Appendix I - Continued
Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
	M	2	$22.45	72.1%	8	$22.76	73.0%	15	$22.65	72.7%	10	$23.35	74.9%	10	$23.31	74.7%	16	$23.73	75.4%
	N	2	$28.05	81.5%	2	$26.82	77.9%	2	$29.13	84.6%	2	$27.53	80.0%	3	$27.77	80.7%	3	$28.33	81.5%
	P	1	$32.00	78.5%	1	$35.35	86.7%	0	$0.00	0.0%	1	$33.72	82.7%	0	$0.00	0.0%	0	$0.00	0.0%
Department Of Environmental Quality Total		**11**	**$22.14**	**76.6%**	**16**	**$21.91**	**77.3%**	**33**	**$20.75**	**75.4%**	**24**	**$22.22**	**80.1%**	**20**	**$21.54**	**79.3%**	**24**	**$23.36**	**76.9%**
Department Of Finance	G	0	$0.00	0.0%	0	$0.00	0.0%	1	$10.82	75.3%	0	$0.00	0.0%	4	$11.42	79.2%	0	$0.00	0.0%
	H	0	$0.00	0.0%	2	$14.77	89.3%	3	$14.27	86.3%	1	$16.54	100.0%	0	$0.00	0.0%	1	$13.20	79.0%
	K	3	$20.00	81.9%	2	$20.00	81.9%	7	$19.20	78.6%	3	$20.40	83.6%	3	$22.14	90.7%	3	$21.82	88.5%
	L	0	$0.00	0.0%	1	$22.74	82.5%	1	$22.74	82.5%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	M	0	$0.00	0.0%	0	$0.00	0.0%	1	$33.65	108.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Department Of Finance Total		**3**	**$20.00**	**81.9%**	**5**	**$18.46**	**84.3%**	**13**	**$18.80**	**83.3%**	**4**	**$19.44**	**86.6%**	**7**	**$16.01**	**85.7%**	**4**	**$19.66**	**86.1%**
Department Of Fish & Game	G	4	$10.96	76.3%	6	$11.55	80.4%	2	$10.64	74.0%	5	$11.95	83.2%	5	$11.41	79.4%	7	$11.86	81.7%
	H	3	$15.17	91.7%	10	$14.64	88.5%	2	$13.13	79.4%	2	$13.91	84.1%	3	$15.03	90.9%	1	$14.50	86.8%
	I	0	$0.00	0.0%	12	$14.58	75.4%	4	$14.73	76.2%	6	$15.77	81.6%	7	$15.03	77.8%	3	$15.81	81.0%
	J	0	$0.00	0.0%	2	$17.20	78.9%	5	$16.34	75.0%	13	$16.54	75.9%	8	$16.97	77.9%	9	$16.94	77.0%
	K	3	$17.82	73.0%	15	$18.16	74.4%	0	$0.00	0.0%	2	$19.50	79.9%	1	$20.00	81.9%	2	$20.25	82.2%
	L	6	$22.22	80.7%	12	$20.66	75.0%	7	$21.47	77.9%	6	$20.80	75.5%	7	$21.93	79.6%	9	$21.32	76.6%
	M	1	$30.00	96.3%	3	$27.12	87.1%	1	$26.12	83.9%	0	$0.00	0.0%	1	$29.50	94.7%	0	$0.00	0.0%
	N	1	$32.49	94.4%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	O	1	$35.50	95.2%	0	$0.00	0.0%	1	$34.00	91.2%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Department Of Fish & Game Total		**19**	**$19.69**	**83.4%**	**60**	**$17.11**	**77.9%**	**22**	**$18.12**	**78.2%**	**34**	**$16.50**	**78.1%**	**32**	**$17.07**	**80.4%**	**31**	**$17.09**	**79.0%**
Department Of Insurance	G	3	$11.16	77.7%	1	$11.16	77.7%	2	$11.72	81.5%	2	$11.16	77.7%	3	$11.16	77.7%	0	$0.00	0.0%
	H	0	$0.00	0.0%	0	$0.00	0.0%	3	$12.68	76.7%	0	$0.00	0.0%	1	$12.60	76.2%	0	$0.00	0.0%
	I	3	$14.98	77.5%	1	$15.47	80.0%	1	$13.14	68.0%	0	$0.00	0.0%	2	$14.72	76.2%	1	$14.72	75.4%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$16.60	76.2%	0	$0.00	0.0%
	K	1	$16.61	68.0%	1	$18.31	75.0%	0	$0.00	0.0%	2	$18.60	76.2%	0	$0.00	0.0%	2	$18.60	75.5%
	L	1	$18.73	68.0%	2	$20.37	73.9%	4	$21.00	76.2%	2	$20.99	76.2%	4	$21.00	76.2%	3	$21.00	75.5%
	M	1	$24.19	77.7%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$25.04	79.6%
Department Of Insurance Total		**9**	**$15.33**	**74.9%**	**5**	**$17.13**	**75.7%**	**10**	**$15.86**	**76.3%**	**6**	**$16.92**	**76.5%**	**11**	**$16.01**	**76.5%**	**7**	**$19.99**	**76.0%**
Department Of Labor	F	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$11.55	91.3%	0	$0.00	0.0%	0	$0.00	0.0%
	G	4	$10.94	76.1%	3	$10.81	75.2%	1	$10.75	74.8%	2	$10.76	74.9%	1	$10.75	74.8%	0	$0.00	0.0%
	H	7	$12.18	73.6%	4	$12.96	78.4%	3	$12.36	74.7%	4	$12.74	77.0%	2	$14.63	88.0%	2	$13.25	79.3%
	I	54	$13.58	70.2%	17	$13.92	72.0%	22	$13.86	71.7%	40	$14.19	73.4%	32	$13.84	71.6%	20	$13.95	71.5%
	J	21	$15.37	70.6%	10	$15.15	69.5%	0	$0.00	0.0%	4	$17.36	79.7%	4	$14.81	68.0%	5	$14.97	68.0%
	K	3	$20.86	85.5%	1	$19.00	77.8%	1	$17.42	71.4%	1	$17.75	72.7%	3	$20.21	82.8%	2	$17.25	70.0%
	L	6	$25.17	91.3%	0	$0.00	0.0%	0	$0.00	0.0%	5	$19.76	71.7%	5	$19.76	71.7%	6	$21.20	76.2%
	M	3	$31.38	100.7%	0	$0.00	0.0%	1	$38.94	125.0%	2	$36.50	117.2%	0	$0.00	0.0%	1	$35.50	112.8%
	N	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$36.50	106.0%	0	$0.00	0.0%	0	$0.00	0.0%
	O	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$33.65	90.2%	0	$0.00	0.0%

Appendix I - Continued

Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
Department Of Labor Total		**98**	**$15.23**	**74.4%**	**35**	**$14.04**	**72.2%**	**28**	**$14.61**	**75.1%**	**61**	**$15.72**	**77.3%**	**48**	**$15.32**	**73.4%**	**36**	**$16.04**	**73.3%**
Department Of Lands	H	1	$12.40	75.0%	6	$13.64	82.5%	4	$14.73	89.0%	3	$14.08	85.1%	2	$13.75	83.1%	4	$15.89	95.1%
	I	1	$17.00	87.9%	0	$0.00	0.0%	1	$14.50	75.0%	0	$0.00	0.0%	2	$16.63	85.6%	4	$18.90	96.8%
	J	0	$0.00	0.0%	1	$18.00	82.6%	0	$0.00	0.0%	0	$0.00	0.0%	1	$18.50	84.9%	0	$0.00	0.0%
	K	4	$18.90	77.4%	6	$18.31	75.0%	11	$18.37	75.3%	6	$19.15	78.5%	10	$18.60	76.2%	5	$20.28	82.3%
	L	2	$20.67	75.0%	3	$23.39	84.9%	5	$21.33	77.4%	4	$22.11	80.3%	4	$21.85	79.3%	3	$23.09	83.0%
	M	1	$26.00	83.5%	1	$26.00	83.5%	1	$23.36	75.0%	1	$23.36	75.0%	3	$25.81	82.6%	3	$26.50	84.2%
	N	2	$29.00	84.3%	2	$27.00	78.4%	3	$27.67	80.4%	3	$29.19	84.8%	4	$28.82	83.7%	2	$29.00	83.4%
	O	0	$0.00	0.0%	0	$0.00	0.0%	1	$34.14	91.5%	1	$38.46	103.1%	0	$0.00	0.0%	1	$31.50	83.6%
	P	0	$0.00	0.0%	1	$33.00	80.9%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$35.00	85.0%
Department Of Lands Total		**11**	**$20.94**	**79.8%**	**20**	**$19.64**	**80.0%**	**26**	**$20.10**	**78.8%**	**18**	**$21.94**	**82.6%**	**26**	**$20.98**	**80.3%**	**23**	**$22.34**	**87.7%**
Dept - Parks & Recreation	G	2	$10.38	72.2%	3	$11.32	78.8%	0	$0.00	0.0%	3	$10.98	76.4%	2	$10.35	72.0%	7	$10.89	75.0%
	H	1	$14.00	84.6%	0	$0.00	0.0%	0	$0.00	0.0%	2	$11.96	72.3%	0	$0.00	0.0%	0	$0.00	0.0%
	I	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$14.50	75.0%	1	$14.64	75.0%
	J	1	$15.41	70.7%	7	$15.26	70.0%	9	$15.26	70.0%	9	$15.47	71.0%	3	$15.96	73.0%	9	$16.57	75.3%
	K	1	$18.31	75.0%	3	$18.24	74.7%	1	$18.21	74.6%	3	$17.52	71.8%	1	$18.50	75.8%	0	$0.00	0.0%
	L	0	$0.00	0.0%	0	$0.00	0.0%	1	$19.29	70.0%	1	$19.75	71.7%	3	$21.27	76.7%	1	$26.32	94.6%
	M	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$24.75	79.5%	0	$0.00	0.0%
Dept - Parks & Recreation Total		**5**	**$13.69**	**74.8%**	**13**	**$15.04**	**72.7%**	**11**	**$15.89**	**70.5%**	**18**	**$14.91**	**71.9%**	**11**	**$17.29**	**75.3%**	**18**	**$14.79**	**76.2%**
Dept Of Administration	E	1	$9.71	86.4%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	F	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$10.50	83.0%	2	$12.00	94.9%	1	$12.50	97.8%
	G	0	$0.00	0.0%	1	$12.63	87.9%	1	$12.50	87.0%	0	$0.00	0.0%	2	$13.75	95.7%	1	$12.50	86.1%
	H	1	$13.50	81.6%	4	$13.38	80.9%	1	$14.40	87.1%	2	$12.75	77.1%	4	$14.13	85.4%	2	$12.98	77.6%
	I	0	$0.00	0.0%	2	$16.00	82.8%	0	$0.00	0.0%	2	$16.00	82.8%	3	$15.84	81.9%	0	$0.00	0.0%
	J	0	$0.00	0.0%	0	$0.00	0.0%	4	$18.43	84.6%	1	$14.81	68.0%	1	$20.00	91.8%	1	$16.00	72.7%
	K	0	$0.00	0.0%	1	$21.00	86.0%	0	$0.00	0.0%	1	$17.50	71.7%	3	$22.00	90.1%	4	$22.52	91.3%
	L	0	$0.00	0.0%	1	$24.20	87.8%	2	$19.37	70.3%	0	$0.00	0.0%	1	$22.00	79.9%	1	$23.35	83.9%
	M	0	$0.00	0.0%	0	$0.00	0.0%	2	$24.25	77.8%	2	$26.33	84.5%	1	$24.00	77.0%	1	$22.00	69.9%
Dept Of Administration Total		**2**	**$11.61**	**83.5%**	**9**	**$15.93**	**83.7%**	**10**	**$18.78**	**79.8%**	**9**	**$17.00**	**79.3%**	**17**	**$16.91**	**86.6%**	**11**	**$18.40**	**84.6%**
Dept Of Health & Welfare	E	7	$9.20	81.9%	6	$9.00	80.1%	15	$9.14	81.3%	11	$9.18	81.6%	11	$9.11	80.9%	12	$9.84	86.7%
	F	0	$0.00	0.0%	0	$0.00	0.0%	1	$10.48	82.8%	0	$0.00	0.0%	1	$10.20	80.6%	1	$14.00	109.5%
	G	25	$11.92	83.0%	12	$11.11	77.3%	18	$11.93	83.0%	32	$11.81	82.2%	23	$12.11	84.3%	18	$11.62	80.1%
	H	53	$12.15	73.5%	59	$12.23	74.0%	68	$12.31	74.4%	75	$12.31	74.4%	96	$12.69	76.6%	82	$12.89	77.1%
	I	19	$15.00	77.6%	18	$15.44	79.9%	28	$15.64	80.9%	29	$15.74	81.4%	29	$16.19	83.7%	31	$16.20	83.0%
	J	42	$15.83	72.6%	68	$16.01	73.5%	72	$15.95	73.2%	66	$15.94	73.2%	112	$15.98	73.3%	76	$16.56	75.2%
	K	29	$18.23	74.7%	33	$18.35	75.2%	66	$18.37	75.3%	47	$18.45	75.6%	50	$18.39	75.2%	58	$18.54	75.2%
	L	47	$22.05	80.0%	56	$21.66	78.6%	85	$21.44	77.8%	95	$21.83	79.2%	81	$22.45	81.4%	101	$22.33	80.2%
	M	31	$26.78	86.0%	22	$25.74	82.6%	35	$25.42	81.6%	26	$26.04	83.6%	30	$26.43	84.8%	36	$26.37	83.8%
	N	6	$33.04	96.0%	4	$37.25	108.2%	3	$36.69	106.6%	8	$34.82	101.2%	9	$32.86	95.5%	7	$30.13	86.7%
	O	1	$28.00	75.1%	0	$0.00	0.0%	6	$30.13	80.8%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	P	1	$35.00	85.8%	2	$36.00	88.3%	4	$38.44	94.3%	2	$33.81	82.9%	0	$0.00	0.0%	3	$38.83	94.3%

Appendix I - Continued

Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
	Q	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$43.00	95.8%	0	$0.00	0.0%	0	$0.00	0.0%
	R	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$47.90	96.2%	0	$0.00	0.0%	0	$0.00	0.0%
	V	1	$81.95	100.0%	3	$79.63	97.2%	1	$81.95	100.0%	1	$83.59	102.0%	1	$83.59	102.0%	2	$86.80	104.9%
Dept Of Health & Welfare Total		**262**	**$17.92**	**79.1%**	**283**	**$18.09**	**78.2%**	**402**	**$18.00**	**77.9%**	**394**	**$17.89**	**78.9%**	**443**	**$17.56**	**79.0%**	**427**	**$18.59**	**79.1%**
Dept Of Water Resources	G	0	$0.00	0.0%	2	$10.50	73.1%	2	$11.00	76.5%	2	$10.89	75.8%	5	$11.06	76.9%	2	$11.00	75.8%
	H	1	$11.35	68.6%	0	$0.00	0.0%	1	$13.00	78.6%	1	$12.41	75.0%	0	$0.00	0.0%	3	$12.53	75.0%
	I	0	$0.00	0.0%	1	$15.00	77.6%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	J	1	$19.25	88.3%	5	$16.30	74.8%	2	$17.80	81.7%	1	$16.34	75.0%	5	$18.50	84.7%	7	$18.12	82.3%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$23.00	94.2%	0	$0.00	0.0%
	L	1	$20.00	72.6%	2	$20.83	75.6%	3	$21.78	79.0%	1	$20.66	75.0%	1	$20.66	75.0%	6	$22.31	80.2%
	M	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$26.18	84.0%	2	$24.55	78.8%	2	$26.75	85.0%
	O	1	$30.00	80.4%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$31.25	83.8%	1	$29.75	79.0%
Dept Of Water Resources Total		**4**	**$20.15**	**78.1%**	**10**	**$15.92**	**75.0%**	**8**	**$16.99**	**79.2%**	**7**	**$17.65**	**78.7%**	**15**	**$18.12**	**81.7%**	**21**	**$19.22**	**80.1%**
Div Of Building Safety	G	3	$10.67	74.2%	2	$10.75	74.8%	2	$10.75	74.8%	3	$10.86	75.6%	1	$10.75	74.8%	1	$10.75	74.1%
	K	2	$19.16	78.5%	1	$18.31	75.0%	4	$18.45	75.6%	9	$19.59	80.2%	7	$18.31	75.0%	14	$19.41	78.7%
	M	0	$0.00	0.0%	1	$26.50	85.1%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	N	0	$0.00	0.0%	0	$0.00	0.0%	1	$33.66	97.8%	0	$0.00	0.0%	0	$0.00	0.0%	1	$33.66	96.8%
	O	0	$0.00	0.0%	0	$0.00	0.0%	1	$30.00	80.4%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Div Of Building Safety Total		**5**	**$14.06**	**76.5%**	**4**	**$16.58**	**78.7%**	**8**	**$19.87**	**80.2%**	**12**	**$17.41**	**79.5%**	**8**	**$17.37**	**75.0%**	**16**	**$19.76**	**79.6%**
Div Of Professional-Technical Education	G	0	$0.00	0.0%	1	$11.50	80.0%	3	$11.75	81.8%	1	$11.75	81.8%	2	$12.06	83.9%	1	$12.50	86.1%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$13.26	80.2%	1	$13.50	80.8%
Div Of Professional-Technical Education Total		**0**	**$0.00**	**0.0%**	**1**	**$11.50**	**80.0%**	**3**	**$11.75**	**81.8%**	**1**	**$11.75**	**81.8%**	**3**	**$12.46**	**82.5%**	**2**	**$13.00**	**83.5%**
Division Of Human Resources	I	1	$17.00	87.9%	0	$0.00	0.0%	0	$0.00	0.0%	1	$14.00	72.4%	0	$0.00	0.0%	1	$0.00	0.0%
	J	0	$0.00	0.0%	1	$19.50	89.5%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$22.00	79.9%	0	$0.00	0.0%	0	$0.00	0.0%
	M	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$21.17	68.0%	0	$0.00	0.0%	0	$0.00	0.0%
Division Of Human Resources Total		**1**	**$17.00**	**87.9%**	**1**	**$19.50**	**89.5%**	**0**	**$0.00**	**0.0%**	**4**	**$19.59**	**71.8%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**
Division Of Veterans Services	D	0	$0.00	0.0%	0	$0.00	0.0%	3	$7.83	77.9%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	E	4	$8.19	72.8%	5	$8.30	73.8%	5	$8.34	74.2%	14	$8.67	77.1%	8	$8.79	78.1%	8	$9.04	79.7%
	F	23	$9.84	77.8%	31	$9.73	76.9%	29	$9.79	77.4%	48	$9.81	77.5%	44	$9.73	76.9%	43	$10.15	79.4%
	G	4	$11.14	77.5%	1	$10.50	73.1%	4	$11.43	79.5%	4	$11.66	81.1%	3	$11.55	80.1%	3	$11.28	77.7%
	H	7	$13.70	82.8%	3	$12.61	76.3%	5	$12.60	76.2%	5	$13.58	82.1%	9	$13.99	84.4%	5	$14.62	87.5%
	I	6	$16.25	84.1%	7	$17.24	89.2%	3	$17.67	91.4%	13	$16.55	85.6%	9	$16.49	85.3%	10	$15.82	81.0%
	J	0	$0.00	0.0%	1	$16.00	73.4%	2	$19.00	87.2%	3	$17.00	78.0%	3	$17.25	79.2%	2	$17.13	77.8%
	K	4	$20.13	82.5%	2	$21.21	86.9%	3	$19.50	79.9%	3	$20.17	82.6%	2	$19.72	80.8%	1	$20.50	83.2%
	L	2	$20.00	72.6%	2	$19.87	72.1%	2	$20.18	73.2%	5	$21.63	78.5%	6	$22.75	82.6%	3	$20.67	74.3%

Appendix I - Continued
Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
	M	3	$24.67	79.2%	2	$23.00	73.8%	5	$25.06	80.4%	6	$24.26	77.9%	8	$24.62	78.9%	2	$26.11	83.0%
	N	0	$0.00	0.0%	0	$0.00	0.0%	2	$27.98	81.3%	2	$26.75	77.7%	2	$30.75	89.3%	0	$0.00	0.0%
Division Of Veterans Services Total		**53**	**$13.05**	**79.4%**	**54**	**$12.16**	**78.5%**	**63**	**$13.16**	**79.1%**	**103**	**$13.01**	**79.4%**	**94**	**$13.76**	**80.3%**	**77**	**$12.24**	**80.0%**
Eastern Idaho Health District VII	G	2	$10.64	74.0%	4	$10.12	70.4%	8	$10.61	73.8%	11	$10.56	73.5%	5	$10.39	72.3%	8	$10.87	74.9%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$12.75	77.1%	1	$12.87	77.0%
	I	0	$0.00	0.0%	2	$15.25	78.9%	1	$15.90	82.3%	1	$15.00	77.6%	4	$15.20	78.6%	1	$15.03	77.0%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$16.64	75.6%
	K	0	$0.00	0.0%	1	$18.45	75.6%	1	$18.82	77.1%	1	$17.09	70.0%	3	$18.11	73.9%	3	$20.23	82.1%
	L	1	$20.50	74.4%	0	$0.00	0.0%	0	$0.00	0.0%	1	$23.39	84.9%	4	$21.32	77.2%	1	$19.48	70.0%
	M	0	$0.00	0.0%	0	$0.00	0.0%	1	$25.00	80.3%	1	$24.60	79.0%	1	$24.60	79.0%	0	$0.00	0.0%
	N	1	$34.00	98.8%	1	$34.00	98.8%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Eastern Idaho Health District VII Total		**4**	**$18.94**	**83.5%**	**8**	**$15.43**	**79.6%**	**11**	**$13.14**	**76.1%**	**15**	**$13.09**	**75.3%**	**18**	**$16.10**	**76.1%**	**15**	**$14.11**	**76.4%**
Eastern Idaho Tech College	E	1	$9.00	80.1%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	G	0	$0.00	0.0%	4	$12.23	85.1%	1	$13.00	90.5%	3	$9.97	69.4%	1	$12.25	85.2%	3	$10.75	74.1%
	H	1	$15.00	90.7%	2	$14.47	87.5%	0	$0.00	0.0%	1	$12.65	76.5%	5	$12.55	75.6%	3	$12.50	74.8%
	I	0	$0.00	0.0%	1	$16.00	82.8%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	J	0	$0.00	0.0%	0	$0.00	0.0%	2	$16.29	74.8%	1	$15.40	70.7%	1	$15.00	68.8%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$18.00	73.7%	1	$18.00	73.7%	1	$18.00	73.0%
Eastern Idaho Tech College Total		**2**	**$12.00**	**86.4%**	**7**	**$13.41**	**85.4%**	**3**	**$15.19**	**78.7%**	**6**	**$12.66**	**71.8%**	**8**	**$13.50**	**75.2%**	**7**	**$12.54**	**74.2%**
Endowment Fnd Investment Bd	L	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$30.00	108.9%	0	$0.00	0.0%
Endowment Fnd Investment Bd Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**1**	**$30.00**	**108.9%**	**0**	**$0.00**	**0.0%**
Idaho Commission For Libraries	E	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$9.72	86.5%	1	$9.09	80.1%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$13.37	80.0%
	K	0	$0.00	0.0%	2	$18.92	77.5%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	1	$20.66	75.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$21.95	79.7%	1	$24.00	87.1%	0	$0.00	0.0%
	M	1	$23.36	75.0%	2	$26.20	84.1%	0	$0.00	0.0%	1	$24.92	80.0%	0	$0.00	0.0%	1	$25.17	80.0%
Idaho Commission For Libraries Total		**2**	**$22.01**	**75.0%**	**4**	**$22.56**	**81.2%**	**2**	**$22.01**	**75.0%**	**2**	**$23.44**	**79.8%**	**3**	**$14.48**	**86.8%**	**3**	**$15.88**	**80.0%**
Idaho Commission On Aging	G	0	$0.00	0.0%	0	$0.00	0.0%	1	$14.37	100.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	I	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	0	$0.00	0.0%	1	$29.80	108.2%	3	$21.74	78.9%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Idaho Commission On Aging Total		**0**	**$0.00**	**0.0%**	**1**	**$29.80**	**108.2%**	**4**	**$19.90**	**82.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**
Idaho Public Television	G	2	$11.58	80.5%	2	$11.58	80.5%	0	$0.00	0.0%	2	$11.73	81.6%	1	$12.15	84.6%	1	$11.75	81.0%

Appendix I - Continued
Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
	H	0	$0.00	0.0%	0	$0.00	0.0%	1	$15.75	95.2%	0	$0.00	0.0%	0	$0.00	0.0%	1	$14.43	86.4%
	I	1	$13.50	69.8%	1	$13.50	69.8%	1	$14.75	76.3%	1	$13.80	71.4%	0	$0.00	0.0%	0	$0.00	0.0%
	J	1	$15.00	68.8%	1	$15.00	68.8%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$19.50	88.6%
	K	2	$19.62	80.4%	2	$19.62	80.4%	1	$21.00	86.0%	0	$0.00	0.0%	1	$22.00	90.1%	1	$24.00	97.4%
	L	1	$22.00	79.9%	1	$22.00	79.9%	1	$20.00	72.6%	0	$0.00	0.0%	1	$21.00	76.2%	1	$23.23	83.5%
Idaho Public Television Total		**7**	**$16.13**	**77.2%**	**7**	**$16.13**	**77.2%**	**4**	**$17.88**	**81.4%**	**3**	**$12.42**	**77.5%**	**3**	**$18.38**	**83.1%**	**5**	**$18.58**	**87.4%**
Idaho State Independent Living Council	H	1	$14.28	86.3%	0	$0.00	0.0%	1	$19.00	114.9%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	1	$19.23	69.8%	1	$19.23	69.8%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Idaho State Independent Living Council Total		**2**	**$16.76**	**76.0%**	**1**	**$19.23**	**69.8%**	**1**	**$19.00**	**114.9%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**
Idaho State Lottery	F	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$11.00	87.0%	2	$11.50	90.0%
	G	0	$0.00	0.0%	0	$0.00	0.0%	1	$13.50	93.9%	1	$14.00	97.4%	0	$0.00	0.0%	0	$0.00	0.0%
	L	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$20.00	72.6%	0	$0.00	0.0%	0	$0.00	0.0%
Idaho State Lottery Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**1**	**$13.50**	**93.9%**	**2**	**$17.00**	**81.1%**	**1**	**$11.00**	**87.0%**	**2**	**$11.50**	**90.0%**
Idaho State Police	G	2	$12.51	87.0%	2	$11.00	76.5%	4	$11.00	76.5%	4	$11.01	76.6%	7	$11.17	77.6%	2	$11.20	77.2%
	H	10	$13.68	82.7%	8	$13.58	82.1%	6	$13.15	79.5%	4	$12.08	73.0%	7	$12.14	73.4%	6	$12.63	75.6%
	I	0	$0.00	0.0%	0	$0.00	0.0%	6	$14.31	74.0%	11	$13.80	71.4%	4	$13.88	71.6%	7	$14.41	73.8%
	J	2	$21.78	99.9%	2	$21.65	99.4%	6	$21.04	96.6%	4	$20.95	96.1%	2	$21.65	99.4%	7	$20.80	94.5%
	K	4	$20.43	83.7%	17	$17.67	72.4%	5	$20.51	84.0%	36	$18.25	74.8%	1	$18.00	73.7%	0	$0.00	0.0%
	L	1	$27.65	100.4%	2	$20.98	76.2%	1	$21.59	78.4%	2	$21.93	79.6%	19	$19.78	71.8%	24	$19.44	69.9%
	M	0	$0.00	0.0%	1	$30.00	96.3%	1	$24.00	77.0%	0	$0.00	0.0%	1	$24.00	77.0%	2	$29.58	94.0%
	N	0	$0.00	0.0%	0	$0.00	0.0%	1	$33.68	97.9%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	O	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$42.30	112.3%
Idaho State Police Total		**19**	**$16.57**	**86.7%**	**32**	**$17.07**	**77.4%**	**30**	**$17.23**	**83.5%**	**61**	**$16.86**	**75.8%**	**41**	**$16.58**	**74.2%**	**49**	**$18.63**	**76.8%**
Idaho State Racing Commission	H	0	$0.00	0.0%	0	$0.00	0.0%	1	$12.08	73.0%	1	$13.89	84.0%	0	$0.00	0.0%	0	$0.00	0.0%
Idaho State Racing Commission Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**1**	**$12.08**	**73.0%**	**1**	**$13.89**	**84.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**
Idaho State University	E	16	$8.46	75.3%	28	$8.63	76.8%	17	$9.11	81.0%	19	$9.51	84.6%	19	$9.71	86.3%	11	$9.81	86.4%
	F	6	$10.97	86.7%	8	$8.99	71.0%	13	$10.23	80.8%	5	$10.47	82.8%	10	$10.29	81.3%	7	$9.81	76.8%
	G	15	$10.40	72.4%	27	$10.09	70.2%	27	$10.19	70.9%	16	$11.10	77.2%	20	$11.12	77.3%	20	$11.02	76.0%
	H	19	$11.60	70.1%	20	$11.45	69.2%	29	$11.48	69.4%	32	$12.25	74.0%	21	$12.57	75.9%	33	$12.62	75.5%
	I	6	$14.06	72.7%	8	$13.51	69.9%	16	$14.61	75.6%	13	$15.01	77.6%	10	$15.05	77.8%	8	$14.64	75.0%
	J	2	$17.03	78.1%	2	$15.82	72.6%	3	$15.71	72.1%	3	$16.22	74.4%	2	$17.07	78.3%	3	$17.27	78.5%
	K	0	$0.00	0.0%	0	$0.00	0.0%	2	$16.80	68.8%	0	$0.00	0.0%	1	$18.49	75.0%	2	$18.49	75.0%
	L	2	$22.37	81.2%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	N	0	$0.00	0.0%	1	$25.50	74.1%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Idaho State University Total		**66**	**$11.22**	**74.1%**	**94**	**$10.43**	**71.7%**	**107**	**$11.31**	**73.5%**	**88**	**$11.89**	**77.3%**	**83**	**$11.77**	**78.9%**	**84**	**$12.13**	**77.2%**
Idaho Transportation Dept	G	59	$10.78	75.0%	65	$10.64	74.0%	90	$11.12	77.4%	47	$12.16	84.6%	55	$12.24	85.2%	42	$12.51	86.2%
	H	8	$12.13	73.3%	16	$12.05	72.9%	29	$12.29	74.3%	27	$12.78	77.3%	24	$13.40	80.8%	32	$13.70	82.0%
	I	10	$14.08	72.8%	7	$14.08	72.8%	10	$14.08	72.8%	8	$15.14	78.3%	6	$15.46	79.8%	5	$16.76	85.9%
	J	8	$17.05	78.2%	16	$17.73	81.4%	9	$19.20	88.1%	8	$19.42	89.1%	9	$18.57	85.1%	1	$17.61	80.0%

Appendix I - Continued
Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
	K	4	$20.84	85.4%	2	$19.48	79.8%	3	$17.95	73.5%	2	$19.25	78.8%	3	$20.51	84.0%	2	$21.73	88.1%
	L	11	$21.74	78.9%	6	$22.11	80.3%	9	$21.40	77.7%	15	$20.99	76.2%	7	$22.12	80.3%	6	$24.69	88.7%
	M	6	$27.70	88.9%	1	$22.68	72.8%	5	$29.99	96.3%	12	$27.71	89.0%	9	$28.44	91.3%	5	$31.04	98.7%
	N	2	$30.12	87.5%	1	$25.07	72.8%	4	$28.32	82.3%	7	$29.82	86.6%	2	$27.88	81.0%	2	$31.29	90.0%
	O	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$32.00	85.8%	0	$0.00	0.0%
	P	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$35.92	88.1%	0	$0.00	0.0%	0	$0.00	0.0%
Idaho Transportation Dept Total		**108**	**$14.44**	**77.8%**	**114**	**$13.03**	**75.7%**	**159**	**$13.72**	**78.5%**	**127**	**$16.72**	**82.7%**	**116**	**$15.65**	**84.3%**	**95**	**$15.52**	**85.7%**
Industrial Commission	G	5	$11.62	80.9%	4	$11.38	79.2%	7	$11.75	81.8%	8	$12.28	85.5%	6	$12.43	86.5%	7	$12.51	86.2%
	H	0	$0.00	0.0%	2	$12.88	77.8%	5	$12.90	78.0%	4	$13.74	83.0%	5	$13.32	80.5%	1	$14.00	83.8%
	I	1	$14.50	75.0%	0	$0.00	0.0%	1	$14.35	74.2%	2	$15.63	80.8%	0	$0.00	0.0%	1	$16.00	82.0%
	J	3	$15.58	71.5%	2	$18.00	82.6%	5	$16.63	76.3%	1	$17.50	80.3%	0	$0.00	0.0%	0	$0.00	0.0%
	K	1	$17.50	71.7%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$20.00	81.9%	2	$20.75	84.2%
	L	1	$21.00	76.2%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Industrial Commission Total		**11**	**$14.35**	**75.7%**	**8**	**$13.41**	**80.0%**	**18**	**$13.57**	**78.4%**	**15**	**$13.46**	**83.6%**	**12**	**$13.43**	**83.4%**	**11**	**$14.46**	**85.2%**
Juvenile Corrections	F	0	$0.00	0.0%	0	$0.00	0.0%	1	$9.21	72.8%	0	$0.00	0.0%	0	$0.00	0.0%	2	$9.78	76.5%
	G	3	$10.46	72.8%	4	$10.46	72.8%	9	$10.52	73.2%	4	$10.79	75.1%	6	$10.96	76.3%	6	$11.08	76.4%
	H	13	$12.05	72.9%	15	$12.05	72.9%	10	$12.16	73.5%	15	$12.41	75.0%	15	$12.44	75.1%	10	$12.58	75.3%
	I	30	$14.16	73.3%	19	$14.49	75.0%	14	$14.23	73.6%	23	$14.63	75.7%	38	$14.63	75.6%	25	$14.72	75.4%
	J	2	$16.19	74.3%	0	$0.00	0.0%	0	$0.00	0.0%	1	$16.81	77.1%	0	$0.00	0.0%	0	$0.00	0.0%
	K	9	$17.86	73.2%	8	$17.90	73.3%	6	$18.99	77.8%	10	$18.34	75.1%	9	$18.93	77.6%	4	$18.95	76.9%
	L	0	$0.00	0.0%	0	$0.00	0.0%	1	$20.66	75.0%	2	$23.00	83.5%	2	$22.83	82.9%	6	$21.26	76.4%
	M	0	$0.00	0.0%	1	$24.50	78.7%	2	$24.50	78.7%	0	$0.00	0.0%	1	$24.00	76.3%	1	$25.30	80.4%
	N	0	$0.00	0.0%	0	$0.00	0.0%	1	$30.00	87.2%	0	$0.00	0.0%	1	$26.60	77.3%	1	$27.90	80.3%
	O	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$35.00	92.9%
Juvenile Corrections Total		**57**	**$14.14**	**73.2%**	**47**	**$14.16**	**74.0%**	**44**	**$14.51**	**75.2%**	**55**	**$14.76**	**75.8%**	**72**	**$14.93**	**76.2%**	**56**	**$15.56**	**76.2%**
Lava Hot Springs Foundation	E	1	$9.10	81.0%	5	$9.12	81.1%	2	$8.71	77.4%	0	$0.00	0.0%	1	$9.00	80.1%	0	$0.00	0.0%
	G	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$12.50	86.1%
	H	1	$14.73	89.1%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	I	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Lava Hot Springs Foundation Total		**2**	**$11.92**	**85.8%**	**5**	**$9.12**	**81.1%**	**2**	**$8.71**	**77.4%**	**0**	**$0.00**	**0.0%**	**1**	**$9.00**	**80.1%**	**1**	**$12.50**	**86.1%**
Lewis-Clark State College	E	1	$8.00	71.2%	1	$8.00	71.2%	0	$0.00	0.0%	2	$10.09	89.8%	3	$8.70	77.4%	4	$8.66	76.3%
	F	1	$10.90	86.2%	1	$10.00	79.1%	0	$0.00	0.0%	0	$0.00	0.0%	2	$10.20	80.6%	1	$10.78	84.4%
	G	3	$11.10	77.2%	6	$10.90	75.8%	4	$11.26	78.3%	2	$11.54	80.3%	3	$11.31	78.7%	4	$11.85	81.7%
	H	4	$11.81	71.4%	7	$12.37	74.8%	9	$12.05	72.9%	8	$12.15	73.5%	10	$12.61	76.1%	7	$11.87	71.0%
	I	0	$0.00	0.0%	1	$14.42	74.6%	2	$14.55	75.3%	3	$15.42	79.8%	4	$14.76	76.3%	3	$13.95	71.5%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Lewis-Clark State College Total		**9**	**$11.05**	**74.7%**	**16**	**$11.52**	**75.2%**	**15**	**$12.17**	**74.5%**	**15**	**$12.45**	**77.3%**	**22**	**$12.07**	**77.0%**	**19**	**$11.46**	**75.2%**

Appendix I - Continued
Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
North Central Health District II	G	0	$0.00	0.0%	2	$11.00	76.5%	0	$0.00	0.0%	1	$12.00	83.5%	2	$12.00	83.5%	1	$12.75	87.9%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$14.30	86.5%	0	$0.00	0.0%	0	$0.00	0.0%
	I	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	2	$20.50	84.0%	0	$0.00	0.0%	3	$19.67	80.6%	1	$18.75	76.8%	2	$17.50	71.7%	1	$18.90	76.7%
	L	5	$22.00	79.9%	1	$23.00	83.5%	4	$22.38	81.2%	1	$24.00	87.1%	0	$0.00	0.0%	2	$22.00	79.1%
	N	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	O	0	$0.00	0.0%	1	$41.00	109.9%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
North Central Health District II Total		**7**	**$21.57**	**80.9%**	**4**	**$21.50**	**91.9%**	**7**	**$21.21**	**81.0%**	**4**	**$17.26**	**83.3%**	**4**	**$14.75**	**76.1%**	**4**	**$18.91**	**80.7%**
Office Of Brd Of Education	I	0	$0.00	0.0%	1	$15.00	77.6%	0	$0.00	0.0%	0	$0.00	0.0%	2	$15.30	79.2%	2	$15.30	78.4%
Office Of Brd Of Education Total		**0**	**$0.00**	**0.0%**	**1**	**$15.00**	**77.6%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**2**	**$15.30**	**79.2%**	**2**	**$15.30**	**78.4%**
Panhandle Health District I	G	3	$11.33	78.8%	3	$11.33	78.8%	3	$11.33	78.8%	0	$0.00	0.0%	10	$11.66	81.2%	10	$12.30	84.7%
	H	2	$14.75	89.2%	0	$0.00	0.0%	1	$14.00	84.6%	2	$13.85	83.7%	3	$14.44	87.3%	3	$13.88	83.1%
	I	0	$0.00	0.0%	0	$0.00	0.0%	3	$16.33	84.5%	0	$0.00	0.0%	2	$16.50	85.4%	2	$15.88	81.3%
	J	4	$16.94	77.7%	2	$16.59	76.1%	2	$15.70	72.1%	1	$18.00	82.6%	0	$0.00	0.0%	0	$0.00	0.0%
	K	1	$17.50	71.7%	4	$19.00	77.8%	1	$17.75	72.7%	2	$19.00	77.8%	2	$20.33	83.3%	6	$20.24	82.1%
	L	5	$21.00	76.2%	1	$21.00	76.2%	4	$21.50	78.0%	3	$22.00	79.9%	2	$22.00	79.9%	7	$22.71	81.6%
	M	0	$0.00	0.0%	1	$23.70	76.1%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	N	0	$0.00	0.0%	0	$0.00	0.0%	1	$31.30	90.9%	1	$35.00	101.7%	1	$28.44	82.6%	1	$30.00	86.3%
	O	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Panhandle Health District I Total		**15**	**$16.92**	**78.0%**	**11**	**$17.08**	**77.3%**	**15**	**$17.56**	**79.8%**	**9**	**$20.52**	**83.7%**	**20**	**$15.30**	**82.6%**	**29**	**$17.48**	**83.1%**
Pub Employee Retirement Sys	G	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$11.00	75.8%
	H	4	$12.31	74.4%	6	$11.95	72.3%	3	$12.08	73.0%	3	$12.49	75.5%	2	$11.62	70.3%	3	$12.33	73.8%
	J	1	$15.00	68.8%	0	$0.00	0.0%	1	$15.50	71.1%	1	$16.32	74.9%	1	$17.00	78.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$18.48	75.0%
	M	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$30.00	95.4%
	N	0	$0.00	0.0%	1	$27.00	78.4%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$24.04	69.2%
Pub Employee Retirement Sys Total		**5**	**$12.85**	**73.1%**	**7**	**$14.10**	**73.9%**	**4**	**$12.94**	**72.5%**	**4**	**$13.45**	**75.3%**	**3**	**$13.41**	**73.3%**	**7**	**$17.22**	**76.7%**
Public Utilities Comm	E	1	$10.50	93.4%	1	$10.50	93.4%	1	$10.00	89.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	1	$17.41	71.3%	1	$17.41	71.3%	1	$17.76	72.8%	1	$17.00	69.6%	0	$0.00	0.0%
	L	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$23.50	85.3%	2	$23.00	82.6%
	M	1	$22.00	70.6%	1	$22.00	70.6%	3	$22.59	72.5%	0	$0.00	0.0%	1	$22.46	72.1%	2	$22.46	71.4%
	N	1	$23.39	68.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$24.56	71.4%	0	$0.00	0.0%	1	$26.00	74.8%
Public Utilities Comm Total		**3**	**$18.63**	**72.8%**	**3**	**$16.64**	**74.7%**	**5**	**$19.04**	**73.7%**	**2**	**$21.16**	**71.9%**	**4**	**$21.62**	**78.1%**	**5**	**$23.38**	**76.6%**
Real Estate Commission	H	0	$0.00	0.0%	0	$0.00	0.0%	2	$11.75	71.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	1	$17.00	69.6%	1	$17.50	71.7%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	L	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$19.29	70.0%	0	$0.00	0.0%	0	$0.00	0.0%

Appendix I - Continued

Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
Real Estate Commission Total		**1**	**$17.00**	**69.6%**	**1**	**$17.50**	**71.7%**	**2**	**$11.75**	**71.0%**	**1**	**$19.29**	**70.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**
Soil And Water Conservation Commission	I	0	$0.00	0.0%	0	$0.00	0.0%	1	$13.14	68.0%	1	$13.41	69.4%	0	$0.00	0.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	3	$17.27	70.7%	1	$17.50	71.7%	0	$0.00	0.0%	1	$20.00	81.1%
	L	0	$0.00	0.0%	0	$0.00	0.0%	1	$25.15	91.3%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
Soil And Water Conservation Commission Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**5**	**$18.02**	**75.0%**	**2**	**$15.46**	**70.7%**	**0**	**$0.00**	**0.0%**	**1**	**$20.00**	**81.1%**
South Central Public Health District V	G	3	$10.06	70.0%	7	$10.13	70.5%	5	$10.10	70.3%	2	$10.50	73.1%	7	$10.91	75.9%	4	$10.88	75.0%
	I	1	$14.50	75.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$16.00	82.0%
	J	1	$16.34	75.0%	2	$16.42	75.4%	0	$0.00	0.0%	0	$0.00	0.0%	1	$16.59	76.1%	1	$16.10	73.1%
	K	1	$17.10	70.1%	0	$0.00	0.0%	1	$17.10	70.1%	0	$0.00	0.0%	2	$20.16	82.6%	4	$18.50	75.0%
	L	1	$22.04	80.0%	1	$20.66	75.0%	2	$20.66	75.0%	4	$21.04	76.4%	3	$20.66	75.0%	1	$21.00	75.5%
	M	1	$23.81	76.4%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	N	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$34.00	98.8%	0	$0.00	0.0%	0	$0.00	0.0%
South Central Public Health District V Total		**8**	**$15.50**	**74.1%**	**10**	**$12.44**	**72.5%**	**8**	**$13.62**	**72.0%**	**8**	**$21.65**	**83.3%**	**13**	**$15.02**	**76.9%**	**11**	**$15.51**	**75.5%**
Southeast Health District VI	G	3	$9.96	69.3%	2	$9.96	69.3%	1	$9.96	69.3%	2	$11.00	76.5%	3	$11.00	76.5%	3	$11.00	75.8%
	H	0	$0.00	0.0%	1	$15.00	90.7%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$12.50	74.8%
	I	0	$0.00	0.0%	2	$17.06	88.2%	1	$15.47	80.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	J	0	$0.00	0.0%	0	$0.00	0.0%	1	$16.75	76.9%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	4	$17.55	71.7%	0	$0.00	0.0%
	L	0	$0.00	0.0%	0	$0.00	0.0%	1	$21.00	76.2%	1	$18.73	68.0%	4	$20.72	74.8%	2	$18.92	68.0%
	M	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$25.00	80.3%	0	$0.00	0.0%
	N	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$30.85	89.6%	1	$32.63	93.9%	0	$0.00	0.0%
	O	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$26.70	70.9%
Southeast Health District VI Total		**3**	**$9.96**	**69.3%**	**5**	**$13.81**	**82.2%**	**4**	**$15.80**	**76.1%**	**4**	**$17.90**	**78.9%**	**13**	**$18.75**	**76.7%**	**7**	**$15.72**	**72.7%**
Southwest Health District III	E	0	$0.00	0.0%	0	$0.00	0.0%	1	$10.00	89.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	G	2	$11.00	76.5%	11	$11.56	80.4%	8	$11.63	80.9%	2	$12.00	83.5%	5	$11.50	80.0%	4	$11.61	80.0%
	H	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$13.23	80.0%	0	$0.00	0.0%	0	$0.00	0.0%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$17.43	80.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	2	$19.25	78.8%	0	$0.00	0.0%	1	$19.53	80.0%	1	$19.53	80.0%	1	$19.72	80.0%
	L	0	$0.00	0.0%	1	$24.44	88.7%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$25.00	89.8%
	M	1	$23.50	75.4%	0	$0.00	0.0%	1	$24.92	80.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$25.17	80.0%
	N	0	$0.00	0.0%	0	$0.00	0.0%	2	$32.00	93.0%	1	$32.00	93.0%	2	$33.50	96.8%	0	$0.00	0.0%
Southwest Health District III Total		**3**	**$15.17**	**76.0%**	**14**	**$13.58**	**81.1%**	**12**	**$15.99**	**84.8%**	**5**	**$17.75**	**85.3%**	**9**	**$17.94**	**86.2%**	**7**	**$16.62**	**81.4%**
State Board Of Dentistry	G	0	$0.00	0.0%	1	$13.65	95.0%	0	$0.00	0.0%	1	$10.50	73.1%	0	$0.00	0.0%	1	$12.75	87.9%
State Board Of Dentistry Total		**0**	**$0.00**	**0.0%**	**1**	**$13.65**	**95.0%**	**0**	**$0.00**	**0.0%**	**1**	**$10.50**	**73.1%**	**0**	**$0.00**	**0.0%**	**1**	**$12.75**	**87.9%**
State Board of Medicine	G	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$11.25	77.5%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%

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Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	2010 Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
State Board of Medicine Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**2**	**$11.25**	**77.5%**
State Board Of Nursing	G	0	$0.00	0.0%	1	$11.00	76.5%	1	$10.00	69.6%	1	$10.50	73.1%	1	$10.50	73.1%	2	$11.21	77.2%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$21.79	99.0%	0	$0.00	0.0%
State Board Of Nursing Total		**0**	**$0.00**	**0.0%**	**1**	**$11.00**	**76.5%**	**1**	**$10.00**	**69.6%**	**1**	**$10.50**	**73.1%**	**2**	**$16.15**	**88.8%**	**2**	**$11.21**	**77.2%**
State Board Of Pharmacy	G	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	2	$11.43	79.5%	0	$0.00	0.0%	1	$11.36	78.3%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$17.59	80.7%	1	$16.85	77.3%	1	$16.85	76.6%
State Board Of Pharmacy Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**3**	**$13.48**	**80.0%**	**1**	**$16.85**	**77.3%**	**2**	**$14.11**	**77.4%**
State Board Of Tax Appeals	G	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$9.77	68.0%	1	$11.83	82.3%	0	$0.00	0.0%
State Board Of Tax Appeals Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**1**	**$9.77**	**68.0%**	**1**	**$11.83**	**82.3%**	**0**	**$0.00**	**0.0%**
State Historical Society	F	1	$12.28	97.1%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	G	0	$0.00	0.0%	1	$10.46	72.8%	0	$0.00	0.0%	1	$10.75	74.8%	1	$10.81	75.2%	1	$10.77	74.2%
	H	2	$12.05	72.9%	0	$0.00	0.0%	0	$0.00	0.0%	1	$12.29	74.3%	1	$12.29	74.3%	0	$0.00	0.0%
	I	0	$0.00	0.0%	0	$0.00	0.0%	1	$14.36	74.3%	1	$14.79	76.5%	0	$0.00	0.0%	0	$0.00	0.0%
	J	0	$0.00	0.0%	1	$14.81	68.0%	1	$16.19	74.3%	0	$0.00	0.0%	1	$15.87	72.8%	1	$16.40	74.5%
	K	1	$17.78	72.8%	1	$17.78	72.8%	0	$0.00	0.0%	2	$19.07	78.1%	2	$18.96	77.7%	1	$19.50	79.1%
	L	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$22.60	82.0%	0	$0.00	0.0%	0	$0.00	0.0%
State Historical Society Total		**4**	**$13.54**	**77.2%**	**3**	**$14.35**	**71.1%**	**2**	**$15.28**	**74.3%**	**6**	**$16.43**	**77.9%**	**5**	**$15.38**	**75.7%**	**3**	**$15.56**	**75.9%**
State Liquor Division	F	19	$9.60	75.9%	15	$9.63	76.1%	28	$9.61	76.0%	31	$10.03	79.3%	41	$10.10	79.7%	33	$10.10	79.0%
	G	2	$10.78	75.0%	0	$0.00	0.0%	1	$13.00	90.5%	3	$10.80	75.2%	4	$11.40	79.3%	4	$11.08	76.3%
	J	1	$16.34	75.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$20.00	81.1%
	L	0	$0.00	0.0%	1	$23.14	84.0%	1	$24.30	88.2%	0	$0.00	0.0%	1	$25.00	90.7%	0	$0.00	0.0%
State Liquor Division Total		**22**	**$10.01**	**75.7%**	**16**	**$10.47**	**77.1%**	**30**	**$10.22**	**77.4%**	**34**	**$10.10**	**78.9%**	**46**	**$10.54**	**80.1%**	**38**	**$10.46**	**78.8%**
State Public Defense Commission	I	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$15.00	76.8%
State Public Defense Commission Total		**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**0**	**$0.00**	**0.0%**	**1**	**$15.00**	**76.8%**
State Tax Commission	E	0	$0.00	0.0%	2	$8.18	72.8%	4	$8.18	72.8%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	G	0	$0.00	0.0%	6	$10.46	72.8%	10	$10.46	72.8%	4	$10.58	73.6%	1	$10.46	72.8%	3	$10.46	72.1%
	H	10	$12.11	73.2%	19	$12.05	72.9%	39	$12.07	72.9%	9	$12.11	73.2%	23	$12.05	72.9%	20	$12.05	72.1%
	I	7	$14.08	72.8%	8	$14.08	72.8%	9	$14.15	73.2%	4	$14.43	74.7%	2	$14.08	72.8%	0	$0.00	0.0%
	J	0	$0.00	0.0%	2	$15.87	72.8%	3	$15.87	72.8%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	8	$17.89	73.3%	12	$17.78	72.8%	25	$17.97	73.6%	6	$17.78	72.8%	14	$17.78	72.7%	8	$17.84	72.4%
	L	0	$0.00	0.0%	0	$0.00	0.0%	3	$21.71	78.8%	0	$0.00	0.0%	3	$20.71	75.2%	2	$20.06	72.1%
	M	1	$26.00	83.5%	1	$23.81	76.4%	4	$22.68	72.8%	2	$23.82	76.5%	4	$25.83	82.9%	0	$0.00	0.0%
	O	1	$37.30	100.0%	0	$0.00	0.0%	2	$34.95	93.7%	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%
State Tax Commission Total		**27**	**$15.78**	**75.5%**	**50**	**$13.79**	**73.0%**	**99**	**$14.72**	**74.2%**	**25**	**$14.53**	**73.8%**	**47**	**$15.53**	**74.3%**	**33**	**$13.79**	**72.2%**

Appendix I - Continued

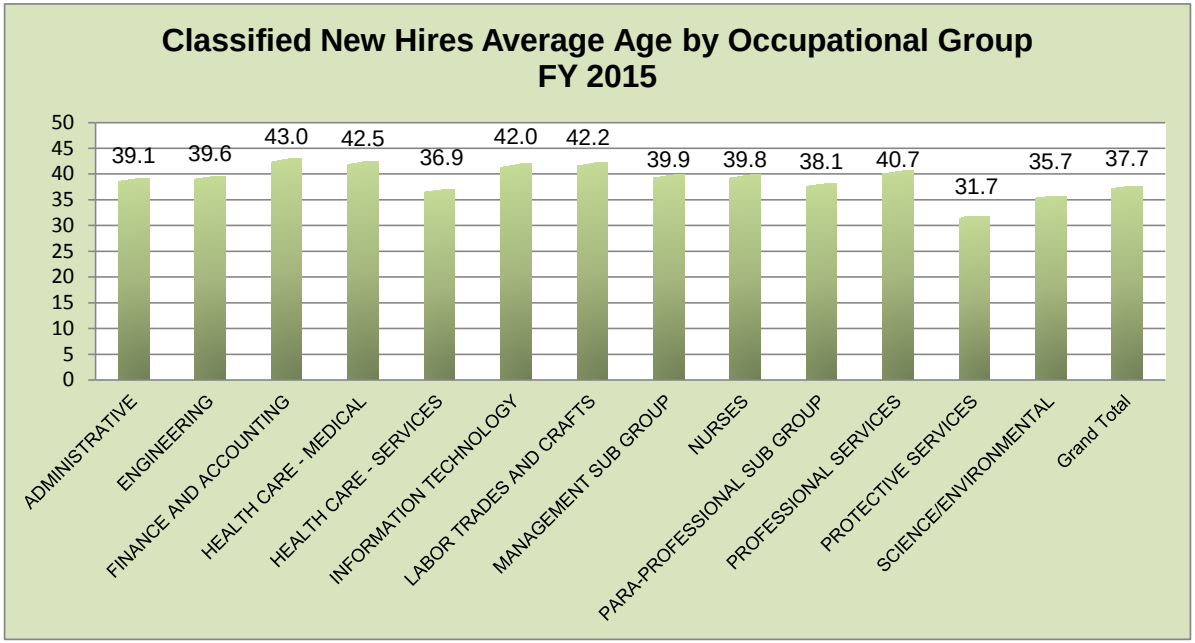
Classified New Hires by Agency and Pay Grade FY 2010 to FY 2015

Agency	Pay Grade	2010 Number of New Hires	2010 Average Pay Rate at Time of Hire	Compa-ratio at Time of Hire	2011 Number of New Hires	2011 Average Pay Rate at Time of Hire	2011 Compa-ratio at Time of Hire	2012 Number of New Hires	2012 Average Pay Rate at Time of Hire	2012 Compa-ratio at Time of Hire	2013 Number of New Hires	2013 Average Pay Rate at Time of Hire	2013 Compa-ratio at Time of Hire	2014 Number of New Hires	2014 Average Pay Rate at Time of Hire	2014 Compa-ratio at Time of Hire	2015 Number of New Hires	2015 Average Pay Rate at Time of Hire	2015 Compa-ratio at Time of Hire
Vocational Rehabilitation	H	0	$0.00	0.0%	1	$13.00	78.6%	0	$0.00	0.0%	0	$0.00	0.0%	2	$12.41	75.0%	0	$0.00	0.0%
	I	6	$13.14	68.0%	8	$13.14	68.0%	7	$13.44	69.5%	6	$14.29	73.9%	6	$14.19	73.4%	8	$14.19	72.7%
	J	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$16.34	75.0%	0	$0.00	0.0%	0	$0.00	0.0%
	K	0	$0.00	0.0%	0	$0.00	0.0%	0	$0.00	0.0%	1	$19.00	77.8%	0	$0.00	0.0%	0	$0.00	0.0%
Vocational Rehabilitation Total		**6**	**$13.14**	**68.0%**	**9**	**$13.12**	**69.0%**	**7**	**$13.44**	**69.5%**	**8**	**$15.14**	**74.7%**	**8**	**$13.75**	**73.8%**	**8**	**$14.19**	**72.7%**
Grand Total		**1093**	**$15.33**	**76.2%**	**1355**	**$14.94**	**75.3%**	**1622**	**$15.47**	**76.3%**	**1580**	**$15.65**	**77.3%**	**2061**	**$15.30**	**76.3%**	**1747**	**$15.84**	**76.7%**

Appendix J

Classified New Hires by Occupational Group and Average Age - FY 2015

Occupational Group	Number of New Hires	% of Total New Hires	Average of AGE
ADMINISTRATIVE	384	22.0%	39.1
ENGINEERING	52	3.0%	39.6
FINANCE AND ACCOUNTING	48	2.7%	43.0
HEALTH CARE - MEDICAL	2	0.1%	42.5
HEALTH CARE - SERVICES	194	11.1%	36.9
INFORMATION TECHNOLOGY	50	2.9%	42.0
LABOR TRADES AND CRAFTS	138	7.9%	42.2
MANAGEMENT SUB GROUP	7	0.4%	39.9
NURSES	110	6.3%	39.8
PARA-PROFESSIONAL SUB GROUP	142	8.1%	38.1
PROFESSIONAL SERVICES	170	9.7%	40.7
PROTECTIVE SERVICES	392	22.4%	31.7
SCIENCE/ENVIRONMENTAL	58	3.3%	35.7
Grand Total	**1747**		**37.7**



Appendix K

Total Separations/Turnover of Classified Employees by Agency - FY 2014 to FY 2015

Includes all separations - voluntary, involuntary, layoff, retirement, and transfer to other agency

Agency Name	July 2014 Employee Count	July 2015 Employee Count	FY 2015 Separations	Turnover Rate FY 2015	Turnover Rate FY 2014
ACCOUNTANCY, STATE BOARD OF	3	3	0	0.0%	0.0%
ADMINISTRATION, DEPARTMENT OF	120	120	16	13.3%	13.6%
AGING, COMMISSION ON	12	12	0	0.0%	0.0%
AGRICULTURE, DEPARTMENT OF	167	171	24	14.2%	16.2%
BLIND AND VISUALLY IMPAIRED, COMMISSION FOR	38	36	5	13.5%	5.2%
BOISE STATE UNIVERSITY	575	570	87	15.2%	15.9%
BRAND INSPECTOR, STATE	28	30	1	3.5%	7.4%
BUILDING SAFETY, DIVISION OF	102	107	13	12.4%	5.9%
COMMERCE, DEPARTMENT OF	33	36	6	17.4%	29.0%
CONSERVATION, SOIL AND WATER COMMISSION	15	15	2	13.3%	0.0%
CORRECTION, DEPARTMENT OF	1,723	1,923	386	21.2%	16.1%
DENTISTRY, BOARD OF	1	2	1	66.7%	0.0%
EASTERN IDAHO TECHNICAL COLLEGE	38	39	7	18.2%	18.4%
EDUCATION, STATE BOARD OF	2	3	1	40.0%	100.0%
ENDOWMENT FUND INVESTMENT BOARD	2	2	0	0.0%	50.0%
ENGINEERS AND LAND SURVEYORS, PROFESSIONA	2	2	0	0.0%	0.0%
ENVIRONMENTAL QUALITY, DEPARTMENT OF	323	325	28	8.6%	7.4%
FINANCE, DEPARTMENT OF	61	58	8	13.5%	14.9%
FINANCIAL MANAGEMENT, DIVISION OF	1	1	0	0.0%	0.0%
FISH AND GAME, DEPARTMENT OF	528	533	32	6.0%	6.8%
HEALTH AND WELFARE, DEPARTMENT OF	2,644	2,620	492	18.7%	17.1%
HEALTH DISTRICT 1 (PANHANDLE)	108	107	30	27.9%	22.3%
HEALTH DISTRICT 2 (NORTH CENTRAL)	42	44	3	7.0%	7.1%
HEALTH DISTRICT 3 (SOUTHWEST)	82	84	6	7.2%	14.4%
HEALTH DISTRICT 4 (CENTRAL)	108	110	16	14.7%	16.4%
HEALTH DISTRICT 5 (SOUTH CENTRAL)	68	65	15	22.6%	23.5%
HEALTH DISTRICT 6 (SOUTHEASTERN)	75	70	17	23.5%	16.1%
HEALTH DISTRICT 7 (EASTERN)	89	94	13	14.2%	19.5%
HISPANIC AFFAIRS, IDAHO COMMISSION ON	1	1	0	0.0%	0.0%
HISTORICAL SOCIETY, IDAHO STATE	40	41	4	9.9%	17.5%
HUMAN RESOURCES, DIVISION OF	8	6	2	28.6%	44.4%
IDAHO STATE UNIVERSITY	633	666	50	7.7%	10.0%
INDEPENDENT LIVING COUNCIL	3	2	1	40.0%	0.0%
INDUSTRIAL COMMISSION	77	75	12	15.8%	17.3%
INSURANCE, DEPARTMENT OF	57	54	9	16.2%	22.6%
JUVENILE CORRECTIONS, DEPARTMENT OF	388	385	67	17.3%	18.5%
LABOR, DEPARTMENT OF	580	553	68	12.0%	12.3%
LANDS, DEPARTMENT OF	251	249	31	12.4%	8.6%
LAVA HOT SPRINGS FOUNDATION	12	13	0	0.0%	8.3%
LEWIS-CLARK STATE COLLEGE	124	125	20	16.1%	26.3%
LIBRARIES, IDAHO COMMISSION FOR	32	34	1	3.0%	15.2%
LIQUOR DIVISION, IDAHO STATE	195	200	43	21.8%	20.8%
LOTTERY COMMISSION, IDAHO STATE	9	8	3	35.3%	30.0%
MEDICINE, BOARD OF	8	9	1	11.8%	0.0%
NURSING, BOARD OF	4	7	2	36.4%	60.0%
OCCUPATIONAL LICENSES, BUREAU OF	32	31	7	22.2%	9.2%
OUTFITTERS AND GUIDES LICENSING BOARD	4	4	0	0.0%	0.0%
PARDONS AND PAROLE, COMMISSION OF	29	31	4	13.3%	31.6%
PARKS AND RECREATION, DEPARTMENT OF	134	137	19	14.0%	14.0%
PERSI (PUBLIC EMPLOYEES RETIREMENT SYSTEM	53	52	8	15.2%	14.7%
PHARMACY, BOARD OF	10	11	1	9.5%	10.0%
POLICE, IDAHO STATE	478	474	60	12.6%	7.6%
PROFESSIONAL-TECHNICAL EDUCATION, DIVISION	11	12	1	8.7%	28.6%
PUBLIC TELEVISION	48	50	2	4.1%	6.3%
PUBLIC UTILITIES COMMISSION	35	36	7	19.7%	17.1%
RACING, STATE COMMISSION	1	2	0	0.0%	66.7%
REAL ESTATE COMMISSION, IDAHO	11	8	4	42.1%	0.0%
TAX APPEALS, BOARD OF	3	3	0	0.0%	0.0%
TAX COMMISSION, IDAHO STATE	424	411	48	11.5%	9.8%
TRANSPORTATION, DEPARTMENT OF	1,592	1,527	172	11.0%	10.6%
VETERANS SERVICES	294	289	86	29.5%	31.4%
VETERINARY MEDICINE, BOARD OF	1	1	1	100.0%	66.7%
VOCATIONAL REHABILITATION, IDAHO DIVISION OF	54	54	8	14.8%	14.8%
WATER RESOURCES, DEPARTMENT OF	131	137	19	14.2%	16.4%
Totals	12,757	12,880	1,970	15.4%	14.4%

Appendix L

Classified Voluntary Separations/Turnover by Agency - FY 2015 to FY 2010

Includes **voluntary separations**: Better Job, City Job, Compensation, County Job, Dissatisfied, Federal Job, Other, Personal, Private Sector, School District Job, State Job (excluding Idaho), Transfer to Other Agency

Separation codes included FY 2012 to FY 2010 but no longer used are: Better Job, Compensation, Dissatisfied, Other

Agency Name	5 year Average Classified Employee Count	July 2015 Employee Count	FY2015 Separations	Voluntary Turnover Rate FY 2015	FY 2014 Separations	Voluntary Turnover Rate FY 2014	FY 2013 Separations	Voluntary Turnover Rate FY 2013	FY 2012 Separations	Voluntary Turnover Rate FY 2012	FY 2011 Separations	Voluntary Turnover Rate FY 2011	FY 2010 Separations	Voluntary Turnover Rate FY 2010
ACCOUNTANCY, STATE BOARD OF	2.8	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ADMINISTRATION, DEPARTMENT OF	119.8	120	6	5.0%	9	7.6%	5	4.2%	7	5.9%	2	1.6%	4	3.2%
AGING, COMMISSION ON	10.8	12	0	0.0%	0	0.0%	0	0.0%	3	31.6%	3	35.3%	2	19.0%
AGRICULTURE, DEPARTMENT OF	164.5	171	14	8.3%	14	8.4%	13	7.9%	7	4.3%	8	5.0%	20	11.6%
BLIND AND VISUALLY IMPAIRED, COMMISSION	38.3	36	2	5.4%	1	2.6%	2	5.1%	2	5.1%	0	0.0%	2	5.0%
BOISE STATE UNIVERSITY	581.5	570	46	8.0%	47	7.9%	34	5.8%	38	6.6%	29	5.0%	27	4.4%
BRAND INSPECTOR, STATE	27.8	30	1	3.5%	1	3.7%	0	0.0%	0	0.0%	4	14.3%	0	0.0%
BUILDING SAFETY, DIVISION OF	102.8	107	5	4.8%	1	1.0%	2	2.1%	6	6.2%	5	4.6%	7	5.8%
COMMERCE, DEPARTMENT OF	37.8	36	4	11.6%	5	14.5%	6	16.0%	0	0.0%	3	7.2%	1	2.4%
CONSERVATION, SOIL AND WATER COMMISSI	14.0	15	2	13.3%	0	0.0%	1	6.9%	3	24.0%	2	16.0%	0	0.0%
CORRECTION, DEPARTMENT OF	1605.7	1,923	152	8.3%	124	7.5%	124	8.2%	104	6.9%	80	5.4%	97	6.4%
DENTISTRY, BOARD OF	1.2	2	1	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
EASTERN IDAHO TECHNICAL COLLEGE	38.3	39	1	2.6%	5	13.2%	3	7.8%	3	7.7%	1	2.6%	1	2.8%
EDUCATION, STATE BOARD OF	2.2	3	0	0.0%	2	100.0%	0	0.0%	0	0.0%	1	50.0%	1	33.3%
ENDOWMENT FUND INVESTMENT BOARD	2.0	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ENGINEERS AND LAND SURVEYORS, PROFES	2.0	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ENVIRONMENTAL QUALITY, DEPARTMENT OF	324.8	325	17	5.3%	14	4.3%	19	5.8%	19	5.9%	13	4.0%	11	3.3%
FINANCE, DEPARTMENT OF	56.3	58	4	6.7%	5	8.3%	0	0.0%	3	5.5%	3	5.9%	2	4.0%
FINANCIAL MANAGEMENT, DIVISION OF	1.7	1	0	0.0%	0	0.0%	0	0.0%	1	66.7%	0	0.0%	0	0.0%
FISH AND GAME, DEPARTMENT OF	527.5	533	14	2.6%	15	2.8%	15	2.8%	18	3.4%	16	3.1%	10	2.0%
HEALTH AND WELFARE, DEPARTMENT OF	2651.2	2,620	251	9.5%	237	9.0%	189	7.2%	192	7.3%	158	5.9%	164	5.8%
HEALTH DISTRICT 1 (PANHANDLE)	108.2	107	14	13.0%	11	10.2%	7	6.4%	7	6.5%	8	7.4%	8	7.4%
HEALTH DISTRICT 2 (NORTH CENTRAL)	42.0	44	2	4.7%	2	4.8%	3	7.2%	3	7.3%	3	7.2%	5	11.5%
HEALTH DISTRICT 3 (SOUTHWEST)	85.8	84	4	4.8%	6	7.2%	6	6.9%	7	8.0%	4	4.6%	6	6.6%
HEALTH DISTRICT 4 (CENTRAL)	109.5	110	9	8.3%	13	11.9%	7	6.4%	12	11.0%	3	2.7%	7	6.2%
HEALTH DISTRICT 5 (SOUTH CENTRAL)	70.2	65	10	15.0%	9	13.2%	4	5.8%	8	10.9%	1	1.3%	7	9.3%
HEALTH DISTRICT 6 (SOUTHEASTERN)	76.0	70	7	9.7%	7	9.4%	2	2.7%	5	6.4%	1	1.2%	5	5.8%
HEALTH DISTRICT 7 (EASTERN)	86.5	94	8	8.7%	4	4.6%	4	4.7%	2	2.4%	3	3.7%	5	5.8%
HISPANIC AFFAIRS, IDAHO COMMISSION ON	1.0	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HISTORICAL SOCIETY, IDAHO STATE	41.3	41	1	2.5%	3	7.5%	3	7.4%	5	12.0%	2	4.7%	2	4.6%
HUMAN RESOURCES, DIVISION OF	8.2	6	1	14.3%	3	33.3%	1	11.8%	2	26.7%	1	11.1%	2	19.0%
IDAHO STATE UNIVERSITY	626.0	666	31	4.8%	40	6.4%	37	6.0%	39	6.4%	40	6.6%	44	7.1%
INDEPENDENT LIVING COUNCIL	3.2	2	1	40.0%	0	0.0%	1	33.3%	1	33.3%	3	75.0%	0	0.0%
INDUSTRIAL COMMISSION	75.3	75	6	7.9%	7	9.3%	13	17.2%	6	8.1%	5	6.7%	9	11.8%
INSURANCE, DEPARTMENT OF	57.3	54	5	9.0%	9	15.7%	4	6.8%	4	7.0%	6	10.3%	4	6.7%
JUVENILE CORRECTIONS, DEPARTMENT OF	381.2	385	45	11.6%	37	9.7%	35	9.2%	23	6.1%	31	8.2%	26	6.8%
LABOR, DEPARTMENT OF	605.2	553	39	6.9%	27	4.6%	26	4.3%	34	5.5%	14	2.2%	5	0.8%
LANDS, DEPARTMENT OF	239.7	249	14	5.6%	13	5.3%	10	4.2%	13	5.5%	8	3.5%	9	3.8%
LAVA HOT SPRINGS FOUNDATION	12.2	13	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	1	9.5%
LEWIS-CLARK STATE COLLEGE	127.5	125	7	5.6%	15	12.0%	12	9.4%	4	3.1%	6	4.6%	10	7.8%
LIBRARIES, IDAHO COMMISSION FOR	34.7	34	0	0.0%	1	3.0%	1	2.9%	1	2.8%	2	5.4%	3	7.8%
LIQUOR DIVISION, IDAHO STATE	194.3	200	19	9.6%	20	10.2%	13	6.7%	3	1.6%	7	3.7%	2	1.0%
LOTTERY COMMISSION, IDAHO STATE	10.0	8	1	11.8%	1	10.0%	1	9.5%	1	9.5%	0	0.0%	0	0.0%
MEDICINE, BOARD OF	8.2	9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NURSING, BOARD OF	5.7	7	2	36.4%	2	40.0%	2	33.3%	1	16.7%	0	0.0%	0	0.0%

Appendix L - Continued
Classified Voluntary Separations/Turnover by Agency - FY 2015 to FY 2010

Includes **voluntary separations**: Better Job, City Job, Compensation, County Job, Dissatisfied, Federal Job, Other, Personal, Private Sector, School District Job, State Job (excluding Idaho), Transfer to Other Agency

Separation codes included FY 2012 to FY 2010 but no longer used are: Better Job, Compensation, Dissatisfied, Other

Agency Name	5 year Average Classified Employee Count	July 2015 Employee Count	FY2015 Separations	Voluntary Turnover Rate FY 2015	FY 2014 Separations	Voluntary Turnover Rate FY 2014	FY 2013 Separations	Voluntary Turnover Rate FY 2013	FY 2012 Separations	Voluntary Turnover Rate FY 2012	FY 2011 Separations	Voluntary Turnover Rate FY 2011	FY 2010 Separations	Voluntary Turnover Rate FY 2010
OCCUPATIONAL LICENSES, BUREAU OF	31.7	31	6	19.1%	0	0.0%	3	9.2%	1	3.2%	1	3.2%	2	6.5%
OUTFITTERS AND GUIDES LICENSING BOARD	4.0	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PARDONS AND PAROLE, COMMISSION OF	28.3	31	2	6.7%	7	24.6%	5	17.9%	2	7.3%	3	11.1%	0	0.0%
PARKS AND RECREATION, DEPARTMENT OF	135.3	137	10	7.4%	10	7.4%	10	7.3%	8	5.9%	6	4.5%	14	9.8%
PERSI (PUBLIC EMPLOYEES RETIREMENT SYS	54.3	52	7	13.3%	2	3.7%	0	0.0%	2	3.7%	5	9.0%	2	3.5%
PHARMACY, BOARD OF	9.7	11	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
POLICE, IDAHO STATE	466.2	474	27	5.7%	15	3.2%	20	4.4%	15	3.3%	6	1.3%	9	1.9%
PROFESSIONAL-TECHNICAL EDUCATION, DIVIS	12.7	12	0	0.0%	3	28.6%	3	26.1%	1	7.1%	0	0.0%	0	0.0%
PUBLIC TELEVISION	48.2	50	1	2.0%	1	2.1%	4	8.2%	2	4.1%	1	2.1%	1	2.1%
PUBLIC UTILITIES COMMISSION	35.2	36	3	8.5%	1	2.9%	1	2.9%	3	8.7%	2	5.7%	0	0.0%
RACING, STATE COMMISSION	1.5	2	0	0.0%	1	66.7%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
REAL ESTATE COMMISSION, IDAHO	10.8	8	3	31.6%	0	0.0%	0	0.0%	1	9.5%	1	8.0%	1	7.1%
TAX APPEALS, BOARD OF	2.7	3	0	0.0%	0	0.0%	0	0.0%	1	40.0%	0	0.0%	0	0.0%
TAX COMMISSION, IDAHO STATE	405.2	411	25	6.0%	21	5.0%	25	5.9%	23	5.6%	12	3.2%	20	5.4%
TRANSPORTATION, DEPARTMENT OF	1643.3	1,527	67	4.3%	67	4.2%	69	4.2%	55	3.3%	48	2.8%	27	1.6%
VETERANS SERVICES	284.2	289	34	11.7%	40	13.4%	37	12.6%	16	5.8%	21	7.9%	26	9.8%
VETERINARY MEDICINE, BOARD OF	1.2	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
VOCATIONAL REHABILITATION, IDAHO DIVISIO	54.2	54	5	9.3%	4	7.4%	14	26.2%	10	18.3%	1	1.8%	1	1.7%
WATER RESOURCES, DEPARTMENT OF	139.2	137	8	6.0%	12	9.0%	4	2.8%	3	2.1%	7	4.9%	3	2.0%
Totals		**12,880**	**944**	7.4%	**895**	7.0%	**801**	6.4%	**730**	5.8%	**590**	4.7%	**615**	4.8%

Appendix M
Classified Retirement Separations/Turnover by Agency - FY 2014 and FY 2015

Includes medical and regular retirements

Agency Name	FY2014 Employee Count	FY2015 Employee Count	Average Number of Employees FY 2015	FY2015 Separations	Turnover Rate FY2015	Turnover Rate FY2014
ACCOUNTANCY, STATE BOARD OF	3	3	3.0	0	0.0%	0.0%
ADMINISTRATION, DEPARTMENT OF	120	120	120.0	5	4.2%	4.2%
AGING, COMMISSION ON	12	12	12.0	0	0.0%	0.0%
AGRICULTURE, DEPARTMENT OF	167	171	169.0	4	2.4%	3.0%
BLIND AND VISUALLY IMPAIRED, COMMISSION FOR THE	38	36	37.0	2	5.4%	2.6%
BOISE STATE UNIVERSITY	575	570	572.5	14	2.4%	3.2%
BRAND INSPECTOR, STATE	28	30	29.0	0	0.0%	3.7%
BUILDING SAFETY, DIVISION OF	102	107	104.5	3	2.9%	4.0%
COMMERCE, DEPARTMENT OF	33	36	34.5	0	0.0%	11.6%
CONSERVATION, SOIL AND WATER COMMISSION	15	15	15.0	0	0.0%	0.0%
CORRECTION, DEPARTMENT OF	1,723	1,923	1,823.0	37	2.0%	2.3%
DENTISTRY, BOARD OF	1	2	1.5	0	0.0%	0.0%
EASTERN IDAHO TECHNICAL COLLEGE	38	39	38.5	0	0.0%	0.0%
EDUCATION, STATE BOARD OF	2	3	2.5	0	0.0%	0.0%
ENDOWMENT FUND INVESTMENT BOARD	2	2	2.0	0	0.0%	50.0%
ENGINEERS AND LAND SURVEYORS, PROFESSIONAL BOARD O	2	2	2.0	0	0.0%	0.0%
ENVIRONMENTAL QUALITY, DEPARTMENT OF	323	325	324.0	9	2.8%	2.8%
FINANCE, DEPARTMENT OF	61	58	59.5	2	3.4%	6.6%
FINANCIAL MANAGEMENT, DIVISION OF	1	1	1.0	0	0.0%	0.0%
FISH AND GAME, DEPARTMENT OF	528	533	530.5	15	2.8%	3.2%
HEALTH AND WELFARE, DEPARTMENT OF	2,644	2,620	2,632.0	95	3.6%	3.0%
HEALTH DISTRICT 1 (PANHANDLE)	108	107	107.5	9	8.4%	5.6%
HEALTH DISTRICT 2 (NORTH CENTRAL)	42	44	43.0	1	2.3%	0.0%
HEALTH DISTRICT 3 (SOUTHWEST)	82	84	83.0	1	1.2%	1.2%
HEALTH DISTRICT 4 (CENTRAL)	108	110	109.0	2	1.8%	2.7%
HEALTH DISTRICT 5 (SOUTH CENTRAL)	68	65	66.5	3	4.5%	5.9%
HEALTH DISTRICT 6 (SOUTHEASTERN)	75	70	72.5	6	8.3%	4.0%
HEALTH DISTRICT 7 (EASTERN)	89	94	91.5	2	2.2%	8.0%
HISPANIC AFFAIRS, IDAHO COMMISSION ON	1	1	1.0	0	0.0%	0.0%
HISTORICAL SOCIETY, IDAHO STATE	40	41	40.5	3	7.4%	10.0%
HUMAN RESOURCES, DIVISION OF	8	6	7.0	1	14.3%	11.1%
IDAHO STATE UNIVERSITY	633	666	649.5	9	1.4%	1.4%
INDEPENDENT LIVING COUNCIL	3	2	2.5	0	0.0%	0.0%
INDUSTRIAL COMMISSION	77	75	76.0	3	4.0%	4.0%
INSURANCE, DEPARTMENT OF	57	54	55.5	3	5.4%	5.2%
JUVENILE CORRECTIONS, DEPARTMENT OF	388	385	386.5	7	1.8%	2.3%
LABOR, DEPARTMENT OF	580	553	566.5	16	2.8%	4.1%
LANDS, DEPARTMENT OF	251	249	250.0	10	4.0%	2.5%
LAVA HOT SPRINGS FOUNDATION	12	13	12.5	0	0.0%	0.0%
LEWIS-CLARK STATE COLLEGE	124	125	124.5	7	5.6%	6.4%
LIBRARIES, IDAHO COMMISSION FOR	32	34	33.0	1	3.0%	9.1%
LIQUOR DIVISION, IDAHO STATE	195	200	197.5	9	4.6%	5.1%
LOTTERY COMMISSION, IDAHO STATE	9	8	8.5	1	11.8%	20.0%
MEDICINE, BOARD OF	8	9	8.5	1	11.8%	0.0%
NURSING, BOARD OF	4	7	5.5	0	0.0%	0.0%
OCCUPATIONAL LICENSES, BUREAU OF	32	31	31.5	1	3.2%	3.1%
OUTFITTERS AND GUIDES LICENSING BOARD	4	4	4.0	0	0.0%	0.0%
PARDONS AND PAROLE, COMMISSION OF	29	31	30.0	1	3.3%	0.0%
PARKS AND RECREATION, DEPARTMENT OF	134	137	135.5	6	4.4%	6.6%
PERSI (PUBLIC EMPLOYEES RETIREMENT SYSTEM OF IDAHO	53	52	52.5	1	1.9%	5.5%
PHARMACY, BOARD OF	10	11	10.5	0	0.0%	0.0%
POLICE, IDAHO STATE	478	474	476.0	19	4.0%	1.7%
PROFESSIONAL-TECHNICAL EDUCATION, DIVISION OF	11	12	11.5	1	8.7%	0.0%
PUBLIC TELEVISION	48	50	49.0	1	2.0%	4.2%
PUBLIC UTILITIES COMMISSION	35	36	35.5	2	5.6%	14.3%
RACING, STATE COMMISSION	1	2	1.5	0	0.0%	0.0%
REAL ESTATE COMMISSION, IDAHO	11	8	9.5	0	0.0%	0.0%
TAX APPEALS, BOARD OF	3	3	3.0	0	0.0%	0.0%
TAX COMMISSION, IDAHO STATE	424	411	417.5	16	3.8%	2.4%
TRANSPORTATION, DEPARTMENT OF	1,592	1,527	1,559.5	61	3.9%	4.2%
VETERANS SERVICES	294	289	291.5	2	0.7%	3.3%
VETERINARY MEDICINE, BOARD OF	1	1	1.0	0	0.0%	0.0%
VOCATIONAL REHABILITATION, IDAHO DIVISION OF	54	54	54.0	2	3.7%	3.7%
WATER RESOURCES, DEPARTMENT OF	131	137	134.0	6	4.5%	5.2%
Total	12,757	12,880	12,818.5	400	3.1%	3.3%

Appendix N

Classified Involuntary Separations/Turnover by Agency - FY 2015 to FY 2013

Includes **involuntary separations:** appointment expires, death, dismissal, layoff-budget, layoff-medical, layoff shortage of work

Agency Name	5 year Average Classified Employee Count	July 2015 Employee Count	FY2015 Separations	Turnover Rate FY2015	FY 2014 Separations	Turnover Rate FY2014	FY 2013 Separations	Turnover Rate FY 2013
ACCOUNTANCY, STATE BOARD OF	2.8	3	0	0.0%	0	0.0%	0	0.0%
ADMINISTRATION, DEPARTMENT OF	119.8	120	5	4.2%	2	1.7%	4	3.4%
AGING, COMMISSION ON	10.8	12	0	0.0%	0	0.0%	0	0.0%
AGRICULTURE, DEPARTMENT OF	164.5	171	3	1.8%	8	4.8%	0	0.0%
BLIND AND VISUALLY IMPAIRED, COMMISSION FOR THE	38.3	36	1	2.8%	0	0.0%	0	0.0%
BOISE STATE UNIVERSITY	581.5	570	10	1.8%	13	2.2%	11	1.9%
BRAND INSPECTOR, STATE	27.8	30	0	0.0%	0	0.0%	1	3.8%
BUILDING SAFETY, DIVISION OF	102.8	107	4	3.7%	1	1.0%	3	3.2%
COMMERCE, DEPARTMENT OF	37.8	36	1	2.8%	1	2.9%	0	0.0%
CONSERVATION, SOIL AND WATER COMMISSION	14.0	15	0	0.0%	0	0.0%	0	0.0%
CORRECTION, DEPARTMENT OF	1605.7	1,923	19	1.0%	46	2.8%	54	3.6%
DENTISTRY, BOARD OF	1.2	2	0	0.0%	0	0.0%	0	0.0%
EASTERN IDAHO TECHNICAL COLLEGE	38.3	39	4	10.3%	1	2.6%	0	0.0%
EDUCATION, STATE BOARD OF	2.2	3	0	0.0%	0	0.0%	0	0.0%
ENDOWMENT FUND INVESTMENT BOARD	2.0	2	0	0.0%	0	0.0%	0	0.0%
ENGINEERS AND LAND SURVEYORS, PROFESSIONAL BOARD O	2.0	2	0	0.0%	0	0.0%	0	0.0%
ENVIRONMENTAL QUALITY, DEPARTMENT OF	324.8	325	1	0.3%	1	0.3%	1	0.3%
FINANCE, DEPARTMENT OF	56.3	58	0	0.0%	0	0.0%	0	0.0%
FINANCIAL MANAGEMENT, DIVISION OF	1.7	1	0	0.0%	0	0.0%	0	0.0%
FISH AND GAME, DEPARTMENT OF	527.5	533	1	0.2%	2	0.4%	3	0.6%
HEALTH AND WELFARE, DEPARTMENT OF	2651.2	2,620	60	2.3%	92	3.5%	94	3.6%
HEALTH DISTRICT 1 (PANHANDLE)	108.2	107	1	0.9%	3	2.8%	0	0.0%
HEALTH DISTRICT 2 (NORTH CENTRAL)	42.0	44	0	0.0%	0	0.0%	0	0.0%
HEALTH DISTRICT 3 (SOUTHWEST)	85.8	84	1	1.2%	2	2.4%	2	2.3%
HEALTH DISTRICT 4 (CENTRAL)	109.5	110	1	0.9%	1	0.9%	2	1.8%
HEALTH DISTRICT 5 (SOUTH CENTRAL)	70.2	65	1	1.5%	0	0.0%	4	5.8%
HEALTH DISTRICT 6 (SOUTHEASTERN)	76.0	70	2	2.9%	1	1.3%	1	1.4%
HEALTH DISTRICT 7 (EASTERN)	86.5	94	1	1.1%	1	1.1%	5	5.8%
HISPANIC AFFAIRS, IDAHO COMMISSION ON	1.0	1	0	0.0%	0	0.0%	0	0.0%
HISTORICAL SOCIETY, IDAHO STATE	41.3	41	0	0.0%	0	0.0%	1	2.5%
HUMAN RESOURCES, DIVISION OF	8.2	6	0	0.0%	0	0.0%	0	0.0%
IDAHO STATE UNIVERSITY	626.0	666	2	0.3%	7	1.1%	11	1.8%
INDEPENDENT LIVING COUNCIL	3.2	2	0	0.0%	0	0.0%	0	0.0%
INDUSTRIAL COMMISSION	75.3	75	0	0.0%	1	1.3%	2	2.6%
INSURANCE, DEPARTMENT OF	57.3	54	1	1.9%	1	1.7%	1	1.7%
JUVENILE CORRECTIONS, DEPARTMENT OF	381.2	385	5	1.3%	10	2.6%	9	2.4%
LABOR, DEPARTMENT OF	605.2	553	5	0.9%	11	1.9%	20	3.3%
LANDS, DEPARTMENT OF	239.7	249	4	1.6%	0	0.0%	0	0.0%
LAVA HOT SPRINGS FOUNDATION	12.2	13	0	0.0%	0	0.0%	0	0.0%
LEWIS-CLARK STATE COLLEGE	127.5	125	2	1.6%	6	4.8%	3	2.3%
LIBRARIES, IDAHO COMMISSION FOR	34.7	34	0	0.0%	1	3.0%	0	0.0%
LIQUOR DIVISION, IDAHO STATE	194.3	200	5	2.5%	8	4.1%	6	3.1%
LOTTERY COMMISSION, IDAHO STATE	10.0	8	0	0.0%	0	0.0%	0	0.0%
MEDICINE, BOARD OF	8.2	9	0	0.0%	0	0.0%	0	0.0%
NURSING, BOARD OF	5.7	7	0	0.0%	1	20.0%	0	0.0%

Appendix N - Continued

Classified Involuntary Separations/Turnover by Agency - FY 2015 to FY 2013

Agency Name	5 year Average Classified Employee Count	July 2015 Employee Count	FY2015 Separations	Turnover Rate FY2015	FY 2014 Separations	Turnover Rate FY2014	FY 2013 Separations	Turnover Rate FY 2013
OCCUPATIONAL LICENSES, BUREAU OF	31.7	31	0	0.0%	1	3.1%	1	3.1%
OUTFITTERS AND GUIDES LICENSING BOARD	4.0	4	0	0.0%	0	0.0%	0	0.0%
PARDONS AND PAROLE, COMMISSION OF	28.3	31	0	0.0%	1	3.5%	1	3.6%
PARKS AND RECREATION, DEPARTMENT OF	135.3	137	0	0.0%	0	0.0%	0	0.0%
PERSI (PUBLIC EMPLOYEES RETIREMENT SYSTEM OF IDAHO	54.3	52	0	0.0%	2	3.7%	1	1.8%
PHARMACY, BOARD OF	9.7	11	0	0.0%	1	10.0%	0	0.0%
POLICE, IDAHO STATE	466.2	474	4	0.8%	7	1.5%	4	0.9%
PROFESSIONAL-TECHNICAL EDUCATION, DIVISION OF	12.7	12	0	0.0%	0	0.0%	0	0.0%
PUBLIC TELEVISION	48.2	50	0	0.0%	0	0.0%	1	2.1%
PUBLIC UTILITIES COMMISSION	35.2	36	1	2.8%	0	0.0%	0	0.0%
RACING, STATE COMMISSION	1.5	2	0	0.0%	0	0.0%	0	0.0%
REAL ESTATE COMMISSION, IDAHO	10.8	8	1	12.5%	0	0.0%	0	0.0%
TAX APPEALS, BOARD OF	2.7	3	0	0.0%	0	0.0%	0	0.0%
TAX COMMISSION, IDAHO STATE	405.2	411	3	0.7%	6	1.4%	9	2.1%
TRANSPORTATION, DEPARTMENT OF	1643.3	1,527	30	2.0%	26	1.6%	22	1.3%
VETERANS SERVICES	284.2	289	15	5.2%	18	6.0%	21	7.1%
VETERINARY MEDICINE, BOARD OF	1.2	1	1	100.0%	1	66.7%	0	0.0%
VOCATIONAL REHABILITATION, IDAHO DIVISION OF	54.2	54	0	0.0%	2	3.7%	2	3.7%
WATER RESOURCES, DEPARTMENT OF	139.2	137	1	0.7%	1	0.7%	3	2.1%
Total		12,880	197	1.5%	287	2.3%	303	2.4%

Classified Probationary Terminations by Agency FY 2015

Includes all failure to complete probationary period.

Agency Name	July 2015 Employee Count	FY2015 Separations	Turnover Rate FY2015
ACCOUNTANCY, STATE BOARD OF	3	0	0.0%
ADMINISTRATION, DEPARTMENT OF	120	0	0.0%
AGING, COMMISSION ON	12	0	0.0%
AGRICULTURE, DEPARTMENT OF	171	3	1.8%
BLIND AND VISUALLY IMPAIRED, COMMISSION FOR THE	36	0	0.0%
BOISE STATE UNIVERSITY	570	21	3.7%
BRAND INSPECTOR, STATE	30	0	0.0%
BUILDING SAFETY, DIVISION OF	107	1	0.9%
COMMERCE, DEPARTMENT OF	36	1	2.8%
CONSERVATION, SOIL AND WATER COMMISSION	15	0	0.0%
CORRECTION, DEPARTMENT OF	1,923	177	9.2%
DENTISTRY, BOARD OF	2	0	0.0%
EASTERN IDAHO TECHNICAL COLLEGE	39	2	5.1%
EDUCATION, STATE BOARD OF	3	1	33.3%
ENDOWMENT FUND INVESTMENT BOARD	2	0	0.0%
ENGINEERS AND LAND SURVEYORS, PROFESSIONAL BOARD O	2	0	0.0%
ENVIRONMENTAL QUALITY, DEPARTMENT OF	325	1	0.3%
FINANCE, DEPARTMENT OF	58	2	3.4%
FINANCIAL MANAGEMENT, DIVISION OF	1	0	0.0%
FISH AND GAME, DEPARTMENT OF	533	2	0.4%
HEALTH AND WELFARE, DEPARTMENT OF	2,620	85	3.2%

Appendix N - Continued

Classified Involuntary Separations/Turnover by Agency - FY 2015 to FY 2013

Classified Probationary Terminations by Agency FY 2015

Includes all failure to complete probationary period.

Agency Name	July 2015 Employee Count	FY2015 Separations	Turnover Rate FY2015
HEALTH DISTRICT 1 (PANHANDLE)	6,715	6	0.1%
HEALTH DISTRICT 2 (NORTH CENTRAL)	44	0	0.0%
HEALTH DISTRICT 3 (SOUTHWEST)	84	0	0.0%
HEALTH DISTRICT 4 (CENTRAL)	110	4	3.6%
HEALTH DISTRICT 5 (SOUTH CENTRAL)	65	1	1.5%
HEALTH DISTRICT 6 (SOUTHEASTERN)	70	2	2.9%
HEALTH DISTRICT 7 (EASTERN)	94	2	2.1%
HISPANIC AFFAIRS, IDAHO COMMISSION ON	1	0	0.0%
HISTORICAL SOCIETY, IDAHO STATE	41	0	0.0%
HUMAN RESOURCES, DIVISION OF	6	0	0.0%
IDAHO STATE UNIVERSITY	666	8	1.2%
INDEPENDENT LIVING COUNCIL	2	0	0.0%
INDUSTRIAL COMMISSION	75	3	4.0%
INSURANCE, DEPARTMENT OF	54	0	0.0%
JUVENILE CORRECTIONS, DEPARTMENT OF	385	10	2.6%
LABOR, DEPARTMENT OF	553	8	1.4%
LANDS, DEPARTMENT OF	249	2	0.8%
LAVA HOT SPRINGS FOUNDATION	13	0	0.0%
LEWIS-CLARK STATE COLLEGE	125	4	3.2%
LIBRARIES, IDAHO COMMISSION FOR	34	0	0.0%
LIQUOR DIVISION, IDAHO STATE	200	10	5.0%
LOTTERY COMMISSION, IDAHO STATE	8	1	12.5%
MEDICINE, BOARD OF	9	0	0.0%
NURSING, BOARD OF	7	0	0.0%
OCCUPATIONAL LICENSES, BUREAU OF	31	0	0.0%
OUTFITTERS AND GUIDES LICENSING BOARD	4	0	0.0%
PARDONS AND PAROLE, COMMISSION OF	31	1	3.2%
PARKS AND RECREATION, DEPARTMENT OF	137	3	2.2%
PERSI (PUBLIC EMPLOYEES RETIREMENT SYSTEM OF IDAHO	52	0	0.0%
PHARMACY, BOARD OF	11	1	9.1%
PROFESSIONAL-TECHNICAL EDUCATION, DIVISION OF	12	0	0.0%
POLICE, IDAHO STATE	474	10	2.1%
PUBLIC TELEVISION	50	0	0.0%
PUBLIC UTILITIES COMMISSION	36	1	2.8%
RACING, STATE COMMISSION	2	0	0.0%
REAL ESTATE COMMISSION, IDAHO	8	0	0.0%
TAX APPEALS, BOARD OF	3	0	0.0%
TAX COMMISSION, IDAHO STATE	411	4	1.0%
TRANSPORTATION, DEPARTMENT OF	1,527	14	0.9%
VETERANS SERVICES	289	33	11.4%
VETERINARY MEDICINE, BOARD OF	1	0	0.0%
VOCATIONAL REHABILITATION, IDAHO DIVISION OF	54	1	1.9%
WATER RESOURCES, DEPARTMENT OF	137	4	2.9%
Total	12,880	429	3.3%

Appendix O
Workforce Demographics by Agency - October 2015

Note: Classified and non-classified employees excluding board members, elected officials, judges, commissioners , higher education, State Insurance Fund and temporaries

Agency	Employee Count	Average Hourly Rate of Pay	Average of Years of Service
BD-PROF ENG & LAND SURV	2	$19.75	15.1
BOISE STATE UNIVERSITY	557	$14.74	8.8
BRAND INSPECTOR	30	$16.70	15.5
BRD OF VETERINARY MEDICINE	2	$13.50	1.3
BUR-OCCUPATIONAL LICENSES	31	$17.36	12.9
CENTRAL HEALTH DISTRICT IV	113	$21.17	9.6
COMM-BLIND & VISUAL IMPAIR	36	$20.32	10.8
COMMISSION OF PARDONS AND PAROLE	29	$19.37	10.6
DEPARTMENT OF AGRICULTURE	169	$22.65	11.5
DEPARTMENT OF COMMERCE	35	$23.88	8.8
DEPARTMENT OF CORRECTION	1927	$18.18	7.0
DEPARTMENT OF ENVIRONMENTAL QUALITY	330	$25.75	12.2
DEPARTMENT OF FINANCE	59	$30.55	10.3
DEPARTMENT OF FISH & GAME	524	$24.76	14.5
DEPARTMENT OF INSURANCE	58	$20.77	9.0
DEPARTMENT OF LABOR	536	$22.69	12.9
DEPARTMENT OF LANDS	254	$23.44	12.8
DEPT - PARKS & RECREATION	145	$19.34	11.7
DEPT OF ADMINISTRATION	118	$22.56	11.0
DEPT OF HEALTH & WELFARE	2636	$22.02	9.1
DEPT OF WATER RESOURCES	137	$24.81	12.0
DIV - FINANCIAL MANAGEMENT	1	$20.89	36.2
DIV OF BUILDING SAFETY	108	$21.84	10.0
DIV OF PROFESSIONAL-TECHNICAL EDUCATION	11	$16.46	10.0
DIVISION OF HUMAN RESOURCES	8	$27.36	10.7
DIVISION OF VETERANS SERVICES	293	$16.93	7.3
EASTERN IDAHO HEALTH DISTRICT VII	97	$19.52	8.2
EASTERN IDAHO TECH COLLEGE	37	$15.04	9.1
ENDOWMENT FND INVESTMENT BD	2	$27.09	13.4
HISPANIC COMMISSION	1	$16.07	14.6
IDAHO COMMISSION FOR LIBRARIES	34	$20.58	12.5
IDAHO COMMISSION ON AGING	12	$26.88	11.8
IDAHO PUBLIC TELEVISION 1982	50	$20.18	13.8
IDAHO STATE INDEPENDENT LIVING COUNCIL	2	$18.47	14.5
IDAHO STATE LOTTERY	8	$17.54	7.4
IDAHO STATE POLICE	497	$26.34	11.4
IDAHO STATE RACING COMMISSION	2	$18.55	13.6
IDAHO STATE UNIVERSITY	672	$14.48	9.9
IDAHO TRANSPORTATION DEPT	1498	$22.11	14.0
INDUSTRIAL COMMISSION	72	$16.60	9.2
JUVENILE CORRECTIONS	386	$18.84	9.0
LAVA HOT SPRINGS FOUNDATION	14	$14.39	8.6
LEWIS-CLARK STATE COLLEGE	126	$13.82	8.4
NORTH CENTRAL HEALTH DISTRICT II	47	$21.40	9.7
OFFICE OF BRD OF EDUCATION	4	$16.09	3.8
OUTFITTERS AND GUIDES	4	$14.72	12.0
PANHANDLE HEALTH DISTRICT I	109	$21.02	8.1
PUB EMPLOYEE RETIREMENT SYS	52	$18.99	10.4
PUBLIC UTILITIES COMM	37	$24.05	11.5
REAL ESTATE COMMISSION	11	$20.14	7.2
SOIL AND WATER CONSERVATION COMMISSION	16	$23.38	15.6
SOUTH CENTRAL PUBLIC HEALTH DISTRICT V	70	$19.57	9.2
SOUTHEAST HEALTH DISTRICT VI	71	$20.85	10.2
SOUTHWEST HEALTH DISTRICT III	90	$19.62	8.6
STATE BOARD OF ACCOUNTANCY	2	$17.68	17.4
STATE BOARD OF DENTISTRY	2	$14.56	2.8
STATE BOARD OF MEDICINE	9	$13.90	10.3

Appendix O - Continued

Workforce Demographics by Agency - October 2015

Agency	Employee Count	Average Hourly Rate of Pay	Average of Years of Service
STATE BOARD OF NURSING	7	$14.03	12.4
STATE BOARD OF PHARMACY	11	$17.20	8.0
STATE BOARD OF TAX APPEALS	3	$25.23	5.9
STATE HISTORICAL SOCIETY	42	$19.15	10.5
STATE LIQUOR DIVISION	205	$14.94	8.2
STATE PUBLIC DEFENSE COMMISSION	1	$15.00	0.4
STATE TAX COMMISSION	422	$21.04	11.6
VOCATIONAL REHABILITATION	56	$15.60	8.9
Grand Total	12930	$20.55	10.2

Appendix P
Workforce Demographics by County - October 2015

Note: Classified and non-classified employees excluding board member, elected officials, judges, commissioners, higher education, State Insurance Fund, and temporaries.

County	Number of Employees	Average Hourly Pay Rate	Average Years of Service
ADA	7956	$22.82	8.5
ADAMS	12	$19.83	14.1
BANNOCK	1357	$18.12	9.6
BEAR LAKE	20	$18.64	12.6
BENEWAH	56	$20.82	14.0
BINGHAM	355	$21.13	8.7
BLAINE	28	$20.63	10.4
BOISE	17	$19.63	11.2
BONNER	133	$21.09	12.2
BONNEVILLE	609	$21.41	9.7
BOUNDARY	27	$19.40	11.5
BUTTE	7	$21.48	18.6
CAMAS	5	$18.28	9.7
CANYON	679	$20.00	9.2
CARIBOU	17	$18.42	7.7
CASSIA	79	$20.38	11.3
CLARK	7	$16.21	9.1
CLEARWATER	317	$19.90	8.8
CUSTER	31	$19.01	8.8
ELMORE	33	$18.70	10.6
FRANKLIN	20	$19.63	10.6
FREMONT	231	$18.81	9.2
GEM	14	$22.24	15.2
GOODING	20	$20.38	17.2
IDAHO	120	$19.16	9.9
JEFFERSON	105	$23.41	13.8
JEROME	82	$24.07	10.4
KOOTENAI	810	$22.29	9.9
LATAH	84	$20.71	11.3
LEMHI	68	$22.24	10.9
LEWIS	33	$22.31	11.9
LINCOLN	80	$23.38	15.8
MADISON	46	$19.99	8.5
MINIDOKA	26	$18.39	11.4
NEZPERCE	595	$20.19	9.8
ONEIDA	10	$18.29	11.5
OWYHEE	25	$17.78	4.3
PAYETTE	45	$21.26	10.1
POWER	18	$19.83	13.1
SHOSHONE	84	$20.96	8.2
TETON	11	$21.18	11.3
TWIN FALLS	394	$21.65	9.5
VALLEY	52	$22.28	14.5
WASHINGTON	9	$20.52	15.0
Grand Total	**14727***	**$21.69**	**9.2**

* 2 employees are located out of the state

Appendix Q
Workforce Demographics by Pay Grade - October 2015

Note: Classified employees excluding board members, elected officials, judges, commissioners, temporaries and higher education, State Insurance Fund - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
D	MOTOR VEH OPER 1	1	0.0%	$ 10.83	1.6
D Total		**1**	**0.0%**	**$ 10.83**	**1.6**
E	CUSTODIAN	196	1.5%	$ 10.30	6.7
E	DIETARY AIDE, SR	29	0.2%	$ 10.34	5.7
E	LANDSCAPE TECH	13	0.1%	$ 10.39	4.4
E	OFFICE SPECIALIST 1	14	0.1%	$ 11.13	8.8
E	RECEPTIONIST	8	0.1%	$ 11.02	11.8
E Total		**260**	**2.0%**	**$ 10.38**	**6.7**
F	ANIMAL LAB ASST	1	0.0%	$ 9.95	0.1
F	CHILD CARE PROVIDER	15	0.1%	$ 10.48	6.7
F	COOK	4	0.0%	$ 11.21	3.5
F	CUSTODIAN LEADWORKER	35	0.3%	$ 11.72	9.5
F	LIQUOR STORE CLK	106	0.8%	$ 10.76	4.0
F	MOTOR VEH OPER 2	2	0.0%	$ 10.00	0.2
F	NURSING ASST, CERTIFIED	77	0.6%	$ 11.17	4.5
F	PARKING SPEC	3	0.0%	$ 11.19	4.8
F	PHARMACY ASST,SR	4	0.0%	$ 13.83	10.7
F	PHYSICAL/OCC THRPY AIDE	10	0.1%	$ 13.47	11.9
F	POSTAL EQUIPMENT OPRTR	2	0.0%	$ 13.64	8.4
F	SECURITY OFFICER	4	0.0%	$ 10.08	0.7
F	SHIP & REC MTRLS HANDLER	17	0.1%	$ 12.19	10.0
F Total		**280**	**2.2%**	**$ 11.22**	**5.7**
G	ASSISTANT POOL MANAGER	1	0.0%	$ 13.52	1.0
G	BUILDING FACILITY SPEC	21	0.2%	$ 11.26	5.1
G	CLIENT SVCS TECH	11	0.1%	$ 12.86	7.9
G	CLINICAL ASST	81	0.6%	$ 12.77	8.5
G	CUSTOMER SVC REP 1	107	0.8%	$ 12.53	7.1
G	DENTAL RECEPTION COORD	3	0.0%	$ 13.31	6.7
G	FINANCIAL SUPPORT TECH	33	0.3%	$ 13.75	11.5
G	HOME HEALTH SERVICE AIDE	1	0.0%	$ 11.75	1.3
G	INSTRUCTION ASST	19	0.1%	$ 11.85	3.6
G	LANDSCAPE TECH, SR	16	0.1%	$ 12.61	9.1
G	LAUNDRY WORKER, LEAD	2	0.0%	$ 11.41	2.4
G	LIBRARY ASST 1	2	0.0%	$ 12.70	10.6
G	MAINT CRAFTSMAN	7	0.1%	$ 12.64	5.5
G	MAINTENANCE SPEC, PRKG-B	3	0.0%	$ 11.89	8.2
G	MEDICAL ASST	8	0.1%	$ 12.68	5.0
G	NURSING ASST, CERTIFD-SR	8	0.1%	$ 14.03	11.1
G	OFFICE SPECIALIST 2	296	2.3%	$ 12.52	8.0
G	PAINTER	6	0.0%	$ 13.79	10.2
G	PARKING SPEC, SR	1	0.0%	$ 12.76	5.0
G	PEER SPECIALIST	5	0.0%	$ 13.00	2.9
G	PORT-OF-ENTRY INSPTR TRN	6	0.0%	$ 14.17	1.8
G	POSTAL CLERK, LEAD	2	0.0%	$ 13.75	1.7
G	POSTAL SERVICES CRD	3	0.0%	$ 13.38	12.8
G	PRINTING COPY CNTR TECH	1	0.0%	$ 14.40	23.1
G	PTV PROGRAMMING SUP CLK	2	0.0%	$ 13.15	15.6
G	RECREATION ASST	11	0.1%	$ 12.90	10.2
G	SECURITY OFFICER, SR	28	0.2%	$ 13.28	5.9
G	SHIPPING/RCVG MATLS,L.D.	11	0.1%	$ 13.35	8.5
G	SWIMMING POOL OPER	1	0.0%	$ 12.35	8.5
G	TECHNICIAN 1	2	0.0%	$ 10.89	0.8
G	TRANSP TECH APPRENTICE	15	0.1%	$ 13.20	0.6
G	UNIVERSITY SHOP ASST	4	0.0%	$ 11.13	3.3
G Total		**717**	**5.5%**	**$ 12.67**	**7.6**
H	ACCOUNT COLLECTION SPEC	12	0.1%	$ 13.24	4.0

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
H	ADJUDICATION LEGAL ASSOC	6	0.0%	$ 14.70	10.5
H	ADMIN ASST 1	417	3.2%	$ 14.40	10.0
H	ANIMAL LAB TECH	1	0.0%	$ 14.71	12.7
H	ARBORIST	1	0.0%	$ 13.00	3.5
H	BOOKSTORE OPERATOR	2	0.0%	$ 15.80	15.8
H	BUILDING FAC COOR	5	0.0%	$ 14.23	14.5
H	BUILDING FAC MAINT FRMN	7	0.1%	$ 15.25	9.1
H	CARPENTER	9	0.1%	$ 15.66	11.1
H	COMMERCIAL APPL RPR TECH	1	0.0%	$ 13.83	12.9
H	COOK, SENIOR	30	0.2%	$ 14.20	10.0
H	CUSTODIAN FOREMAN	15	0.1%	$ 14.97	16.5
H	CUSTODIAN SUPV-H/C FCLTY	3	0.0%	$ 16.72	9.7
H	CUSTOMER SVC REP 2	69	0.5%	$ 13.26	4.3
H	DENTAL ASST 2	7	0.1%	$ 13.18	3.4
H	DENTAL ASST 3	2	0.0%	$ 15.93	10.4
H	DEV DIS TECH, SWITC	8	0.1%	$ 12.56	3.1
H	EVENT TECHNICAL CRD	5	0.0%	$ 13.41	5.2
H	FINANCIAL TECHNICIAN	134	1.0%	$ 15.03	10.7
H	FINGERPRINT TECH	3	0.0%	$ 13.31	3.8
H	FLEET TECHNICIAN	1	0.0%	$ 14.40	3.7
H	GAMES CENTER MECHANIC	1	0.0%	$ 13.08	2.6
H	HEALTH INFORMATION SPEC	18	0.1%	$ 15.19	8.1
H	IRRIGATION SPEC	1	0.0%	$ 14.03	2.2
H	ISP FORENSIC EVIDNC SPEC	7	0.1%	$ 16.05	8.7
H	LABORATORY TECH	4	0.0%	$ 13.77	4.6
H	LANDS EQUIPMENT OPERATOR	1	0.0%	$ 16.85	25.6
H	LANDS SCALER	9	0.1%	$ 18.28	11.7
H	LAUNDRY SUPV	1	0.0%	$ 15.53	18.3
H	LIBRARY ASST 2	25	0.2%	$ 15.02	13.2
H	LOCKSMITH	4	0.0%	$ 16.84	6.8
H	MAINT CRAFTSMAN SR	66	0.5%	$ 14.35	7.0
H	MECHANIC, BODY & FENDER	2	0.0%	$ 17.93	15.8
H	MECHANIC, SMALL ENGINE	1	0.0%	$ 14.85	25.2
H	MECHANICAL SYS OPER	5	0.0%	$ 15.68	12.4
H	MEDICAL ASST, REGISTERED	4	0.0%	$ 16.09	5.7
H	MEDICAL CLAIMS EXAM	4	0.0%	$ 14.08	2.8
H	PARKING/TRAFFIC SUPRVSR	5	0.0%	$ 14.02	5.4
H	PHARMACY/DATA INVNTRY SP	4	0.0%	$ 15.89	9.6
H	PRINTING REPRO TECH	2	0.0%	$ 13.27	1.6
H	PSYCHIATRIC TECH TRNE	20	0.2%	$ 12.70	1.7
H	RADIO PRDCR/ANNOUNCER	1	0.0%	$ 15.38	20.6
H	RECORDING & EQUIP SPEC	1	0.0%	$ 16.35	22.5
H	SAFETY/SECURITY OFCR,DJC	30	0.2%	$ 13.64	5.0
H	SIGN FABRICATOR	5	0.0%	$ 17.15	18.2
H	STOREKEEPER	43	0.3%	$ 15.16	11.3
H	SURPLUS PROP SCREENER	1	0.0%	$ 15.84	4.4
H	TECH RECORDS SPEC 1	431	3.3%	$ 14.45	9.3
H	TECHNICIAN 2	3	0.0%	$ 14.07	1.8
H	TRANSP TECH	319	2.5%	$ 16.21	8.5
H Total		**1756**	**13.6%**	**$ 14.79**	**9.1**
I	ACCOUNTS SPEC,PATIENT	1	0.0%	$ 18.89	3.6
I	ADMIN ASST 2	270	2.1%	$ 16.86	11.5
I	AQUATICS PROGRAM MANAGER	1	0.0%	$ 18.59	5.9
I	ARCHIVIST TECHNICIAN	1	0.0%	$ 17.00	2.3
I	BOX OFFICE MANAGER	2	0.0%	$ 15.45	12.0
I	BRAND INSPECTOR	27	0.2%	$ 16.73	15.4
I	BRIDGE INSP EQUIP SPEC	1	0.0%	$ 15.62	0.3
I	BUSINESS ENTRP PROG SPEC	1	0.0%	$ 16.00	0.2

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
I	CHILD CARE SVCS SUPV	2	0.0%	$ 16.10	5.6
I	CONCESSION MANAGER	2	0.0%	$ 16.27	14.3
I	CORR OFFICER	833	6.4%	$ 15.48	4.1
I	CRIME VICTIMS CLAIMS EXA	2	0.0%	$ 17.22	7.7
I	DESKTOP PUBLSHNG SPEC	1	0.0%	$ 15.28	10.0
I	DEV DIS TECH LEAD, SWITC	6	0.0%	$ 17.08	11.6
I	DISABILITY CE COORD	1	0.0%	$ 23.99	36.7
I	ELECTRICIAN	12	0.1%	$ 20.32	10.8
I	ELECTRICIAN, TRFFC SGNL	4	0.0%	$ 20.05	10.6
I	ELECTRONICS SPECIALIST	1	0.0%	$ 19.97	24.1
I	EMS COMMUNICATIONS SPEC	10	0.1%	$ 16.38	3.1
I	ENGINEERING TECH, EXP SY	3	0.0%	$ 17.09	3.4
I	FINANCIAL UNIT SUPV	6	0.0%	$ 19.70	17.8
I	FINGERPRINT TECH, SENIOR	1	0.0%	$ 21.33	25.0
I	FISH CULTURIST	20	0.2%	$ 16.83	9.8
I	FOOD SVC SUPV	6	0.0%	$ 16.51	13.9
I	GRAPHIC DESIGN SPECIALIST	10	0.1%	$ 16.43	6.5
I	HUMAN RESOURCE ASSOCIATE	27	0.2%	$ 16.90	8.2
I	HVAC SPECIALIST	17	0.1%	$ 18.37	5.9
I	ILLUSTRATOR	1	0.0%	$ 24.40	25.3
I	INCIDENT RESPONSE TECH	3	0.0%	$ 17.11	10.4
I	ISP REGNL COMUNCTN OFCR	11	0.1%	$ 14.90	1.1
I	IT DATA CMNCTNS REPR SPE	2	0.0%	$ 16.83	17.1
I	IT PRODUCTION SPECIALIST	3	0.0%	$ 19.19	33.4
I	IT SUPPORT TECHNICIAN	21	0.2%	$ 15.92	9.3
I	IT SYSTEMS OPERATOR	12	0.1%	$ 17.34	8.9
I	LABORATORY MTRLS SUPV	10	0.1%	$ 15.70	6.7
I	LANDS SCALER, SR	4	0.0%	$ 20.48	12.0
I	LANDSCAPE FOREMAN	9	0.1%	$ 17.57	16.2
I	LANDSCAPE SUPERINTENDENT	4	0.0%	$ 20.01	10.5
I	LIBRARY ASST 3	16	0.1%	$ 19.01	21.7
I	MAINT FRMN,CORR	4	0.0%	$ 14.84	1.2
I	MECHANIC	43	0.3%	$ 18.11	10.8
I	MEDIA EQUIPMENT SPEC	1	0.0%	$ 17.60	15.9
I	MEDICAID RECVRY OFCR	7	0.1%	$ 18.10	8.2
I	MOTOR VEH UNIT SUPV	11	0.1%	$ 18.76	14.0
I	MUSEUM TECHNICIAN	1	0.0%	$ 14.97	25.1
I	NURSE, LICENSED PRACTICL	101	0.8%	$ 18.34	7.6
I	OFFICE SERVICES SUPV 1	46	0.4%	$ 17.55	13.7
I	OUTDOOR EQUIP RENTAL DIR	1	0.0%	$ 19.09	31.5
I	PAINTING FOREMAN	1	0.0%	$ 16.05	7.4
I	PERSONNEL TECH	17	0.1%	$ 17.43	12.8
I	PHOTOGRAPHER	2	0.0%	$ 16.31	11.3
I	PLUMBER	5	0.0%	$ 18.95	11.0
I	PORT-OF-ENTRY INSPCTR	59	0.5%	$ 18.81	13.5
I	PRINTING REPRGRPHCS SUPV	1	0.0%	$ 18.10	17.1
I	PSYCHIATRIC TECH	113	0.9%	$ 14.84	9.0
I	PTV DEVPMT ASSOC	1	0.0%	$ 14.26	8.0
I	PTV DIGITL BRDCST SYS OP	4	0.0%	$ 15.22	14.8
I	RADIOLOGIC TECH	1	0.0%	$ 19.27	10.8
I	REHAB TECH, DJC	118	0.9%	$ 16.18	7.1
I	RETAIL ASST MGR	1	0.0%	$ 15.78	8.1
I	RISK MGMT CLAIMS TECH	1	0.0%	$ 18.97	11.4
I	SECURITIES TECHNICIAN	1	0.0%	$ 14.64	1.9
I	SECURITY OFFICER, SUPVR	4	0.0%	$ 17.92	12.8
I	SEED ANALYST	2	0.0%	$ 15.17	5.4
I	SIGN FABRICATION COORDINATOR	1	0.0%	$ 24.40	34.6
I	TAX COMPL TECH	30	0.2%	$ 15.41	6.5

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
I	TAXPAYER SVCS REP	7	0.1%	$ 15.08	3.6
I	TECH RECORDS SPEC 2	215	1.7%	$ 16.12	10.7
I	TECHNICIAN 3	3	0.0%	$ 17.07	1.8
I	TELECOMMUNICATIONS TECH	1	0.0%	$ 17.35	17.6
I	THERAPY TECH	3	0.0%	$ 17.90	24.0
I	TRAFFIC SRVY TECH	3	0.0%	$ 17.52	12.7
I	TRANSCRIPT EVALUATOR, SR	18	0.1%	$ 15.23	7.4
I	UTIL CRAFTSMAN	24	0.2%	$ 16.83	8.6
I	VOC REHAB ASST	52	0.4%	$ 15.31	9.1
I	WELDER/MACHINIST	7	0.1%	$ 17.83	9.6
I	WORKFORCE, CONSULTANT	5	0.0%	$ 14.16	3.5
I Total		**2279**	**17.6%**	**$ 16.31**	**8.0**
J	ACTIVITIES COORDINATOR	1	0.0%	$ 23.89	26.2
J	AIRCRAFT MECHANIC	1	0.0%	$ 23.22	17.4
J	APPEALS/HEARINGS TECH	7	0.1%	$ 17.20	9.2
J	AVIATION TECH	1	0.0%	$ 23.47	24.8
J	BUILDING FAC FRMN	22	0.2%	$ 19.40	10.6
J	BUILDING SUPERINTENDENT	5	0.0%	$ 18.60	14.4
J	BUYER	27	0.2%	$ 19.62	12.9
J	CARPENTER FOREMAN	1	0.0%	$ 17.79	3.8
J	CHEMIST	3	0.0%	$ 18.42	4.0
J	CMRCE DEV ANALYST, ASSOC	2	0.0%	$ 17.32	6.6
J	COMMUNICATIONS SUPV	3	0.0%	$ 18.51	8.5
J	CONSERVATION OFFICER	9	0.1%	$ 16.78	0.5
J	CONSTRUCTION INSP	7	0.1%	$ 22.54	13.3
J	CORR CORPORAL	117	0.9%	$ 18.24	8.6
J	CRIME VICTIM CASE MGR	3	0.0%	$ 18.64	4.5
J	CRIME VICTIM FIN RC OFCR	2	0.0%	$ 18.84	5.0
J	CRIMINAL RCRDS SEC SUPV	3	0.0%	$ 22.02	15.9
J	DISABILITY CLMS AJCTR TR	5	0.0%	$ 17.44	7.1
J	DRILLER	1	0.0%	$ 19.10	12.7
J	ELECTRONICS DIG EQUIP SP	2	0.0%	$ 19.35	6.9
J	EMPLOYEE BENEFITS SPEC	3	0.0%	$ 18.33	9.6
J	EMPLOYER COMPLIANCE INVS	7	0.1%	$ 18.87	11.8
J	ENGINEER-IN-TRAINING	5	0.0%	$ 22.98	1.2
J	ENV HLTH SPEC 1	7	0.1%	$ 17.48	0.6
J	ENV SCIENCES SPEC	2	0.0%	$ 22.10	12.9
J	FACILITY SCHEDULING COOR	2	0.0%	$ 17.78	11.4
J	FISH HATCHERY ASST MGR	17	0.1%	$ 20.01	17.6
J	FISHERY TECHNICIAN, SR	4	0.0%	$ 20.66	22.7
J	FOOD SVC OFCR,CORR	40	0.3%	$ 17.75	7.6
J	GEOGRAPHIC INFO SYS SPEC	1	0.0%	$ 19.30	3.2
J	GOVERNMENT LIAISON SPEC	2	0.0%	$ 18.65	7.0
J	GRANTS/CONTRACTS PRG SPE	9	0.1%	$ 19.18	19.1
J	GRAPHICS DESIGN SUPV	1	0.0%	$ 25.77	2.7
J	INSURANCE PREMIUM TX SPC	1	0.0%	$ 21.67	21.7
J	INTERPRETIVE SPECIALIST	1	0.0%	$ 16.76	2.6
J	INTERSTATE COORDINATOR	5	0.0%	$ 18.82	18.5
J	ISP FORENSIC SCIENTIST 1	6	0.0%	$ 24.05	1.2
J	ISP INVESTIGATIVE ASST	6	0.0%	$ 21.32	9.3
J	ISP REG COMM OFFICER, SR	19	0.1%	$ 19.75	9.4
J	IT INFO SYSTEMS TECH	32	0.2%	$ 18.25	8.1
J	IT PRGRMR ANALYST, ASSOC	3	0.0%	$ 20.74	27.3
J	IT QUALITY ASSUR ANALYST	1	0.0%	$ 23.13	7.0
J	IT SYSTEMS OPERATNS SUPV	2	0.0%	$ 21.93	26.9
J	LAND SURVEYOR-IN-TRNG	1	0.0%	$ 19.10	7.1
J	LEGAL ASST	17	0.1%	$ 18.89	11.1
J	LIBRARY CIRCULATION MGR	1	0.0%	$ 21.94	37.5

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
J	LIQUOR STORE MANAGER	63	0.5%	$ 19.55	12.9
J	MANAGEMENT ASSISTANT	103	0.8%	$ 20.39	15.6
J	MECHANICAL SYS SUPV	1	0.0%	$ 21.04	29.1
J	MICROBIOLOGIST	2	0.0%	$ 18.46	7.4
J	MOTOR VEHICLE INVSTGR	9	0.1%	$ 22.86	21.8
J	OCCUPTNL LICNSES INVSTGR	10	0.1%	$ 18.09	9.7
J	P & R CLIMBING RANGER	1	0.0%	$ 17.01	0.2
J	P&R RANGER	41	0.3%	$ 17.52	9.2
J	PHARMACY/DRUG CMPL OFF	3	0.0%	$ 19.02	5.7
J	PORT-OF-ENTRY INSPTR, SR	7	0.1%	$ 22.69	18.9
J	PRE-SENTENCE INVSTGR	49	0.4%	$ 18.48	9.9
J	PRINTING TECH 3	1	0.0%	$ 17.96	14.5
J	PROGRAM INFORMATION COOR	24	0.2%	$ 19.18	15.7
J	PROGRAM SPECIALIST TECHNICIAN	4	0.0%	$ 20.59	13.6
J	PSYCHIATRIC TRTMNT COORD	12	0.1%	$ 17.44	17.1
J	PTV BROADCAST M/O ENG	2	0.0%	$ 19.46	13.3
J	PTV DIRECTOR/VIDEOGRAPHR	3	0.0%	$ 20.58	12.3
J	PUBLIC INFO SPEC	1	0.0%	$ 20.13	25.1
J	RECORDS MANAGMT SUPV	1	0.0%	$ 17.00	6.2
J	RECREATION COOR, CORR	3	0.0%	$ 19.68	12.7
J	RESEARCH ANLYST	10	0.1%	$ 18.86	17.6
J	RESOURCES/SVCS NAVIGATOR	24	0.2%	$ 18.97	11.0
J	RETIREMENT SPEC	12	0.1%	$ 16.99	11.1
J	SAFETY & LOSS CNTRL SPEC	2	0.0%	$ 18.80	9.6
J	SAFETY/SECURITY SUPV DJC	3	0.0%	$ 19.31	22.4
J	SELF-RELIANCE SPECIALIST	396	3.1%	$ 17.74	7.0
J	SENTENCING SPEC,CORR	4	0.0%	$ 17.75	17.6
J	TAX COLLECTIONS UNIT SPV	1	0.0%	$ 17.00	15.9
J	TAX COMPL OFCR 1	4	0.0%	$ 16.30	3.4
J	TAX TECH UNIT SUPV	5	0.0%	$ 18.50	14.7
J	TAXPAYER SVCS SPEC	1	0.0%	$ 19.82	9.6
J	TECHNICAL WRITER	8	0.1%	$ 20.05	7.5
J	TRAINER, ASSOCIATE	7	0.1%	$ 18.54	9.4
J	TRANSCRIPT EVALUATR, CHF	5	0.0%	$ 17.53	7.5
J	TRANSPORTATION TECH SR	146	1.1%	$ 20.23	17.8
J	UI UNIT SUPERVISOR	3	0.0%	$ 19.31	10.1
J	UNIV CNTRL +ACC SYS MGR	1	0.0%	$ 17.89	12.7
J	UTILITY CRAFTSMAN, SENIOR	11	0.1%	$ 21.40	15.7
J	VENDOR PROGRAM COORD	1	0.0%	$ 17.96	1.5
J	VETERANS SVC OFCR	11	0.1%	$ 19.93	5.9
J	VIDEO INSTRUCTN MGR	15	0.1%	$ 18.12	7.8
J	WATER RSRC AGENT	10	0.1%	$ 17.45	3.6
J	WILDLIFE TECHNICIAN, SR	9	0.1%	$ 18.09	6.5
J	WORKFORCE CONSULTANT, SENIOR	181	1.4%	$ 18.51	11.4
J Total		**1627**	**12.6%**	**$ 18.79**	**10.8**
K	AGRICULTURE INVSTGTR, SR	45	0.3%	$ 20.04	11.0
K	AIRPORT MANAGER	1	0.0%	$ 27.95	33.0
K	ANIMAL FACILITIES MGR	1	0.0%	$ 20.26	13.8
K	ARCHAEOLOGIST	2	0.0%	$ 21.94	17.1
K	ARCHIVIST	4	0.0%	$ 19.52	9.3
K	BIOLOGIST WLDLF HLTH FORENSIC	1	0.0%	$ 20.00	4.9
K	BIOLOGIST, WLDLF RSRCH	1	0.0%	$ 21.75	0.4
K	BUILDING FACILITY FRMN, CORR	7	0.1%	$ 19.58	7.8
K	BUILDING PLANS EXMNR	1	0.0%	$ 26.19	23.7
K	BUILDINGS OPERATIONS MGR	2	0.0%	$ 25.87	26.9
K	BULDG SAFETY INSPECTOR/ADVISOR	65	0.5%	$ 21.74	8.2
K	BUSINESS ENTRP PROG SUPV	1	0.0%	$ 25.24	4.3
K	BUYER, DIV OF PURCHASING	6	0.0%	$ 25.02	2.5

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
K	BUYER, SENIOR	13	0.1%	$ 21.13	7.9
K	CHEMIST, SENIOR	5	0.0%	$ 22.23	12.5
K	CHILD WELFARE SOCIAL WORKER 1	20	0.2%	$ 19.26	0.9
K	CIVIL RTS INVSTGR	5	0.0%	$ 19.29	9.0
K	COMMERCE DEVPMT ANALYST	3	0.0%	$ 20.51	11.5
K	COMMUNICATIONS SUPV	6	0.0%	$ 25.29	14.0
K	COMMUNITY RESOURCES COOR	3	0.0%	$ 21.14	2.2
K	COMMUNITY RSRC DVMT SPEC	5	0.0%	$ 20.85	6.6
K	CONSTRUCTION FRMN	4	0.0%	$ 22.60	15.7
K	CONSTRUCTION FRMN,CORR	1	0.0%	$ 18.96	5.9
K	CORR SERGEANT	111	0.9%	$ 20.47	11.0
K	COUNSELOR F/T BLIND	1	0.0%	$ 20.22	9.7
K	CURATOR, ARCHAEOLOGY	1	0.0%	$ 22.38	12.7
K	CURATORIAL REGISTRAR	3	0.0%	$ 19.52	10.5
K	DATA COORDINATOR	9	0.1%	$ 21.70	10.7
K	DENTAL HYGIENIST	4	0.0%	$ 24.71	8.5
K	DEV SPEC	5	0.0%	$ 21.08	4.8
K	DEV SPEC, CHLDRNS PRGS	35	0.3%	$ 19.28	3.6
K	DIETITIAN, CLINICAL	1	0.0%	$ 23.00	0.4
K	DISABILITY CLMS AJCTR	15	0.1%	$ 20.11	6.2
K	DRUG/ALCOHOL REHAB SPEC	57	0.4%	$ 19.18	6.2
K	EBT SPECIALIST	3	0.0%	$ 23.08	16.9
K	EDUCATION SPECIALIST	2	0.0%	$ 22.05	11.8
K	ELECTRICAL FOREMAN	3	0.0%	$ 21.29	4.7
K	ELECTRICAL FRMN-CORR	2	0.0%	$ 18.93	2.6
K	ELECTRICIAN FRMN,TRF SIG	1	0.0%	$ 24.18	13.1
K	ELECTRONICS FRMN,CORR	3	0.0%	$ 20.34	8.7
K	ELECTRONICS SUPERVISOR, ITD	1	0.0%	$ 25.36	27.4
K	EMPLOYER COMPLIANCE UNIT SUPV	1	0.0%	$ 21.10	16.8
K	EMPLOYMENT COOR	4	0.0%	$ 18.92	16.4
K	ENGINEERING TECH SR, P&R	1	0.0%	$ 20.80	18.1
K	ENV HLTH SPEC 2	26	0.2%	$ 21.85	9.1
K	EXHIBIT/GRAPHICS DESIGNR	1	0.0%	$ 23.27	31.1
K	FIELD REPRESENTATIVE, SR	1	0.0%	$ 25.50	4.1
K	FIN INST EXMNR 1	1	0.0%	$ 24.65	0.0
K	FINANCIAL EXAMINER/INV 1	2	0.0%	$ 24.78	17.7
K	FINANCIAL SPECIALIST	62	0.5%	$ 20.41	10.0
K	FISH HATCHERY MGR 1	3	0.0%	$ 21.18	11.3
K	FOOD SVC SUPV,CORR	9	0.1%	$ 22.89	17.6
K	GRANTS/CONTRACTS OP ANLS	3	0.0%	$ 20.23	8.5
K	HEALTH EDUCATION SPEC	18	0.1%	$ 19.11	2.8
K	HEALTH INFO MGR	2	0.0%	$ 24.24	7.9
K	HIGHWAY EQUIP ANALYST	1	0.0%	$ 28.66	27.9
K	HISTORC PRSRVTN RVW OFCR	1	0.0%	$ 20.26	1.8
K	HISTORIAN, ARCHITECTURAL	2	0.0%	$ 23.49	11.4
K	HUMAN RESOURCE SPEC	22	0.2%	$ 20.75	7.2
K	HVAC SYSTEMS FOREMAN	5	0.0%	$ 21.40	15.5
K	INSTRUCTOR	25	0.2%	$ 19.43	6.8
K	INSTRUCTOR F/T BL, SR	13	0.1%	$ 19.89	9.0
K	INSTRUCTOR SPEC, DJC	43	0.3%	$ 21.06	8.6
K	INSURANCE ANLYST	1	0.0%	$ 21.34	4.9
K	INSURANCE CLAIMS EXMR SR	1	0.0%	$ 22.60	25.7
K	IT CUSTOMER SVC CONSULT	4	0.0%	$ 19.54	5.0
K	IT DATABASE ANAL, ASC	1	0.0%	$ 23.34	10.5
K	IT INFO SYST TECH, SR	64	0.5%	$ 21.93	10.7
K	IT PRGRMR ANALYST	15	0.1%	$ 23.60	11.1
K	IT PRODUCTION SVCS SUPV	2	0.0%	$ 21.05	15.7
K	IT PROGRAM SYSTEM SPEC	5	0.0%	$ 21.27	13.7

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
K	IT SYS INTGR ANLYST, ASC	5	0.0%	$ 21.48	12.7
K	LABOR COMPLIANCE OFCR	4	0.0%	$ 20.90	19.1
K	LANDS RESOURCE SPEC	11	0.1%	$ 18.98	5.7
K	LIBRARIAN	3	0.0%	$ 20.03	7.1
K	LIBRARY SEC MGR	3	0.0%	$ 19.90	11.6
K	MATH ANALYST	2	0.0%	$ 23.33	15.6
K	MICROBIOLOGIST SR	6	0.0%	$ 21.77	6.3
K	OCCUPTNL LIC INV, SUPVG	1	0.0%	$ 23.95	23.4
K	OFFICE SERVICES SUPV 2	16	0.1%	$ 21.39	17.1
K	P & R PROGRAM TRAINING COOR	3	0.0%	$ 19.82	14.4
K	P&R MANAGER ASSISTANT	11	0.1%	$ 19.92	13.7
K	PLANNER,HISTORIC PRSRVTN	1	0.0%	$ 19.50	0.7
K	PLUMBING FRMN,CORR	2	0.0%	$ 21.87	8.0
K	PRE-RELEASE SPECIALIST	9	0.1%	$ 19.93	13.3
K	PRINTING SVCS COORD	1	0.0%	$ 24.14	19.7
K	PROB&PAROLE OFCR,SR	192	1.5%	$ 19.31	8.7
K	PROGRAM SPECIALIST	37	0.3%	$ 22.42	12.4
K	PSYCHOSOCIAL REHAB SPEC	88	0.7%	$ 19.46	9.1
K	PTV BROADCAST FLD ENG	2	0.0%	$ 22.64	9.1
K	PTV CHIEF ENG, REGIONAL	2	0.0%	$ 24.88	40.9
K	PTV DEVPMT DIR	1	0.0%	$ 24.00	0.4
K	PTV DIR OF MAJOR GIFTS	1	0.0%	$ 22.02	11.5
K	PTV PROGRAMMING SUPV	1	0.0%	$ 21.36	21.4
K	PUBLIC INVLVMNT COOR	1	0.0%	$ 21.80	9.3
K	RADIATION PHYSICIST	1	0.0%	$ 21.00	0.3
K	REAL ESTATE INSPECTOR	1	0.0%	$ 21.12	6.9
K	RECORDS INSPECTOR, ITD	5	0.0%	$ 25.53	25.1
K	RECREATION SITE MAINT FOREMAN	9	0.1%	$ 20.88	15.2
K	RECREATION SPEC, THERPTC	10	0.1%	$ 22.61	17.8
K	REG DIETITIAN, PUBLIC HEALTH	11	0.1%	$ 22.10	7.1
K	REHAB SPEC, ASSOC, DJC	3	0.0%	$ 19.11	7.5
K	RISK MGMT ANALYST	1	0.0%	$ 25.09	35.3
K	RISK MGMT CLAIMS ADJ	2	0.0%	$ 25.60	15.7
K	SAFETY & COMPLIANCE OFFCR, ITD	6	0.0%	$ 25.07	21.6
K	SECURITY/SFTY SYS FMN-CR	1	0.0%	$ 21.01	14.8
K	SEED ANALYST, PR	3	0.0%	$ 21.46	14.9
K	SELF-RELIANCE SPEC, PRIN	23	0.2%	$ 20.81	10.1
K	SENTENCING SUPV, CORR	1	0.0%	$ 20.60	10.1
K	SHOP FOREMAN	5	0.0%	$ 22.90	22.8
K	SHOP SUPERINTENDENT	4	0.0%	$ 24.25	21.0
K	SOCIAL WORKER	56	0.4%	$ 21.58	10.2
K	SUPPLY OPERATIONS SUPV	7	0.1%	$ 22.77	18.0
K	TAX AUDITOR 1	23	0.2%	$ 18.64	4.1
K	TAX COMPL OFCR 2	19	0.1%	$ 21.48	17.7
K	TRANSP MGMT SYS COOR	5	0.0%	$ 23.12	21.8
K	TRANSP TECH PRIN,ENGNRNG	74	0.6%	$ 22.82	19.6
K	TRANSP TECH PRIN,MTNC	48	0.4%	$ 23.11	21.3
K	UI CLAIMS INVSTGR	8	0.1%	$ 22.55	18.3
K	UI TAX REPRESENTATIVE	3	0.0%	$ 23.64	15.2
K	UTIL COMP INVSTGTR	5	0.0%	$ 18.73	6.6
K	VOLUNTEER SRVCS COORD	19	0.1%	$ 21.40	10.7
K	VOLUNTEER SRVCS/ACT COOR	2	0.0%	$ 24.16	12.5
K	WASTEWATER TRTMT FRMN,CR	1	0.0%	$ 18.28	10.5
K	WATER QLTY RSRC CNSVNST	7	0.1%	$ 21.09	10.9
K	WEB DESIGN SPEC	16	0.1%	$ 21.30	13.3
K	WILDLIFE EDUCATOR	6	0.0%	$ 22.68	14.3
K Total		**1586**	**12.3%**	**$ 20.89**	**10.7**
L	AGRICULTURE TRADE SPEC	4	0.0%	$ 23.60	3.9

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
L	ANALYST 2	10	0.1%	$ 20.91	9.3
L	ASSESSMT/TRNG CTR PR MGR	1	0.0%	$ 30.78	17.1
L	BIOLOGIST, FISH RSRCH SR	8	0.1%	$ 25.01	10.8
L	BIOLOGIST, FISHERY REG	27	0.2%	$ 24.71	12.3
L	BIOLOGIST, WILDLIFE REG	50	0.4%	$ 24.68	11.4
L	BIOLOGIST, WLDLF RSRCH S	4	0.0%	$ 26.45	16.7
L	BUILDING SAFETY PROGRAM SUPV	3	0.0%	$ 28.61	24.7
L	BUILDING SAFETY REGIONAL SUPV	6	0.0%	$ 26.46	11.3
L	BUSINESS ATTRACTION SPECIALIST	4	0.0%	$ 25.15	4.9
L	BUSINESS OPERATIONS SPEC	13	0.1%	$ 26.34	14.8
L	CHEMIST, PRINCIPAL	5	0.0%	$ 24.13	7.8
L	CHILD WELFARE SOCIAL WORKER 2	153	1.2%	$ 22.46	4.7
L	CHILD WELFARE SOCIAL WORKER 3	40	0.3%	$ 24.22	9.4
L	CIVIL RTS INVSTGR,SR	2	0.0%	$ 25.38	22.1
L	CLIENT SERVICES MANAGER	2	0.0%	$ 27.08	2.1
L	CLINICAL LAB INSPCTR	1	0.0%	$ 24.20	1.3
L	CLINICIAN	212	1.6%	$ 24.32	8.1
L	COMMUNITY DEVMT SPEC	3	0.0%	$ 23.41	9.6
L	CONSERVATION OFFICER, SR	78	0.6%	$ 25.06	13.4
L	CONSTRUCTION MGR 1	1	0.0%	$ 28.74	9.0
L	CONSTRUCTION SUPERVISOR	2	0.0%	$ 27.59	32.6
L	CONSUMER AFFAIRS OFCR	7	0.1%	$ 24.29	11.0
L	COUNSELOR F/T BLIND, SR	5	0.0%	$ 22.09	8.5
L	CULTURAL RSRC SPEC, ITD	1	0.0%	$ 28.89	12.0
L	DEV SPEC, SR	9	0.1%	$ 23.24	11.2
L	DEVELOPMENT ADMN - ISHS	1	0.0%	$ 22.80	7.0
L	DISABILITY CLMS AJCTR SR	11	0.1%	$ 24.42	8.6
L	DISTRICT LIAISON, DJC	5	0.0%	$ 24.88	13.9
L	ECONOMIC DEVMT SPEC	3	0.0%	$ 27.48	22.7
L	ENGINEER ASSOCIATE	16	0.1%	$ 25.74	3.7
L	ENGINEERING ASST,TRANSP	55	0.4%	$ 26.63	21.8
L	ENV HLTH SPEC SR	26	0.2%	$ 25.81	13.2
L	EPIDEMIOLOGIST, STAFF	12	0.1%	$ 26.40	12.0
L	F&G - NATURE CENTER SUPT	1	0.0%	$ 30.00	27.4
L	FIN INST EXMNR 2	2	0.0%	$ 27.97	1.5
L	FINANCIAL EXAMINER/INV 2	1	0.0%	$ 27.83	2.7
L	FINANCIAL SPECIALIST, SR	81	0.6%	$ 25.21	11.4
L	FIRE MARSHAL, DEPUTY	5	0.0%	$ 23.13	5.0
L	FISH HATCHERY MGR 2	15	0.1%	$ 25.18	19.3
L	FISHERY PATHOLOGIST	2	0.0%	$ 27.14	30.5
L	FOOD SVC OPERATIONS MGR	4	0.0%	$ 25.04	11.4
L	FOUNDATION DEVMT COORD - F&G	1	0.0%	$ 27.91	5.4
L	FRAUD INVESTIGATOR	12	0.1%	$ 22.83	3.4
L	GEOGRAPHIC INF SYS AN	20	0.2%	$ 23.32	8.8
L	GRANTS/CNTRCTS OFCR	36	0.3%	$ 24.76	10.7
L	HEALTH EDUCATION SPEC SR	17	0.1%	$ 22.94	6.2
L	HEALTH FAC SURVEYOR	29	0.2%	$ 27.47	6.9
L	HEALTH OPERATIONS FIELD COORD	5	0.0%	$ 23.38	6.2
L	HEALTHY CONNECTIONS REP	7	0.1%	$ 21.30	15.2
L	HEARING OFFICER	10	0.1%	$ 27.26	20.3
L	HLTH/SFTY/SECURITY DIR	1	0.0%	$ 25.69	11.4
L	HUMAN SVCS SUPV	13	0.1%	$ 23.90	10.2
L	HYDROGEOLOGIST, STAFF	1	0.0%	$ 23.69	0.8
L	HYDROLOGIST, STAFF	3	0.0%	$ 23.68	10.0
L	INDUSTRL INDEMNITY CLAIMS SPEC	1	0.0%	$ 24.63	0.7
L	INTERNATIONAL TRADE SPEC	3	0.0%	$ 22.46	2.3
L	INVESTIGATOR	2	0.0%	$ 21.83	5.6
L	ISP BCI AUDITING TRAINING SPEC	5	0.0%	$ 22.53	3.8

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
L	ISP FORENSIC SCIENTIST 2	13	0.1%	$ 29.34	7.4
L	ISP REGNL COMUNCTN CENTR COORD	2	0.0%	$ 30.88	26.7
L	ISP TROOPER	135	1.0%	$ 24.57	7.1
L	IT DATABASE ANALYST	6	0.0%	$ 27.32	9.9
L	IT NETWORK ANALYST	15	0.1%	$ 24.91	10.0
L	IT PRGRMR ANALYST, SR	16	0.1%	$ 28.84	15.6
L	IT SYS INTGR ANLYST	35	0.3%	$ 24.54	13.3
L	IT SYSTEM SECURITY ANLYST	9	0.1%	$ 25.90	9.9
L	IT SYSTEMS COORD	10	0.1%	$ 25.03	10.6
L	IT SYSTEMS PROGRAMMER	4	0.0%	$ 26.99	17.4
L	LAND SURVEYOR, TRANS	6	0.0%	$ 28.67	20.5
L	LANDS PRIVATE FOR SPEC	12	0.1%	$ 24.47	22.6
L	LANDS RESOURCE SPEC, SR	64	0.5%	$ 22.75	13.8
L	LOAN OFFICER	2	0.0%	$ 25.54	14.8
L	MAINT & OPERTNS SUPV	12	0.1%	$ 24.20	11.0
L	MEDICAID UTIL RVW ANLYST	14	0.1%	$ 24.70	10.7
L	MEDICAL PROGRAM SPEC	39	0.3%	$ 21.69	9.3
L	MICROBIOLOGIST PRIN	12	0.1%	$ 23.28	9.1
L	MONITOR ADVOCATE	1	0.0%	$ 24.46	17.7
L	MOTOR VEHICLE PRGM SUPV	3	0.0%	$ 26.67	22.4
L	NURSE, REG	86	0.7%	$ 24.51	5.3
L	P&R MANAGER 2	8	0.1%	$ 22.39	19.1
L	P&R NON-MTRZD TRLS PR CR	1	0.0%	$ 24.98	26.3
L	P&R RECREATION PRG MGR	2	0.0%	$ 25.01	12.6
L	PAROLE HEARING OFFICER	17	0.1%	$ 20.92	12.1
L	PLANNER	12	0.1%	$ 23.17	8.7
L	PLANNER, ENVIRONMENTAL	6	0.0%	$ 25.95	16.1
L	PLANNER,TRANS	2	0.0%	$ 24.43	3.5
L	PLANT RESEARCH ECOLOGIST	2	0.0%	$ 22.57	8.4
L	PORT-OF-ENTRY AREA SUPV	4	0.0%	$ 26.75	20.0
L	POST TRAINING COORDINATOR 1	8	0.1%	$ 24.12	11.3
L	PROGRAM PLNG/DEVPMT SPEC	1	0.0%	$ 31.57	30.8
L	PROGRAM SPEC - DHW	51	0.4%	$ 23.58	12.7
L	PROGRAM SPECIALIST - ICOA	6	0.0%	$ 25.34	15.0
L	PROGRAM SYSTEM SPEC-AUTO	27	0.2%	$ 23.13	11.1
L	PROJECT COORDINATOR	26	0.2%	$ 23.53	9.1
L	PTV BROADCAST FLD ENG SU	1	0.0%	$ 24.70	13.4
L	PTV DTV CHIEF ENG, STATE	1	0.0%	$ 29.19	15.2
L	PTV PRODUCER/DIRECTOR	4	0.0%	$ 24.30	18.5
L	PTV PRODUCER/REPORTER/HOST	3	0.0%	$ 25.55	17.9
L	PTV PRODUCTION MGR	1	0.0%	$ 26.12	4.6
L	PURCHASING AGENT	8	0.1%	$ 27.39	14.1
L	PURCHASING OFCR,DIV/PUR	3	0.0%	$ 29.01	14.0
L	QUALITY ASSURANCE AUDITOR	1	0.0%	$ 23.18	14.8
L	REAL ESTATE INVESTIGATOR	2	0.0%	$ 23.13	4.4
L	REG DIETITIAN, PUB HEALTH SR	9	0.1%	$ 24.99	10.1
L	REGIONL ECONOMIST, LABOR	5	0.0%	$ 25.06	9.1
L	REHAB SPEC, DJC	20	0.2%	$ 23.34	14.5
L	RELIGIOUS ACTVTS COOR	3	0.0%	$ 23.41	3.2
L	RESEARCH ANLYST,SR	15	0.1%	$ 22.20	7.3
L	RIGHT-OF-WAY AGENT	7	0.1%	$ 26.32	16.3
L	ROADSIDE PRG ADMNR-ITD	1	0.0%	$ 24.58	14.3
L	ROOFING PRG SUPV	1	0.0%	$ 23.26	3.4
L	SAFETY INSPECTOR REG UTILITIES	3	0.0%	$ 23.00	0.4
L	SCIENTIST 2	1	0.0%	$ 24.51	7.4
L	SELF-RELIANCE SUPV	50	0.4%	$ 23.08	12.8
L	SHIBA PROGRAM SUPERVISOR	1	0.0%	$ 25.05	2.7
L	STREAM CHNL PROT SPEC	1	0.0%	$ 23.51	8.5

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
L	SUPERVISOR, LABOR	19	0.1%	$ 22.05	11.5
L	TAX APRSR	1	0.0%	$ 22.56	6.5
L	TAX AUDITOR 2	23	0.2%	$ 21.24	5.6
L	TAX AUTO SYSTEM SPECIALST	10	0.1%	$ 22.35	11.7
L	TAX COMPL OFCR 3	7	0.1%	$ 23.20	15.2
L	TELEVISION SPEC	3	0.0%	$ 26.61	22.9
L	TOURISM DEVELOPMENT SPEC	4	0.0%	$ 22.01	3.6
L	TRAINING SPEC	25	0.2%	$ 23.61	10.3
L	UI REVENUE QUAL CTRL ANL	1	0.0%	$ 25.09	26.4
L	UI TECHNICAL SVCS SPEC	9	0.1%	$ 23.01	16.0
L	WATER RSRC AGENT,SR	17	0.1%	$ 22.34	10.8
L	WEB DEVELOPER	8	0.1%	$ 23.66	10.2
L	WELFARE TRNG SPEC	8	0.1%	$ 22.23	5.5
L	WORKFORCE DEV PRGMS SPEC	11	0.1%	$ 22.71	12.1
L Total		**2013**	**15.6%**	**$ 24.24**	**10.4**
M	ADMINISTRATIVE SVCS MGR	4	0.0%	$ 31.96	13.2
M	AERONAUTICS SFTY/ED COOR	1	0.0%	$ 31.46	0.4
M	AGRICULTURE PROGRAM SPEC	20	0.2%	$ 25.48	12.3
M	ANALYST 3	94	0.7%	$ 24.96	10.5
M	BIOLOGIST, FISH RSRCH PR	5	0.0%	$ 29.08	15.6
M	BIOLOGIST, STAFF	25	0.2%	$ 28.93	16.7
M	BIOLOGIST, WLDLF RSRCH P	1	0.0%	$ 27.93	9.1
M	BLDG SAFETY PRGM MGR	3	0.0%	$ 31.63	10.9
M	BUSINESS ANALYST	20	0.2%	$ 25.42	7.3
M	BUSINESS OPERATIONS MGR	12	0.1%	$ 28.29	14.0
M	CHEMISTRY LABORATORY MGR	1	0.0%	$ 30.65	10.0
M	CHILD WELFARE REG PROG SPEC	6	0.0%	$ 26.64	13.2
M	CHILD WELFARE SUPERVISOR	38	0.3%	$ 26.86	15.4
M	CLINICAL SUPV	34	0.3%	$ 27.92	9.6
M	CONSERVATION EDUC SUPV	1	0.0%	$ 29.25	15.4
M	CONSERVATION EDUCTR REG	6	0.0%	$ 29.23	18.5
M	CONSERVATION OFF, DIST	14	0.1%	$ 28.98	19.3
M	CORR MGR 1	72	0.6%	$ 25.22	14.3
M	CORRECTIONAL PRG COOR	14	0.1%	$ 24.85	13.9
M	CRIMINAL IDENT OPS OFFR	1	0.0%	$ 31.03	10.1
M	DEFINED CONT PLAN PRG SP	1	0.0%	$ 28.16	11.5
M	DEV DIS PRG SPEC	2	0.0%	$ 24.56	6.4
M	DEV DIS QLTY CMMTMNT SUP,SWITC	1	0.0%	$ 30.13	28.2
M	DEV DIS SUPV	3	0.0%	$ 27.13	9.6
M	DISABILITY PROGRAM SPECIALIST	4	0.0%	$ 25.18	13.2
M	DISTRICT LIAISON SUPV, DJC	1	0.0%	$ 30.52	9.1
M	DPW PROJECT MANAGER	6	0.0%	$ 29.62	7.9
M	EBT OPERATIONS SUPV	1	0.0%	$ 28.00	2.8
M	ECONOMIST, STAFF	1	0.0%	$ 28.42	6.7
M	EDUCATION PRG MGR,CORR	9	0.1%	$ 26.36	9.0
M	EMS COMMUNICATIONS MGR	1	0.0%	$ 28.03	15.4
M	ENGINEER, STAFF	54	0.4%	$ 30.86	7.1
M	ENTERPRISE ARCHITECT	2	0.0%	$ 32.66	4.9
M	ENV HLTH SUPV	3	0.0%	$ 30.20	17.0
M	FACILITY SERVICES MGR	1	0.0%	$ 34.22	25.4
M	FIN INST EXMNR 3	1	0.0%	$ 31.77	2.5
M	FINANCIAL EXAMINER/INV 3	17	0.1%	$ 31.79	9.6
M	FINANCIAL SPECIALIST, PR	30	0.2%	$ 29.72	16.5
M	FIRE MARSHAL, CHF DEPUTY	1	0.0%	$ 25.17	5.1
M	FISH HATCHERIES SUPV	4	0.0%	$ 30.09	30.0
M	FISHERY MGR,REGIONAL	8	0.1%	$ 31.27	17.0
M	GEOGRAPHIC INF SYS AN-SR	11	0.1%	$ 28.48	13.4
M	GEOLOGIST ,ENG	5	0.0%	$ 32.73	24.4

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
M	GRANTS/CNTRCTS MGMT SUPV	7	0.1%	$ 27.98	17.4
M	HEALTH PROGRAM MANAGER	17	0.1%	$ 26.35	8.8
M	HEALTH PROGRAM SPEC	22	0.2%	$ 24.80	7.7
M	HUMAN RESOURCE SPEC, SR	39	0.3%	$ 26.38	10.0
M	HUMAN SVCS PRG SPEC	35	0.3%	$ 26.68	8.6
M	HUMAN SVCS REG PRG SPEC	4	0.0%	$ 27.31	18.8
M	HUNTER REC & RET PGM MGR	1	0.0%	$ 27.43	15.0
M	HYDROGEOLOGIST, TECH	5	0.0%	$ 28.42	15.8
M	HYDROLOGIST, TECHNICAL	4	0.0%	$ 29.39	12.1
M	INDEPENDENT LVNG PRG CRD	1	0.0%	$ 34.25	31.8
M	INSURANCE ANLYST,SR	2	0.0%	$ 27.34	17.7
M	ISP FORENSIC SCI 4 - DNA	1	0.0%	$ 37.96	0.6
M	ISP FORENSIC SCIENTIST 3	4	0.0%	$ 34.70	17.0
M	ISP FORENSIC SCIENTIST 4	1	0.0%	$ 34.21	11.4
M	ISP SERGEANT	41	0.3%	$ 34.88	19.5
M	ISP SPECIALIST	67	0.5%	$ 31.19	14.5
M	IT DATABASE ANALYST, SR	18	0.1%	$ 32.21	11.4
M	IT NETWORK ANALYST, SR	26	0.2%	$ 30.79	12.7
M	IT SYS INTGR ANLYST, SR	90	0.7%	$ 31.09	9.5
M	IT SYS SECURITY ANLYST,SR	10	0.1%	$ 32.29	10.1
M	IT SYSTEM OPERATIONS MGR	1	0.0%	$ 25.85	21.4
M	IT SYSTEMS ANALYST	28	0.2%	$ 29.47	15.4
M	IT SYSTEMS PRGMR, SR	12	0.1%	$ 31.02	12.8
M	LANDS PROGRAM SPEC	12	0.1%	$ 25.77	10.3
M	LANDS RESOURCE SUPV	28	0.2%	$ 26.81	17.5
M	LEASING PROGRAM MANAGER	1	0.0%	$ 33.61	17.6
M	LIBRARY CONSULTANT	7	0.1%	$ 26.98	9.2
M	LOGGING SAFETY MGR, B.S.	1	0.0%	$ 31.02	25.1
M	MANAGEMENT ANALYST SR	6	0.0%	$ 27.42	8.2
M	MANAGER 1, LABOR	10	0.1%	$ 26.31	16.9
M	MEDICAID ALT CARE COOR	8	0.1%	$ 27.07	11.5
M	MICROBIOLOGY/SER LAB MGR	2	0.0%	$ 29.60	16.5
M	MOTOR VEHICLE MANAGER	2	0.0%	$ 33.27	34.7
M	MUSEUM ADMINISTRATOR	1	0.0%	$ 29.74	32.1
M	NURSE, REG SR	99	0.8%	$ 27.27	8.6
M	NUTRITION SPEC, WIC	4	0.0%	$ 24.82	5.3
M	ORGANIZATIONAL DEV SPEC	1	0.0%	$ 29.38	16.2
M	P&R MANAGER 3	10	0.1%	$ 25.55	23.4
M	PERFORMANCE DEV SPEC	2	0.0%	$ 25.45	2.0
M	PLANNER, SR	1	0.0%	$ 26.74	9.1
M	PLANNER,ENV SR	9	0.1%	$ 30.28	18.6
M	PLANNER,SOCIOECON SR	4	0.0%	$ 29.83	16.1
M	PLANNER,TRANS SR	3	0.0%	$ 27.60	8.2
M	PLANNER,TRANSP SR-PRGMNG	2	0.0%	$ 35.42	26.9
M	POST TRAINING COORDINATOR 2	4	0.0%	$ 27.85	4.3
M	PRG RESEARCH/DEV ANALYST	4	0.0%	$ 28.04	12.0
M	PROF RELATIONS OFCR, DDS	1	0.0%	$ 22.24	8.9
M	PROGRAM SUPERVISOR	24	0.2%	$ 27.11	13.1
M	PSYCHOLOGIST	1	0.0%	$ 35.50	0.2
M	PTV EXECUTIVE PRODUCER	1	0.0%	$ 29.86	31.5
M	PUBLIC HEALTH PRG MGR 1	9	0.1%	$ 27.95	10.5
M	QUALITY ASSURANCE MANAGER	1	0.0%	$ 24.86	4.0
M	RADIATN PHYSICIST SR	1	0.0%	$ 27.21	13.5
M	RANGE MGT SPEC	1	0.0%	$ 24.52	1.1
M	REAL ESTATE INVEST SUPV	1	0.0%	$ 29.37	14.5
M	RECREATION SUPV, THERPTC	2	0.0%	$ 28.68	18.6
M	REG DIETITIAN, PUB HEALTH SUPV	4	0.0%	$ 29.30	18.3
M	REHAB UNIT MANAGER, DJC	10	0.1%	$ 26.23	16.7

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
M	REMOTE SNSG ANLYST TECH	1	0.0%	$ 31.78	27.2
M	RESEARCH ANLYST,PRIN	19	0.1%	$ 27.31	14.6
M	RIGHT-OF-WAY AGENT,SR	7	0.1%	$ 29.55	18.9
M	RIGHT-OF-WAY APPRAISER	2	0.0%	$ 30.19	10.5
M	SCIENTIST 3	18	0.1%	$ 24.89	7.5
M	SECURITY MANAGER, STATE	1	0.0%	$ 31.02	6.9
M	SELF-REL PRG EVAL MGR	3	0.0%	$ 27.72	9.7
M	SOCIAL SVCS DIR,ISVH	1	0.0%	$ 29.97	12.1
M	STATE ARCHIVES ADMINISTRATOR	1	0.0%	$ 25.07	12.1
M	STREAM CHANNEL COORD, ST	1	0.0%	$ 25.80	10.8
M	TAX ADMIN FORESTER	1	0.0%	$ 34.88	28.9
M	TAX APPRAISER, SENIOR	3	0.0%	$ 27.22	12.2
M	TAX APRSR, CONSULTG	6	0.0%	$ 27.46	9.9
M	TAX AUDITOR 3	42	0.3%	$ 26.07	14.7
M	THERAPIST	1	0.0%	$ 39.33	2.5
M	THERAPIST, EARLY INTERVENTION	9	0.1%	$ 27.75	13.8
M	UI AREA SUPERVISOR	3	0.0%	$ 27.99	17.1
M	UI PRG REVIEW ANALYST	2	0.0%	$ 25.76	16.6
M	UTILITIES ANALYST, PUC	7	0.1%	$ 24.18	6.9
M	WATER RIGHTS SUPV	6	0.0%	$ 25.67	16.0
M	WATER RSRCS SPECL PRJ CO	1	0.0%	$ 26.74	8.2
M	WATER SUPPLY BANK PRGM COORD	1	0.0%	$ 25.07	1.9
M	WEB MASTER	3	0.0%	$ 27.65	11.9
M	WILDLIFE HABIT MGR, REG	6	0.0%	$ 30.41	25.7
M	WILDLIFE MGR, REGIONAL	8	0.1%	$ 31.32	19.2
M	WILDLIFE-FORENSIC LAB MANAGER	1	0.0%	$ 28.82	14.3
M Total		**1406**	**10.9%**	**$ 28.22**	**12.6**
N	ADMINISTRATIVE SUPRT MGR	9	0.1%	$ 33.77	18.9
N	AGRICULTURE PROGRAM MGR	12	0.1%	$ 28.84	14.0
N	ANALYST 4	58	0.4%	$ 30.00	15.3
N	APPEALS CHIEF	1	0.0%	$ 39.39	6.9
N	ARCHAEOLOGIST, STATE	1	0.0%	$ 32.78	15.9
N	ARCHITECT/ENG PRJ MGR SR	1	0.0%	$ 35.00	7.0
N	ASSISTANT MANAGER, LABOR	1	0.0%	$ 29.12	17.1
N	AUTOMATED SYSTEM MGR	5	0.0%	$ 32.10	15.6
N	CLINICAL SPECIALIST	8	0.1%	$ 40.37	9.6
N	COMMERCE PRG MGR	5	0.0%	$ 33.73	11.0
N	CONSERVATION OFFICER, REG	7	0.1%	$ 31.92	23.4
N	CORR MGR 2	9	0.1%	$ 27.89	15.1
N	DEQ - QUALITY ASSURANCE MGR	1	0.0%	$ 32.88	25.4
N	DIETARY SVCS MGR	4	0.0%	$ 28.33	9.3
N	DISABILITY PROGRAM MGR	5	0.0%	$ 37.45	23.6
N	ECONOMIST	1	0.0%	$ 30.39	9.3
N	EDUCATION PROGRAM DIR	2	0.0%	$ 34.86	12.2
N	ENGINEER, TECHNICAL 1	36	0.3%	$ 33.90	14.4
N	F & G ENF ASST CHF	2	0.0%	$ 35.65	25.8
N	FACILITY ADMIN,NRSNG HM	1	0.0%	$ 35.91	2.6
N	FINANCIAL MANAGER	11	0.1%	$ 35.36	15.8
N	FLIGHT OPERATIONS DIR	1	0.0%	$ 33.58	2.6
N	FOOD PROTECTION PRGM MGR	1	0.0%	$ 31.87	14.4
N	GEOGRAPHIC INFO SYSTEMS MGR	3	0.0%	$ 33.59	15.9
N	HUMAN RESOURCES PRG MGR	4	0.0%	$ 31.75	15.1
N	HUMAN RSRCS UNIT SUPV	3	0.0%	$ 28.71	9.0
N	HUMAN SVCS PROJECT MGR	1	0.0%	$ 32.00	22.9
N	HYDROLOGY SECTION SUPERVISOR	2	0.0%	$ 30.87	18.2
N	INS CONSUMER AFFAIRS SUP	1	0.0%	$ 29.94	8.9
N	INVESTIGATIONS SUPV	4	0.0%	$ 30.61	14.1
N	ISP FORENSIC LAB MGR	3	0.0%	$ 39.77	17.2

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
N	ISP LIEUTENANT	16	0.1%	$ 39.39	22.0
N	IT MANAGER	10	0.1%	$ 36.65	17.3
N	IT RESOURCE MGR	17	0.1%	$ 37.18	14.6
N	IT SYSTEMS ANALYST,SUPVG	6	0.0%	$ 31.73	14.7
N	IT SYSTEMS PRGMR, SUPVG	1	0.0%	$ 36.78	9.4
N	JUVENILE PLACEMENT MANAGER	1	0.0%	$ 32.54	3.3
N	LABORATORY IMPRVMT MGR	2	0.0%	$ 36.24	11.2
N	LANDS PROGRAM MGR	24	0.2%	$ 28.41	9.7
N	LIBRARIAN, ASSOC STATE	1	0.0%	$ 33.38	30.6
N	LICENSNG & CERT PRG SUPV	6	0.0%	$ 33.45	14.9
N	LIQUOR DIVISION DISTRICT MGR	3	0.0%	$ 33.11	32.5
N	MANAGER 2, LABOR	3	0.0%	$ 28.91	25.1
N	NATURAL RSRC PRG COORD	15	0.1%	$ 34.03	18.6
N	NURSE, ADVANCED PRACTICE	9	0.1%	$ 36.38	12.4
N	NURSE, REG MGR	40	0.3%	$ 30.27	8.7
N	NURSING SVC DIR-SHN/ISVH	3	0.0%	$ 34.73	11.5
N	OFFENDER PLACEMENT MANAGER	1	0.0%	$ 31.62	25.6
N	P&R NATURAL RESOURCE MANAGER	1	0.0%	$ 26.92	16.6
N	PHYSICAL PLANT DIRECTOR	1	0.0%	$ 34.07	16.9
N	POST TRAINING COORDINATOR 3	1	0.0%	$ 29.35	5.0
N	PROGRAM MANAGER	66	0.5%	$ 31.88	14.2
N	PROJECT MANAGER 1	31	0.2%	$ 30.91	12.5
N	PUBLIC HEALTH PRG MGR 2	24	0.2%	$ 31.04	11.0
N	PURCHASING MANAGER, STATE	1	0.0%	$ 37.42	8.1
N	QUALITY IMPROVEMENT DIR	3	0.0%	$ 33.02	17.1
N	RESEARCH ANLYST SUPV	9	0.1%	$ 31.21	16.7
N	RISK MGMT PRG MGR	1	0.0%	$ 33.49	14.7
N	SCIENTIST 4	23	0.2%	$ 30.19	14.1
N	STATE GROUP INS BENEFITS MGR	1	0.0%	$ 34.21	38.3
N	TAX AUDIT MGR	11	0.1%	$ 29.61	17.0
N	TAX AUDITOR 4	5	0.0%	$ 30.96	23.2
N	TAX AUTO SYSTEM MANAGER	1	0.0%	$ 32.56	21.0
N	TAX CNTRL PROCESSING BC	1	0.0%	$ 33.17	23.6
N	TAX FIELD OFF MGR	5	0.0%	$ 30.40	19.7
N	TAX POLICY SPECIALIST	13	0.1%	$ 30.04	15.6
N	TAX PROP APPRAISAL SEC M	1	0.0%	$ 28.19	9.6
N	TECHNICAL ANALYSIS SUP, PUC	1	0.0%	$ 28.95	7.4
N	TRAINING & DEV MGR	5	0.0%	$ 31.90	7.5
N	TRANSP LEGIS/PLCY SPEC	1	0.0%	$ 40.82	20.8
N	UI OPERATIONS MGR	2	0.0%	$ 27.79	19.2
N	UI TECHNICAL SVCS SUPV	2	0.0%	$ 29.94	14.1
N	VETERINARIAN, MEDICL OFF	2	0.0%	$ 33.24	17.3
N	YOUTH PROGRAMS MGR, DJC	1	0.0%	$ 35.65	29.3
N Total		**574**	**4.4%**	**$ 32.12**	**14.6**
O	AG SECTION MGR	8	0.1%	$ 32.66	20.1
O	CHILD WELFARE CHIEF	13	0.1%	$ 32.67	15.7
O	CHILDRENS MNTL HLTH CHF	6	0.0%	$ 31.15	14.9
O	CLINICAL SPECIALIST	6	0.0%	$ 42.29	4.3
O	DESIGN & CONSTRUCTN MGR	1	0.0%	$ 38.00	14.8
O	ENGINEER, MANAGER 1	39	0.3%	$ 38.01	18.1
O	ENGINEER, TECHNICAL 2	16	0.1%	$ 39.52	23.3
O	ENV HLTH DIRECTOR	3	0.0%	$ 38.17	18.8
O	EPIDEMIOLOGIST, STATE	2	0.0%	$ 34.31	13.2
O	FIN INST EXMNR, COMMD	8	0.1%	$ 38.31	7.1
O	FINANCIAL EXAMINER/INV 4	4	0.0%	$ 38.61	20.2
O	FINANCIAL OFFICER	9	0.1%	$ 40.76	22.4
O	FISHERY MANAGER, PRODUCTION	1	0.0%	$ 36.66	3.6
O	FISHERY MANAGER, STATE	1	0.0%	$ 36.50	27.0

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
O	FISHERY MGR ANADROMOUS	1	0.0%	$ 38.33	29.2
O	FISHERY RESEARCH MGR	1	0.0%	$ 38.84	32.2
O	FISHERY/WILDLIFE BUR CHF, ASST	2	0.0%	$ 40.49	25.6
O	GROUNDWTR PROT SEC MGR	1	0.0%	$ 33.90	25.1
O	HUMAN RESOURCE OFFICER	11	0.1%	$ 35.57	11.4
O	HYDROLOGY SEC MGR-WR	1	0.0%	$ 36.55	10.5
O	ISP CAPTAIN	12	0.1%	$ 44.52	23.3
O	IT INFO SVCS MGR	8	0.1%	$ 39.13	11.5
O	LABORATORY BUR CHF	2	0.0%	$ 42.64	9.5
O	LANDS AREA MGR	9	0.1%	$ 33.01	22.5
O	MANAGER 3, LABOR	7	0.1%	$ 31.49	16.8
O	NURSE, ADVANCED PRACTICE	1	0.0%	$ 43.84	35.0
O	NURSING SERVICES DIR	2	0.0%	$ 39.70	24.0
O	NUTRITION & ALLIED S DIR	1	0.0%	$ 36.75	28.0
O	P&R DEVELOPMENT BUREAU CHIEF	1	0.0%	$ 32.31	24.3
O	P&R REC RSRC BUR CHF	1	0.0%	$ 31.08	15.6
O	P&R REGIONAL MGR	2	0.0%	$ 32.63	15.2
O	PLANNING MGR, TRANSP	1	0.0%	$ 39.41	33.4
O	PROJECT MANAGER 2	11	0.1%	$ 35.11	9.4
O	PROPERTY TAX POLICY BUR CHF	1	0.0%	$ 41.66	39.1
O	PSYCHOLOGY,CHF OF	2	0.0%	$ 41.83	13.0
O	PUBLIC HEALTH PRG MGR 3	6	0.0%	$ 37.72	20.0
O	SCIENTIST 5	3	0.0%	$ 36.22	19.5
O	SOCIAL SVCS DIR,SHS	1	0.0%	$ 32.72	7.1
O	STATE CYBER SECURITY OFFICER	1	0.0%	$ 37.67	0.2
O	TAX POLICY MANAGER	1	0.0%	$ 34.77	3.4
O	TAX PROP APRSL BUR CHF	1	0.0%	$ 33.12	24.8
O	TOXICOLOGIST/ASSESSOR PH	1	0.0%	$ 32.99	3.8
O	TRANSP PROG CONTROL MGR	1	0.0%	$ 41.84	30.9
O	VET, MEDICAL OFCR, SR	1	0.0%	$ 35.35	11.0
O	WATER DISTRIB SECT MGR	1	0.0%	$ 32.57	27.3
O	WATER PLANNING BUR CHF	1	0.0%	$ 40.75	20.7
O	WATER PROJECTS SECTION MGR	1	0.0%	$ 33.03	14.9
O	WATER RIGHTS ADJCTN S MG	1	0.0%	$ 34.16	28.6
O	WATER RIGHTS PRMT SEC MGR	1	0.0%	$ 34.23	26.4
O	WATER RSRC INFO SEC MGR	1	0.0%	$ 33.93	26.3
O	WATER RSRCS PROG MGR	3	0.0%	$ 36.76	15.1
O	WILDLIFE GAME MGR	3	0.0%	$ 38.84	20.8
O Total		**223**	**1.7%**	**$ 37.18**	**17.5**
P	ADMINISTRATOR, DIV-DEPTY	9	0.1%	$ 43.30	19.1
P	AG BUREAU CHIEF	7	0.1%	$ 37.36	21.9
P	ANALYST 5	13	0.1%	$ 36.67	19.3
P	AREA MANAGER, LABOR	3	0.0%	$ 36.64	15.1
P	BUSINESS SUPPORT MANAGER	2	0.0%	$ 33.05	7.3
P	CHIEF RESEARCH OFFICER	1	0.0%	$ 41.35	20.6
P	CONSUMER FINANCE BUR CHF	1	0.0%	$ 42.51	20.2
P	CORR MGR 3	21	0.2%	$ 32.76	18.1
P	DEV DIS PROGRAM MANAGER	3	0.0%	$ 34.35	17.1
P	ENGINEER, MANAGER 2	15	0.1%	$ 42.29	23.5
P	FIN INST EXMNR, COMMD SR	3	0.0%	$ 44.22	19.5
P	FINANCIAL EXECUTIVE OFCR	6	0.0%	$ 46.96	24.6
P	FISH & GAME ENF BUR CHF	1	0.0%	$ 37.84	22.5
P	FISH & GAME REG SUPV	7	0.1%	$ 41.38	26.9
P	HEALTH SVCS DIRECTOR	1	0.0%	$ 39.18	9.7
P	HUMAN RESOURCES MANAGER	2	0.0%	$ 38.41	9.3
P	HUMAN SVCS FIELD PRG MGR	11	0.1%	$ 37.27	16.9
P	INSTITUTION ADMIN,ASST	3	0.0%	$ 36.91	19.4
P	ISP MAJOR	3	0.0%	$ 50.64	28.6

Appendix Q- Continued
Workforce Demographics by Pay Grade - October 2015

Pay Grade	Class Code Title	Count of Employees	Percentage of Total Classified Employees	Average Hourly Rate of Pay	Average Years of Service
P	IT INFO SVCS MGR, SR	5	0.0%	$ 45.84	17.4
P	LANDS BUREAU CHIEF	6	0.0%	$ 36.67	11.7
P	LANDS REGIONAL OPS CHIEF	2	0.0%	$ 37.25	27.2
P	PHARMACY SVCS SPEC	2	0.0%	$ 45.85	7.1
P	PHYSICAL HEALTH DIR	1	0.0%	$ 40.92	17.9
P	PROGRAM MGR, TRANSPORTATION	2	0.0%	$ 37.54	14.9
P	PROGRAM OPERATIONS MGR, LABOR	2	0.0%	$ 44.44	26.8
P	PROGRAMS BUR CHF-H&W	25	0.2%	$ 37.79	15.3
P	PROJECT MANAGER 3	9	0.1%	$ 43.35	12.3
P	SECURITIES BUR CHF	1	0.0%	$ 42.84	28.3
P	SERVICE INTEGRATION MGR	3	0.0%	$ 38.55	14.2
P	TAX BUREAU CHIEF	5	0.0%	$ 37.16	26.6
P	UI BENEFITS BUR CHF	1	0.0%	$ 39.84	18.8
P	UI COMPLIANCE BUR CHF	1	0.0%	$ 41.38	17.5
P	VETERINARIAN MED OFF, BUR CHF	1	0.0%	$ 42.83	4.0
P	WATER COMPLIANCE BUREAU CHIEF	1	0.0%	$ 38.94	27.1
P Total		**179**	**1.4%**	**$ 39.14**	**18.6**
Q	DEQ-PRMTS & ENF ADMIN	1	0.0%	$ 44.34	29.4
Q	ENGINEER, MANAGER 3	6	0.0%	$ 48.88	24.5
Q	FINANCL INSTNS BUR CHF	1	0.0%	$ 50.53	25.5
Q	FISH & GAME BUREAU CHIEF	2	0.0%	$ 43.39	21.8
Q	IT INFO SVCS MGR ITD/DOL	1	0.0%	$ 55.72	36.6
Q	PHARMACIST, CLINICAL	5	0.0%	$ 48.32	10.4
Q	UTIL DIV DEP ADMIN	1	0.0%	$ 54.62	35.4
Q Total		**17**	**0.1%**	**$ 48.64**	**21.8**
R	PHARMACY SVCS SUPV	3	0.0%	$ 50.72	10.0
R Total		**3**	**0.0%**	**$ 50.72**	**10.0**
V	PHYSICIAN, MED CLINIC - INST	3	0.0%	$ 86.44	2.1
V	PHYSICIAN, MED DIRECTOR - INST	2	0.0%	$ 93.89	11.7
V	PHYSICIAN, PSYCH SPEC	3	0.0%	$ 87.45	6.4
V	PHYSICIAN/EPIDEMLGST,ST	1	0.0%	$ 81.81	19.1
V Total		**9**	**0.1%**	**$ 87.92**	**7.6**
Grand Total		**12930**	**100.0%**	**$ 20.55**	**10.2**

Number of Classified Employees	**12930**
Number of Non-Classified Employees	**1799**
Number of other Non-Classified Employees*	**12442**
Total Workforce - Classified & Non-Classified	**27171**

* Includes board members, elected officials, judges, commissioners, higher education, State Insurance Fund Employees, and temporaries

Appendix R

Workforce Demographics by Gender and Generation - October 2015

Note: classified and non-classified employees excluding board members, elected officials, judges, commissioners, higher education, State Insurance Fund, and temporaries

Gender	Generation	Number of Employees	% of Total Workforce	Average Hourly Rate of Pay	Average of Years of Service	Average of Age
Female	Baby Boomer (1947-1964)	3157	21.4%	$21.35	14.7	57.9
	Gen X (1965-1979)	2669	18.1%	$20.90	8.4	43.6
	Millennial (1980-2000)	1679	11.4%	$18.07	3.2	30.1
	Traditionalist (1933-1946)	52	0.4%	$18.11	17.7	71.7
Female Total		**7557**	**51.3%**	**$20.44**	**9.9**	**46.8**
Male	Baby Boomer (1947-1964)	2747	18.7%	$25.14	16.0	57.9
	Gen X (1965-1979)	2641	17.9%	$23.70	9.2	43.3
	Millennial (1980-2000)	1725	11.7%	$18.46	3.3	29.9
	Traditionalist (1933-1946)	59	0.4%	$25.18	15.8	71.6
Male Total		**7172**	**48.7%**	**$23.00**	**10.4**	**45.9**
Grand Total		**14729**		**$21.69**	**10.2**	**46.3**

Appendix S

FY 2015 Exit Survey Summary

1. Please provide the name of the agency you are currently employed by, or have most recently left.

Answer Options	Response Percent	Response Count
Accountancy State Board of	0.6%	2
Administration, Department of	0.0%	0
Aging, Commission on	0.0%	0
Agriculture, Department of	0.6%	2
Arts Commission	0.3%	1
Attorney General, Office of the	0.0%	0
Blind and Visually Impaired, Commission for the	0.0%	0
Board of Education	0.0%	0
Boise State University	0.3%	1
Building Safety, Division of	0.0%	0
Bureau of Occupational Licenses	1.2%	4
Central District Health Department Idaho Health District 4	0.0%	0
Commerce, Department of	0.0%	0
Controller, Office of the State	0.0%	0
Correction, Department of	19.0%	65
Correctional Industries	0.3%	1
Dentistry, State Board of	0.0%	0
Drug Policy, Office of	0.0%	0
Eastern Idaho Public Health District 7	0.3%	1
Eastern Idaho Technical College	0.9%	3
Endowment Fund Investment Board	0.0%	0
Energy Resources, Office of	0.6%	2
Environmental Quality, Department of	3.5%	12
Finance, Department of	0.3%	1
Financial Management, Division of	0.3%	1
Fish and Game, Department of	2.3%	8
Governor, Office of the	0.0%	0
Health and Welfare, Department of	2.9%	10
Hispanic Affairs, Commission on	0.0%	0
Human Resources, Division of	0.0%	0
Idaho State University	0.3%	1
Industrial Commission	2.6%	9
Insurance, Department of	0.9%	3
Juvenile Corrections, Department of	4.1%	14
Labor, Department of	6.1%	21
Lands, Department of	3.5%	12
Lava Hot Springs Foundation	0.0%	0
Lewis - Clark State College	3.5%	12
Libraries, Commission for	0.0%	0
Lieutenant. Governor, Office of	0.0%	0
Lottery	0.0%	0
Medicine, State Board of	0.3%	1
Military Division	0.6%	2

Nursing, State Board of	0.0%	0
Outfitters and Guides Licensing Board	0.0%	0
Panhandle Health District 1	0.6%	2
Pardons and Parole, Commission of	0.0%	0
Parks and Recreation, Department of	2.6%	9
Pharmacy, Board of	0.3%	1
Professional Engineers and Professional Land Surveyors, Board of	0.0%	0
Professional -Technical Education	0.6%	2
Public Employee Retirement System of Idaho	0.6%	2
Public Health - Idaho North Central District 2	0.0%	0
Public Television	0.0%	0
Public Utilities Commission	0.0%	0
Real Estate Commission	0.6%	2
Secretary of State, Office of	0.0%	0
Soil and Water Conservation Commission	0.0%	0
South Central Public Health District 5	0.0%	0
Southeastern District Health Department 6	0.3%	1
Southwest District Health 3	0.6%	2
Species Conservation, Office of	0.0%	0
State Appellate Public Defender	0.0%	0
State Brand Inspector	0.0%	0
State Historical Society	0.0%	0
State Independent Living Council	0.3%	1
State Liquor Division	0.0%	0
State Police	0.3%	1
State Racing Commission	0.0%	0
State Tax Commission	4.1%	14
Supt of Public Instruction	0.3%	1
Tax Appeals, Board of	0.3%	1
Transportation, Department of	30.4%	104
Treasurer, Office of the State	0.3%	1
Veterans Services, Division of	1.5%	5
Veterinary Medicine, Board of	0.3%	1
Vocational Rehabilitation, Division of	0.0%	0
Water Resources, Department of	0.9%	3
answered question		**342**
skipped question		**0**

2. Choose your type of employment.

Answer Options	**Response Percent**	**Response Count**
Classified	68.4%	234
Non-Classified	31.6%	108
answered question		**342**
skipped question		**0**

Appendix S - Continued
FY 2015 Exit Survey Summary

3. Are you retiring?

Answer Options	Response Percent	Response Count
Yes	26.3%	90
No	67.5%	231
Retiring Early	6.1%	21
answered question		**342**
skipped question		**0**

4. We would like to know what you liked best about working for the State of Idaho. Please rate, based on order of importance, the 3 areas that brought you the most satisfaction. ("1" indicates MOST important.)

Answer Options	1	2	3	Response Count
Pay	22	24	35	81
Benefits	87	51	34	172
Career Opportunities	7	18	15	40
Learning Opportunities	17	22	30	69
Management	4	3	11	18
Work Schedule	22	37	42	101
Relationships with Colleagues	43	37	38	118
Physical Work Environment	3	7	13	23
Making a Contribution	34	29	24	87
Job Security	24	44	35	103
The Work Itself	50	41	37	128
answered question				**314**
skipped question				**28**

5. How many years have you worked for the State of Idaho?

Answer Options	Response Percent	Response Count
Under 1 year	12.4%	37
1 - 5 years	34.8%	104
6 - 10 years	20.4%	61
11 -15 years	7.7%	23
16 - 20 years	4.0%	12
21 - 25 years	5.0%	15
26 - 30 years	6.4%	19
Over 30 years	9.4%	28
answered question		**299**
skipped question		**43**

Appendix S - Continued
FY 2015 Exit Survey Summary

6. What was your last performance evaluation rating?

Answer Options	Response Percent	Response Count
Exemplary Performance	18.6%	56
Solid Performance	52.0%	151
Achieves Performance	18.6%	56
Does Not Achieve Performance	0.0%	2
N/A	10.8%	34
answered question		**299**
skipped question		**43**

7. Thinking back, what attracted you to State of Idaho employment? Please rank the following based on order of importance ("1" indicates MOST important, "11" indicates LEAST important.)

Answer Options	1	2	3	4	5	6	7	8	9	10	11	Response Count
Pay	23	33	25	26	24	25	16	34	14	22	57	299
Benefits	83	56	41	26	24	11	21	11	14	8	4	299
Career Opportunities	33	32	43	28	24	22	32	20	26	24	15	299
Learning Opportunities	20	23	43	48	36	42	20	24	16	20	7	299
Management	2	2	6	11	29	14	28	28	36	58	85	299
Work Schedule	14	28	34	37	36	38	28	20	26	22	16	299
Relationships with Colleagues	14	18	24	27	28	38	49	34	33	24	10	299
Physical Work Environment	4	8	8	15	16	26	24	61	46	45	46	299
Making a Contribution	28	24	24	29	16	31	36	31	38	31	11	299
Job Security	41	43	16	30	32	27	15	22	24	31	18	299
The Work Itself	37	32	35	22	34	25	30	14	26	14	30	299
answered question												**299**
skipped question												**43**

8. What is the highest level of education you have achieved?

Answer Options	Response Percent	Response Count
1 -11 years	0.3%	1
GED	2.7%	8
High School Diploma	9.4%	28
Some College	25.8%	77
Associate Degree	11.0%	33
Bachelor Degree(s)	34.8%	104
Masters Degree	13.7%	41
Doctorate	2.3%	7
answered question		**299**
skipped question		**43**

Appendix S - Continued
FY 2015 Exit Survey Summary

9. Do you hold any of the following:

Answer Options	Response Percent	Response Count
Certificates	50.5%	151
Licenses	22.1%	66
No	42.1%	126
answered question		**299**
skipped question		**43**

10. We want to understand the reasons our employees choose to leave State of Idaho employment. Please rate, based on order of importance, what 3 areas led you to seek other employment. ("1" indicates MOST important.)

Answer Options	1	2	3	Response Count
Retirement	64	8	13	85
Pay	59	40	32	131
Benefits	1	17	12	30
Career Opportunities	25	45	37	107
Learning Opportunities	1	11	7	19
Management	22	14	17	53
Work Schedule	4	16	10	30
Relationships with Colleagues	5	11	10	26
Physical Work Environment	3	6	8	17
Making a Contribution	1	4	13	18
Job Security	5	3	6	14
The Work Itself	3	16	14	33
Moving from the area	20	9	9	38
Personal Medical	7	2	4	13
Family	17	27	18	62
Education	6	3	8	17
Not A Good Job Fit	8	7	10	28
answered question				**273**
skipped question				**69**

Appendix T

Retirement Forecast CY 2015 to CY 2025

Agency Code	Agency	Active Employees in Agency	Number of Employees reaching ret. year in 2015	Number of Employees reaching ret. year in 2016	Number of Employees reaching ret. year in 2017	Number of Employees reaching ret. year in 2018	Number of Employees reaching ret. year in 2019	Number of Employees reaching ret. year in 2020	Number of Employees reaching ret. year in 2021	Number of Employees reaching ret. year in 2022	Number of Employees reaching ret. year in 2023	Number of Employees reaching ret. year in 2024	Number of Employees reaching ret. year in 2025
100	SENATE	35	0	1	0	0	0	0	0	1	3	1	1
101	HOUSE OF REPRESENTATIVES	61	1	0	1	1	1	2	1	1	0	4	5
102	LEGISLATIVE SERVICES	63	2	1	2	1	1	0	0	0	1	1	3
104	OFFICE OF PERFORMANCE EVALUATIONS	8	0	0	0	0	0	1	0	0	0	1	0
110	JUDICIAL BRANCH	311	0	0	0	0	1	3	2	3	4	15	9
130	SECRETARY OF STATE	24	4	0	0	1	0	2	0	4	0	1	0
140	STATE CONTROLLER	88	5	3	2	2	5	1	6	4	1	1	3
150	STATE TREASURER	25	1	0	1	1	0	1	0	1	2	2	1
160	ATTORNEY GENERAL	197	9	3	4	8	8	2	4	3	5	10	5
170	SUPT OF PUBLIC INSTRUCTION (DPT OF EDUC)	132	3	1	0	0	1	1	2	4	2	2	4
180	DIV - FINANCIAL MANAGEMENT	15	1	0	1	0	0	0	0	1	1	0	0
181	OFFICE OF THE GOVERNOR	22	0	0	0	2	2	0	0	0	1	0	0
183	PUB EMPLOYEE RETIREMENT SYS	60	3	5	1	1	2	0	2	3	0	1	2
185	STATE LIQUOR DIVISION	212	3	0	1	4	6	3	4	7	8	11	12
186	STATE INSURANCE FUND	218	10	6	11	5	3	2	12	7	10	7	11
187	IDAHO COMMISSION ON AGING	20	1	0	0	1	0	1	0	1	0	1	0
189	COMM-BLIND & VISUAL IMPAIR	42	2	0	0	1	1	0	2	0	1	2	0
190	MILITARY DIVISION	315	7	0	5	5	1	6	4	11	9	5	12
194	DIVISION OF HUMAN RESOURCES	9	0	0	0	0	0	1	0	0	3	0	0
195	OFFICE OF SPECIES CONSERVATION	13	0	0	1	0	0	1	0	0	0	0	0
196	COMMISSION ON THE ARTS	8	1	0	0	1	0	0	0	0	0	0	0
198	OFFICE OF DRUG POLICY	6	0	0	0	0	0	0	0	1	0	0	0
199	OFFICE OF ENERGY RESOURCES EXEC ORD	8	0	0	0	0	0	0	1	0	0	0	0
200	DEPT OF ADMINISTRATION	130	6	4	4	1	4	3	3	5	7	7	5
210	DEPARTMENT OF AGRICULTURE	303	19	7	4	10	8	12	10	10	3	5	7
215	SOIL AND WATER CONSERVATION COMMISSION	17	2	0	0	1	0	1	0	0	0	2	0
220	DEPARTMENT OF COMMERCE	48	1	0	0	0	2	1	0	0	0	2	1
230	DEPARTMENT OF CORRECTION	1,932	76	26	18	23	34	43	41	52	43	46	52
231	CORRECTIONAL INDUSTRIES	33	2	0	0	1	0	0	1	1	2	0	0
232	COMMISSION OF PARDONS AND PAROLE	31	1	2	2	1	0	0	0	1	0	2	4
240	DEPARTMENT OF LABOR	580	39	12	8	7	10	13	22	20	31	23	17
245	DEPARTMENT OF ENVIRONMENTAL QUALITY	348	10	6	12	15	7	10	8	12	14	13	12
250	DEPARTMENT OF FINANCE	62	2	2	1	1	2	3	0	2	5	2	1
260	DEPARTMENT OF FISH & GAME	680	37	18	22	16	25	13	16	12	27	16	20
270	DEPT OF HEALTH & WELFARE	2,838	78	25	27	34	47	53	54	58	42	65	78
280	DEPARTMENT OF INSURANCE	73	3	0	3	2	2	1	2	4	3	0	4
285	JUVENILE CORRECTIONS	395	9	4	5	2	6	4	7	11	4	12	7
290	IDAHO TRANSPORTATION DEPT	1,541	113	44	42	52	37	50	42	60	53	54	53
300	INDUSTRIAL COMMISSION	134	5	1	3	3	6	0	7	3	6	7	6
320	DEPARTMENT OF LANDS	384	22	6	5	14	8	6	7	9	6	13	10
322	ENDOWMENT FND INVESTMENT BD	6	0	0	0	0	0	0	0	2	0	0	0
330	IDAHO STATE POLICE	500	32	6	4	5	7	17	8	19	19	19	11
331	BRAND INSPECTOR	39	11	0	3	0	2	1	0	0	3	2	1

Appendix T - Continued
Retirement Forecast CY 2015 to CY 2025

Agency Code	Agency	Active Employees in Agency	Number of Employees reaching ret. year in 2015	Number of Employees reaching ret. year in 2016	Number of Employees reaching ret. year in 2017	Number of Employees reaching ret. year in 2018	Number of Employees reaching ret. year in 2019	Number of Employees reaching ret. year in 2020	Number of Employees reaching ret. year in 2021	Number of Employees reaching ret. year in 2022	Number of Employees reaching ret. year in 2023	Number of Employees reaching ret. year in 2024	Number of Employees reaching ret. year in 2025
332	IDAHO STATE RACING COMMISSION	3	0	0	0	0	1	0	0	0	0	1	0
340	DEPT - PARKS & RECREATION	173	8	2	3	5	6	4	4	5	6	6	5
341	LAVA HOT SPRINGS FOUNDATION	16	0	1	0	0	0	1	0	0	0	1	0
351	STATE BOARD OF TAX APPEALS	6	0	0	0	1	0	0	1	0	0	0	0
352	STATE TAX COMMISSION	434	25	7	10	11	8	13	16	14	8	15	20
360	DEPT OF WATER RESOURCES	141	7	3	2	6	6	6	2	2	6	2	2
421	STATE BOARD OF PHARMACY	14	0	0	0	0	0	0	0	0	0	2	1
422	STATE BOARD OF ACCOUNTANCY	10	1	0	0	0	0	0	0	0	1	1	0
423	STATE BOARD OF DENTISTRY	5	1	0	0	0	0	0	0	0	0	0	0
424	BD-PROF ENG & LAND SURV	10	0	0	0	0	0	0	1	1	0	0	0
425	STATE BOARD OF MEDICINE	15	0	0	0	0	1	1	0	0	0	0	0
426	STATE BOARD OF NURSING	20	2	1	0	0	1	0	0	0	1	1	0
427	BUR-OCCUPATIONAL LICENSES	41	3	1	0	1	1	1	1	0	1	3	2
429	REAL ESTATE COMMISSION	0	0	0	0	0	0	1	0	0	0	0	0
434	OUTFITTERS AND GUIDES	7	1	0	0		0	0	0	0	0	0	0
440	IDAHO STATE LOTTERY	47	0	0	1	0	1	3	0	2	1	0	3
441	HISPANIC COMMISSION	3	0	0	0	0	0	0	0	0	0	1	0
444	DIVISION OF VETERANS SERVICES	340	5	2	5	3	4	5	6	5	10	8	13
450	DIV OF BUILDING SAFETY	128	3	1	2	4	2	4	1	7	6	6	4
501	OFFICE OF BRD OF EDUCATION	39	0	0	0	0	0	1	0	3	0	0	3
503	DIV OF PROFESSIONAL-TECHNICAL EDUCATION	33	2	0	1	1	0	2	1	1	0	1	1
504	EASTERN IDAHO TECH COLLEGE	108	3	0	4	0	2	1	3	5	3	0	5
511	LEWIS-CLARK STATE COLLEGE	547	19	5	9	9	13	14	18	11	10	20	21
520	IDAHO PUBLIC TELEVISION 1982	58	6	2	0	0	3	4	2	2	1	3	2
521	IDAHO COMMISSION FOR LIBRARIES	35	4	1	1	0	0	3	2	2	2	1	1
522	STATE HISTORICAL SOCIETY	42	4	0	3	1	0	0	0	0	0	1	1
523	VOCATIONAL REHABILITATION	147	4	1	2	1	1	3	2	4	5	8	3
900	PUBLIC UTILITIES COMM	49	7	3	2	1	1	1	1	1	2	2	2
951	PANHANDLE HEALTH DISTRICT I	124	1	2	1	3	1	6	2	3	3	4	3
952	NORTH CENTRAL HEALTH DISTRICT II	59	3	0	0		1	2	1	2	3	2	1
953	SOUTHWEST HEALTH DISTRICT III	97	0	1	2		2	0	1	1	5	2	6
954	CENTRAL HEALTH DISTRICT IV	127	5	4	1	0	2	1	2	1	2	6	3
955	SOUTH CENTRAL PUBLIC HEALTH DISTRICT V	76	3	0	0	1	1	3	4	1	2	2	2
956	SOUTHEAST HEALTH DISTRICT VI	80	4		2	0	1	0	0	4	2	2	4
957	EASTERN IDAHO HEALTH DISTRICT VII	101	0	1	1	0	1	1	6	3	4	2	0
	TOTALS	**15,101**	**642**	**221**	**245**	**270**	**299**	**339**	**345**	**413**	**403**	**458**	**465**

Appendix U

Market Related Changes to Address Specific Occupational Inequities - October 2015

Note: A payline exception occurs when a higher pay grade is assigned to a job class, generally due to recruitment or retention issues. Payline exceptions are approved by the Administrator of the Division of Human Resources in accordance with Section 67-5309D (5), Idaho Code, which states that "When necessary to obtain or retain qualified personnel in a particular classification, upon petition of the department to the administrator containing acceptable reasons therefore, a higher temporary pay grade may be authorized by the administrator which, if granted, shall be reviewed annually to determine the need for continuance."

Class Code	Title	Number of Classified Employees	Pay Grade	Temporary Pay Grade
8930	Actuary	0	N	O
8521	Building Safety Inspector/Advisor	69	J	K
7203	Clinical Specialist	15	M	N
8021	Communications Supervisor	9	I	J
7433	ISP Forensic Scientist 2	13	K	L
8020	ISP Regional Communications Officer	13	H	I
8014	ISP Sergeant	41	L	M
8015	ISP Specialist	67	L	M
8016	ISP Trooper	135	K	L
6572	Locksmith	4	G	H
7584	Nurse, Advanced Practice	19	M	N
7676	Nurse, Licensed Practical	119	H	I
7606	Nurse, Registered	104	K	L
7572	Nurse, Registered Manager	40	M	N
7574	Nurse, Registered Senior	105	L	M
7476	Pharmacist, Clinical	7	L	Q
7478	Pharmacy Services Specialist	2	K	P
7474	Pharmacy Services Supervisor	3	L	R
7209	Physician, Clinical Director - Community	2	Q	V
7211	Physician, Epidemiologist - State	1	Q	V
7207	Physician, Medical Clinic - Institution	3	Q	V
7208	Physician, Medical Director - Institution	2	R	V
7206	Physician, Psychiatric Specialty	3	O	V
7205	Physician, Public Health	*	P	V
5210	Strategic Business Analyst	1	O	P
7727	Therapist	1	L	M
7710	Therapist, Early Intervention	9	L	M
4556	Utilities Division Deputy Administrator	1	O	Q
		788	* Hired as Temporary Employees	

Appendix V
Glossary

Compa-ratio: The relationship between an employee's salary and the policy pay rate (market) of their job. For example: If an employee in pay grade K earns $17.26 per hour, and the policy pay rate (market) for pay grade K is $24.65, their compa-ratio is 70% (hourly rate divided by policy rate equals compa-ratio).

Classified Employee: Any person appointed to or holding a position in any department of the State of Idaho and subject to the provisions of the merit examination, selection, retention, promotion and dismissal requirements of Idaho Code, Title 67, Chapter 53.

Job Classification: A group of positions performing similar work that are in the same pay grade.

Maximum Pay Rate: Highest allowable salary of the pay grade.

Minimum Pay Rate: Lowest allowable salary of the pay grade.

Non-classified Employee: Any person appointed to or holding a position in any department of the State of Idaho and is exempt from Idaho Code, Title 67, Chapter 53 (merit examination, selection, retention, promotion and dismissal requirements) but subject to Idaho Code, Title 59, Chapter 16.

Pay Grade: Alphabetical indicator of pay range assigned to each job classification.

Payline Exception: A temporary assignment of a higher pay grade to a classification in order to address market related recruitment or retention issues.

Pay Range: The span between the minimum and maximum salaries.

Policy Pay Rate: The salary relative to the external labor market as determined by salary surveys of similar jobs.

Salary Structure: A chart listing the 19 pay grades and associated pay ranges (See Appendix F).

Salary Survey: Survey conducted with private and public employers to determine pay levels for specific jobs.

Specific Occupational Inequity: See Payline Exception.

Temporary Employee: A non-classified employee limited to working no more than one thousand three hundred eighty-five (1,385) hours during a twelve month period for any one agency (Ref. Idaho Code 67-5302(33)).