



FY2008

Idaho State Employee Compensation Report Supplement

Idaho Division of Human Resources, 12/1/2006

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State of Idaho Statistical Highlights

As of 7/1/2006

Profile of Classified and Non-Classified Employees

	Classified	Non-Classified
Number of Employees	13,117	6,759
Average Age	46.2 years	47.2 years
Average Length of Service	10.7 years	8.8 years
Avg. Annual Equivalent Salary	\$36,786	\$51,207
Percent Ethnic Minorities	6.5 %	7.3%

Excludes State Insurance Fund, Military Division, House, Senate, temporary and student employees.

General Idaho Statistics Compared to Other U. S. States

Idaho Population	1,429,096
Population Rank Out of 50 States	39

Source: U.S. Census Bureau site (<http://www.census.gov>)

Report Summaries

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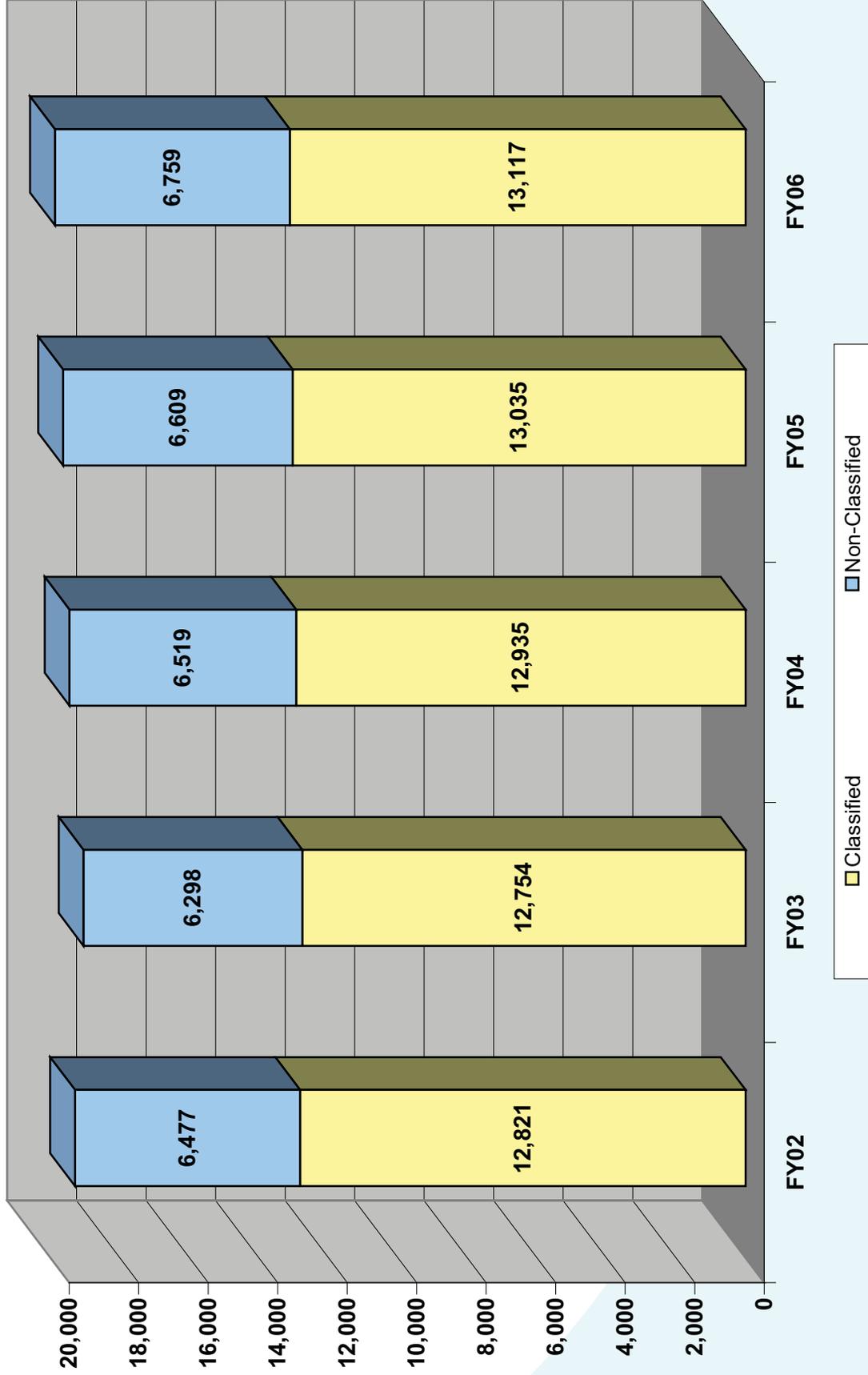
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Section One Workforce Characteristics

Number of State Government Employees - July 2006



Classified Employee Compa-Ratio by Agency November 2006

Agency	Compa-Ratio
Administration	89.3%
Agriculture	92.2%
Blind Comm	88.9%
Boise State University	85.5%
Brand Inspector	87.4%
Building Safety	93.3%
Commerce and Labor	93.4%
Commission For Libraries	84.6%
Correction	84.7%
Deaf & Blind School	98.1%
Eastern Id Tech College	81.4%
Environmental Quality	89.9%
Finance	99.1%
Fish & Game	93.4%
Health & Welfare	94.3%
Health District I	90.3%
Health District II	87.8%
Health District III	95.4%
Health District IV	97.3%
Health District V	95.8%
Health District VI	95.0%
Health District VII	87.3%
Historical Society	92.2%
Human Resources	92.8%
Human Rights Comm	87.8%
Idaho State University	83.6%
Industrial Comm	86.7%
Insurance	91.7%

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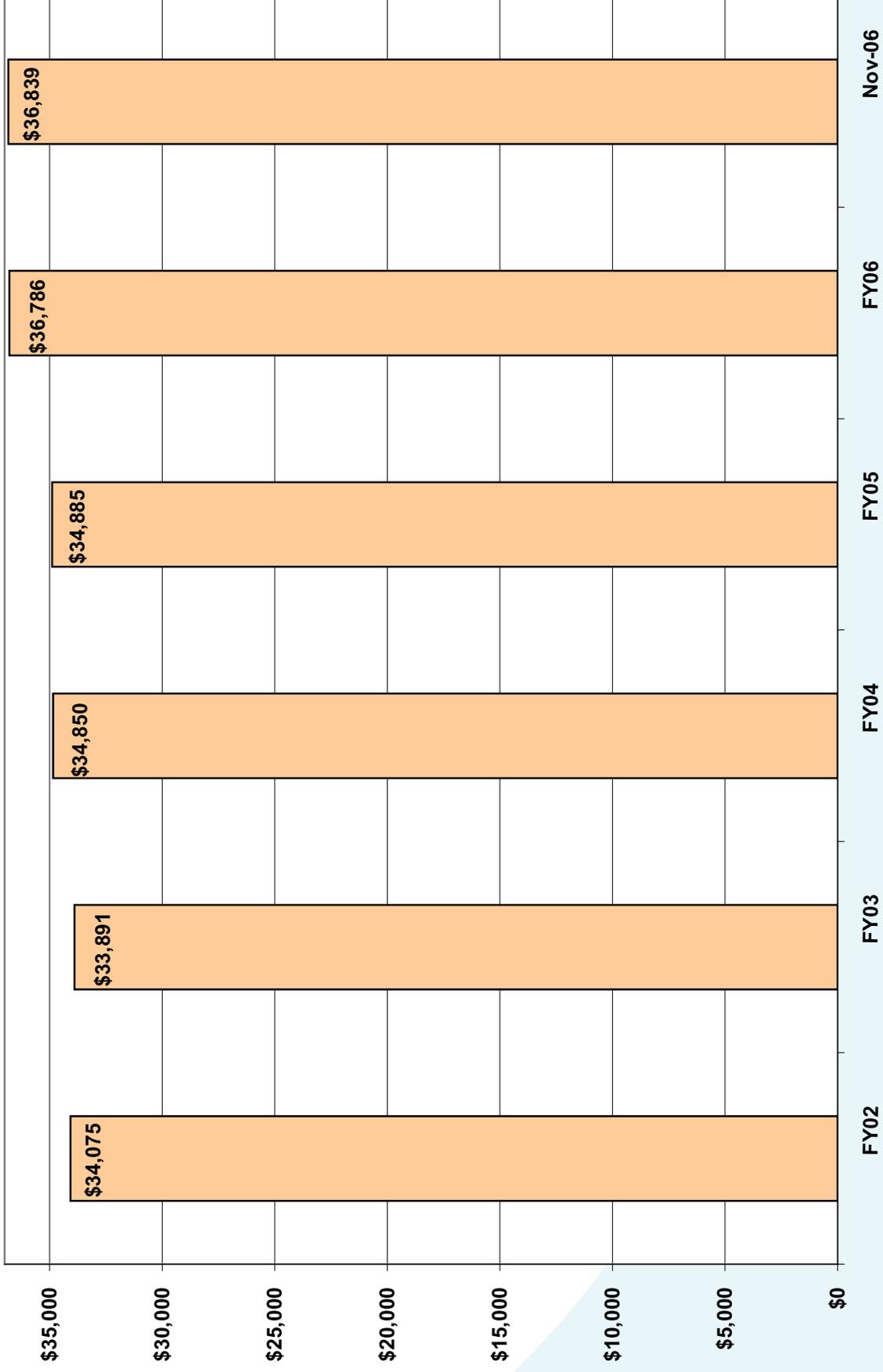
Classified Employee Compa-Ratio by Agency November 2006 (cont'd)

Agency	Compa-Ratio
Juvenile Corrections	89.4%
Lands	85.5%
Lava Hot Springs	89.2%
Lewis & Clark St College	85.2%
Liquor Dispensary	91.4%
Lottery Comm	90.3%
Occupational License	85.9%
Office on Aging	94.8%
Parks & Recreation	88.5%
PERSI	88.8%
Prof-Tech Education	96.8%
Public Television	90.3%
Public Utilities Comm	91.1%
Real Estate Comm	86.6%
State Police	96.4%
Tax Comm	90.2%
Transportation	97.6%
Veterans Services	91.0%
Vocational Rehab	81.3%
Water Resources	88.0%
Classified Average	91.4%

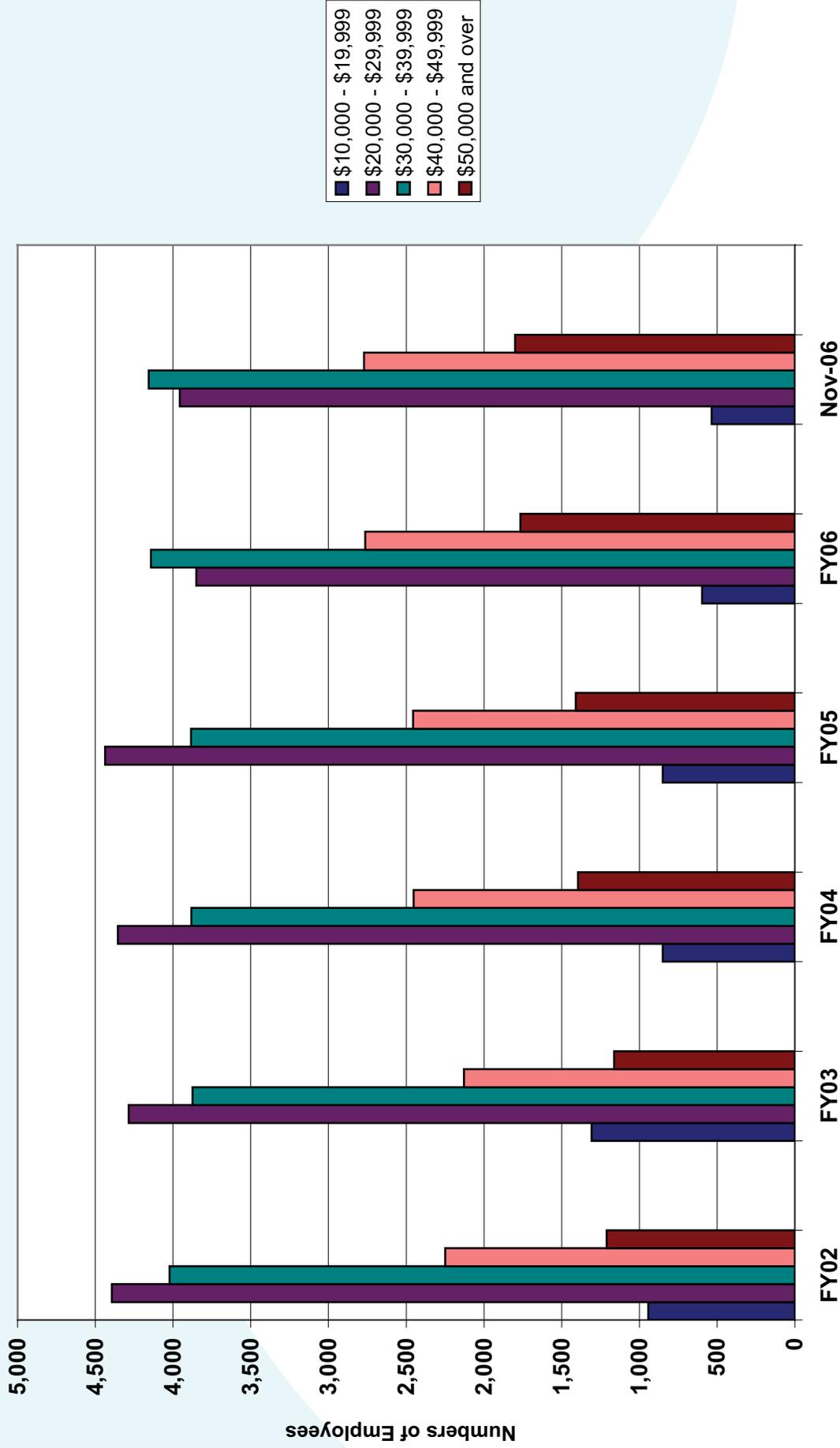
Classified Employee Compa-Ratio by Pay Grade November 2006

Pay Grade	Average Salary	Employees in Grade	Average Compa-Ratio
21	\$7.38	3	82.2%
23	\$9.42	1	97.0%
24	\$8.54	226	84.5%
25	\$9.04	131	85.8%
26	\$9.34	51	84.8%
27	\$9.99	194	86.8%
28	\$10.31	140	85.5%
29	\$11.22	116	88.7%
30	\$11.27	927	84.8%
31	\$13.26	253	94.9%
32	\$13.05	1,642	88.6%
33	\$14.76	416	95.0%
34	\$14.42	1,323	87.8%
35	\$16.54	798	95.2%
36	\$16.66	1,083	90.5%
37	\$17.91	521	91.6%
38	\$19.09	1,281	91.9%
39	\$21.35	1,118	96.6%
40	\$21.24	862	90.1%
41	\$23.68	888	94.2%
42	\$26.29	323	97.8%
43	\$27.88	431	96.9%
44	\$29.95	156	97.1%
45	\$31.75	148	95.8%
46	\$34.08	116	95.7%
47	\$37.52	38	97.9%
48	\$41.96	17	101.5%
49	\$47.40	2	106.2%
53	\$72.31	15	117.5%
Weighted Average Compa-Ratio			91.4%
Total Employees		13,220	

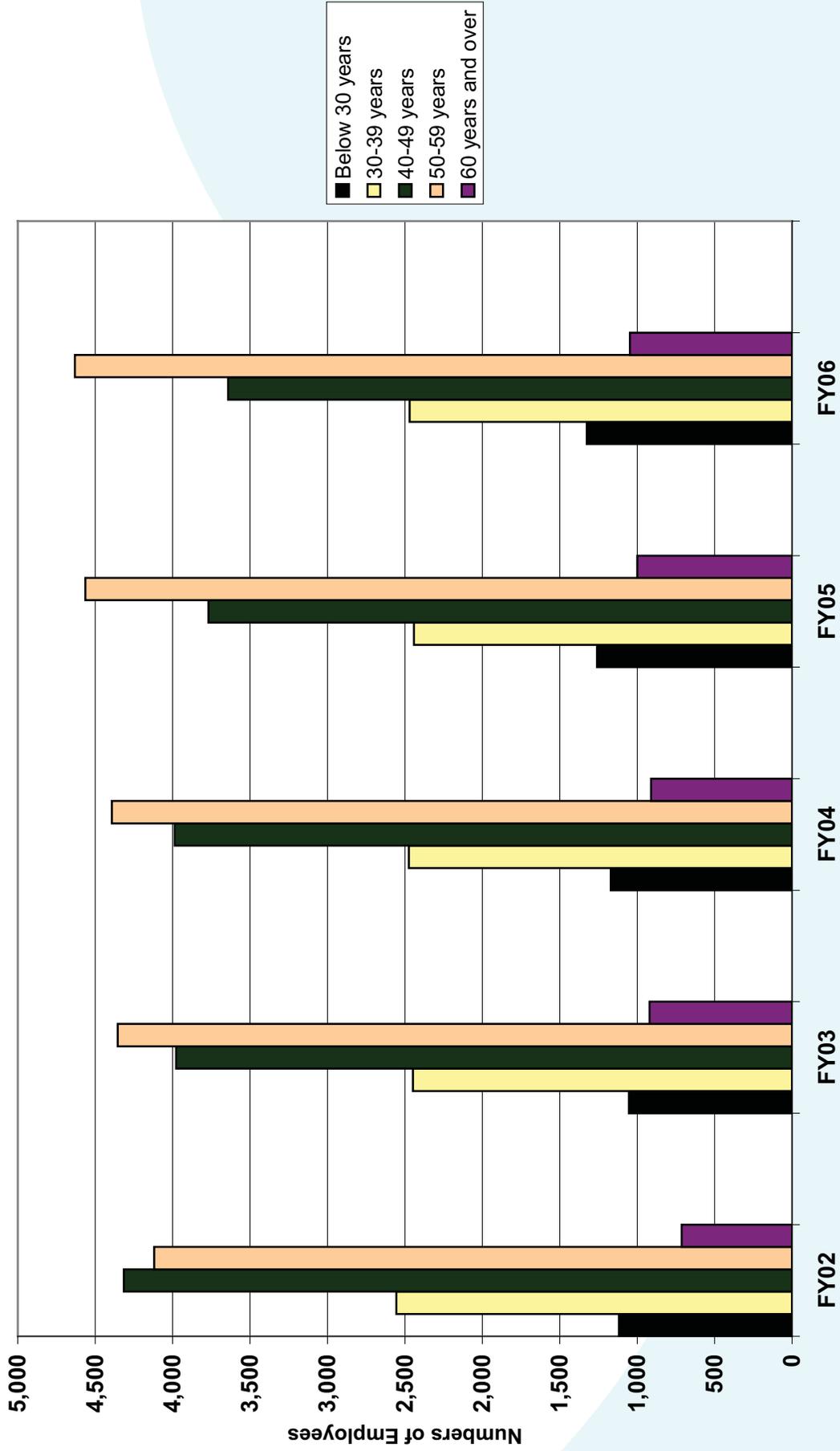
Classified Employees Average Annual Equivalent Salary



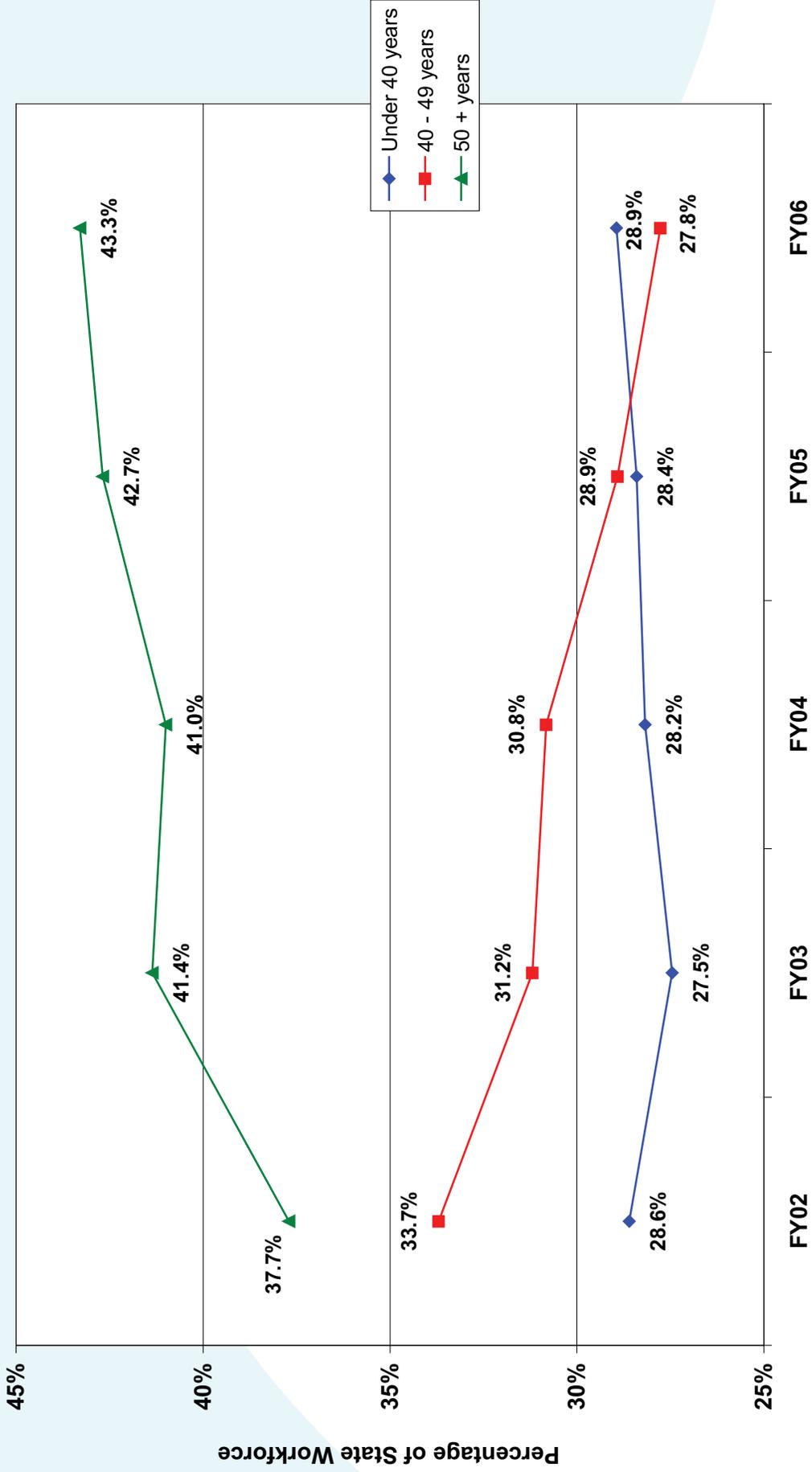
Classified Employees by Annual Equivalent Salary



Classified Employees by Age Groups



Classified Employees by Aging Trends

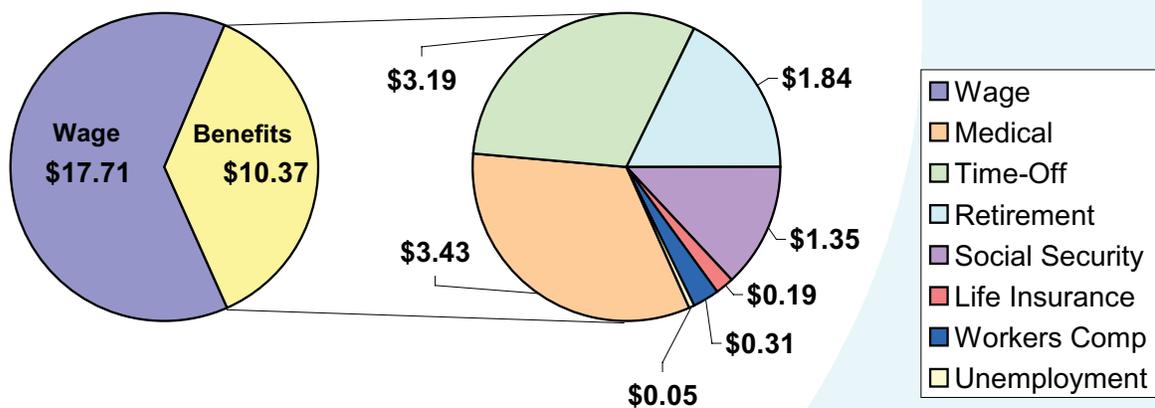


Idaho Average Weekly Wages - FY 2007

	2004		2005	% Change
	\$	575	\$ 593	3.2%
Total Covered				
Natural Resources	\$	758	\$ 787	3.8%
Construction	\$	598	\$ 617	3.2%
Manufacturing	\$	799	\$ 823	3.0%
Trade, Utilities, & Transportation	\$	517	\$ 549	6.1%
Information	\$	697	\$ 692	-0.8%
Financial Activities	\$	684	\$ 732	7.1%
Professional and Business Services	\$	686	\$ 694	1.2%
Educational and Health Services	\$	573	\$ 585	2.1%
Leisure and Hospitality	\$	219	\$ 227	3.5%
Other Services	\$	401	\$ 415	3.5%
Government	\$	613	\$ 622	1.5%

Source: Report of Covered Employment & Wages, Idaho Commerce & Labor, Public Affairs, November 27, 2006

FY 2007 Total Compensation Average Classified State Employee





Section Two Workforce Trends

Turnover Analysis

Criteria for this section:

Data includes only classified employees.

Separations:

Involuntary Terminations: Dismissals and failure to complete probation.

Terminations: Voluntary terminations.

Retirements: Regular retirements and early retirements.

Layoffs: Reduction in force.

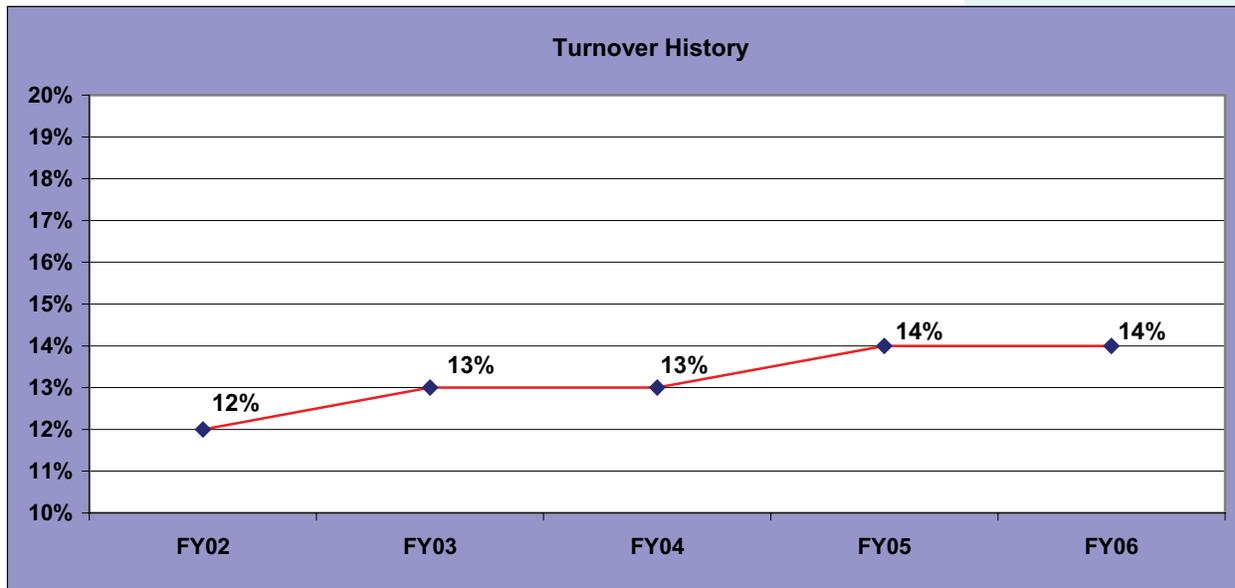
Transfers: Employees transferring to other State agencies.

Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Separations} \times 100}{((\text{Begin Count} + \text{End Count})/2)}$$

Annotations:

- Total # of separations
Multiply by 100 percent to change decimal to percent
- Average # of classified employees

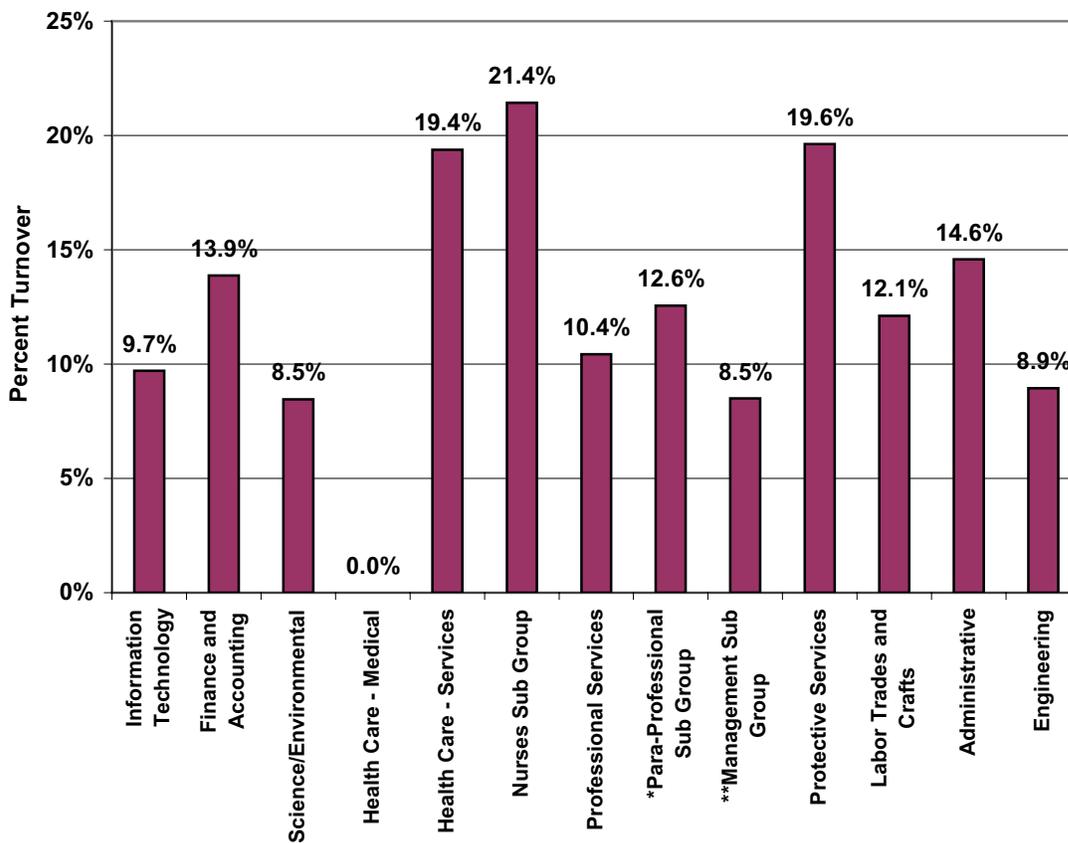


Turnover of Classified Employees by Pay Grade FY2006

Pay Grade	% of Turnover FY2006
21	40%
22	0%
23	0%
24	21%
25	27%
26	19%
27	27%
28	35%
29	13%
30	19%
31	19%
32	13%
33	13%
34	21%
35	12%
36	9%
37	11%
38	13%
39	12%
40	11%
41	11%
42	13%
43	6%
44	9%
45	5%
46	9%
47	17%
48	5%
49	0%
50	0%
51	0%
52	0%
53	0%
54	0%
55	0%

Classified Employee Turnover by Occupational Group FY2006

Occupational Group	# of Employees in Occupational Group	# of Separations in Occupational Group	% of Turnover
Information Technology	567	55	9.7%
Finance and Accounting	635	88	13.9%
Science/Environmental	402	34	8.5%
Health Care - Medical	14	0	0.0%
Health Care - Services	1,337	259	19.4%
Nurses Sub Group	504	108	21.4%
Professional Services	2,147	224	10.4%
*Para-Professional Sub Group	820	103	12.6%
**Management Sub Group	247	21	8.5%
Protective Services	1,513	297	19.6%
Labor Trades and Crafts	1,231	149	12.1%
Administrative	2,626	383	14.6%
Engineering	1,018	91	8.9%



Turnover of Classified Employees by Classification FY2006

Class Code	Class Title	Average Compa-Ratio 11/1/06	Average Number Employees FY2006	Number of Separations FY2006	% of Turnover FY2006
07799	DEV DIS TECH TRNEE,ISSH	77%	26	23	88%
07610	NURSING ASST, CERTIFIED	87%	75	30	40%
03636	TRANSP TECH APPRENTICE	80%	33	13	40%
01922	SAFETY/SECURITY OFCR,DJC	83%	24	9	38%
04326	TAX COMPL TECH	80%	24	8	33%
09212	CORR OFFICER	84%	629	203	32%
01114	OFFICE SPECIALIST 1	87%	76	23	30%
07931	HEALTH FAC SURVEYOR	109%	32	9	29%
02188	DIETARY AIDE, SR	81%	43	12	28%
06820	CLINICIAN	98%	212	55	26%
07664	CLINICAL ASST	88%	75	19	26%
07763	THERAPY TECH	106%	28	7	25%
01662	IT INFO SYST TECH, SR	93%	52	13	25%
07808	INSTRUCTOR	83%	21	5	24%
04245	FINANCIAL SPECIALIST, SR	102%	62	14	23%
02010	CUSTODIAN	84%	195	43	22%
01121	CUSTOMER SVC REP 1	82%	150	32	21%
09423	SOCIAL WORKER	93%	260	55	21%
07574	NURSE, REG SR	94%	124	26	21%
07606	NURSE, REG	90%	120	25	21%
08020	ISP REGNL COMUNCTN OFCR	91%	25	5	20%
07803	DEVELOPMENTL SPEC,CHLDRN	86%	30	6	20%
01120	CUSTOMER SVC REP 2	81%	26	5	20%
05310	GRANTS/CNTRCTS OFCR	89%	31	6	19%
03704	ENGINEER, STAFF	95%	53	10	19%
01239	OFFICE SPECIALIST 2	83%	608	112	18%
09284	DRUG/ALCOHOL REHAB SPEC	84%	44	8	18%
04250	FINANCIAL SUPPORT TECH	88%	72	13	18%
04246	FINANCIAL SPECIALIST	96%	56	10	18%
09424	PSYCHOSOCIAL REHAB SPEC	86%	56	10	18%
01100	OFFICE SERVICES SUPV 1	93%	51	9	18%
07000	SELF-RELIANCE SPECIALIST	102%	339	59	17%
07798	DEV DIS TECH,ISSH	97%	152	26	17%
01586	LIQUOR STORE CLK	87%	79	13	17%
07676	NURSE, LICENSED PRACTICL	102%	122	20	16%
09210	CORR SERGEANT	84%	104	17	16%
05141	HUMAN RESOURCE SPEC	97%	25	4	16%
06616	HVAC SPECIALIST	90%	20	3	15%
01104	TECH RECORDS SPEC 1	87%	469	70	15%
01546	STOREKEEPER	101%	54	8	15%
09258	FOOD SVC OFCR,CORR	78%	41	6	15%
01125	RECEPTIONIST	91%	28	4	15%

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Turnover of Classified Employees by Classification FY2006 (cont'd)

Class Code	Class Title	Average Compa-Ratio 11/1/06	Average Number Employees FY2006	Number of Separations FY2006	% of Turnover FY2006
07779	PSYCHIATRIC TECH	88%	64	9	14%
07547	ENV HLTH SPEC 2	93%	36	5	14%
01235	ADMIN ASST 1	87%	547	69	13%
00836	BIOLOGIST, STAFF	98%	24	3	13%
01038	LANDS RESOURCE SUPV	88%	24	3	13%
08854	CL CONSULTANT, SR	89%	218	27	12%
09360	PROB&PAROLE OFCR	84%	75	9	12%
02008	CUSTODIAN LEADWORKER	89%	25	3	12%
03137	WATER RSRC AGENT,SR	81%	25	3	12%
09356	PROB&PAROLE OFCR,SR	86%	125	15	12%
06347	MECHANIC	97%	60	7	12%
09275	REHAB TECH, DJC	88%	94	11	12%
01103	TECH RECORDS SPEC 2	87%	80	9	11%
04244	FINANCIAL SPECIALIST, PR	101%	27	3	11%
09058	PROGRAM SPEC - DHW	86%	27	3	11%
04334	TAX AUDITOR 3	93%	45	5	11%
09047	PROGRAM MGR - DHW	97%	45	5	11%
01074	LANDS RESOURCE SPEC, SR	79%	64	7	11%
05134	HUMAN RESOURCE SPEC, SR	94%	28	3	11%
01641	IT SYS INTGR ANLYST	87%	29	3	10%
02180	COOK, SENIOR	86%	39	4	10%
00292	BRAND INSPECTOR	86%	30	3	10%
07044	ANALYST 3	86%	89	9	10%
03702	ENGINEER ASSOCIATE	90%	20	2	10%
01548	SHIP & REC MTRLS HANDLER	83%	21	2	10%

Number of Classified Employees by Agency FY2006

Agency	Average Number of Employees FY 2006	Average Number of Employees FY 2005	Average Number of Employees FY 2004	Average Number of Employees FY 2003	Average Number of Employees FY 2002
Accountancy Bd	3	3	3	3	3
Administration	138	141	144	144	149
Agriculture	197	187	177	181	181
Appellate Public Defender	0	0	0	0	0
Arts Comm	0	0	0	0	0
Athletic Comm	0	0	0	0	0
Attorney General	0	0	1	1	1
Blind Comm	39	39	40	40	42
Boise State University	656	650	650	630	640
Brand Inspector	34	36	37	37	36
Building Safety	135	124	112	109	109
Commerce	0	0	0	41	43
Commerce and Labor	633	655	662	590	536
Commission For Libraries	37	39	40	40	42
Controller	0	0	0	0	0
Correction	1,443	1,420	1,368	1,371	1,349
Correctional Industries	0	0	0	0	0
Deaf & Blind School	53	55	51	51	54
Dentistry Bd	1	1	1	1	1
Disability Determinations	0	0	0	0	51
Eastern Id Tech College	31	29	27	28	30
Education Bd	2	1	1	1	1
Engr & Surveyors Bd	2	2	2	2	2
Environmental Quality	344	349	344	338	352
Finance	44	39	37	39	41
Financial Management	6	6	7	8	8
Fish & Game	498	495	492	488	481
Geologist Bd	0	0	0	0	0
Governor	0	0	0	0	0
Health & Welfare	2,831	2,759	2,770	2,763	2,809
Health District I	139	145	143	140	140
Health District II	53	55	54	51	50
Health District III	96	95	95	90	92
Health District IV	137	131	125	126	124
Health District V	82	80	78	78	80
Health District VI	121	126	126	123	128
Health District VII	90	89	90	88	91
Hispanic Affairs	2	2	2	2	2
Historical Society	41	41	40	41	45
House	0	0	0	0	0
Human Resources	35	34	34	34	33
Human Rights Comm	10	10	11	12	12
Idaho Code Comm	0	0	0	0	0
Idaho State University	649	629	615	618	614
Independent Living Council	1	1	1	0	0

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Number of Classified Employees by Agency FY2006 (cont'd)

Agency	Average Number of Employees FY 2006	Average Number of Employees FY 2005	Average Number of Employees FY 2004	Average Number of Employees FY 2003	Average Number of Employees FY 2002
Industrial Comm	73	73	71	70	73
Insurance	61	61	60	61	58
Insurance Fund	5	11	13	0	0
Investment Bd	2	2	2	2	2
Judicial Branch	0	0	0	0	0
Juvenile Corrections	330	325	323	329	328
Lands	242	233	231	231	228
Lava Hot Springs	8	8	8	8	8
Legislative Services	0	0	0	0	0
Lewis & Clark St College	130	125	117	109	109
Lieutenant Governor	0	0	0	0	0
Liquor Dispensary	167	160	156	150	148
Lottery Comm	14	14	14	14	14
Medicine Bd	9	9	8	8	8
Military Division	0	0	0	0	0
Nursing Bd	6	5	5	5	5
Occupational License	24	20	17	16	16
Office on Aging	13	13	13	13	12
Optometry Bd	0	0	0	0	0
Outfit & Guides Bd	4	4	4	5	5
Parks & Recreation	148	143	138	142	145
PERSI	55	56	58	59	59
Pharmacy Bd	10	10	9	8	8
Prof-Tech Education	14	15	15	15	15
Public Television	47	48	45	45	47
Public Utilities Comm	34	35	36	36	36
Racing Comm	3	2	2	2	2
Real Estate Comm	13	12	12	12	11
Secretary of State	0	0	0	0	0
Senate	0	0	0	0	0
Shorthand Report Bd	0	0	0	0	0
Species Conservation	0	0	0	0	0
State Police	467	463	456	457	465
Supt of Public Instruction	0	49	50	49	50
Tax Appeals	2	2	2	2	2
Tax Comm	389	397	382	376	385
Transportation	1,731	1,751	1,757	1,759	1,759
Treasurer	0	0	0	0	0
University of Idaho	0	0	0	0	0
Veterans Services	271	262	251	253	233
Veterinary Med Bd	0	0	1	1	1
Vocational Rehab	55	56	61	56	61
Water Resources	164	163	162	163	169
Women's Comm	0	0	0	0	0
Average Employees	13,058	12,983	12,845	12,753	12,834

Turnover of Classified Employees by Agency FY2006

Agency	Average Number of Employees FY 2006	% of Turnover FY 2006	% of Turnover FY 2005	% of Turnover FY 2004	% of Turnover FY 2003	% of Turnover FY 2002
Accountancy Bd	3	0%	33%	0%	0%	0%
Administration	138	19%	14%	10%	4%	12%
Agriculture	197	10%	9%	12%	13%	9%
Appellate Public Defender	0	0%	0%	0%	0%	0%
Arts Comm	0	0%	0%	0%	0%	0%
Athletic Comm	0	0%	0%	0%	0%	0%
Attorney General	0	0%	0%	0%	0%	0%
Blind Comm	39	21%	5%	8%	18%	7%
Boise State University	656	16%	14%	19%	17%	15%
Brand Inspector	34	9%	9%	0%	5%	8%
Building Safety	135	13%	15%	4%	14%	10%
Commerce	0	0%	0%	0%	24%	7%
Commerce and Labor	633	13%	14%	11%	9%	7%
Commission For Libraries	37	11%	16%	15%	15%	10%
Controller	0	0%	0%	0%	0%	0%
Correction	1,443	22%	18%	18%	18%	14%
Correctional Industries	0	0%	0%	0%	0%	0%
Deaf & Blind School	53	17%	7%	14%	14%	6%
Dentistry Bd	1	0%	0%	0%	0%	0%
Disability Determinations	0	0%	0%	0%	0%	14%
Eastern Id Tech College	31	23%	0%	22%	11%	17%
Education Bd	2	100%	100%	0%	0%	0%
Engr & Surveyors Bd	2	0%	50%	0%	50%	50%
Environmental Quality	344	9%	6%	6%	9%	6%
Finance	44	14%	10%	22%	10%	5%
Financial Management	6	0%	0%	14%	0%	0%
Fish & Game	498	6%	5%	7%	5%	6%
Geologist Bd	0	0%	0%	0%	0%	0%
Governor	0	0%	0%	0%	0%	0%
Health & Welfare	2,831	17%	17%	17%	15%	15%
Health District I	139	16%	23%	11%	16%	19%
Health District II	53	13%	11%	13%	12%	14%
Health District III	96	28%	21%	27%	17%	25%
Health District IV	137	16%	23%	20%	17%	21%
Health District V	82	12%	15%	16%	15%	20%
Health District VI	121	17%	23%	19%	20%	21%
Health District VII	90	10%	14%	15%	6%	29%
Hispanic Affairs	2	0%	0%	0%	0%	100%
Historical Society	41	7%	5%	5%	12%	22%
House	0	0%	0%	0%	0%	0%
Human Resources	35	14%	18%	12%	12%	15%
Human Rights Comm	10	20%	10%	19%	0%	0%
Idaho Code Comm	0	0%	0%	0%	0%	0%
Idaho State University	649	7%	12%	14%	11%	12%
Independent Living Council	1	0%	100%	0%	0%	0%

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Turnover of Classified Employees by Agency FY2006 (cont'd)

Agency	Average Number of Employees FY 2006	% of Turnover FY 2006	% of Turnover FY 2005	% of Turnover FY 2004	% of Turnover FY 2003	% of Turnover FY 2002
Industrial Comm	73	12%	21%	17%	16%	18%
Insurance	61	13%	8%	19%	12%	10%
Insurance Fund	0	0%	0%	0%	0%	0%
Investment Bd	2	0%	67%	50%	0%	0%
Judicial Branch	0	0%	0%	0%	0%	0%
Juvenile Corrections	330	13%	16%	16%	16%	14%
Lands	242	11%	13%	9%	4%	11%
Lava Hot Springs	8	13%	0%	13%	13%	0%
Legislative Services	0	0%	0%	0%	0%	0%
Lewis & Clark St College	130	12%	12%	13%	11%	14%
Lieutenant Governor	0	0%	0%	0%	0%	0%
Liquor Dispensary	167	12%	13%	12%	9%	13%
Lottery Comm	14	7%	7%	7%	0%	7%
Medicine Bd	9	12%	12%	25%	13%	0%
Military Division	0	0%	0%	0%	0%	0%
Nursing Bd	6	18%	0%	89%	20%	20%
Occupational License	24	38%	26%	6%	26%	13%
Office on Aging	13	0%	8%	0%	0%	17%
Optometry Bd	0	0%	0%	0%	0%	0%
Outfit & Guides Bd	4	86%	0%	0%	22%	20%
Parks & Recreation	148	8%	10%	12%	11%	12%
PERSI	55	11%	5%	9%	12%	5%
Pharmacy Bd	10	0%	11%	0%	0%	0%
Prof-Tech Education	14	14%	14%	21%	0%	7%
Public Television	47	11%	11%	11%	11%	17%
Public Utilities Comm	34	9%	23%	6%	8%	3%
Racing Comm	3	0%	0%	0%	0%	0%
Real Estate Comm	13	8%	75%	0%	0%	45%
Secretary of State	0	0%	0%	0%	0%	0%
Senate	0	0%	0%	0%	0%	0%
Shorthand Report Bd	0	0%	0%	0%	0%	0%
Species Conservation	0	0%	0%	0%	0%	0%
State Police	467	9%	9%	13%	8%	9%
Supt of Public Instruction	0	0%	19%	16%	12%	10%
Tax Appeals	2	50%	0%	0%	0%	0%
Tax Comm	389	14%	12%	9%	11%	10%
Transportation	1,731	8%	8%	7%	8%	6%
Treasurer	0	0%	0%	0%	0%	0%
University of Idaho	0	0%	0%	0%	0%	0%
Veterans Services	271	21%	26%	22%	29%	32%
Veterinary Med Bd	0	0%	0%	100%	200%	100%
Vocational Rehab	55	29%	36%	13%	25%	11%
Water Resources	164	14%	7%	12%	6%	9%
Women's Comm	0	0%	0%	0%	0%	0%
Average	13,058	14%	14%	13%	13%	12%

Voluntary Turnover of Classified Employees by Agency FY2006

Agency	% of Turnover FY 2006	% of Turnover FY 2005	% of Turnover FY 2004	% of Turnover FY 2003	% of Turnover FY 2002
Accountancy Bd	0%	0%	0%	0%	0%
Administration	12%	9%	7%	3%	5%
Agriculture	7%	6%	10%	8%	6%
Blind Comm	8%	3%	5%	13%	5%
Boise State University	12%	9%	13%	11%	9%
Brand Inspector	6%	6%	0%	0%	6%
Building Safety	7%	6%	2%	6%	2%
Commerce and Labor	8%	7%	7%	6%	3%
Commission For Libraries	11%	5%	15%	10%	7%
Correction	16%	12%	12%	10%	9%
Deaf & Blind School	11%	4%	11%	2%	4%
Dentistry Bd	0%	0%	0%	0%	0%
Eastern Id Tech College	10%	0%	14%	4%	18%
Education Bd	100%	100%	0%	0%	0%
Engr & Surveyors Bd	0%	50%	0%	0%	0%
Environmental Quality	7%	5%	4%	6%	5%
Finance	11%	5%	11%	5%	0%
Financial Management	0%	0%	14%	0%	0%
Fish & Game	3%	3%	3%	2%	3%
Health & Welfare	11%	10%	10%	9%	8%
Health District I	11%	11%	9%	16%	10%
Health District II	13%	4%	7%	8%	10%
Health District III	14%	9%	17%	15%	17%
Health District IV	11%	10%	14%	11%	11%
Health District V	7%	9%	6%	6%	14%
Health District VI	7%	9%	14%	14%	14%
Health District VII	2%	8%	11%	5%	12%
Hispanic Affairs	0%	0%	0%	0%	67%
Historical Society	5%	2%	2%	5%	12%
Human Resources	12%	15%	6%	6%	3%
Human Rights Comm	10%	10%	10%	0%	0%
Idaho State University	4%	8%	10%	8%	12%
Independent Living Council	0%	0%	0%	0%	0%
Industrial Comm	12%	15%	14%	12%	13%
Insurance	5%	8%	10%	8%	5%
Insurance Fund	0%	0%	0%	0%	6%
Investment Bd	0%	67%	0%	0%	0%

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Voluntary Turnover of Classified Employees by Agency FY2006 (cont'd)

Agency	% of Turnover FY 2006	% of Turnover FY 2005	% of Turnover FY 2004	% of Turnover FY 2003	% of Turnover FY 2002
Juvenile Corrections	10%	11%	11%	11%	9%
Lands	7%	9%	4%	1%	6%
Lava Hot Springs	13%	0%	13%	13%	0%
Lewis & Clark St College	12%	11%	13%	12%	14%
Liquor Dispensary	5%	9%	7%	3%	3%
Lottery Comm	7%	7%	0%	0%	0%
Medicine Bd	12%	12%	13%	0%	0%
Nursing Bd	18%	0%	44%	0%	0%
Occupational License	29%	26%	0%	19%	6%
Office on Aging	0%	8%	0%	0%	9%
Outfit & Guides Bd	57%	0%	0%	0%	25%
Parks & Recreation	5%	8%	8%	7%	6%
PERSI	9%	2%	7%	7%	4%
Pharmacy Bd	0%	11%	0%	0%	0%
Prof-Tech Education	7%	7%	7%	0%	7%
Public Television	9%	6%	11%	11%	9%
Public Utilities Comm	3%	12%	0%	6%	0%
Racing Comm	0%	0%	0%	0%	0%
Real Estate Comm	8%	58%	0%	0%	27%
State Police	6%	6%	7%	6%	6%
Supt of Public Instruction	0%	14%	10%	8%	6%
Tax Appeals	50%	0%	0%	0%	0%
Tax Comm	9%	7%	4%	7%	5%
Transportation	5%	5%	4%	4%	2%
Veterans Services	15%	16%	15%	19%	26%
Veterinary Med Bd	0%	0%	100%	0%	100%
Vocational Rehab	20%	25%	11%	22%	7%
Water Resources	12%	4%	9%	1%	5%
% Turnover	9%	9%	8%	8%	7%

Separation of Classified Employees by Agency FY2006

Agency	Involuntary Terminations	Terminations	Retirements	Layoffs	Transfers
Accountancy Bd	0	0	0	0	0
Administration	1	14	7	1	3
Agriculture	0	15	3	0	1
Appellate Public Defender	0	0	0	0	0
Arts Comm	0	0	0	0	0
Athletic Comm	0	0	0	0	0
Attorney General	0	0	0	0	0
Blind Comm	1	5	1	1	0
Boise State University	4	84	10	1	5
Brand Inspector	0	2	1	0	0
Building Safety	3	8	2	1	3
Commerce	0	0	0	0	0
Commerce and Labor	0	49	20	5	9
Commission For Libraries	0	4	0	0	0
Controller	0	0	0	0	0
Correction	25	222	26	10	29
Correctional Industries	0	0	0	0	0
Deaf & Blind School	1	6	2	0	0
Dentistry Bd	0	0	0	0	0
Eastern Id Tech College	1	5	1	0	0
Education Bd	0	2	0	0	0
Engr & Surveyors Bd	0	0	0	0	0
Environmental Quality	1	22	4	1	4
Finance	0	3	1	0	2
Financial Management	0	0	0	0	0
Fish & Game	1	15	15	0	1
Geologist Bd	0	0	0	0	0
Governor	0	0	0	0	0
Health & Welfare	43	322	73	15	25
Health District I	3	16	2	1	0
Health District II	0	6	0	0	1
Health District III	4	19	3	0	1
Health District IV	0	14	3	1	4
Health District V	1	6	2	0	1
Health District VI	3	15	1	1	0
Health District VII	0	5	3	0	1
Hispanic Affairs	0	0	0	0	0
Historical Society	0	2	1	0	0
House	0	0	0	0	0
Human Resources	0	2	0	0	3
Human Rights Comm	0	1	1	0	0
Idaho Code Comm	0	0	0	0	0
Idaho State University	9	30	4	1	0
Ind Living Council	0	0	0	0	0
Industrial Comm	0	6	0	0	3
Insurance	2	1	3	0	2
Insurance Fund	0	0	0	0	0

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Separation of Classified Employees by Agency FY2006 (cont'd)

Agency	Involuntary Terminations	Terminations	Retirements	Layoffs	Transfers
Investment Bd	0	0	0	0	0
Judicial Branch	0	0	0	0	0
Juvenile Corrections	0	32	5	0	7
Labor	0	0	0	0	0
Lands	0	17	8	0	2
Lava Hot Springs	0	1	0	0	0
Legislative Services	0	0	0	0	0
Lewis & Clark St College	0	14	1	0	1
Lieutenant Governor	0	0	0	0	0
Liquor Dispensary	5	9	4	0	2
Lottery Comm	0	1	0	0	0
Medicine Bd	0	1	0	0	0
Military Division	0	0	0	0	0
Nursing Bd	0	0	0	0	1
Occupational License	1	7	0	0	1
Office on Aging	0	0	0	0	0
Optometry Bd	0	0	0	0	0
Outfit & Guides Bd	1	2	0	0	0
Parks & Recreation	0	9	3	0	0
PERSI	0	3	1	0	2
Pharmacy Bd	0	0	0	0	0
Prof-Tech Education	0	1	1	0	0
Public Television	0	3	0	0	2
Public Utilities Comm	0	2	1	0	0
Racing Comm	0	0	0	0	0
Real Estate Comm	0	0	0	0	1
Secretary of State	0	0	0	0	0
Senate	0	0	0	0	0
Shorthand Report Bd	0	0	0	0	0
Species Conservation	0	0	0	0	0
State Police	4	25	11	0	4
Supt of Public Instruction	0	0	0	0	0
Tax Appeals	0	1	0	0	0
Tax Comm	2	29	5	5	14
Transportation	9	95	24	8	5
Treasurer	0	0	0	0	0
University of Idaho	0	0	0	0	0
Veterans Services	7	46	4	0	0
Veterinary Med Bd	0	0	0	0	0
Vocational Rehab	1	11	3	0	1
Water Resources	0	17	3	0	3
Women's Comm	0	0	0	0	0
Total	133	1,227	263	52	144
Statewide Total - 1,819					



Section Three References

Pay Schedule - Effective 7/1/2006

Pay Grade	Total Points			Range Advance	Annual Pay			Hourly Pay		
	Min	Mid	Max		Minimum	Policy	Maximum	Minimum	Policy	Maximum
21		93	96	4.08%	\$13,998	\$18,678	\$23,337	\$6.73	\$8.98	\$11.22
22	97	99	102	3.95%	\$14,580	\$19,448	\$24,294	\$7.01	\$9.35	\$11.68
23	103	105	109	4.11%	\$15,163	\$20,196	\$25,251	\$7.29	\$9.71	\$12.14
24	110	112	116	4.26%	\$15,787	\$21,028	\$26,291	\$7.59	\$10.11	\$12.64
25	117	120	124	4.42%	\$16,452	\$21,923	\$27,414	\$7.91	\$10.54	\$13.18
26	125	128	133	4.58%	\$17,180	\$22,900	\$28,620	\$8.26	\$11.01	\$13.76
27	134	137	142	4.73%	\$17,971	\$23,940	\$29,931	\$8.64	\$11.51	\$14.39
28	143	148	153	4.89%	\$18,803	\$25,084	\$31,345	\$9.04	\$12.06	\$15.07
29	154	159	165	5.04%	\$19,739	\$26,312	\$32,884	\$9.49	\$12.65	\$15.81
30	166	172	179	5.20%	\$20,716	\$27,643	\$34,548	\$9.96	\$13.29	\$16.61
31	180	186	194	5.35%	\$21,798	\$29,078	\$36,337	\$10.48	\$13.98	\$17.47
32	195	202	210	5.51%	\$22,963	\$30,638	\$38,292	\$11.04	\$14.73	\$18.41
33	211	219	229	5.66%	\$24,232	\$32,323	\$40,393	\$11.65	\$15.54	\$19.42
34	230	239	250	5.82%	\$25,604	\$34,153	\$42,681	\$12.31	\$16.42	\$20.52
35	251	261	274	5.97%	\$27,102	\$36,129	\$45,156	\$13.03	\$17.37	\$21.71
36	275	286	300	6.13%	\$28,724	\$38,292	\$47,860	\$13.81	\$18.41	\$23.01
37	301	314	329	6.28%	\$30,472	\$40,643	\$50,793	\$14.65	\$19.54	\$24.42
38	330	345	363	6.44%	\$32,385	\$43,180	\$53,996	\$15.57	\$20.76	\$25.96
39	364	381	401	6.59%	\$34,486	\$45,968	\$57,470	\$16.58	\$22.10	\$27.63
40	402	421	443	6.74%	\$36,753	\$49,004	\$61,256	\$17.67	\$23.56	\$29.45
41	444	466	491	6.90%	\$39,228	\$52,312	\$65,374	\$18.86	\$25.15	\$31.43
42	492	517	546	7.05%	\$41,932	\$55,910	\$69,888	\$20.16	\$26.88	\$33.60
43	547	575	608	7.21%	\$44,886	\$59,862	\$74,817	\$21.58	\$28.78	\$35.97
44	609	641	679	7.36%	\$48,131	\$64,168	\$80,204	\$23.14	\$30.85	\$38.56
45	680	717	760	7.51%	\$51,667	\$68,889	\$86,112	\$24.84	\$33.12	\$41.40
46	761	803	852	7.67%	\$55,556	\$74,068	\$92,580	\$26.71	\$35.61	\$44.51
47	853	901	957	7.82%	\$59,800	\$79,747	\$99,673	\$28.75	\$38.34	\$47.92
48	958	1014	1078	7.97%	\$64,480	\$85,987	\$107,473	\$31.00	\$41.34	\$51.67
49	1079	1143	1217	8.13%	\$69,617	\$92,830	\$116,043	\$33.47	\$44.63	\$55.79
50	1218	1291	1377	8.28%	\$75,275	\$100,380	\$125,465	\$36.19	\$48.26	\$60.32
51	1378	1462	1561	8.43%	\$81,515	\$108,680	\$135,844	\$39.19	\$52.25	\$65.31
52	1562	1660	1774	8.58%	\$88,379	\$117,852	\$147,305	\$42.49	\$56.66	\$70.82
53	1775	1888	2020	8.74%	\$95,971	\$127,961	\$159,952	\$46.14	\$61.52	\$76.90
54	2021	2152	2306	8.89%	\$104,353	\$139,152	\$173,929	\$50.17	\$66.90	\$83.62
55	2307	2459	2459		\$113,630	\$151,507	\$189,384	\$54.63	\$72.84	\$91.05

Performance Management Rating Levels

Exemplary Performance

This employee performs at a level that results in significant accomplishments that may not have been otherwise achieved; has a strong sense of mission and seeks out responsibility; shows a comprehensive understanding of the organization's or team's goals and is exemplary in meeting them. This employee is a master of the skills and abilities required for the job; is highly knowledgeable; is sought by others for leadership, counsel, information, and/or direction. This employee may mentor or teach others; creates and maintains a motivating environment conducive to retention; is a role model for behaviors necessary for success.

This employee may demonstrate excellent leadership skills. This employee develops effective working partnerships with other employees, managers, teams, units, agencies, and/or external customers; has a significant positive impact on the achievement of organizational or team goals. This employee is proactive and demonstrates foresight in correcting situations that may cause future problems; demonstrates innovation in meeting organizational or team challenges. This employee demonstrates behaviors that foster positive communication at multiple levels; inspires, challenges, and may provide development opportunities for staff.

Solid Sustained Performance

This employee demonstrates good solid performance in critical areas and exhibits sustained support of goals. This employee is effective, consistent, and competent in meeting job expectations and communicating with staff; may train and guide staff and hold them accountable to meet job expectations and objectives. This employee demonstrates behaviors that result in posi-

tive working relationships. This employee consistently demonstrates good knowledge, skills, and abilities required to meet job expectations.

This employee has the ability to handle a variety of interpersonal situations. This employee occasionally performs above expectations in meeting deadlines, using critical thinking skills, and creativity to accomplish tasks, projects, and objectives. This employee may seek out additional responsibility.

Achieves Performance Standards

This employee meets job expectations. This employee may sometimes require more supervision, and work may require more revision or adjustment to meet expectations. Assignments are completed but occasionally require assistance from supervisor or peers.

OR

This employee is developing new skills and gaining new knowledge, leading toward performing all expectations and objectives of the job. This employee may be new to the position or job duties and may not have completed a full work cycle; this employee is still learning the job. This employee may need time to develop skills to be more proficient in the current position.

Does Not Achieve Performance Standards

This employee's performance needs improvement and/or is inconsistent. This employee may fail to meet one or more core performance standards and/or key job expectations and has an identified action plan to ensure progress toward achieving all performance standards. Work previously identified as less than acceptable has not yet reached the expected level of performance.

Description of CEC Salary Surveys

A salary survey provides wage data for a defined geography, industry, occupational group, or level of job. For a salary survey to be considered by DHR, it needs to be reputable, scientific, unbiased, and have job descriptions detailed enough to accurately match jobs. DHR has not typically used salary survey information produced by special interest groups such as: trade groups, employee associations, or organized labor.

Wages are primarily driven by large established organizations. This year, the following third-party salary surveys were used to establish labor market rates.

1. The **Western Management Group** offers a major compensation survey that offers good representation from Idaho employers. With this survey we have the option of requesting a cut of the data made up exclusively of Idaho employers. The survey also includes employers in contiguous States. We matched approximately 78 of our job classes to this survey.
2. The **Western States Salary Survey**, prepared by the Central States Compensation Association, last year included 326 state government jobs from 25 western and central States. From this survey we extract data compiled from the following 9 mountain west states (WA, OR, NV, UT, NM, AZ, CO, WY and MT).
3. The **Northwest Management and Professional Salary Survey**, prepared by Milliman, surveys 190 jobs from 249 public and private organizations in the northwest. This survey provides salary data for more traditional management and professional level jobs.
4. The **Northwest Health Care Industry Salary Survey**, prepared by Milliman, sur-

veys 258 positions from 152 major northwest healthcare employers. This survey represents salary data for some of the hottest jobs on the market.

5. The **Northwest IT Professionals Survey**, prepared by Milliman, surveys 110 information technology jobs from 66 major public and private employers in the northwest.

6. The **ERI Salary Assessor** is a survey that compiles and reports salary data from numerous salary surveys across the country. This data can be indexed to local markets. The Salary Assessor reports salary data for more than 5,500 jobs. This survey data is indexed to the Boise, Idaho market.

Methodology

Benchmark jobs are identified and used as anchors for comparing internal pay levels to the external labor market. State jobs are matched to jobs in the third-party surveys by reading job descriptions, evaluating work, and making comparisons. This past year job incumbents and HR representatives from the agencies were involved in the survey process. Strong survey data needs to exist for a job to be considered a benchmark.

Accurate wage analysis requires that the sample of benchmark jobs statistically represent the organization's entire job population. This year's market analysis fulfills this requirement by covering 8,198 (62 percent of the classified workforce) employees assigned to 270 different jobs.

After the benchmarks have been identified and the jobs matched, each salary is weighted according to the number of employees in a given classification. The weighted averages as reported by respective salary surveys are

compared to wages of employees who hold benchmark positions. The overall competitive position is calculated as follows:

Overall Competitive Market Position = (sum of actual employee salaries – sum of survey salaries) / sum of survey salaries

Benefit Surveys

Central States Benefit Survey prepared by the Central States Compensation Association, gathers benefit practices from 25 state governments. Consistent with the compensation survey we extract from that survey the benefit practices of 9 Western States we compare against.

Watson Wyatt Survey Report on Employee Benefits prepared by Watson Wyatt, this survey captured the benefit practices of 644 employers across the United States.

Hay Group 2006 Benefits Prevalence Report prepared by the Hay Group this survey identified major benefit trends based on survey input from 828 employers.

Wage Analysis Benchmark Classifications

Surveys Key:

Western Man: Northwest and Mountain States Survey
 CSCA: Western States Salary Survey
 Mill HCl: Northwest Health Care Industry Salary Survey
 Mill IT: Northwest IT Professionals Survey
 Mill Man: Northwest Management and Professional Salary Survey
 ERI: ERI Salary Assessor

Code	Classification Description	Survey Data					ERI
		Western Man	CSCA	Mill HCl	Mill IT	Mill Man	
01130	Account Collection Specialist						X
01235	Administrative Assistant 1	X	X				X
01231	Administrative Assistant 2	X					
00334	Agriculture Compliance Review Officer		X				
00375	Agriculture Investigator, Senior		X				
06794	Aircraft Mechanic		X				X
07048	Analyst 5	X					
02724	Archaeologist						X
02722	Archaeologist, State						X
02726	Archaeologist, Transportation						X
06500	Architect, Project		X				X
02744	Archivist						X
02740	Archivist, State						X
03326	Biologist, Aquatic						X
00948	Biologist, Fishery Research		X				
00943	Biologist, Wildlife Research Senior		X				X
05282	Box Office Manager						X
00292	Brand Inspector		X				
04859	Buyer, Division of Purchasing	X					
02197	Canteen Worker						X
06534	Carpenter	X	X				X
06536	Carpenter Foreman						X
07406	Chemist	X					
07404	Chemist, Principal	X					
07405	Chemist, Senior	X	X				X
01611	Chief Technology Officer-ITD				X		
07830	Child Care Provider						X
07203	Clinical Specialist		X				
06820	Clinician		X	X			
08854	Commerce & Labor Consultant, Senior		X				
05290	Concession Manager						X
00864	Conservation Officer		X				
00863	Conservation Officer, Senior		X				
02182	Cook						X
02180	Cook, Senior		X	X			
09212	Correctional Officer		X				
09210	Correctional Sergeant		X				
02068	Cosmetologist, H&W						X
09478	Counselor for the Blind, Senior		X	X			
02713	Curator		X				X
02709	Curator, Archaeology		X				
02010	Custodian	X	X				X
01121	Customer Service Representative 1	X					
01120	Customer Service Representative 2	X					
07392	Cytogenetic Technologist						X
07338	Dental Assistant, Chairside						X
07340	Dental Assistant, Expanded Function			X			
07309	Dental Hygienist		X	X			X
07794	Developmental Disabilities Supervisor, ISSH		X				
02186	Dietary Aide						X
02188	Dietary Aide, Senior			X			
02150	Dietitian, Clinical		X	X			X
09450	Disability Claims Adjudicator		X				
03162	Driller						X
09284	Drug and Alcohol Rehabilitation Specialist		X	X			
05228	Economist		X				
06538	Electrician	X	X				X
06726	Electronic Repair Specialist						X
06720	Electronics Digital Equipment Specialist		X				
08937	Employee Benefits Administration Manager	X				X	X
03702	Engineer, Associate	X					
03714	Engineer, Manager 3	X	X				
03704	Engineer, Staff	X	X				
03706	Engineer, Technical 1	X	X				
03708	Engineer, Technical 2	X					
03700	Engineer-In-Training	X	X				
07547	Environmental Health Specialist 2		X				
07232	Epidemiologist, Staff		X	X			X

Wage Analysis Benchmark Classifications

Surveys Key:

Western Man: Northwest and Mountain States Survey
 CSCA: Western States Salary Survey
 Mill HCI: Northwest Health Care Industry Salary Survey
 Mill IT: Northwest IT Professionals Survey
 Mill Man: Northwest Management and Professional Salary Survey
 ERI: ERI Salary Assessor

Code	Classification Description	Survey Data					
		Western Man	CSCA	Mill HCI	Mill IT	Mill Man	ERI
03042	Facilities Manager					X	X
04419	Financial Institution Examiner 3		X				
05209	Financial Management Analyst, Senior	X					
04242	Financial Manager					X	X
04241	Financial Officer		X				
04246	Financial Specialist		X			X	
04244	Financial Specialist, Principal					X	
04245	Financial Specialist, Senior	X					
04250	Financial Support Technician	X					
04248	Financial Technician	X	X				
04247	Financial Unit Supervisor	X					X
08024	Fingerprint Technician, Senior		X				
00802	Fishery Manager, Regional		X				
08582	Flight Operations Director						X
02140	Food Service Supervisor			X			
09256	Food Service Supervisor, Correction		X				
03304	Geologist, Engineering		X				
02762	Graphics Design Specialist		X			X	
03384	Health and Safety Program / Risk Manager						X
03386	Health and Safety Specialist	X	X				X
02355	Health Education Specialist		X				
07931	Health Facility Surveyor		X				
08508	Health, Safety, and Security Director	X					
02705	Historian						X
02720	Historic Preservation Review Officer		X				
02714	Historic Sites Administrator						X
09490	Home Economist						X
07680	Home Health Services Aide			X			X
07682	Homemaker/Client Care Assistant						X
05130	Human Resource Manager					X	X
05131	Human Resource Officer		X				X
05141	Human Resource Specialist	X	X				X
05134	Human Resource Specialist, Senior	X	X			X	
05150	Human Resource Supervisor, DHR					X	X
05172	Human Resources Unit Supervisor	X					X
09421	Human Services Supervisor		X				
06616	HVAC Specialist	X	X				X
03312	Hydrogeologist, Staff		X				
03310	Hydrogeologist, Technical						X
03332	Hydrologist, Technical						X
01127	Information/Ticket Center Manager						X
08521	Inspector/Advisor, Building Safety		X				
07811	Instructor, DJC		X				
08931	Insurance Analyst		X				
05241	International Trade Specialist		X				
09233	Investigator		X				
07433	ISP Forensic Scientist 2						X
07434	ISP Forensic Scientist 3		X				
08014	ISP Sergeant		X				
08016	ISP Trooper		X				
01624	IT Database Analyst	X			X		
01625	IT Database Analyst, Associate	X			X		
01623	IT Database Analyst, Senior	X	X		X	X	
01605	IT Information Services Manager - ITD/DOL					X	
01663	IT Information Systems Technician	X			X		
01662	IT Information Systems Technician, Senior	X	X		X		
01636	IT Network Analyst	X			X		
01635	IT Network Analyst, Senior	X			X	X	
01651	IT Production Services Supervisor				X	X	X
01653	IT Production Specialist				X		
01619	IT Programmer Analyst	X	X		X		
01620	IT Programmer Analyst, Associate	X			X		
01618	IT Programmer Analyst, Senior	X			X		
01665	IT Support Technician		X		X		
01615	IT Systems Analyst, Supervising		X				
01641	IT Systems Integration Analyst					X	
01642	IT Systems Integration Analyst, Associate					X	
01640	IT Systems Integration Analyst, Senior		X			X	

Wage Analysis Benchmark Classifications

Surveys Key:

Western Man: Northwest and Mountain States Survey
 CSCA: Western States Salary Survey
 Mill HCI: Northwest Health Care Industry Salary Survey
 Mill IT: Northwest IT Professionals Survey
 Mill Man: Northwest Management and Professional Salary Survey
 ERI: ERI Salary Assessor

Code	Classification Description	Survey Data					
		Western Man	CSCA	Mill HCI	Mill IT	Mill Man	ERI
01654	IT Systems Operations Supervisor	X			X		
01655	IT Systems Operator	X	X		X		
01656	IT Systems Operator, Associate	X			X		
01632	IT Systems Programmer	X	X		X		
01633	IT Systems Programmer, Associate	X			X		
01631	IT Systems Programmer, Senior	X			X		
01630	IT Systems Programmer, Supervising		X		X		
01638	IT Systems Security Analyst	X	X		X		
01637	IT Systems Security Analyst, Senior	X			X		
07426	Laboratory Technician	X	X				
03008	Land Surveyor, Transportation		X				
06321	Lands Equipment Operator						X
01074	Lands Resource Specialist, Senior		X				
06684	Landscape Technician						X
02116	Laundry Worker						X
05910	Legal Assistant	X					X
02918	Librarian	X	X				X
02902	Librarian, Associate State	X	X				X
02929	Library Assistant 2		X				
02908	Library Consultant						X
02937	Library Section Manager						X
01586	Liquor Store Clerk	X					X
01581	Liquor Store Manager 2						X
06609	Maintenance and Operations Supervisor						X
06634	Maintenance Craftsman	X					
06632	Maintenance Craftsman, Senior	X	X				X
05272	Management Assistant		X				
05446	Mathematical Analyst						X
06347	Mechanic		X				X
06349	Mechanic, General Repair						X
06350	Mechanic, Small Engine						X
07615	Medical Assistant						X
07616	Medical Assistant, Registered			X			
07421	Medical Technologist		X				X
07410	Microbiologist, Senior		X				X
07584	Nurse, Advanced Practice		X				
07676	Nurse, Licensed Practical		X	X			X
07606	Nurse, Registered		X	X			X
07572	Nurse, Registered Manager		X				
07602	Nurse, Registered Manager - Institution			X			X
07610	Nursing Assistant, Certified			X			X
07600	Nursing Services Director		X				
07598	Nursing Services Director - SHN/ISVH						X
07705	Occupational Therapist		X	X			X
07704	Occupational Therapist, ISSH						X
01116	Office Clerk	X					X
01101	Office Services Supervisor 2						X
01114	Office Specialist 1		X				X
01239	Office Specialist 2	X					
05114	Organizational Development Specialist	X					
00980	P & R Manager 2		X				
06556	Painter						X
05159	Personnel Technician	X					
07476	Pharmacist, Clinical		X	X			X
07461	Pharmacy Assistant, Senior						X
07474	Pharmacy Services Supervisor			X			
05588	Photographer		X				X
06605	Physical Plant Director		X				X
07727	Physical Therapist						X
07614	Physical/Occupational Therapy Aide			X			X
07209	Physician, Clinical Director - Community						X
07207	Physician, Medical Director						X
07206	Physician, Psychiatric Specialty		X				X
07205	Physician, Public Health						X
03666	Planner		X				
03679	Planner, Water Resource		X				
06550	Plumber	X	X				X
08552	Port-Of-Entry Inspector		X				

Wage Analysis Benchmark Classifications

Surveys Key:

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 ERI: ERI Salary Assessor

Code	Classification Description	Survey Data					
		Western Man	CSCA	Mill HCI	Mill IT	Mill Man	ERI
01154	Postal Services Coordinator						X
01420	Print Shop Production Foreman						X
01413	Printing Copy Center Technician	X					
01422	Printing Offset Technician 2	X					X
01423	Printing Offset Technician 3	X					X
01414	Printing Reprographics Supervisor						X
01403	Printing Services Coordinator						X
09356	Probation and Parole Officer, Senior		X				
09355	Probation and Parole Section Supervisor		X				
05568	Project Manager					X	X
05570	Project Manager, Senior					X	
07779	Psychiatric Technician						X
07780	Psychiatric Technician Trainee						X
09402	Psychology, Chief of		X				X
05331	PTV Broadcast Engineering Technician						X
05344	PTV Director/Videographer						X
05357	PTV Underwriting Account Executive						X
01532	Purchasing Agent		X				X
04853	Purchasing Officer, Division of Purchasing	X					
07482	Radiologic Technologist		X	X			X
01125	Receptionist	X					X
07756	Recreation Specialist, Therapeutic						X
09275	Rehabilitation Technician, DJC		X				
09484	Religious Activities Coordinator		X				
05449	Research Analyst, Senior		X				
07725	Respiratory Therapist			X			X
04678	Right-of-Way Agent		X				X
04675	Right-of-Way Agent, Senior					X	
08952	Risk Management Loss Control Specialist		X				
07032	Scientist 2	X					
07034	Scientist 3	X	X				
07036	Scientist 4	X					
01932	Security Officer	X	X				X
01934	Security Officer, Senior						X
07000	Self-Reliance Specialist		X				
01548	Shipping and Receiving Materials Handler	X					X
01550	Shipping and Receiving Materials Handler, Liquor Dispensary	X					X
06800	Social Work, Chief of			X			
09423	Social Worker		X				X
07720	Speech and Language Pathologist			X			
07712	Speech and Language Pathologist, ISSH						X
01546	Storekeeper						X
01540	Supply Operations Supervisor	X					
04336	Tax Auditor 2		X				
04346	Tax Compliance Officer		X				
04348	Taxpayer Services Representative		X				
05566	Technical Writer						X
04550	Telecommunication Supervisor, PUC		X				
01301	Telecommunication Technician						X
07763	Therapy Technician		X				
05126	Trainer, Associate	X					
05120	Training and Development Manager	X					
05122	Training Specialist	X				X	X
03638	Transportation Technician		X				
03643	Transportation Technician Principal, Engineering		X				
03642	Transportation Technician Principal, Maintenance		X				
03641	Transportation Technician Senior		X				
01568	University Shop Assistant						X
06638	Utility Craftsman	X					
09436	Veterans Cemetery Director		X				
00260	Veterinarian, Medical Officer		X				X
01700	Web Design Specialist	X			X		
01702	Web Developer	X			X		
01705	Web Master	X			X		
06352	Welder/Machinist	X					X

2006 Western Management Survey Participants

A-DEC	CITY OF BOISE
ADA COUNTY	CITY OF NAMPA
ADVANTA	COMCAST CABLE
AEROJET/SACRAMENTO OPERATIONS	COMPUTER SCIENCES CORPORATION/FEDERAL SE
ALION SCIENCE & TECHNOLOGY	CONAGRA FOODS
ALLIANCE TITLE & ESCROW	CORPORATE EXPRESS
ALLIANT TECHSYSTEMS	DELL
AMERICAN INTERNATIONAL GROUP	DELTA DENTAL PLAN OF IDAHO
ANALOG DEVICES	DEPARTMENT OF HOMELAND SECURITY
ANRITSU	DIONEX
APPLIED SIGNAL TECHNOLOGY	DYNAMICS RESEARCH
ARINC	EDFUND
ASE	EDO
AVIALL	EG&G/JT3/SPECIAL PROJECTS
BAE SYSTEMS/INFORMATION TECHNOLOGY/GOVER	ESTERLINE TECHNOLOGIES
BATTELLE	FIREMANS FUND INSURANCE
BBN TECHNOLOGIES	FISERV
BECHTEL SYSTEMS AND INFRASTRUCTURE	FLUOR HANFORD
BIMBO BAKERIES USA	GENERAL DYNAMICS INFORMATION TECHNOLOGY
BIOJECT	GENERAL DYNAMICS/AIS
BLUE CROSS OF IDAHO HEALTH SERVICE	HARRIS/GOVERNMENT SYSTEMS
BOISE CASCADE	HEALTH NET
BOOZ ALLEN HAMILTON	IAP WORLD SERVICES/CAPE CANAVERAL
BRIGHAM YOUNG UNIVERSITY/IDAHO	IDAHO ELK'S REHABILITATION CENTER
BROOKS AUTOMATION	IDAHO HOUSING & FINANCE ASSOCIATION
BUILDING MATERIALS HOLDING	IDAHO NATIONAL LABORATORY
C-TECH INDUSTRIES	IDAHO POWER
CACI	ING
CASCADE	INNOVATIVE LOGISTICS TECHNIQUES/INNOLOG
CASCADE EMPLOYERS ASSOCIATION	INTERMOUNTAIN GAS
CASCADE MICROTECH	JACK IN THE BOX
CERIDIAN	JACOBS SVERDRUP TECHNOLOGY
CGI AMS	JOHNSON CONTROLS/CONTROLS GROUP
CH2M HILL	KEYNETICS

2006 Western Management Survey Participants (cont'd)

KPMG/US HEADQUARTERS
L-3 COMMUNICATIONS/LINK SIMULATION & TRA
L-3 COMMUNICATIONS/WEST
LEATHERMAN TOOL GROUP
LEUPOLD & STEVENS
LEVI STRAUSS
LOCKHEED MARTIN/CORPORATE SHARED SERVICE
LOCKHEED MARTIN/TECHNOLOGY SERVICES
LUCENT TECHNOLOGIES
MELALEUCA
MICRON TECHNOLOGY
MITRE CORPORATION
MPC COMPUTERS
NIKE
NORTHROP GRUMMAN INFORMATION TECHNOLOGY
NORTHROP GRUMMAN MISSION SYSTEMS/MISSION
NORTHWEST NAZARENE UNIVERSITY
OFFICEMAX
OSEC
PEROT SYSTEMS
PEROT SYSTEMS GOVERNMENT SERVICES
PITNEY BOWES
PORT OF SEATTLE
PRAXAIR
PRECISION INTERCONNECT
QWEST COMMUNICATIONS
R.R. DONNELLEY & SONS
RAYTHEON/INTEGRATED DEFENSE SYSTEMS
RAYTHEON/TECHNICAL SERVICES
RILEY CREEK LUMBER
ROCKWELL AUTOMATION CONTROL SYSTEMS
ROCKWELL COLLINS

SAFETY-KLEEN SYSTEMS
SAIF
SAINT ALPHONSUS REGIONAL MEDICAL CENTER
SAINT LUKE'S REGIONAL MEDICAL CENTER
SCIENCE APPLICATIONS INTERNATIONAL
SMITHS AEROSPACE
GENERAL DYNAMICS INFORMATION TECHNOLOGY
SONY ELECTRONICS
SOUTHWEST RESEARCH INSTITUTE
STATE OF IDAHO
TAMARACK RESORT
TERADYNE
TERUMO CARDIOVASCULAR SYSTEMS
THE REGENCE GROUP
TYCO ELECTRONICS
UNISOURCE
UNISYS/CORPORATE HEADQUARTERS
UNITED HERITAGE LIFE INSURANCE
UTAH STATE UNIVERSITY RESEARCH FOUNDATIO
VERIZON COMMUNICATIONS
WARN INDUSTRIES
WASHINGTON GROUP INTERNATIONAL
WEST VALLEY MEDICAL CENTER
WESTERN AIRCRAFT
WESTERN STATES EQUIPMENT
WINCO FOODS
WOODGRAIN MILLWORK
ZIDELL MARINE

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

Prepared by the Division of Human Resources

<u>Fiscal Year</u>	<u>DHR Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
FY07	<p>Increase the Salary 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</p>	<p>Fund a 3% ongoing merit increase in Feb 06.</p>	<p>Fund a 3% ongoing merit increase 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</p>
FY06	<ol style="list-style-type: none"> 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. 	<p>Fund a 1% ongoing increase. Recommended funding of Health Insurance Increases</p>	<p>Fund a 1 % temporary increase in Oct. providing there is adequate budget surplus.</p>
FY05	<p>Salaries average 14.6% behind labor market averages. Recommendations:</p> <ol style="list-style-type: none"> 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. 4. Adopt a strategy to address market salary competition. 5. Provide 6.8 percent CEC to 	<p>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.</p>	<p>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.</p> <p>Note: The one percent, one-time, increase was funded and distributed in August 2004.</p>

**Fiscal
Year**

**Personnel Commission
Recommendation**

**Executive Budget
Recommendation**

Legislative Action

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 team to study the state compensation system.

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. .

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

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. .

<u>Fiscal Year</u>	<u>Personnel Commission Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
	additional funds. Fund and expand the use of 1 time incentive pay. Fund benefit cost increase. Expand the salary ranges upward by 6%.		
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.	Legislator 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 4.64% increase.	Increase pay policy lines by 3% and fund at 3%.	No action taken Governor's recommendation approved.
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	2.5% across the board increase; plus	2.0% across the board increase; plus

<u>Fiscal Year</u>	<u>Personnel Commission Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
	a 7.8% payline adjustment.	phase 2 of the retirement enhancement.	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.
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	7% payline (45% get 5%, and 55% get 10%); 0.25% to 2% merit with some funding; 2.5% merit for public schools,

<u>Fiscal Year</u>	<u>Personnel Commission Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
		officials; flexible benefit package.	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.
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.

November 2006 Payline Exception Classes

Class Code	Classification	Pay Grade
07206	Physician, Psychiatric Specialty	54
07207	Physician, Medical Director	54
07208	Physician, Clinical Director - Institution	54
07209	Physician, Clinical Director - Community	54
07211	Physician, Epidemiologist - State	54
07205	Physician, Public Health	49
07474	Pharmacy Services Supervisor	48
07476	Pharmacist, Clinical	47
07478	Pharmacy Services Specialist	47
03551	Physicist, Health Senior	46
07203	Clinical Specialist	43
07437	ISP Forensic Scientist 4 - DNA	43
07584	Nurse, Advanced Practice	43
07435	ISP Forensic Scientist 3 - DNA	42
07572	Nurse, Registered Manager	42
07574	Nurse, Registered Senior	41
07704	Occupational Therapist, ISSH	41
07712	Speech and Language Pathologist, ISSH	41
07726	Physical Therapist, ISSH	41
07606	Nurse, Registered	40
08542	Building Plans Examiner	39
01066	Lands Scaler, Senior	37
01065	Lands Scaler	35