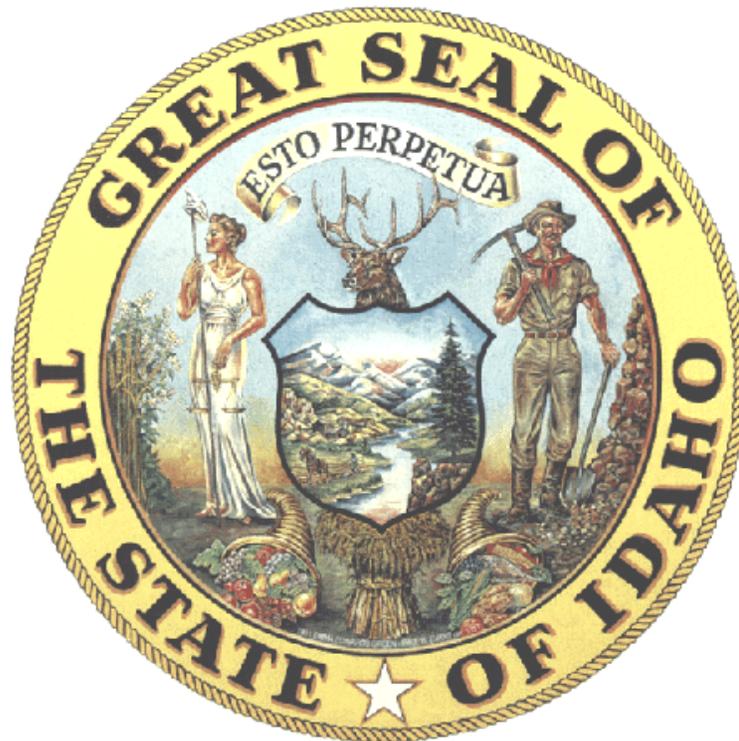


Report to the Governor

State Employee Compensation & Benefits



FY 2012
Change in
Employee
Compensation & Benefits
Report

Division of Human Resources
Department of Administration

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INTRODUCTION

The annual Change in Employee Compensation Report addresses the State’s compensation philosophy taking into consideration a total compensation approach (salary and benefits) when making compensation decisions.

Both the Executive and Legislative Branches of government recognize the need to fund compensation on an annual basis. The Governor has shown support for increasing State employees’ salaries to reflect the Administration’s policy of ensuring that salary compensation and employee benefits more closely align with those of our private sector competitors.

As a context for the FY 2012 recommendations, economic conditions will once again need to be taken into consideration in addressing compensation and benefits for Idaho State employees.

The number of classified employees as of October 22, 2010 is 12,697, a decrease of 430 compared to the number of classified employees on October 13, 2009. The classified statewide compa-ratio (pay rate compared to policy rate) is 83.4% and the average classified hourly pay rate is \$19.08 as of October 22, 2010. Both of these figures are lower than the October 13, 2009 numbers which were a statewide classified compa-ratio of 84.1% and an average classified hourly rate of \$19.23.

SALARY DISCUSSION

The ability of the State to provide salary increases to State employees is dependent on available funding. Fiscal Year 2012 projections estimate a revenue level that is below what is needed for on-going expenditures. However, based on the intent expressed in Idaho Code 67-5309C, we will discuss each of the three salary compensation components:

(a) Salary Structure Adjustments:

For FY 2011, the salary ranges remained the same as FY 2010.

There are still a significant number of employees whose pay rates are close to the minimum rates of their salary ranges. If the structure is increased, it would require that these employees receive an automatic increase to remain within the salary range as required by Idaho Code or that the minimum of the range be anchored which results in the minimum rate moving even farther away from the policy rate which is the market target.

Based on salary survey information, the states surrounding Idaho (Colorado, Montana, Oregon, Utah, and Wyoming) did not report moving their salary structures for FY 2011.

(b) Specific Occupational Inequities:

Appendix K lists the classifications that are currently on pay line exception to address specific market-related recruitment or retention issues.

(c) Merit Increases:

Salary surveys indicate that State employees' salaries were an average of 15.9% behind market target rates.

The states surrounding Idaho, mentioned above, did not report providing merit increases to employees for FY 2011.

The gap between State employees' salaries and market salaries obviously cannot be made up in one year. It will require a long term commitment to addressing State employees' salaries to close this gap.

SALARY RECOMMENDATIONS

Based on the intent expressed in Idaho Code 67-5309C, we offer the following recommendations for FY 2012:

1. Retain the current salary structure.
2. Continue the pay line exceptions shown in Appendix K.
3. The FY 2008 CEC report discussed the importance of a long range approach to enhancing the competitiveness of State employee compensation. To maintain consistency with this approach, it is recommended that 3% funding for the salary component of State employee compensation (excluding public schools) be provided which will be administered in accordance with the State's merit-based pay philosophy. The total fiscal impact of this recommendation is approximately \$15.9 million to the General Fund and \$18.3 million to Dedicated and Federal Funds combined.

STATE HEALTH AND INSURANCE BENEFITS DISCUSSION

STATE EMPLOYEE BENEFITS – State employees benefit from a full range of group insurance plans with the State currently spending approximately \$173 million annually on behalf of employees for health, dental, life, short and long term disability insurance. Currently, the State pays 91% of the premium for employees and dependents for the medical plan, approximately 45% of total dental premiums, and 100% of life and disability insurance.

RETIREE BENEFITS – The retiree medical benefit is a pay as you go system, which includes retirees and dependents under the age of 65. The State currently pays \$155 per retiree per month toward the cost of the Retiree Medical plan. As a result of the change in eligibility on the Retiree Medical plan to include only retirees and dependents under the age of 65, the subsidy in FY 2010 was just over \$1.7 million. It is expected that the subsidy will continue at this level in the future.

The State's current health benefits are competitive with the private market. The State currently pays approximately 91% of premiums for both employees and their dependents. The private sector pays a smaller share, typically 90% of employee premiums and 80% of dependent premiums. The State has implemented a pro-rata allocation of the State contribution for the medical and dental coverages for part-time employees. The cost savings as a result of this has been estimated at \$5 million; however, until we have at least 12 months of premium data for these individuals, an accurate savings projection is premature.

Currently the State pays about 75% of total covered medical charges while the private sector employers are at or are targeting 70% of total covered charges. Total covered medical charges are defined as deductibles, co-insurance, co-payment amounts, and required employee premiums.

BENEFITS RECOMMENDATION

In order to bring health care benefits in line with the private sector, we recommend continuing to move to a 70/30% cost share target for the State and its employees, based on total covered charges. This implementation would take place over a three to five year period and include adjusting employee paid premiums to more closely mirror the premium cost sharing in other employer plans.

Note - Source Data is from Blue Cross Settlement Report for June 2010 and Group Insurance activity report.

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Appendix A

Classified Employees Age Ranges - 10/1/2010

Age Range	Number of Employees	% of Workforce
16 - 20	15	0.1%
21 - 25	362	2.9%
26 - 30	1008	8.0%
31 - 35	1283	10.1%
36 - 40	1349	10.7%
41 - 45	1453	11.5%
46 - 50	1780	14.1%
51 - 55	2164	17.1%
56 - 60	2097	16.6%
61 - 65	963	7.6%
66 - 70	158	1.2%
71 - 75	25	0.2%
76 - 80	2	0.0%
Grand Total	12659	100.0%

% Workforce Under Age 26	% Workforce Between Ages 46 to 60	Average Age
3.0%	47.7%	46.9

10/1/2009

% Workforce Under Age 26	% Workforce Between Ages 46 to 60	Average Age
3.5%	47.8%	46.7

10/1/2008

% Workforce Under Age 26	% Workforce Between Ages 46 to 60	Average Age
3.9%	48.6%	46.6

Nonclassified Employees (Excludes Higher Ed & Temps) Age Ranges - 10/1/2010

Age Range	Number of Employees	% of Workforce
16 - 20	0	0.0%
21 - 25	33	1.5%
26 - 30	128	5.9%
31 - 35	175	8.1%
36 - 40	217	10.0%
41 - 45	224	10.4%
46 - 50	309	14.3%
51 - 55	384	17.8%
56 - 60	385	17.8%
61 - 65	222	10.3%
66 - 70	51	2.4%
71 - 75	23	1.1%
76 - 80	7	0.3%
> 80	2	0.1%
Grand Total	2160	100.0%

% Workforce Under Age 26	% Workforce Between Ages 46 to 60	Average Age
1.5%	49.9%	49.2

10/1/2009

% Workforce Under Age 26	% Workforce Between Ages 46 to 60	Average Age
2.0%	49.7%	48.9

10/1/2008

% Workforce Under Age 26	% Workforce Between Ages 46 to 60	Average Age
2.1%	50.7%	48.6

Appendix B

Classified Total Turnover by Agency - FY 2010

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

Note: sorted by Turnover Rate FY 2010 in descending order

Agency Name	July 2009 Employee Count	July 2010 Employee Count	Average Number of Employees FY 2010	FY 2010 Separations	Turnover Rate FY2010	Turnover Rate FY2009
Commission on Human Rights	10	0	5.0	10	200.0%	0.0%
Racing Comm	2	1	1.5	1	66.7%	0.0%
Education Bd	4	2	3.0	2	66.7%	0.0%
Commission on Aging	11	10	10.5	3	28.6%	8.7%
Tax Appeals Bd	4	3	3.5	1	28.6%	0.0%
Agriculture	185	160	172.5	37	21.4%	22.5%
Parks & Recreation	155	130	142.5	29	20.4%	7.1%
Veterans Services	265	264	264.5	51	19.3%	19.9%
Human Resources	11	10	10.5	2	19.0%	8.7%
Lava Hot Springs	9	12	10.5	2	19.0%	11.1%
Central Health District IV	119	108	113.5	21	18.5%	40.9%
North Central Health District II	45	42	43.5	8	18.4%	19.4%
Office of Energy Resources	6	5	5.5	1	18.2%	15.4%
Nursing Bd	6	5	5.5	1	18.2%	18.2%
Health & Welfare	2,943	2,710	2,826.5	512	18.1%	13.7%
Industrial Comm	76	76	76.0	13	17.1%	14.6%
Insurance	60	60	60.0	10	16.7%	13.1%
Commerce	44	41	42.5	7	16.5%	9.2%
Juvenile Corrections	385	381	383.0	63	16.4%	14.9%
Correction	1,556	1,471	1,513.5	229	15.1%	13.9%
Building Safety	127	114	120.5	18	14.9%	10.7%
Panhandle Health District I	107	109	108.0	16	14.8%	19.2%
South Central Health District V	77	73	75.0	11	14.7%	22.9%
Soil & Water Conservation		14	7.0	1	14.3%	
Vocational Rehab	65	54	59.5	8	13.4%	23.3%
Southwest Health District III	94	88	91.0	12	13.2%	19.8%
Commission For Libraries	40	37	38.5	5	13.0%	17.7%
Eastern Idaho Health District VII	89	82	85.5	11	12.9%	14.4%
Idaho State University	635	610	622.5	79	12.7%	15.1%
Prof-Tech Education	17	15	16.0	2	12.5%	22.9%
Southeast Health District VI	90	83	86.5	10	11.6%	8.9%
Historical Society	43	44	43.5	5	11.5%	23.0%
Lands	243	228	235.5	27	11.5%	11.0%
Tax Comm	383	364	373.5	42	11.2%	8.6%
Public Utilities Comm	36	36	36.0	4	11.1%	0.0%
Liquor Division	199	194	196.5	21	10.7%	10.2%
Pharmacy Bd	10	9	9.5	1	10.5%	0.0%
Boise State University	647	590	618.5	65	10.5%	19.1%
Lewis & Clark St College	128	128	128.0	12	9.4%	15.3%
Environmental Quality	346	327	336.5	30	8.9%	6.7%
PERSI	57	57	57.0	5	8.8%	12.4%

Appendix B

Classified Total Turnover by Agency - FY 2010

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

Note: sorted by Turnover Rate FY 2010 in descending order

Agency Name	July 2009 Employee Count	July 2010 Employee Count	Average Number of Employees FY 2010	FY 2010 Separations	Turnover Rate FY2010	Turnover Rate FY2009
Water Resources	153	144	148.5	13	8.8%	9.0%
Eastern Id Tech College	36	36	36.0	3	8.3%	8.7%
Finance	50	50	50.0	4	8.0%	4.1%
Comm-Blind & Visual Impair	41	39	40.0	3	7.5%	4.9%
Transportation	1,744	1,731	1,737.5	128	7.4%	7.9%
Labor	583	657	620.0	45	7.3%	7.4%
State Police	473	465	469.0	34	7.2%	8.1%
Administration	126	126	126.0	9	7.1%	11.0%
Real Estate Comm	14	14	14.0	1	7.1%	13.8%
Occupational Licenses	31	31	31.0	2	6.5%	6.8%
Public Television	50	47	48.5	3	6.2%	4.1%
Fish & Game	506	503	504.5	25	5.0%	4.6%
Brand Inspector	30	29	29.5	1	3.4%	6.9%
Financial Management	4	4	4.0	0	0.0%	0.0%
Pardons & Parole Comm		26	13.0	0	0.0%	
Endowment Fnd Investment Bd	2	2	2.0	0	0.0%	0.0%
Accountancy Bd	3	3	3.0	0	0.0%	0.0%
Dentistry Bd	1	1	1.0	0	0.0%	0.0%
Prof Eng & Land Surv Bd	2	2	2.0	0	0.0%	0.0%
Medicine Bd	7	8	7.5	0	0.0%	13.3%
Outfitters & Guides	4	4	4.0	0	0.0%	0.0%
Veterinary Med Bd	0	1	0.5	0	0.0%	400.0%
Lottery	11	11	11.0	0	0.0%	27.3%
Hispanic Commission	1	1	1.0	0	0.0%	66.7%
Independent Living Council	2	5	3.5	0	0.0%	0.0%
Totals	13,203	12,687	12,945.0	1,659	12.8%	12.5%

Appendix C

Classified Voluntary Turnover by Agency - FY 2010

Voluntary Separations: Better Job, Compensation, Dissatisfied, Other, Personal, Transfer to Other Agency
 Note: **excludes** entrance probation separations; sorted by Turnover Rate FY 2010 in descending order

Agency Name	July 2009 Employee Count	July 2010 Employee Count	Average Number of Employees FY 2010	FY 2010 Separations	Turnover Rate FY2010	Turnover Rate FY2009
Commission on Human Rights	10	0	5.0	10	200.0%	0.0%
Education Bd	4	2	3.0	1	33.3%	0.0%
Commission on Aging	11	10	10.5	2	19.0%	0.0%
Human Resources	11	10	10.5	2	19.0%	0.0%
Industrial Comm	76	76	76.0	9	11.8%	7.9%
Agriculture	185	160	172.5	20	11.6%	9.4%
North Central Health District II	45	42	43.5	5	11.5%	6.5%
Veterans Services	265	264	264.5	26	9.8%	11.3%
Parks & Recreation	155	130	142.5	14	9.8%	1.9%
Lava Hot Springs	9	12	10.5	1	9.5%	0.0%
South Central Health District V	77	73	75.0	7	9.3%	10.2%
Lewis & Clark St College	128	128	128.0	10	7.8%	10.7%
Commission For Libraries	40	37	38.5	3	7.8%	10.1%
Panhandle Health District I	107	109	108.0	8	7.4%	8.7%
Real Estate Comm	14	14	14.0	1	7.1%	0.0%
Idaho State University	635	610	622.5	44	7.1%	7.5%
Juvenile Corrections	385	381	383.0	26	6.8%	6.3%
Insurance	60	60	60.0	4	6.7%	8.2%
Southwest Health District III	94	88	91.0	6	6.6%	2.1%
Occupational Licenses	31	31	31.0	2	6.5%	0.0%
Correction	1,556	1,471	1,513.5	97	6.4%	5.1%
Central Health District IV	119	108	113.5	7	6.2%	13.6%
Eastern Idaho Health District VII	89	82	85.5	5	5.8%	5.6%
Building Safety	127	114	120.5	7	5.8%	4.6%
Health & Welfare	2,943	2,710	2,826.5	164	5.8%	5.4%
Southeast Health District VI	90	83	86.5	5	5.8%	3.4%
Tax Comm	383	364	373.5	20	5.4%	3.4%
Comm-Blind & Visual Impair	41	39	40.0	2	5.0%	2.4%
Historical Society	43	44	43.5	2	4.6%	13.8%
Boise State University	647	590	618.5	27	4.4%	10.9%
Finance	50	50	50.0	2	4.0%	2.1%
Lands	243	228	235.5	9	3.8%	4.1%
PERSI	57	57	57.0	2	3.5%	0.0%
Environmental Quality	346	327	336.5	11	3.3%	3.2%
Administration	126	126	126.0	4	3.2%	2.4%
Eastern Id Tech College	36	36	36.0	1	2.8%	2.9%
Commerce	44	41	42.5	1	2.4%	6.9%
Public Television	50	47	48.5	1	2.1%	2.0%
Water Resources	153	144	148.5	3	2.0%	3.2%
Fish & Game	506	503	504.5	10	2.0%	1.8%
State Police	473	465	469.0	9	1.9%	3.1%

Appendix C

Classified Voluntary Turnover by Agency - FY 2010

Voluntary Separations: Better Job, Compensation, Dissatisfied, Other, Personal, Transfer to Other Agency

Note: **excludes** entrance probation separations; sorted by Turnover Rate FY 2010 in descending order

Agency Name	July 2009 Employee Count	July 2010 Employee Count	Average Number of Employees FY 2010	FY 2010 Separations	Turnover Rate FY2010	Turnover Rate FY2009
Vocational Rehab	65	54	59.5	1	1.7%	11.7%
Transportation	1,744	1,731	1,737.5	27	1.6%	1.9%
Liquor Division	199	194	196.5	2	1.0%	1.5%
Labor	583	657	620.0	5	0.8%	3.4%
Financial Management	4	4	4.0	0	0.0%	0.0%
Office of Energy Resources	6	5	5.5	0	0.0%	0.0%
Soil & Water Conservation		14	7.0	0	0.0%	
Pardons & Parole Comm		26	13.0	0	0.0%	
Endowment Fnd Investment Bd	2	2	2.0	0	0.0%	0.0%
Brand Inspector	30	29	29.5	0	0.0%	0.0%
Racing Comm	2	1	1.5	0	0.0%	0.0%
Tax Appeals Bd	4	3	3.5	0	0.0%	0.0%
Pharmacy Bd	10	9	9.5	0	0.0%	0.0%
Accountancy Bd	3	3	3.0	0	0.0%	0.0%
Dentistry Bd	1	1	1.0	0	0.0%	0.0%
Prof Eng & Land Surv Bd	2	2	2.0	0	0.0%	0.0%
Medicine Bd	7	8	7.5	0	0.0%	0.0%
Nursing Bd	6	5	5.5	0	0.0%	18.2%
Outfitters & Guides	4	4	4.0	0	0.0%	0.0%
Veterinary Med Bd	0	1	0.5	0	0.0%	200.0%
Lottery	11	11	11.0	0	0.0%	0.0%
Hispanic Commission	1	1	1.0	0	0.0%	0.0%
Prof-Tech Education	17	15	16.0	0	0.0%	11.4%
Public Utilities Comm	36	36	36.0	0	0.0%	0.0%
Independent Living Council	2	5	3.5	0	0.0%	0.0%
Totals	13,203	12,687	12,945.0	625	4.8%	5.0%

Appendix D

Classified Voluntary Turnover by Agency (Excludes Transfers) FY 2010

Voluntary Separations: Better Job, Compensation, Dissatisfied, Other, Personal

Note: **excludes** entrance probation separations; sorted by Turnover Rate FY 2010 in descending order

Agency Name	July 2009 Employee Count	July 2010 Employee Count	Average Number of Employees FY 2010	FY 2010 Separations	Turnover Rate FY2010	Turnover Rate FY2009
Education Bd	4	2	3.0	1	33.3%	0.0%
North Central Health District II	45	42	43.5	5	11.5%	2.2%
Industrial Comm	76	76	76.0	8	10.5%	4.0%
Commission on Aging	11	10	10.5	1	9.5%	0.0%
Lava Hot Springs	9	12	10.5	1	9.5%	0.0%
Veterans Services	265	264	264.5	25	9.5%	10.9%
South Central Health District V	77	73	75.0	6	8.0%	7.6%
Lewis & Clark St College	128	128	128.0	10	7.8%	10.7%
Panhandle Health District I	107	109	108.0	8	7.4%	7.0%
Real Estate Comm	14	14	14.0	1	7.1%	0.0%
Idaho State University	635	610	622.5	44	7.1%	7.2%
Occupational Licenses	31	31	31.0	2	6.5%	0.0%
Parks & Recreation	155	130	142.5	9	6.3%	1.9%
Juvenile Corrections	385	381	383.0	24	6.3%	5.7%
Southwest Health District III	94	88	91.0	5	5.5%	1.0%
Health & Welfare	2,943	2,710	2,826.5	152	5.4%	4.8%
Central Health District IV	119	108	113.5	6	5.3%	11.4%
Commission For Libraries	40	37	38.5	2	5.2%	10.1%
Building Safety	127	114	120.5	6	5.0%	3.1%
Southeast Health District VI	90	83	86.5	4	4.6%	3.4%
Correction	1,556	1,471	1,513.5	65	4.3%	4.5%
Boise State University	647	590	618.5	24	3.9%	10.5%
PERSI	57	57	57.0	2	3.5%	0.0%
Eastern Idaho Health District VII	89	82	85.5	3	3.5%	4.4%
Lands	243	228	235.5	8	3.4%	3.3%
Insurance	60	60	60.0	2	3.3%	8.2%
Tax Comm	383	364	373.5	11	2.9%	2.3%
Eastern Id Tech College	36	36	36.0	1	2.8%	2.9%
Environmental Quality	346	327	336.5	9	2.7%	1.7%
Comm-Blind & Visual Impair	41	39	40.0	1	2.5%	2.4%
Administration	126	126	126.0	3	2.4%	2.4%
Historical Society	43	44	43.5	1	2.3%	6.9%
Public Television	50	47	48.5	1	2.1%	2.0%
Finance	50	50	50.0	1	2.0%	2.1%
Fish & Game	506	503	504.5	10	2.0%	1.4%
State Police	473	465	469.0	9	1.9%	2.7%
Vocational Rehab	65	54	59.5	1	1.7%	8.3%
Transportation	1,744	1,731	1,737.5	27	1.6%	1.7%
Water Resources	153	144	148.5	2	1.3%	1.9%
Agriculture	185	160	172.5	2	1.2%	7.3%
Liquor Division	199	194	196.5	2	1.0%	1.5%

Appendix D

Classified Voluntary Turnover by Agency (Excludes Transfers) FY 2010

Voluntary Separations: Better Job, Compensation, Dissatisfied, Other, Personal

Note: **excludes** entrance probation separations; sorted by Turnover Rate FY 2010 in descending order

Agency Name	July 2009 Employee Count	July 2010 Employee Count	Average Number of Employees FY 2010	FY 2010 Separations	Turnover Rate FY2010	Turnover Rate FY2009
Labor	583	657	620.0	5	0.8%	2.8%
Financial Management	4	4	4.0	0	0.0%	0.0%
Commission on Human Rights	10	0	5.0	0	0.0%	0.0%
Human Resources	11	10	10.5	0	0.0%	0.0%
Office of Energy Resources	6	5	5.5	0	0.0%	0.0%
Soil & Water Conservation		14	7.0	0	0.0%	
Commerce	44	41	42.5	0	0.0%	6.9%
Pardons & Parole Comm		26	13.0	0	0.0%	
Endowment Fnd Investment Bd	2	2	2.0	0	0.0%	0.0%
Brand Inspector	30	29	29.5	0	0.0%	0.0%
Racing Comm	2	1	1.5	0	0.0%	0.0%
Tax Appeals Bd	4	3	3.5	0	0.0%	0.0%
Pharmacy Bd	10	9	9.5	0	0.0%	0.0%
Accountancy Bd	3	3	3.0	0	0.0%	0.0%
Dentistry Bd	1	1	1.0	0	0.0%	0.0%
Prof Eng & Land Surv Bd	2	2	2.0	0	0.0%	0.0%
Medicine Bd	7	8	7.5	0	0.0%	0.0%
Nursing Bd	6	5	5.5	0	0.0%	18.2%
Outfitters & Guides	4	4	4.0	0	0.0%	0.0%
Veterinary Med Bd	0	1	0.5	0	0.0%	200.0%
Lottery	11	11	11.0	0	0.0%	0.0%
Hispanic Commission	1	1	1.0	0	0.0%	0.0%
Prof-Tech Education	17	15	16.0	0	0.0%	5.7%
Public Utilities Comm	36	36	36.0	0	0.0%	0.0%
Independent Living Council	2	5	3.5	0	0.0%	0.0%
Totals	13,203	12,687	12,945.0	510	3.9%	4.4%

Appendix E

Classified Voluntary Turnover by Classification (Excludes Transfers) FY 2010 - Greater Than 15 Percent & Greater Than 9 Employees

Voluntary Separations: Better Job, Compensation, Dissatisfied, Other, Personal

Note: **excludes** entrance probation separations; sorted by Turnover Rate FY 2010 in descending order

Class Title	July 2009 Employee Count	July 2010 Employee Count	Average Number of Employees FY 2010	FY 2010 Separations	Turnover Rate FY 2010	Turnover Rate FY 2009	Class Compa- Ratio	Comments
CHILD WELFARE SOCIAL WORK	17	21	19.0	6	31.6%	11.8%	73.8%	Agency - H & W
OFFICE SERVICES SUPV 2	13	9	11.0	3	27.3%	14.3%	79.7%	Various Agencies - 1 Separation - Better Job
P&R MANAGER 2	11	8	9.5	2	21.1%	0.0%	77.8%	Agency - P & R
NURSING ASST, CERTIFIED	60	65	62.5	11	17.6%	24.8%	83.4%	Agency - Veterans Services 2 Separation - Better Job 2 Separation - Compensation
PSYCHIATRIC TECH TRNE	11	12	11.5	2	17.4%	10.0%	68.7%	Agency - H & W 1 Separation - Better Job
THERAPIST, EARLY INTERVEN	12	14	13.0	2	15.4%	0.0%	83.8%	Agency - H & W 2 Separation - Better Job
Totals	124	129	126.5	26	20.6%	17.5%		

Appendix F

Agency Classified Compa-Ratio - 10/22/2010

Note: sorted by Compa-Ratio 10/22/2010 in descending order

Agency Name	Number of Employees	Compa-Ratio 10/22/2010	Compa-Ratio 10/13/2009	Average Pay Rate	Average Policy Rate	Average Years of Service
Financial Management	3	111.9%	112.1%	\$30.62	\$27.37	27.2
Endowment Fnd Investment Bd	2	102.3%	102.3%	\$23.99	\$23.44	24.7
Racing Comm	1	102.1%	96.5%	\$22.25	\$21.79	19.6
State Police	459	101.9%	102.6%	\$25.29	\$24.82	11.9
Office of Energy Resources	3	97.1%	87.7%	\$25.51	\$26.28	25.5
Prof Eng & Land Surv Bd	2	95.8%	95.8%	\$17.19	\$17.94	10.2
Prof-Tech Education	15	92.4%	92.4%	\$15.55	\$16.83	10.7
Nursing Bd	6	91.7%	93.8%	\$14.31	\$15.61	14.6
Building Safety	113	89.3%	90.0%	\$20.78	\$23.27	10.6
Southwest Health District III	89	89.0%	89.6%	\$18.13	\$20.38	7.8
Lava Hot Springs	12	89.0%	91.6%	\$12.80	\$14.39	6.9
Accountancy Bd	3	88.9%	88.9%	\$16.36	\$18.40	17.8
Central Health District IV	108	88.3%	88.1%	\$19.07	\$21.59	9.5
Administration	128	87.9%	88.3%	\$20.02	\$22.78	12.2
Lottery	12	87.9%	89.1%	\$14.38	\$16.37	8.1
Eastern Id Tech College	35	87.3%	88.7%	\$14.13	\$16.18	9.8
Transportation	1719	87.3%	88.0%	\$19.75	\$22.64	14.4
Pharmacy Bd	9	86.9%	87.1%	\$17.74	\$20.41	9.5
Commission on Aging	10	86.5%	87.7%	\$23.73	\$27.45	11.9
Liquor Division	194	86.4%	87.6%	\$14.37	\$16.64	9.0
Finance	51	86.1%	86.3%	\$25.13	\$29.19	12.2
Southeast Health District VI	82	86.1%	86.5%	\$18.58	\$21.58	10.7
Public Utilities Comm	36	85.8%	87.7%	\$23.30	\$27.17	15.5
Soil & Water Conservation	13	85.0%		\$22.82	\$26.85	10.3
North Central Health District II	41	84.8%	84.3%	\$19.27	\$22.73	9.9
South Central Health District V	74	84.7%	85.4%	\$18.34	\$21.65	9.0
Eastern Idaho Health District VII	84	84.2%	84.2%	\$18.53	\$22.01	10.6
Outfitters & Guides	4	84.0%	84.0%	\$13.11	\$15.61	7.1
Fish & Game	521	83.9%	84.2%	\$22.18	\$26.43	14.3
Veterans Services	263	83.9%	84.5%	\$15.33	\$18.27	7.6
Comm-Blind & Visual Impair	39	83.9%	83.9%	\$18.83	\$22.45	12.8
Panhandle Health District I	109	83.8%	84.3%	\$19.04	\$22.73	10.0
Water Resources	144	83.7%	84.5%	\$23.28	\$27.81	12.7
Public Television	45	83.7%	83.5%	\$18.52	\$22.13	13.7
Labor	657	83.5%	84.7%	\$20.49	\$24.54	11.2
Historical Society	43	83.4%	83.5%	\$18.99	\$22.76	11.5
Brand Inspector	27	83.3%	83.9%	\$16.03	\$19.24	13.2
Health & Welfare	2678	83.0%	83.5%	\$20.33	\$24.48	10.3
Human Resources	10	82.4%	82.5%	\$24.22	\$29.38	17.0
PERSI	56	82.3%	83.8%	\$18.02	\$21.90	11.5
Medicine Bd	8	82.1%	82.5%	\$13.70	\$16.70	16.8

Appendix F

Agency Classified Compa-Ratio - 10/22/2010

Note: sorted by Compa-Ratio 10/22/2010 in descending order

Agency Name	Number of Employees	Compa-Ratio 10/22/2010	Compa-Ratio 10/13/2009	Average Pay Rate	Average Policy Rate	Average Years of Service
Lands	233	81.9%	82.2%	\$22.09	\$26.99	14.1
Insurance	60	81.7%	83.3%	\$19.04	\$23.31	9.7
Industrial Comm	76	81.6%	82.6%	\$15.05	\$18.45	10.7
Lewis & Clark St College	130	81.3%	81.4%	\$13.13	\$16.15	9.8
Tax Comm	366	81.1%	82.3%	\$19.79	\$24.41	12.3
Occupational Licenses	31	80.9%	81.3%	\$16.07	\$19.86	10.1
Juvenile Corrections	383	80.8%	81.6%	\$17.36	\$21.49	9.0
Environmental Quality	322	80.4%	80.7%	\$24.37	\$30.31	12.1
Commission For Libraries	37	80.3%	80.9%	\$17.71	\$22.05	11.1
Agriculture	161	80.1%	82.4%	\$21.32	\$26.63	12.3
Commerce	41	80.0%	82.5%	\$20.57	\$25.70	9.1
Boise State University	578	79.9%	80.8%	\$13.49	\$16.88	10.1
Tax Appeals Bd	3	79.5%	80.3%	\$24.02	\$30.21	10.9
Idaho State University	617	79.3%	79.8%	\$13.27	\$16.74	10.2
Real Estate Comm	14	79.2%	78.8%	\$16.73	\$21.12	5.8
Hispanic Commission	1	78.5%	78.5%	\$15.17	\$19.33	10.2
Parks & Recreation	132	78.4%	79.0%	\$18.46	\$23.54	13.2
Independent Living Council	4	77.7%	71.8%	\$17.67	\$22.74	4.5
Correction	1513	77.0%	77.7%	\$17.29	\$22.46	8.1
Vocational Rehab	57	76.8%	77.5%	\$14.73	\$19.17	9.2
Education Bd	2	74.9%	76.5%	\$14.47	\$19.33	3.1
Pardons & Parole Comm	27	73.8%		\$17.78	\$24.09	10.2
Veterinary Med Bd	1	71.4%	68.0%	\$13.80	\$19.33	13.8
Totals	12697	83.4%	84.1%	\$19.08	\$22.87	11.0

Appendix G

Agency Classified Compa-Ratio - 10/22/2010

Note: sorted by Average Years of Service in descending order

Agency Name	Number of Employees	Compa-Ratio 10/22/2010	Compa-Ratio 10/13/2009	Average Pay Rate	Average Policy Rate	Average Years of Service
Financial Management	3	111.9%	112.1%	\$30.62	\$27.37	27.2
Office of Energy Resources	3	97.1%	87.7%	\$25.51	\$26.28	25.5
Endowment Fnd Investment Bd	2	102.3%	102.3%	\$23.99	\$23.44	24.7
Racing Comm	1	102.1%	96.5%	\$22.25	\$21.79	19.6
Accountancy Bd	3	88.9%	88.9%	\$16.36	\$18.40	17.8
Human Resources	10	82.4%	82.5%	\$24.22	\$29.38	17.0
Medicine Bd	8	82.1%	82.5%	\$13.70	\$16.70	16.8
Public Utilities Comm	36	85.8%	87.7%	\$23.30	\$27.17	15.5
Nursing Bd	6	91.7%	93.8%	\$14.31	\$15.61	14.6
Transportation	1719	87.3%	88.0%	\$19.75	\$22.64	14.4
Fish & Game	521	83.9%	84.2%	\$22.18	\$26.43	14.3
Lands	233	81.9%	82.2%	\$22.09	\$26.99	14.1
Veterinary Med Bd	1	71.4%	68.0%	\$13.80	\$19.33	13.8
Public Television	45	83.7%	83.5%	\$18.52	\$22.13	13.7
Brand Inspector	27	83.3%	83.9%	\$16.03	\$19.24	13.2
Parks & Recreation	132	78.4%	79.0%	\$18.46	\$23.54	13.2
Comm-Blind & Visual Impair	39	83.9%	83.9%	\$18.83	\$22.45	12.8
Water Resources	144	83.7%	84.5%	\$23.28	\$27.81	12.7
Agriculture	161	80.1%	82.4%	\$21.32	\$26.63	12.3
Tax Comm	366	81.1%	82.3%	\$19.79	\$24.41	12.3
Administration	128	87.9%	88.3%	\$20.02	\$22.78	12.2
Finance	51	86.1%	86.3%	\$25.13	\$29.19	12.2
Environmental Quality	322	80.4%	80.7%	\$24.37	\$30.31	12.1
State Police	459	101.9%	102.6%	\$25.29	\$24.82	11.9
Commission on Aging	10	86.5%	87.7%	\$23.73	\$27.45	11.9
PERSI	56	82.3%	83.8%	\$18.02	\$21.90	11.5
Historical Society	43	83.4%	83.5%	\$18.99	\$22.76	11.5
Labor	657	83.5%	84.7%	\$20.49	\$24.54	11.2
Commission For Libraries	37	80.3%	80.9%	\$17.71	\$22.05	11.1
Tax Appeals Bd	3	79.5%	80.3%	\$24.02	\$30.21	10.9
Southeast Health District VI	82	86.1%	86.5%	\$18.58	\$21.58	10.7
Industrial Comm	76	81.6%	82.6%	\$15.05	\$18.45	10.7
Prof-Tech Education	15	92.4%	92.4%	\$15.55	\$16.83	10.7
Building Safety	113	89.3%	90.0%	\$20.78	\$23.27	10.6
Eastern Idaho Health District VII	84	84.2%	84.2%	\$18.53	\$22.01	10.6
Health & Welfare	2678	83.0%	83.5%	\$20.33	\$24.48	10.3
Soil & Water Conservation	13	85.0%		\$22.82	\$26.85	10.3
Pardons & Parole Comm	27	73.8%		\$17.78	\$24.09	10.2
Hispanic Commission	1	78.5%	78.5%	\$15.17	\$19.33	10.2
Prof Eng & Land Surv Bd	2	95.8%	95.8%	\$17.19	\$17.94	10.2
Idaho State University	617	79.3%	79.8%	\$13.27	\$16.74	10.2

Appendix G

Agency Classified Compa-Ratio - 10/22/2010

Note: sorted by Average Years of Service in descending order

Agency Name	Number of Employees	Compa-Ratio 10/22/2010	Compa-Ratio 10/13/2009	Average Pay Rate	Average Policy Rate	Average Years of Service
Boise State University	578	79.9%	80.8%	\$13.49	\$16.88	10.1
Occupational Licenses	31	80.9%	81.3%	\$16.07	\$19.86	10.1
Panhandle Health District I	109	83.8%	84.3%	\$19.04	\$22.73	10.0
North Central Health District II	41	84.8%	84.3%	\$19.27	\$22.73	9.9
Lewis & Clark St College	130	81.3%	81.4%	\$13.13	\$16.15	9.8
Eastern Id Tech College	35	87.3%	88.7%	\$14.13	\$16.18	9.8
Insurance	60	81.7%	83.3%	\$19.04	\$23.31	9.7
Central Health District IV	108	88.3%	88.1%	\$19.07	\$21.59	9.5
Pharmacy Bd	9	86.9%	87.1%	\$17.74	\$20.41	9.5
Vocational Rehab	57	76.8%	77.5%	\$14.73	\$19.17	9.2
Commerce	41	80.0%	82.5%	\$20.57	\$25.70	9.1
South Central Health District V	74	84.7%	85.4%	\$18.34	\$21.65	9.0
Juvenile Corrections	383	80.8%	81.6%	\$17.36	\$21.49	9.0
Liquor Division	194	86.4%	87.6%	\$14.37	\$16.64	9.0
Lottery	12	87.9%	89.1%	\$14.38	\$16.37	8.1
Correction	1513	77.0%	77.7%	\$17.29	\$22.46	8.1
Southwest Health District III	89	89.0%	89.6%	\$18.13	\$20.38	7.8
Veterans Services	263	83.9%	84.5%	\$15.33	\$18.27	7.6
Outfitters & Guides	4	84.0%	84.0%	\$13.11	\$15.61	7.1
Lava Hot Springs	12	89.0%	91.6%	\$12.80	\$14.39	6.9
Real Estate Comm	14	79.2%	78.8%	\$16.73	\$21.12	5.8
Independent Living Council	4	77.7%	71.8%	\$17.67	\$22.74	4.5
Education Bd	2	74.9%	76.5%	\$14.47	\$19.33	3.1
Totals	12697	83.4%	84.1%	\$19.08	\$22.87	11.0

Appendix H

Classified Merit Increases by Agency - 1/1/2010 to 10/22/2010

Note: sorted by % Employees Receiving Merits in descending order

Agency Name	Number of Merits	Average % Merit	Number of Employees	% Employees Receiving Merits
Racing Comm	1	12.7%	1	100.0%
Office of Energy Resources	1	10.0%	3	33.3%
South Central Health District V	19	2.9%	74	25.7%
Soil & Water Conservation	3	3.3%	13	23.1%
Occupational Licenses	7	3.1%	31	22.6%
Commission For Libraries	8	2.8%	37	21.6%
State Police	90	2.7%	459	19.6%
Real Estate Comm	2	4.1%	14	14.3%
Liquor Division	22	5.1%	194	11.3%
North Central Health District II	4	5.8%	41	9.8%
Central Health District IV	10	6.3%	108	9.3%
Insurance	4	5.0%	60	6.7%
Historical Society	2	7.2%	43	4.7%
Agriculture	4	5.4%	161	2.5%
Public Television	1	7.0%	45	2.2%
Panhandle Health District I	2	4.5%	109	1.8%
Labor	12	8.2%	657	1.8%
Vocational Rehab	1	10.0%	57	1.8%
Juvenile Corrections	5	5.0%	383	1.3%
Tax Comm	4	5.0%	366	1.1%
Correction	16	8.0%	1513	1.1%
Building Safety	1	4.2%	113	0.9%
Fish & Game	4	7.2%	521	0.8%
Parks & Recreation	1	1.7%	132	0.8%
Water Resources	1	5.4%	144	0.7%
Idaho State University	4	11.2%	617	0.6%
Transportation	11	6.1%	1719	0.6%
Lands	1	8.8%	233	0.4%
Health & Welfare	9	8.5%	2678	0.3%
Financial Management	0	0.0%	3	0.0%
PERSI	0	0.0%	56	0.0%
Commission on Aging	0	0.0%	10	0.0%
Comm-Blind & Visual Impair	0	0.0%	39	0.0%
Human Resources	0	0.0%	10	0.0%
Administration	0	0.0%	128	0.0%
Commerce	0	0.0%	41	0.0%
Pardons & Parole Comm	0	0.0%	27	0.0%
Environmental Quality	0	0.0%	322	0.0%
Finance	0	0.0%	51	0.0%
Industrial Comm	0	0.0%	76	0.0%
Endowment Fnd Investment Bd	0	0.0%	2	0.0%

Appendix H

Classified Merit Increases by Agency - 1/1/2010 to 10/22/2010

Note: sorted by % Employees Receiving Merits in descending order

Agency Name	Number of Merits	Average % Merit	Number of Employees	% Employees Receiving Merits
Brand Inspector	0	0.0%	27	0.0%
Lava Hot Springs	0	0.0%	12	0.0%
Tax Appeals Bd	0	0.0%	3	0.0%
Pharmacy Bd	0	0.0%	9	0.0%
Accountancy Bd	0	0.0%	3	0.0%
Prof Eng & Land Surv Bd	0	0.0%	2	0.0%
Medicine Bd	0	0.0%	8	0.0%
Nursing Bd	0	0.0%	6	0.0%
Outfitters & Guides	0	0.0%	4	0.0%
Veterinary Med Bd	0	0.0%	1	0.0%
Lottery	0	0.0%	12	0.0%
Hispanic Commission	0	0.0%	1	0.0%
Veterans Services	0	0.0%	263	0.0%
Education Bd	0	0.0%	2	0.0%
Prof-Tech Education	0	0.0%	15	0.0%
Eastern Id Tech College	0	0.0%	35	0.0%
Lewis & Clark St College	0	0.0%	130	0.0%
Boise State University	0	0.0%	578	0.0%
Public Utilities Comm	0	0.0%	36	0.0%
Independent Living Council	0	0.0%	4	0.0%
Southwest Health District III	0	0.0%	89	0.0%
Southeast Health District VI	0	0.0%	82	0.0%
Eastern Idaho Health District VII	0	0.0%	84	0.0%
Totals	250	4.7%	12697	2.0%

Appendix I

Nonclassified Merit Increases by Agency - 1/1/2010 to 10/22/2010

Note: excludes agency heads, agricultural inspectors, faculty, temporaries, and board members; sorted by % Employees Receiving Merits in descending order

Agency Name	Number of Merits	Average % Merit	Number of Employees	% Employees Receiving Merits
Commission on Aging	1	10.0%	1	100.0%
Commission For Libraries	1	3.0%	1	100.0%
South Central Health District V	3	3.4%	3	100.0%
Insurance Fund	191	3.4%	217	88.0%
Panhandle Health District I	3	3.3%	4	75.0%
Senate	1	3.1%	3	33.3%
Pharmacy Bd	1	6.2%	3	33.3%
Office of Energy Resources	4	4.2%	13	30.8%
North Central Health District II	1	4.5%	4	25.0%
Military Division	56	3.4%	232	24.1%
Lewis & Clark St College	16	31.8%	141	11.3%
Labor	2	5.0%	19	10.5%
Secretary of State	2	9.6%	25	8.0%
Lottery	2	5.0%	33	6.1%
University of Idaho	90	19.0%	1985	4.5%
Eastern Id Tech College	1	5.9%	24	4.2%
Treasurer	1	2.7%	25	4.0%
Health & Welfare	1	3.1%	26	3.8%
Vocational Rehab	3	6.5%	86	3.5%
Legislative Services	2	5.0%	71	2.8%
Controller	2	5.0%	86	2.3%
Idaho State University	5	10.3%	484	1.0%
Attorney General	1	14.8%	180	0.6%
House	0	0.0%	3	0.0%
Judicial Branch	0	0.0%	126	0.0%
Lieutenant Governor	0	0.0%	1	0.0%
Supt of Public Instruction	0	0.0%	126	0.0%
Financial Management	0	0.0%	11	0.0%
Governor	0	0.0%	18	0.0%
PERSI	0	0.0%	5	0.0%
Liquor Division	0	0.0%	4	0.0%
Species Conservation	0	0.0%	10	0.0%
Commission on the Arts	0	0.0%	10	0.0%
Office of Drug Policy	0	0.0%	2	0.0%
Administration	0	0.0%	15	0.0%
Agriculture	0	0.0%	10	0.0%
Soil & Water Conservation	0	0.0%	1	0.0%
Commerce	0	0.0%	7	0.0%
Correction	0	0.0%	20	0.0%
Correctional Industries	0	0.0%	32	0.0%
Pardons & Parole Comm	0	0.0%	1	0.0%

Appendix I

Nonclassified Merit Increases by Agency - 1/1/2010 to 10/22/2010

Note: excludes agency heads, agricultural inspectors, faculty, temporaries, and board members; sorted by % Employees Receiving Merits in descending order

Agency Name	Number of Merits	Average % Merit	Number of Employees	% Employees Receiving Merits
Environmental Quality	0	0.0%	14	0.0%
Finance	0	0.0%	1	0.0%
Fish & Game	0	0.0%	6	0.0%
Insurance	0	0.0%	9	0.0%
Juvenile Corrections	0	0.0%	5	0.0%
Transportation	0	0.0%	13	0.0%
Industrial Comm	0	0.0%	56	0.0%
Lands	0	0.0%	8	0.0%
Endowment Fnd Investment Bd	0	0.0%	2	0.0%
State Police	0	0.0%	3	0.0%
Brand Inspector	0	0.0%	5	0.0%
Racing Comm	0	0.0%	1	0.0%
Parks & Recreation	0	0.0%	2	0.0%
Lava Hot Springs	0	0.0%	1	0.0%
Tax Appeals Bd	0	0.0%	1	0.0%
Tax Comm	0	0.0%	4	0.0%
Water Resources	0	0.0%	1	0.0%
Accountancy Bd	0	0.0%	1	0.0%
Dentistry Bd	0	0.0%	2	0.0%
Prof Eng & Land Surv Bd	0	0.0%	1	0.0%
Medicine Bd	0	0.0%	6	0.0%
Nursing Bd	0	0.0%	2	0.0%
Real Estate Comm	0	0.0%	1	0.0%
Outfitters & Guides	0	0.0%	2	0.0%
Veterinary Med Bd	0	0.0%	1	0.0%
Hispanic Commission	0	0.0%	1	0.0%
Appellate Public Defender	0	0.0%	21	0.0%
Veterans Services	0	0.0%	7	0.0%
Building Safety	0	0.0%	5	0.0%
Education Bd	0	0.0%	17	0.0%
Prof-Tech Education	0	0.0%	17	0.0%
Boise State University	0	0.0%	825	0.0%
Public Television	0	0.0%	7	0.0%
Public Utilities Comm	0	0.0%	9	0.0%
Independent Living Council	0	0.0%	1	0.0%
Southwest Health District III	0	0.0%	3	0.0%
Central Health District IV	0	0.0%	3	0.0%
Southeast Health District VI	0	0.0%	2	0.0%
Eastern Idaho Health District VII	0	0.0%	2	0.0%
Grand Total	390	8.4%	5136	7.6%

Appendix J

Job opportunities in state government have increased in the last year:

- An average of 101 classified positions were filled each month, an increase of 5% from the previous year (96 per month average).

Interest in state jobs has decreased in the last year:

Applicants

- An average of 3,751 applicants per month, a decrease of 9.6% from the previous year (4,150 per month average).
- An average of 37 applicants per classified position filled, a 19.5% decrease from the previous year (46 applicants per position filled average).

Applications

- An average of 5,081 applications completed per month, a decrease of 12.4% from the previous year (5,800 per month average).
- An average of 50 applications completed per classified position filled, a 21.9% decrease from the previous year (64 applications completed per position filled average).

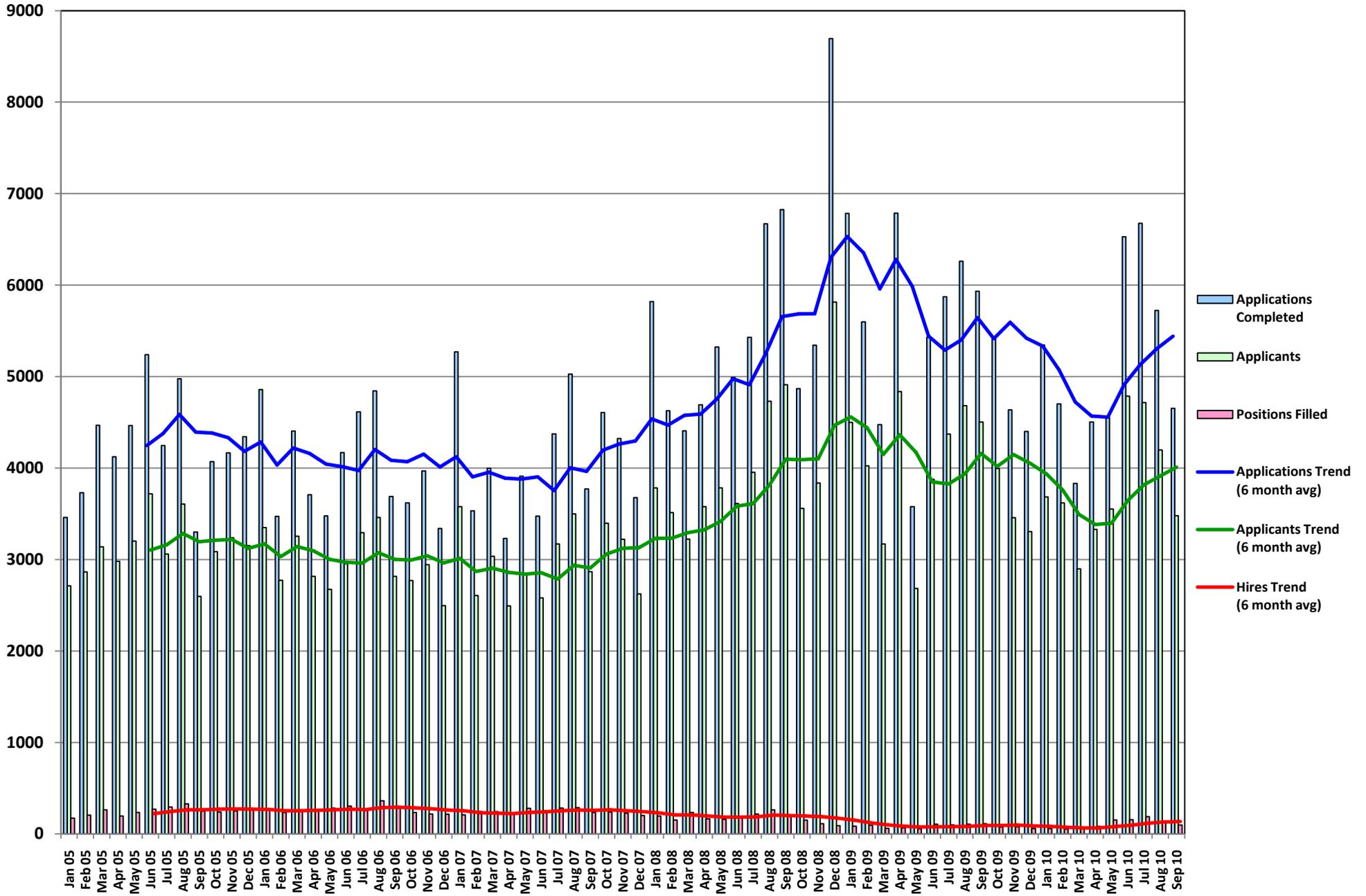
Attendance at Career Fairs

As a means of maintaining relationships with students at local Idaho universities, DHR continued to attend career fairs at the following universities:

- Boise State University
- Idaho State University
- University of Idaho
- BYU-Idaho
- Northwest Nazarene University
- Utah State University
- Brigham Young University
- Washington State University
- Oregon State University

Classified Job Application Statistics

January 2005 - Current



Appendix K

Market Related Changes to Address Specific Occupational Inequities - October 22, 2010

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 Employees	Hay Points	Pay Grade	Temporary Pay Grade
8521	Building Safety Inspector/Advisor	65	300	J	K
7203	Clinical Specialist	6	479	M	N
8014	ISP Sergeant	36	418	L	M
6572	Locksmith	3	173	G	H
7584	Nurse, Advanced Practice	10	479	M	N
7676	Nurse, Licensed Practical	105	217	H	I
7606	Nurse, Registered	75	360	K	L
7572	Nurse, Registered Manager	33	496	M	N
7574	Nurse, Registered Senior	110	393	L	M
7704	Occupational Therapist, ISSH	0	393	L	M
7476	Pharmacist, Clinical	6	417	L	Q
7478	Pharmacy Services Specialist	3	352	K	P
7474	Pharmacy Services Supervisor	3	432	L	R
7209	Physician, Clinical Director - Community	1	954	Q	V
7211	Physician, Epidemiologist - State	1	920	Q	V
7207	Physician, Medical Clinic - Institution	1	994	Q	V
7208	Physician, Medical Director - Institution	2	1262	R	V
7206	Physician, Psychiatric Specialty	4	654	O	V
7205	Physician, Public Health	*	800	P	V
7712	Speech and Language Pathologist, ISSH	1	393	L	M
5210	Strategic Business Analyst	3	677	O	P
7710	Therapist, Early Intervention	14	393	L	M
	Total	482	* Hired as Temporary Employees		

Appendix L

2010 Salary Surveys Summary

The State of Idaho participated in five salary surveys in 2010 matching 197 job classifications with 7,082 classified incumbents.

The Western Management Group survey is primarily data from Idaho employers supplemented where necessary by employers in Washington, Oregon and Utah.

The three surveys by Milliman, a Seattle-based firm with a long history of work in employee compensation, are based on wages by private and public sector employers in Washington, Oregon and Idaho.

The Central States Survey is based on wages paid by state governments in Arizona, Colorado, Montana, New Mexico, Nevada, Oregon, Utah, Washington and Wyoming.

From the 197 matched jobs, 182 Idaho state government wages were below the average of all survey differences. Thirty-seven, or about 19 percent, of the benchmarked jobs had wage differences of 30 percent or more below market while there were 15 job occupations that pay higher than the averages of the surveys. These average wages do not reflect total compensation such as benefits and retirement. Rather these numbers reflect the base wage earned.

Overall, Idaho state government wages for the 197 jobs combined are, on average, 15.9 percent below the market target, which is 96 percent of market to reflect the value of the State's retirement benefit.