

# Report to the Governor

## FY 2016 Change in Employee Compensation & Benefits Report



Submitted by David Fulkerson, Interim Administrator

---

**Table of Contents**

---

Purpose of Report .....	4
State Employee Compensation Philosophy .....	4
Executive Summary .....	4
National Economic Data .....	5
Legislative Change in Employee Compensation Information .....	6
Base Pay Analysis: Classified Employees .....	6
Salary Survey Analysis .....	7
Classified Employee Salary Information .....	7
Total Compensation .....	8
Classified Workforce Demographics .....	10
Classified Turnover Data .....	11
General Workforce Demographics .....	11
Exit Survey Results .....	13
Retirement Forecasts .....	14
Public Employees Retirement System of Idaho - Employee Pension Plan Information .....	14
Department of Administration - Employee Benefit Information .....	15
DHR Recommendations .....	16

---

---

Appendices

---

Appendix A - Agencies with Classified and Non-Classified Employees

Appendix B - Synopsis of State CEC Increases

Appendix C - NCASG Member Directory

Appendix D - Comparator States Matched Jobs

Appendix E - Salary Survey Wage Analysis 2014

Appendix F - FY 2015 Salary Structure

Appendix G - Classified Employees' Compa-Ratio by Agency, Pay Grade, and Salary Range

Appendix H - Classified Employees by Agency and Pay Grade 2009 to 2014

Appendix I - Classified New Hires by Agency and Pay Grade FY 2009 to FY 2014

Appendix J - Classified New Hires by Occupational Group FY 2014

Appendix K - Total Separations/ Turnover of Classified Employees FY 2014

Appendix L - Workforce Demographics by Agency

Appendix M - Workforce Demographics by County

Appendix N - Workforce Demographics by Pay Grade Reflecting 74% of Employees

Appendix O - Workforce Demographics by Gender and Generation

Appendix P - Market Related Changes to Address Specific Occupational Inequities

Appendix Q - Glossary

---

## Purpose of Report

Idaho Code Section 67-5309C requires the Division of Human Resources to provide workforce data and total compensation analysis to the Governor and the Legislature for their consideration on an annual basis. The Change in Employee Compensation (CEC) report provides specific recommendations on the salary structure, specific occupational inequity, merit increase, and the employee benefit package. This report reflects economic pay trends and results from various compensation and benefit surveys the Division of Human Resources uses to compile information on state employee salaries and benefits.

## State Employee Compensation Philosophy: Idaho Code 67-5309A.

(1) It is hereby declared to be the intent of the legislature of the state of Idaho that the goal of a total compensation system for state employees shall be to fund a competitive employee compensation and benefit package that will attract qualified applicants to the work force; retain employees who have a commitment to public service excellence; motivate employees to maintain high standards of productivity; and reward employees for outstanding performance.

(2) The foundation for this philosophy recognizes that state government is a service enterprise in which the state work force provides the most critical role for Idaho citizens. Maintaining a competitive compensation system is an integral, necessary and expected cost of providing the delivery of state services and is based on the following compensation standards:

(a) The state's overall compensation system, which includes both a salary and a benefit component, when taken as a whole shall be competitive with relevant labor market averages.

(b) Advancement in pay shall be based on job performance and market changes.

(c) Pay for performance shall provide faster salary advancement for higher performers based on a merit increase matrix developed by the division of human resources.

(d) All employees below the state's midpoint market average in a salary range who are meeting expectations in the performance of their jobs shall move through the pay range toward the midpoint market average.

(3) It is hereby declared to be legislative intent that regardless of specific budgetary conditions from year to year, it is vital to fund necessary compensation adjustments each year to maintain market competitiveness in the compensation system. In order to provide this funding commitment in difficult fiscal conditions, it may be necessary to increase revenues, or to prioritize and eliminate certain functions or programs in state government, or to reduce the overall number of state employees in a given year, or any combination of such methods.

## Executive Summary

As of October 2014, the State of Idaho's workforce consists of over 12,800 classified employees and 1,683 non-classified<sup>1</sup> employees. These classified employees work within 65 executive branch agencies. (See Appendix A). The State recognizes its employees as its most valuable asset because they provide

---

<sup>1</sup>The number of employees excludes board members, elected officials, judges, commissioners, higher education, State Insurance Fund, and temporaries.

---

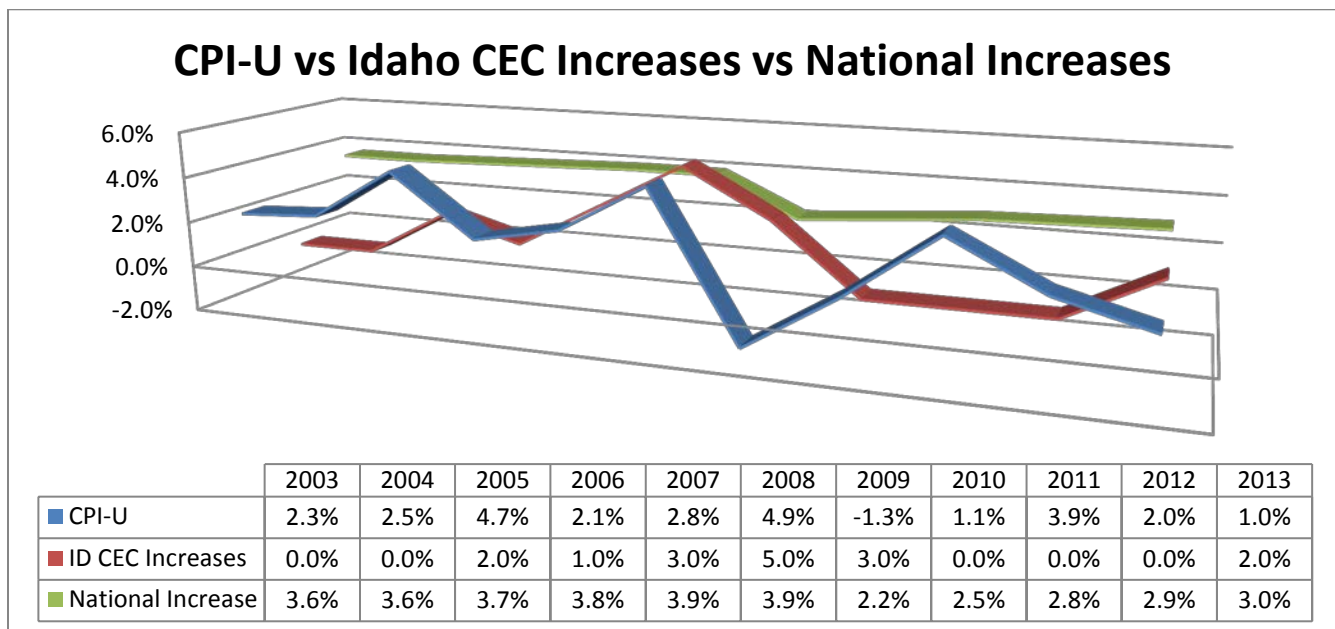
support and services to all Idahoans. Public service represents a career that offers an opportunity for state employees to demonstrate leadership, promote responsible government, and provide customer focused service in a professional manner.

In order for the State of Idaho to recruit and retain highly qualified and dedicated employees, it is necessary to have a competitive total compensation package. As the economy continues to recover, it is imperative that we develop strategies to improve compensation to be able to recruit and retain valuable employees while remaining fiscally responsible.

### National Economic Data

The Consumer Price Index (CPI) is the most widely cited number for a price level that may be used as an indicator of the cost of living compiled by the Bureau of Labor Statistics of the US Department of Labor. It is an indicator of the changing purchasing power of the dollar. Specifically, it measures the price changes of items in the fixed “market basket” of goods and services purchased by a hypothetical average family. The CPI-U covers the expenditures of a wide range of urban consumers. The CPI-U is typically used in Idaho because it closely represents our cost of living.

Although Idaho has not kept pace with salary increases when compared to either the CPI-U or national salary increases<sup>2</sup>, as reflected in the chart below, it is understandable due to the economic and funding challenges in the past which have restricted the State from providing salary increases. However, even during challenging times, salary increases are important in order to reward performance and retain talent; not explicitly to match inflation.



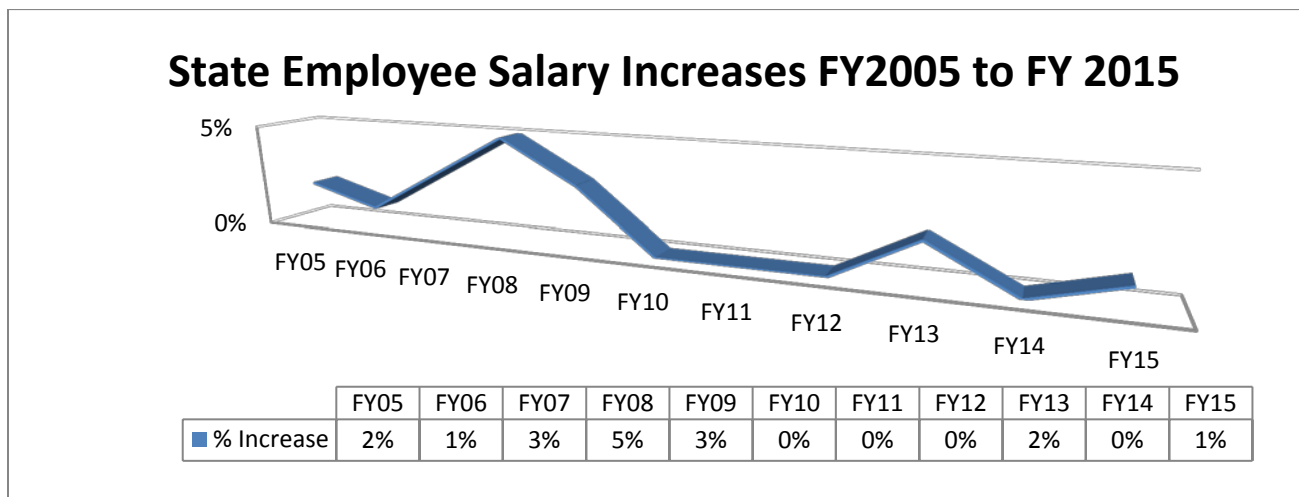
<sup>2</sup> World at Work: National Salary Budget Increases, October 2014

## Legislative Change in Employee Compensation (CEC) Information

In the 2014 Legislative session, the Legislative Change in Employee Compensation Joint Committee reconvened for the first time since 2008. This committee reviews state employee compensation, related issues, and makes recommendations to the Legislature.

Effective for FY 2015, the Legislature approved the following: a 1% increase in the salary structure, continue the job classifications that are currently on pay-line exception, a 1% ongoing salary increase for state employees, and the equivalent of a one-time 1% bonus for state employees based upon employee merit, with flexibility in distribution as determined by agency directors.

The chart below reflects a ten year history of CEC appropriations to state agency personnel budgets. (See Appendix B).



## Base Pay Analysis: Classified Employees

The average Idaho annual salary which includes wages for all workers, except state employees, was \$38,708.<sup>3</sup> The average State of Idaho classified annual employee salary was \$41,308, as of October 2014.

In order to provide a comparison of other state salaries by matching similar state positions, Idaho participates in the National Compensation Association of State Governments (NCASG) salary survey. The NCASG consists of 41 states which meet on an annual basis to discuss compensation issues specific to state government. (See Appendix C). In 2014, Idaho ranked last in the seven state government comparator market consisting of Colorado, Montana, New Mexico, Oregon, Utah, Washington, and Wyoming based on our salary survey comparisons. The following table reflects the weighted average salaries of 56 jobs matched in all of our comparator states. (See Appendix D).

<sup>3</sup> Data provided by the Idaho Department of Labor, November 2014, noting State government jobs on average have significantly higher education and skill requirements.

7 Comparator States – 56 Jobs Matched		
State	Number of Incumbents	Weighted Average Salary
Oregon	5621	\$51,610
Colorado	17836	\$51,557
Washington	8079	\$50,870
Wyoming	1561	\$43,310
Montana	2190	\$41,674
Utah	3413	\$40,335
New Mexico	2767	\$38,484
<b>Idaho</b>	<b>2624</b>	<b>\$36,877</b>

### Salary Survey Analysis

DHR’s analysis<sup>4</sup> of salary survey results indicate classified employees’ salaries for 224 jobs are, on average, 19.8% below the market<sup>5</sup> and the policy rates are, on average, 9.5% below the market. When compared to the seven surrounding state governments of Colorado, Montana, New Mexico, Oregon, Utah, Washington, and Wyoming, 134 of the 224 jobs were matched<sup>6</sup>. Idaho classified employees’ salaries are, on average, 13.1% below these states and Idaho’s policy rates are, on average, 1.2% below these states. (See Appendix E).

### Classified Employee Salary Information

Idaho’s salary structure consists of 19 pay grades with minimum, policy, and maximum rates. Idaho uses the Hay methodology per Idaho Code 67-5309B(1) in order to determine appropriate pay grades for classification of state positions. Each pay grade range, except for pay grade D, is currently 84% wide, meaning the maximum rate of pay is 84% greater than the minimum rate of pay. The pay grades are developed to help minimize the impact of market increases upon hiring rates when properly managed. (See Appendix F).

The policy pay rate is used as the target market rate. Since FY 2009, policy rates have been adjusted twice. In FY 2010, policy rates were increased by 3% and in FY 2015 policy rates were increased by 1%, as was the entire pay structure. Currently, Idaho’s policy pay rates are, on average, 1.2% below our surrounding comparator state governments; last year Idaho’s policy pay rates were 0.5% ahead of these states. Overall, when compared regionally with public and private employers, Idaho’s policy pay rates are, on average, 9.5% below market. (See Appendix G).

Compa-ratio<sup>7</sup> information illustrates how employees are paid in relation to the policy pay rate<sup>8</sup>.

<sup>4</sup> Methodology used consistent with the Idaho Department of Labor-Research and Analysis Bureau.

<sup>5</sup> Includes public and private sector employers.

<sup>6</sup> The States of Arizona and Nevada did not participate in this survey.

<sup>7</sup> The relationship between an employee’s salary and the policy pay rate of their job. For example: If an employee in pay grade K earns \$16.76 per hour, and the policy pay rate for pay grade K is \$24.65, their compa-ratio is 68% (hourly rate divided by policy rate equals compa-ratio). In summary, the compa-ratio is an indication of how salaries compare with the competitive market.

In October 2014, the classified statewide compa-ratio was 85% and the average classified hourly pay rate was \$19.86. In the previous year, October 2013, numbers reflected the same statewide classified compa-ratio of 85% and an average classified hourly rate of \$19.56. The table below depicts classified employees' average wage and compa-ratio for the past six years. (See Appendix H).

Year	Number of Classified Employees	Average Pay Rate	Average Policy Pay Rate	Compa-Ratio	Average Years of Service
2009	13127	\$19.23	\$22.87	84.1%	10.8
2010	12697	\$19.08	\$22.87	83.4%	11.0
2011	12604	\$18.98	\$22.92	82.8%	11.0
2012	12588	\$19.47	\$22.96	84.8%	10.9
2013	12657	\$19.56	\$23.03	85.0%	10.8
2014	12888	\$19.86	\$23.37	85.0%	10.4

The table below reflects the compa-ratio for classified new hires for the past six fiscal years. (See Appendix I).

Fiscal Year	Number of Classified New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire
FY 2009	1375	\$15.44	\$19.48	79.3%
FY 2010	1093	\$15.33	\$20.10	76.2%
FY 2011	1355	\$14.94	\$19.84	75.3%
FY 2012	1622	\$15.47	\$20.27	76.3%
FY 2013	1580	\$15.65	\$20.23	77.3%
FY 2014	2061	\$15.30	\$20.04	76.3%

## Total Compensation

Total Compensation is the complete compensation package for employees, including all forms of compensation and benefits. The State of Idaho provides a competitive employee benefit package that includes: employer-paid medical insurance contributions, retirement contributions, basic life insurance, paid leave allowances for vacation days, sick leave, and paid holidays. Additionally, state employees may take advantage of Flexible Spending Accounts, short-term and long-term disability, supplemental life insurance, a 401(K) choice plan, and a (457) deferred compensation plan. The employer provided employee benefits remain an important part of the total compensation package in recruiting and retaining valuable employees.

A total compensation analysis was last completed for the State in 2013 by the HayGroup. The results of their analysis indicated that the State's total compensation program is below market average when compared to both private and public sector markets. The State's total benefits program is at the 75<sup>th</sup> percentile compared to the private sector, driven primarily by strong retirement and health care programs, and at the 50<sup>th</sup> percentile (median) when compared to the public sector. Wages for State employees lag the private sector by an average of 29% and trail the surrounding States by an average of 10%. HayGroup concluded that the higher benefits program value does not offset the below market

<sup>8</sup> The salary relative to the external labor market (public and private sector) as determined by salary surveys of similar jobs. "Policy" and "market" are often used synonymously.



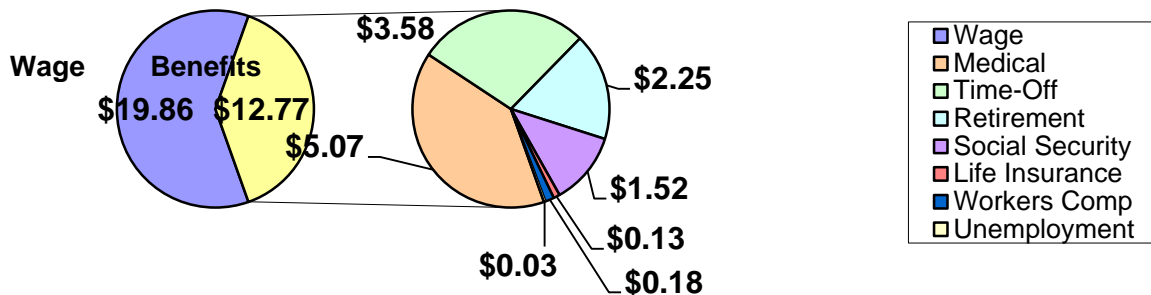
wages, and therefore results in a total compensation program below the market average in both the private and public sectors.

According to HayGroup’s 2014 Salary Planning Guide, median salary budget increases in the general market were 3%, while median structure increases were 2%. These increases are consistent with 2013 increases. In the public sector, salary increases have been less than the general market. With regard to benefits, the priority is compliance with ACA. The trend in health care toward consumer driven or higher deductible plans continues in the general market, while this change is occurring more slowly in the public sector. DHR is in current discussions with the HayGroup to provide a total compensation analysis in 2015.

The following table and chart reflect the percent of value of a classified employee’s total compensation package based on the average hourly wage of \$19.86, or annual salary of \$41,308, as of October 2014.

Average Annual Base Salary of \$41,308		
Employee Sponsored Benefits:	State of Idaho Costs	% of Benefit Compared to Wage
18 Vacation Days	\$1.61	8.11%
12 Sick Leave Days	\$1.07	5.41%
10 Holidays	\$0.89	4.50%
Medical	\$5.07	25.54%
Retirement/PERSI	\$2.25	11.32%
Social Security	\$1.52	7.65%
Life Insurance	\$0.13	0.68%
Workers Comp	\$0.18	0.93%
Unemployment	\$0.03	0.17%
<b>Total Benefits</b>	<b>\$12.77</b>	<b>64.30%</b>
<b>Base Hourly Rate</b>	<b>\$19.86</b>	
<b>Total Compensation (Salary + Benefits)</b>	<b>\$32.63</b>	

**2014 Total Compensation  
Average Classified State Employee**

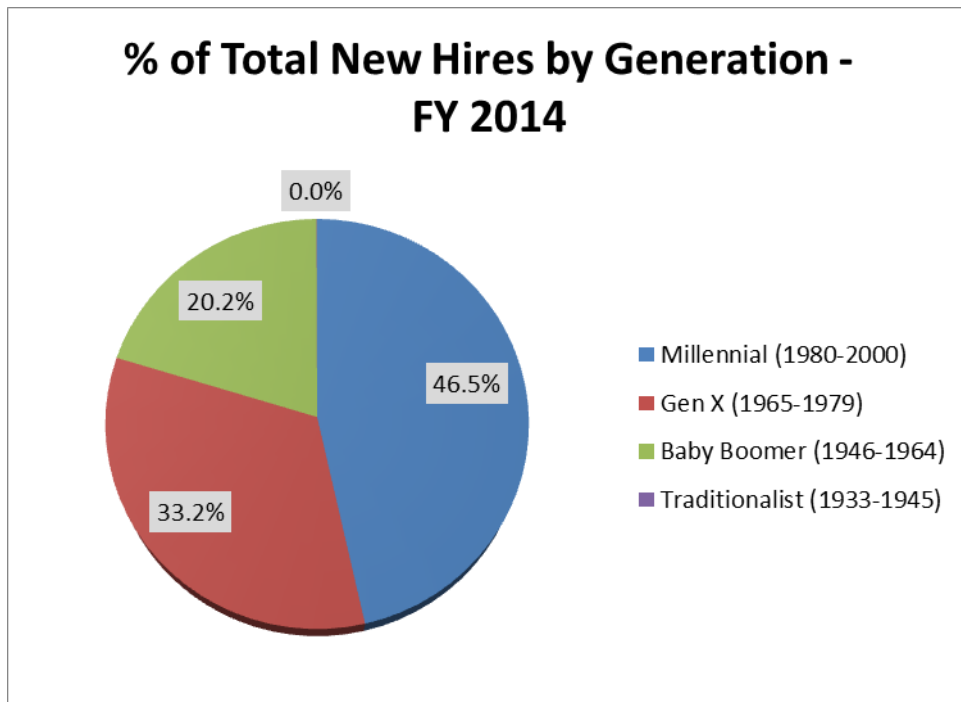


### Classified Workforce Demographics

The table and chart below reflects information on classified new hires in FY 2014. (See Appendix J).

Generations	Number of New Hires	% of Total New Hires	Average Age at Time of Hire
Millennial (1980-2000)	958	46.5%	27.3
Gen X (1965-1979)	685	33.2%	41.0
Baby Boomer (1946-1964)	417	20.2%	55.1
Traditionalist (1933-1945)	1	0.0%	68.6
<b>Grand Total</b>	<b>2061</b>		<b>37.5</b>

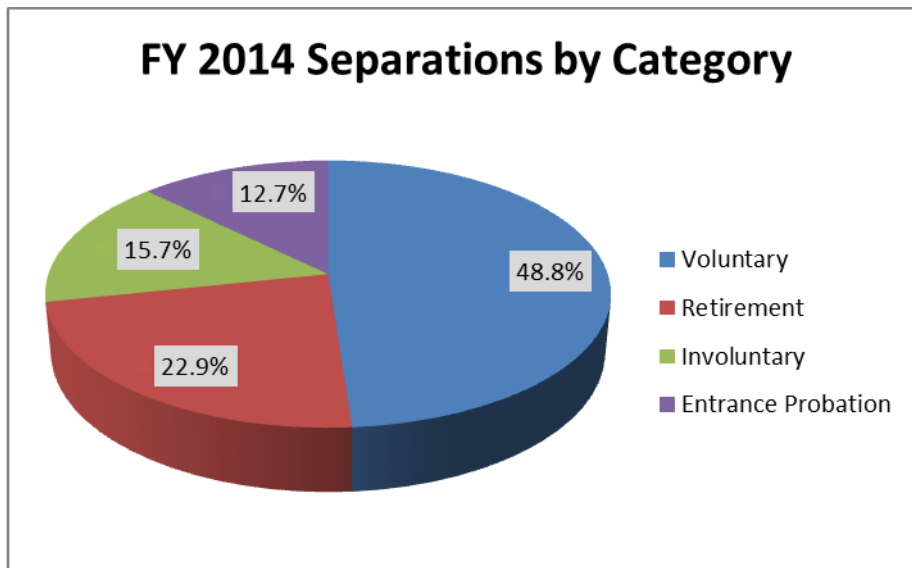
Note: sorted by % of Total New Hires in descending order



### Classified Turnover Data

The table and chart below provide information on classified employee separations for FY 2014. (See Appendix K).

Separation Category	FY 2014 Separations	% of Total Separations	Average Years of Service	Average Age
<b>Voluntary</b>	<b>895</b>	<b>48.8%</b>	<b>5.8</b>	<b>39.6</b>
<b>Retirement</b>	<b>419</b>	<b>22.9%</b>	<b>21.2</b>	<b>62.9</b>
<b>Involuntary</b>	<b>287</b>	<b>15.7%</b>	<b>6.7</b>	<b>45.1</b>
<b>Entrance Probation</b>	<b>232</b>	<b>12.7%</b>	<b>0.9</b>	<b>37.7</b>
<b>Grand Total</b>	<b>1833</b>		<b>8.9</b>	<b>45.6</b>



### General Workforce Demographics

The following workforce data information is based on all classified, and non-classified employees with the exception of the employees of the State Insurance Fund, elected officials, judges, commissioners, board members, higher education, and temporaries. (See Appendices L and M).

Within Idaho’s salary structure, 74% of Idaho’s employees are within pay grades H through M and they earn between \$29,972 and \$56,846 annually. The following table reflects this information.

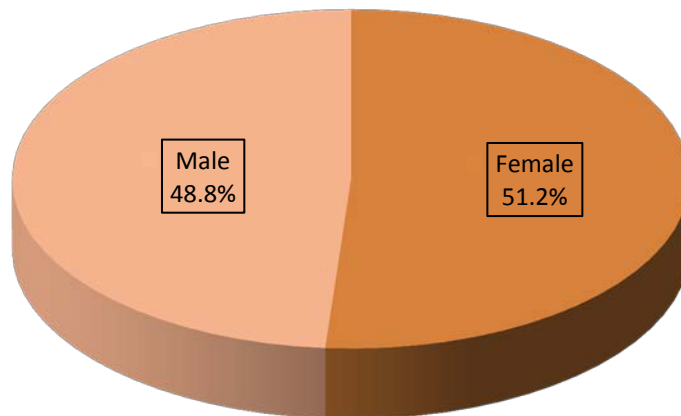
Pay Grade	Number of Employees	% of Total Workforce	Average Hourly Pay Rate	Average Years of Service
H	1785	12.3%	\$14.41	9.1
I	2246	15.4%	\$15.72	8.3
J	1664	11.4%	\$18.35	11.0
K	1612	11.1%	\$20.37	10.8
L	2029	13.9%	\$23.40	10.7
M	1425	9.8%	\$27.33	12.6
<b>Grand Total</b>	<b>10761</b>	<b>73.9%</b>	<b>\$19.59</b>	<b>10.2</b>

<b>Number of Classified Employees</b>	<b>12888</b>
<b>Number of Non-classified Employees</b>	<b>1683</b>
<b>Total Workforce - Classified and Non-classified</b>	<b>14571</b>

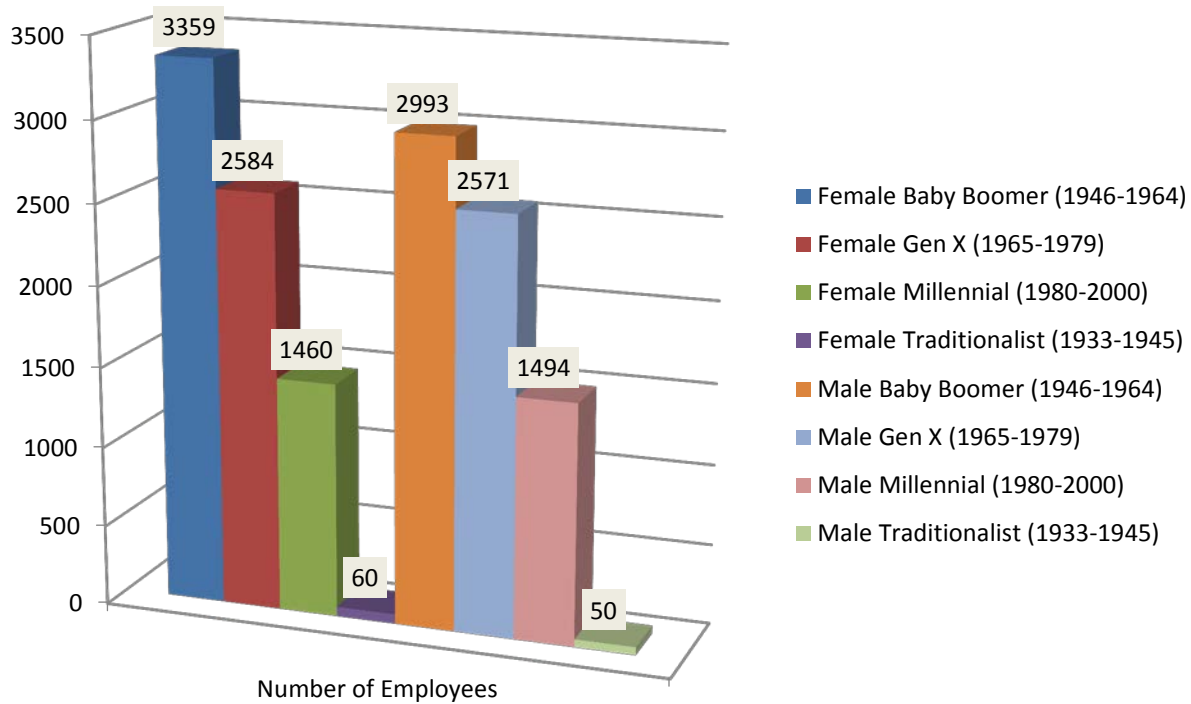
For more information, see Appendix N.

The following charts reflect the workforce by gender and by generation. For more information, see Appendix O.

### Workforce Demographics by Gender



## Workforce Demographics by Generation



## Exit Survey Results

When leaving state service voluntarily, employees have the opportunity to complete an exit survey. The table below reflects the responses provided from 414 out of 1,028 exiting state employees from July 2013 through June 2014. The results below reflect the top three reasons stated as to why they are leaving state employment and the top three reasons what they liked about state employment.

Exit Reasons- Why I'm Leaving State Employment*	1	2	3
Pay	90	62	39
Management	45	30	32
Career Opportunities	36	63	48
*does not include 122 retirement responses			
Exit Reasons- What I Liked About State Employment	1	2	3
Benefits	86	73	57
The Work Itself	67	49	51
Relationships with Colleagues	47	57	47

## Retirement Forecasts

Retirements comprised 22.9% of the total turnover for employees leaving state employment. The average age of retirement for the past five years was 61 years. The following chart reflects the retirement forecasts for the next five years. This data excludes higher education and State Insurance Fund employees.

<b>Effective Date</b>	<b>Number of Employees Eligible to Retire - Cumulative</b>	<b>% of Total Active State PERSI Members</b>	<b>Number of Employees Eligible to Retire Each Year</b>	<b>% of Total Active State PERSI Members</b>
January 1, 2015	970	6.7%	970	6.7%
July 1, 2015	1082	7.4%	112	0.8%
July 1, 2016	1447	9.9%	365	2.5%
July 1, 2017	1804	12.4%	357	2.4%
July 1, 2018	2206	15.1%	402	2.8%
July 1, 2019	2626	18.0%	420	2.9%
<b>Total Active State PERSI Members</b>	14581			

## Public Employee Retirement System of Idaho (PERSI) - Employee Pension Plan Information

The Public Employee Retirement System of Idaho (PERSI) was created in 1963 by the Idaho Legislature with funding effective July 1, 1965. Since that time, PERSI has provided a Defined Benefit (DB) plan designed to provide secure, long-term retirement benefits for career public service employees. PERSI is directed by a five member Retirement Board appointed by the Governor for five-year terms.

PERSI funds are separate from all public monies or funds of the state. Funding comes from three sources: contributions from employees, employers, and investment income. Generally, investments account for 59% of PERSI's revenue, with employers (26%) and employees (15%) making up the balance. The Board is responsible for overseeing the fund's investment activities, such as: hiring investment managers, setting the asset allocation and funding policy for both the Base and Choice Plans, approving proposed legislation, setting contribution rates, determining annual cost-of-living adjustments (COLAs) for retirees, determining gain sharing distribution amounts if any, reviewing and adopting actuarial assumptions, overseeing PERSI's administrative activities, approving PERSI's annual budget, and ensuring overall fund stability.

In 2009, in response to adverse market conditions, PERSI's Board approved a series of three contribution rate increases of 1.5%, 1.5%, and 2.31% consecutively in order to ensure fund stabilization. The first increase took effect July 1, 2013 and is split between employers and employees – roughly 2/3 and 1/3 respectively.

Since then, market conditions have improved and the fund has stabilized. In October 2013, the Board voted to postpone the second contribution rate increase for one year. In September 2014 all future contribution rate increases were canceled by the Board, setting contributions for the general member at 11.32% for employers and 6.79% for employees. Public safety rates were set at 11.66% for employers

and 8.36% for employees. In making the decision, the Board took several factors into account, a few of which were:

- PERSI's strong earnings performances and favorable funded ratio. As of June 30, 2014 the return for the fiscal year was 16.77% with a funding ratio of 92.9%.
- Fiscal Year 2013 Actuarial valuation. Actuarial valuation of the System as of June 30, 2014 shows that the current contribution rates will meet the normal costs of the System as they accrue. The current rates are sufficient to amortize the Unfunded Actuarial Accrued Liability (UAAL) in 11.6 years. Therefore, the amortization period is less than the 25-year maximum permitted under Section 59-1322, Idaho Code.
- Budget flexibility for the State of Idaho, its employers and employees

### Department of Administration - Employee Benefit Information

The State of Idaho currently offers a full range of group insurance benefits including medical, dental, vision, Flexible Spending Accounts, short-term and long term disability and life insurance. Total State spending for these plans is approximately \$200 million annually.

The Office of Group Insurance continually seeks out opportunities to provide new or enhanced benefits and encourage the health and wellness of all state employees. In October 2013, a new health promotion program, thriveidaho, was introduced in an effort to promote a healthy, productive work force and reward employees for staying healthy. The program's mission is, in part, "to promote a healthy Idaho by engaging and empowering employees to take responsibility for their own health." Starting in FY 2015, employees who complete the program requirements will receive a \$250 cash reward. In the first quarter of FY 2015, employees received more than \$187,000 in thriveidaho rewards.

At the end of FY 2014, the Office of Group Insurance conducted a verification of all dependents covered by the State's medical plans. The results of the process identified 1,805 dependents that were recommended for removal either because they were not verified or the employee asked to have the dependent voluntarily removed from coverage. The estimated cost avoidance from not covering the removed dependents is about \$5 million.

Additionally, for the first time in several years, the State shifted 2% of the total medical charges to employees in FY 2015. Like all employers who provide health benefits for their employees, the State expects the cost of health care to continue to increase each year impacting both the State and employees.

The State continues to maintain its grandfathered status under the Affordable Care Act.

---

## DHR Recommendations

Per Idaho Code Section 67-5309C, the Division of Human Resources must include recommendations on the following components: salary structure adjustment, specific occupational inequity (payline exception), merit increase, and the employee benefit package.

1. Salary structure adjustment: DHR recommends that the current salary structure is maintained.
2. Specific occupational inequity (payline exception) component: DHR recommends continuing with the job classifications that are currently on pay line exception to address specific recruitment or retention issues. (See Appendix P).
3. Merit increase component: DHR recommends that if adequate funding is available, a 3% increase for the salary component of state employee compensation administered in accordance with the State’s merit based pay philosophy be considered as an appropriate level in an effort to keep pace with current market rate increases. A 3% increase would amount to an estimated cost of \$17 million in the General Fund and \$19.3 million in other funds for a total of \$36.3 million.
4. Employee benefit package: The State’s employee benefit package continues to be a key component of the State’s total compensation package for employees. DHR recommends that the State fund the estimated employer increase in the cost of group insurance benefits. Based on the most recent actuarial estimate from the Department of Administration – Office of Group Insurance, the estimated cost for the medical and dental benefit package is:

- Projected Cost to the Employer
 

FY 2015	\$195,710,000
FY 2016	\$212,270,000
  
- Projected Cost to the Employee (includes premium, co-pay, and deductible)
 

FY 2015	\$64,920,000
FY 2016	\$67,020,000



## Appendix A

### AGENCIES WITH ONE OR MORE CLASSIFIED EMPLOYEES

<ul style="list-style-type: none"> <li>• Accountancy Board*</li> <li>• Administration, Dept of*</li> <li>• Agriculture, Dept of*</li> <li>• Boise State University*</li> <li>• Brand Inspector*</li> <li>• Building Safety, Division of*</li> <li>• Central Health District IV*</li> <li>• Comm -Blind and Visually Impaired*</li> <li>• Commerce, Dept of*</li> <li>• Commission for Libraries*</li> <li>• Commission on Aging*</li> <li>• Correction, Dept of*</li> <li>• Dentistry Board*</li> <li>• Eastern Idaho Health District VII*</li> <li>• Eastern Idaho Technical College*</li> <li>• Education Board*</li> <li>• Endowment Fund Investment Board*</li> <li>• Environmental Quality, Dept of*</li> <li>• Finance, Department of*</li> <li>• Financial Management, Division of*</li> <li>• Fish and Game, Dept of*</li> <li>• Health and Welfare, Dept of*</li> </ul>	<ul style="list-style-type: none"> <li>• Hispanic Commission*</li> <li>• Historical Society*</li> <li>• Human Resources, Division of*</li> <li>• Idaho State University*</li> <li>• Independent Living Council*</li> <li>• Industrial Commission*</li> <li>• Insurance, Dept of*</li> <li>• Juvenile Corrections, Dept of*</li> <li>• Labor, Dept of*</li> <li>• Lands, Dept of*</li> <li>• Lava Hot Springs Foundation*</li> <li>• Lewis - Clark State College*</li> <li>• Liquor Division*</li> <li>• Lottery*</li> <li>• Medicine Board*</li> <li>• North Central Health District II*</li> <li>• Nursing Board*</li> <li>• Occupational Licenses*</li> <li>• Outfitters and Guides Licensing Board*</li> <li>• Panhandle Health District I*</li> <li>• Pardons and Parole Commission*</li> </ul>	<ul style="list-style-type: none"> <li>• Parks and Recreation, Dept of*</li> <li>• PERSI*</li> <li>• Pharmacy Board*</li> <li>• Prof Engineers and Land Surveyors Board*</li> <li>• Professional -Technical Education*</li> <li>• Public Defense Commission*</li> <li>• Public Television*</li> <li>• Public Utilities Commission*</li> <li>• Racing Commission*</li> <li>• Real Estate Commission*</li> <li>• Soil and Water Conservation*</li> <li>• South Central Health District V*</li> <li>• Southeast Health District VI*</li> <li>• Southwest Health District III*</li> <li>• State Police*</li> <li>• Tax Appeals Board*</li> <li>• Tax Commission*</li> <li>• Transportation, Dept of*</li> <li>• Veterans Services, Division of*</li> <li>• Veterinary Medicine Board*</li> <li>• Vocational Rehabilitation, Division of*</li> <li>• Water Resources, Dept of*</li> </ul>
--	---	--

### AGENCIES WITH ONLY NON-CLASSIFIED EMPLOYEES

<ul style="list-style-type: none"> <li>• Arts, Commission on the*</li> <li>• Attorney General, Office of the</li> <li>• Code Commission</li> <li>• Controller, Office of the State</li> <li>• Correctional Industries*</li> <li>• Drug Policy, Office of*</li> <li>• Governor, Office of the</li> </ul>	<ul style="list-style-type: none"> <li>• House of Representatives</li> <li>• Judicial Branch</li> <li>• Legislative Services Office</li> <li>• Lieutenant Governor, Office of</li> <li>• Military Division*</li> <li>• Office of Energy Resources*</li> <li>• Secretary of State, Office of</li> </ul>	<ul style="list-style-type: none"> <li>• Senate</li> <li>• Species Conservation, Office of*</li> <li>• State Appellate Public Defender*</li> <li>• State Insurance Fund</li> <li>• Supt of Public Instruction</li> <li>• Treasurer, Office of the State</li> <li>• University of Idaho*</li> </ul>
---	--	--

\*Executive Branch Agencies

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

## Appendix B

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

Prepared by the Division of Human Resources

<b><u>Fiscal Year</u></b>	<b><u>DHR Recommendation</u></b>	<b><u>Executive Budget Recommendation</u></b>	<b><u>Legislative Action</u></b>
FY15	Maintain the current salary structure for FY15 and focus resources on compensation issues such as salary compression, salary inequities, recruitment of skilled applicants, and retention of high performing employees. Budget a 2% merit based salary increase.	No increase in funding for employee compensation. Fund personnel benefit cost adjustments.	Adopted the Legislature's Joint CEC Committee recommendations: Fund an overall 2% increase for state employees – 1% ongoing and 1% one-time, based on merit. The Legislature continues to strongly encourage the use of salary savings to compensate employees. Approved adjusting the pay structure upwards by 1%. The Legislature funded a 15.9% increase in the employer cost of health insurance.
FY14	Two year plan with options: FY 2014 Option 1: if funding is available, a percentage be appropriated to agencies' personnel budgets and also allow directors to use salary savings to address various compensation challenges. Option 2: if merit increases are not appropriated, allow agencies to use existing salary savings to address their specific compensation challenges. FY 2015 Propose to move the salary structure towards market. If funding is available, appropriate increases to agencies' personnel budgets and allow directors to use salary savings to address compensation challenges. HayGroup was hired to perform a benefits analysis and total compensation review. The results of their analysis indicate that the State's total compensation program is below market average when compared to both the private and public sector markets.	No increase in funding for employee compensation.	No increase in funding for employee compensation. However, each agency's appropriation bill included the following language that "strongly encourages agency directors, institution executives and the Division of Financial Management to approve the use of salary savings to provide either one-time or ongoing merit increases for deserving employees, and also target employees who are below policy compensation." The Legislature funded a 6% increase in the cost of employee health insurance and a 9% increase for the employers' share of PERSI. Employees' contribution rates to PERSI increased by 9% as well.

## Appendix B - Continued

<u>Fiscal Year</u>	<u>DHR Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
FY13	Salaries average 18.6% behind labor market averages. Budget a 3% merit based salary increase. The proposed increase is intended to retain and move high performing employees closer to policy pay rates.	Reserve an amount equivalent to a one-time merit based 3% increase to be distributed in two payments if revenues meet projections.	Legislature approved a 2% ongoing increase to all permanent state employees who are performing satisfactorily. Also, agencies were directed to use salary savings, if available, for additional merit pay for permanent and temporary employees.
FY12	Salaries average 15.9% behind labor market averages. Budget a 3% salary increase to be administered in accordance with the State's merit-based pay philosophy.	No increase in funding for employee compensation. Fund employee benefit costs with reserves to cover premium increase and restoration of a two-month health insurance premium holiday.	No action taken. Governor's recommendation approved. Two months of insurance premiums were deducted from Group Insurance reserves rather than from agency appropriations and employees' paychecks.
FY11	Salaries average 15% behind labor market averages. Budget a 3% salary increase to be administered in accordance with the State's merit-based pay philosophy.	No increase in funding for employee compensation. Fund change in employee benefit costs. Provide a one-time savings from a two-month health insurance premium holiday.	No action taken. Governor's recommendation approved. Two months of insurance premiums were deducted from Group Insurance reserves rather than from agency appropriations and employees' paychecks.
FY10	Salaries average 15% behind labor market averages. Increase the salary ranges by not less than 3%. Budget a 5% salary increase to be administered in accordance with the State's merit-based pay philosophy.	No increase in funding for employee compensation.	No action taken. Governor's recommendation approved. However, this was not sufficient to balance the budget as revenues fell below projections for FY09. Legislature reduced ongoing funding for personnel costs by 5%. S1227 added 2% one-time personnel costs back to agencies with dedicated and federal appropriations and appropriated the equivalent of 2% one-time personnel costs from the Budget Stabilization Fund to the Governor to be used at his discretion for agencies receiving General Fund moneys.
FY09	Salaries average 15% behind labor market averages. Budget a 5% salary	Fund a 5% ongoing merit increase. To address specific occupational inequities, recommend additional personnel	HCR49 was adopted by the Legislature which provides funding for a 3% increase in employee compensation to be distributed as

## Appendix B - Continued

<u>Fiscal Year</u>	<u>DHR Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
	<p>increase to be administered in accordance with the State's merit-based pay philosophy. Continue the approach of a long range (10 year) plan to bring state employees' salaries to competitive rates.</p>	<p>cost funding for selected agencies.</p>	<p>follows: 1% across the board increase to all eligible state employees; 2% merit based increase with agencies directed to target funding towards high turnover classifications, employees below midpoint and employees below 90% of compa-ratio.</p>
FY08	<ol style="list-style-type: none"> <li>1. Provide annual funding to allow the state to recruit and retain a quality workforce.</li> <li>2. Increase the salary structure to 96% of market.</li> <li>3. Adopt a 10 year pay plan and budget a 5.8% merit increase.</li> </ol>	<p>Fund a 5% ongoing merit increase.</p>	<p>Fund a 5% ongoing merit increase. Agencies were directed to distribute the 5% funding based on merit as follows: first, allocate funding toward high turnover classifications and employees below midpoint; second, target funding towards positions below 90% of compa-ratio; third, distribute remaining funds using the merit matrix.</p>
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. Recommend an increase in health insurance of 3.5%, which equates to \$250 per person.</p>	<p>Fund a 3% ongoing merit increase in Feb 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"> <li>1. Budget up to 6.7 percent, for all agencies.</li> <li>2. A 10 percent increase for permanent merit raises for all jobs requiring Registered Nurses.</li> <li>3. Infuse as much one time money as possible to support retention and recognition.</li> <li>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.</li> <li>5. Fund the health insurance increase, and direct DHR and Dept. of</li> </ol>	<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>

## Appendix B - Continued

### Fiscal Year

### DHR Recommendation

### Executive Budget Recommendation

### Legislative Action

	<p>Administration, to promote wellness, health education, and disease management in the workforce.</p> <p>6. Appoint a Total Compensation Task Force to design a new strategic plan for state employee compensation.</p>		
FY05	<p>Salaries average 14.6% behind labor market averages.</p> <p>Recommendations:</p> <ol style="list-style-type: none"><li>1. No increase to the current salary schedule.</li><li>2. Code change to allow for pay schedules unique to occupational groups.</li><li>3. Provide an average of 10 percent permanent merit raises for nurses.</li><li>4. Adopt a strategy to address market salary competition.</li><li>5. Provide 6.8 percent CEC to fund the first step toward 5 year plan to achieve market parity and comply with current law requirements OR</li><li>6. Provide as much permanent CEC money as possible and refine the current law to specify the goal of average market pay targets.</li><li>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</li></ol>	<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>

## Appendix B - Continued

<u>Fiscal Year</u>	<u>DHR Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
	<p>should also allow additional funds to be used in personnel if savings can be found in operating budgets for FY2005 only.</p>		
FY04	<p>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.</p>	<p>No increase in funding for employee compensation. Governor recommended state employee compensation increase through salary savings. Fund the increase in employee benefits.</p>	<p>No action taken. Governor's recommendation approved.</p>
FY03	<p>Salaries average 10 - 15% behind labor market averages. No general CEC Increase. Provide ½% allocation to all agencies to retain and recruit selected staff. Target agency/occupations for additional funds. Fund and expand the use of 1 time incentive pay. Fund benefit cost increase. Expand the salary ranges upward by 6%.</p>	<p>No increase in funding for employee compensation. Governor recommended state employee compensation increase through salary savings. Fund the increase in employee benefits.</p>	<p>No action taken. Governor's recommendation approved.</p>
FY02	<p>Salaries average 12.5% behind labor market averages. Recommendation for a salary increase to address competitive pressures. Expand the salary schedule by 6.3%.</p>	<p>General CEC of 3.5% plus 1% for competitive agency occupations and 2% for faculty. Salary schedule expanded by 6.3%.</p>	<p>No action taken. Governor's recommendation approved.</p>
FY01	<p>Salaries average 10% behind labor market averages. Recommendation for a salary increase to address</p>	<p>Increase payline by 5%. Provide 3.5% for merit increases. Fund benefit cost increases. Support retirement program improvements.</p>	<p>Legislature adopted HRC 35. HRC 35 ratified the Governor's recommendation. HRC also included language encouraging agency directors to make special</p>

## Appendix B - Continued

<u>Fiscal Year</u>	<u>DHR Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
	competitive pressures		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 a 7.8% payline adjustment.	2.5% across the board increase; plus phase 2 of the retirement enhancement.	2.0% across the board increase; plus phase 2 of the retirement enhancement; bonuses for non-classified employees were limited to \$1,000 per year.
FY93	2.5% payline awarded on a merit basis, funded at 3.0%; plus retirement enhancement.	2.5% payline awarded on merit basis; plus \$752K General Fund and \$1,166K total funds to move people toward step G.	2.5% unstructured payline funded at 1.5%; the pay table was increased 0.67% to give employees the money they need to fund phase 1 of a planned 4 year enhancement in retirement benefits; agencies were also given 0.54% to fund their share

## Appendix B - Continued

<u>Fiscal Year</u>	<u>DHR Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
			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 officials; flexible benefit package.	7% payline (45% get 5%, and 55% get 10%); 0.25% to 2% merit with some funding; 2.5% merit for public schools, and the School for the Deaf and Blind.



## Appendix B - Continued

<u>Fiscal Year</u>	<u>DHR Recommendation</u>	<u>Executive Budget Recommendation</u>	<u>Legislative Action</u>
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.

## Appendix C

### NCASG Member Directory

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

## Appendix D

### Comparator States 56 Jobs - Matched in All 7 States and Idaho - 2014 NCASG Survey

Note: classified employees; sorted by pay grade in ascending order

Idaho Job Code	Idaho Job Title	Idaho Pay Grade	Number of Classified Idaho Employees - July 2014
2010	Custodian	E	198
2182	Cook	F	4
7461	Pharmacy Assistant, Senior	F	3
4250	Financial Support Technician	G	44
1239	Office Specialist 2	G	323
6534	Carpenter	H	9
7426	Laboratory Technician	H	3
6632	Maintenance Craftsman, Senior	H	69
7780	Psychiatric Technician Trainee	H	23
9212	Correctional Officer	I	761
6538	Electrician	I	13
810	Fish Culturist	I	22
2762	Graphic Design Specialist	I	11
8020	Idaho State Police Regional Communication Officer	I	29
6347	Mechanic	I	45
7676	Nurse, Licensed Practical	I	106
5159	Personnel Technician	I	21
6550	Plumber	I	5
5910	Legal Assistant	J	17
2015	Safety and Loss Control Specialist	J	1
8521	Building Safety Inspector/Advisor	K	62
1538	Buyer, Senior	K	9
7405	Chemist, Senior	K	5
9210	Correctional Sergeant	K	107
2150	Dietitian, Clinical	K	1
9450	Disability Claims Adjudicator	K	14
9284	Drug and Alcohol Rehabilitation Specialist	K	59
4246	Financial Specialist	K	54
2355	Health Education Specialist	K	11
5141	Human Resource Specialist	K	18
2918	Librarian	K	4
7756	Recreation Specialist, Therapeutic	K	10
7232	Epidemiologist, Staff	L	12
2142	Food Service Operations Manager	L	4
6006	Hearing Officer	L	11
8016	Idaho State Police Trooper	L	129
3008	Land Surveyor, Transportation	L	6
7606	Nurse, Registered	L	76
3666	Planner	L	12
5449	Research Analyst, Senior	L	15
4678	Right of Way Agent	L	7
4336	Tax Auditor 2	L	19
5122	Training Specialist	L	21
3704	Engineer, Staff	M	34
5134	Human Resource Specialist, Senior	M	37
8014	Idaho State Police Sergeant	M	44

**Appendix D - Continued**

**Comparator States 56 Jobs - Matched in All 7 States and Idaho - 2014 NCASG Survey**

Note: classified employees; sorted by pay grade in ascending order

<b>Idaho Job Code</b>	<b>Idaho Job Title</b>	<b>Idaho Pay Grade</b>	<b>Number of Classified Idaho Employees - July 2014</b>
8015	Idaho State Police Specialist	M	66
9202	Correctional Manager 2	N	7
8013	Idaho State Police Lieutenant	N	16
7584	Nurse, Advanced Practice	N	9
4415	Financial Institution Examiner, Commissioned	O	6
4241	Financial Officer	O	7
8011	Idaho State Police Captain	O	11
7600	Nursing Services Director	O	2
820	Fish and Game Regional Supervisor	P	6
7476	Pharmacist, Clinical	Q	6
<b>Grand Total</b>			<b>2624</b>

## Appendix E

### **Salary Survey Wage Analysis - 2014**

The Division of Human Resources participated in five major salary surveys in 2014. The following pages list the participants in the surveys.

The Western Management Group survey includes employers in Colorado, Idaho, Montana, Oregon, Utah, Washington, and Wyoming.

The three surveys conducted by Milliman - Health Care, IT, and Management-Professional, are based on wages for private and public sector employers in Washington, Oregon and Idaho.

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

There were 224 survey jobs matched having a total of 7,928 Idaho classified incumbents which is 61.7 percent of the classified workforce as of July 2014.

Idaho state average wages for classified employees were below the average of all survey differences in 94 percent or 211 of the matched jobs. Almost nineteen percent or 42 of the survey matches had Idaho wage differences of 30 percent or more below market while there were 13 job occupations that pay higher than the averages of the surveys.

Overall, Idaho state classified wages for the 224 jobs combined are, on average, 19.8 percent below the market and Idaho policy rates are, on average, 9.5 percent below the market. When compared to the 7 surrounding state governments in which 134 of the 224 jobs were matched, Idaho state classified wages are, on average, 13.1% below the other states and Idaho policy rates are, on average, 1.2% below the other states.

Note: The Idaho Department of Labor–Research and Analysis Bureau's methodology was followed.

# Winter COMPBASE® USA Compensation Survey

western  
management  
group



Winter 2014 Edition

Report ID = MOUNTAIN/NORTHWEST REGION

Geographic Area - Region:

MT - Mountain: CO, MT, UT, WY

NW - Northwest: ID, OR, WA

## Participants Meeting Report Selection Criteria

A-T Solutions	Accenture	Ada County	ADT
Agreserves	Aqri Beef	Aleut Management Services	Alion Science & Technology
ALK-Abello Source Materials	Alliant Techsystems	Amer Sports US	Arcata Associates
Archery Summit Winery	Ascena Retail Group	ASE	ASRC Federal
Associated Food Stores	AT&T	Atlas Vineyard Management	Banner Health
Bard Access Systems	Battelle Memorial Institute	BD Medical Systems	Bechtel Systems And Infrastructure
Big West Oil	Black Diamond Equipment	Blue Cross of Idaho Health Service	Boart Longyear
Boecore	Boeing Company	Boise Cascade	Boise Inc
Booz Allen Hamilton	Brigham Young University	Brigham Young University/Idaho	Browning
C2 Essentials	CACI International	Calumet Specialty Products	Cascade Employers Association
CGI Technologies and Solutions	CH2M Hill	CH2M Hill Plateau Remediation	Church of Jesus Christ of LDS
City of Boise	College of Western Idaho	COLSA	Comcast Cable
Concurrent Technologies	Constellation Brands	CSSI	Dart Container
DigitalGlobe	Distinguished Vineyards & Wine Partners	Dow Chemical	DRS Technologies
Du Pont	E. & J. Gallo Winery	Easton Technical Products	eBay
Ecolab	Edwards Lifesciences	EnergySolutions	Engility - GSES
Environmental Chemical	Epsilon Systems Solutions	Epson Portland	Esterline Technologies
Exelis, Mission Systems	FBL Financial Group	FGS	FJ Management
Fluor	Franciscan Oakville Estates	General Dynamics/AIS	General Dynamics/C4 Systems
General Dynamics/Information	Global Power	GP Strategies	GTECH
Health Catalyst	Hexcel	Hogue Cellars	Honeywell Technology Solutions
Hoyt Archery	ICF International	Idaho Housing & Finance Association	Idaho National Laboratory
IM Flash Technologies	INDUS	ING Insurance U.S.	Intergraph Government Solutions
Intermountain Health Care	ITT Exelis - Electronic Systems	ITT Exelis - Information Systems	J.R. Simplot
Jacobs Technology	Johnson Controls	Jordan School District	JT3
KEYW	King County	Konica Minolta Business Solutions	KPMG
Kronus	L-3 Communications/Communications	L-3 Communications/Telemetry-West	Landesk Software
Leidos	Lennox International	Leupold & Stevens	LGS Innovations
LJT & Associates	Lockheed Martin	ManTech International	MBL Group
McCallie Associates	MCR Federal	MDA Information Systems	Merit Medical Systems
Merkle	Mission Support Alliance	MITRE	Moog Aircraft Salt Lake Ops
Morinda Bio Actives	National Center For Atmospheric	National Renewable Energy Laboratory	NCI Information Systems
Newport News Shipbuilding	NJVC	Noblis	Northrop Grumman
Oak Ridge Associated Universities	Office Depot	Otto Bock Health Care	Parker Hannifin Utah
Parsons	Penske Truck Leasing	Physical Electronics	Pitney Bowes
Port of Portland	Praemittias Group	Preco Electronics	Pricewaterhouse Coopers
Progrexion	Questar	R.C. Bigelow	R.R. Donnelley & Sons

# Winter COMPBASE® USA Compensation Survey

western  
management  
group



Winter 2014 Edition

Report ID = MOUNTAIN/NORTHWEST REGION

Geographic Area - Region:

MT - Mountain: CO, MT, UT, WY

NW - Northwest: ID, OR, WA

## Participants Meeting Report Selection Criteria

Raytheon	Riverside Research	Rockwell Collins	Ryder Systems
SAIC	SAIF	Saint Alphonsus Regional Medical Center	Salient Federal Solutions
Salt Lake City	Salt Lake Community College	Salt Lake County	Scientific Research
Scitor	Secure Mission Solutions	Serco	SGT
Sierra Nevada	Sierra Nevada Corporate	Sigmatech	Siltronic
Sinclair Services	Sotera Defense Solutions	Southwest Research Institute	SRA International
SRC	SRI International	Stampin Up	Staples
State Farm Insurance	State of Idaho	State of Utah, DHRM	Ste. Michelle Wine Estates
TAB Bank	TASC	TD Ameritrade	Tecolote Research
Telamon	Textron Systems	Toyon Research	Trandes
Tribune Companies (Publishing)	UIC Technical Services	Unisys/Federal Systems	United Heritage Insurance
Universities Space Research Association	University of Utah	URS/Energy And Construction	URS/Federal Services
US Magnesium	USANA Health Sciences	USfalcon	Utah State Courts
Utah State University Research	Utah Transit Authority	Utah Valley University	Verizon Communications
ViaSat	Warn Industries	Waste Management	Weber State University
Western States Equipment	Williams-Sonoma	Wyle CAS Group	Xerox
Zidell Marine	Zions Bank		

## Survey Participants

Ada County  
Adams County Public Hospital Dist. No. 2  
Adventist Medical Center  
Asante  
Bastyr University  
Bay Area Hospital  
Benaroya Research Institute  
Bend Memorial Clinic PC  
Benewah Medical & Wellness Center  
CareOregon, Inc.  
Cascade Health Solutions  
Cascade Medical Center  
Cascade Valley Hospital and Clinics  
CellNetix Pathology & Laboratories  
CellNetix Pathology & Laboratories (Spokane)  
Center for Diagnostic Imaging  
Central Oregon Radiology Associates, P.C.  
Central Washington Hospital / Confluence Health  
Columbia Basin Health Association  
Columbia County Health System  
Columbia Medical Associates  
Columbia Memorial Hospital  
Columbia United Providers  
Columbia Valley Community Health  
Community Health Center of Snohomish County  
Country Doctor Community Health Centers  
CRISTA Ministries  
Edmonds Family Medicine Clinic  
EPIC Imaging, PC  
EvergreenHealth  
Eye & Ear Clinic of Wenatchee  
EyeHealth Northwest  
Franciscan Health System  
Frontier Behavioral Health  
Garfield County Hospital District  
Grays Harbor Community Hospital  
Gritman Medical Center  
Group Health Cooperative  
Harrison Medical Center  
HealthPoint  
InCyte Diagnostics  
Inland Imaging LLC  
Inland Northwest Blood Center  
International Community Health Services (ICHS)  
Island Hospital  
Kadlec Regional Medical Center  
Kaiser Permanente  
Kindred Hospital Seattle  
King County  
Klickitat Valley Health  
Kootenai Health  
Laboratory Corporation of America  
Lake Chelan Community Hospital  
Legacy Health

## Data compiled from 163 Northwest Health Care Employers!

(in alphabetical order)

Lincoln Hospital District #3  
Lourdes Health Network  
Mason General Hospital  
Mercy Medical Center - Roseburg  
Metropolitan Pediatrics, LLC  
Mid-Columbia Medical Center  
Moses Lake Community Health Center  
MultiCare Health System  
Neighborcare Health  
Newport Hospital and Health Services  
Northwest Eye Surgeons  
Northwest Hospital & Medical Center  
Northwest Kidney Centers  
Northwest Pathology Services, LLC  
Northwest Radiologists  
Olympic Medical Center  
Olympic Physical Therapy  
Oregon Health & Science University  
Oregon Imaging Centers  
Oregon Medical Group  
Oregon Reproductive Medicine  
Overlake Hospital Medical Center  
Pacific Medical Centers  
Pacific Vascular, Inc.  
PeaceHealth – Bellingham  
PeaceHealth – Eugene  
PeaceHealth – Vancouver  
Peninsula Community Health Services  
PMH Medical Center  
Premera Blue Cross  
Proliance Surgeons, Inc.  
Providence Health System Oregon  
Providence Holy Family Hospital  
Providence Mount Carmel Hospital  
Providence Regional Medical Center Everett  
Providence Sacred Heart Medical Center  
Providence St. Joseph's Hospital  
Providence St. Mary Medical Center  
Providence St. Peter Hospital  
Puget Sound Blood Center  
Puget Sound Gastroenterology  
Pullman Regional Hospital  
Qualis Health  
Quincy Valley Medical Center  
Radia Inc., PS  
Rebound Orthopedics & Neurosurgery  
Regional Hospital for Respiratory and Complex Care  
Rockwood Clinic PS  
SAIF Corporation  
Saint Alphonsus Medical Center - Baker City  
Saint Alphonsus Medical Center - Nampa  
Saint Alphonsus Medical Center - Ontario  
Saint Alphonsus Regional Medical Center - Boise  
Salem Health

Samaritan Health Services  
Samaritan Healthcare (Moses Lake)  
Seattle Cancer Care Alliance (Fred Hutchinson)  
Seattle Children's  
Shriners Hospital for Children - Portland  
Shriners Hospitals for Children Spokane  
Silverton Health  
Skagit Regional Health  
Sky Lakes Medical Center  
Slocum Center for Orthopedics and Sports Medicine  
Snoqualmie Valley Hospital & Clinics  
St. Charles Health System  
St. Joseph Regional Medical Center (Lewiston)  
St. Luke's Health System  
State of Idaho  
State of Oregon  
Swedish Medical Center  
Swedish/Edmonds  
The Center  
The Corvallis Clinic, P.C.  
The Doctors Clinic  
The Everett Clinic  
The Oregon Clinic  
The Polyclinic  
The Vancouver Clinic  
Tri-Cities Cancer Center  
Tri-Cities Community Health  
Trios Health Tuality  
Healthcare University  
Medical Group  
University of Washington - Harborview Medical Center  
University of Washington Medical Center  
University of Washington Physicians  
UW Neighborhood Clinics  
VA Medical Center - Boise  
VA Medical Center - Portland  
VA Medical Center - Spokane  
VA Medical Center - Walla Walla  
Valley General Hospital  
Valley Medical Center  
Virginia Mason Medical Center  
Walla Walla General Hospital  
Washington Poison Center  
West Valley Medical Center  
Whidbey General Hospital  
Whitman Hospital & Medical Center  
Willamette Dental Group - Portland  
Willamette Dental Group - Puget Sound  
Willamette Valley Medical Center  
Willapa Harbor Hospital  
Women's Healthcare Associates, LLC  
Yakima Neighborhood Health Services  
Yakima Regional Medical & Cardiac Center  
Yakima Valley Farm Workers Clinic  
Yakima Valley Memorial Hospital



## Participating Organizations

*Data compiled from a record 110 major Northwest Technology employers!*

AAA Washington  
Alaska Airlines, Inc.  
Alaska Native Tribal Health Consortium  
Allen Institute for Brain Science  
Apex Learning Inc.  
Apptio, Inc.  
Astronics Advanced Electronic Systems  
Banfield, The Pet Hospital  
Banner Bank  
Barrett Business Services, Inc. (BBSI)  
Base2 Solutions  
Benaroya Research Institute  
Benton PUD  
Blucora, Inc.  
CareOregon, Inc.  
Cerium Networks, Inc.  
City of Bellevue+  
City of Boise  
City of Redmond, WA  
City of Seattle  
City of Tacoma & Tacoma Public Utilities  
City University of Seattle  
CodeSmart, Inc.  
Columbia Bank  
Columbia United Providers  
Continental Mills, Inc.  
Corbis Corporation  
Data I/O Corporation  
Denali Alaskan Federal Credit Union  
DocuSign, Inc.  
ESCO Corporation  
Eugene Water & Electric Board (EWEB)  
EvergreenHealth  
ExtraHop Networks, Inc.  
Foster Pepper PLLC  
Fred Hutchinson Cancer Research Center  
General Communication, Inc. (GCI)

Groundspeak, Inc.  
Group Health Cooperative  
Holland America Line Inc.  
Idaho Forest Group  
Integra  
Intentional Software Corporation  
J.R. Simplot Company  
Kadlec Regional Medical Center  
King County  
Kootenai Health  
LiquidPlanner  
Lynden, Incorporated  
Matanuska Valley Federal Credit Union  
Moda Health  
Moss Adams LLP  
MultiCare Health System  
Multnomah County  
NetMotion Wireless, Inc.  
Northwest Analytics, Inc.  
Northwest Evaluation Association (NWEA)  
Nuvodia  
NW Natural  
OCHIN  
OnlineShoes.com  
Outerwall Inc.  
PACCAR Inc  
Pacific Medical Centers  
PayTrace, Inc.  
PeaceHealth - System Support Services  
Perkins Coie LLP  
Pierce County  
Pointmarc, LLC  
Port of Portland  
Port of Seattle  
Portland Community College  
Precor Incorporated  
Premera Blue Cross

Puget Sound Blood Center  
Puget Sound Energy  
Radia Inc., PS  
Rentrak Corporation  
RootMetrics  
Roseburg Forest Products Co.  
SAIF Corporation  
Salem Health  
Samaritan Health Services  
Savers, Inc.  
Seattle Children's  
Skagit Regional Health  
Sound Transit  
St. Charles Health System  
State of Idaho  
State of Oregon - Department of Admin. Services  
State of Washington - OSHRD+  
Symetra Financial Corp.  
Synergistic Software Systems, Inc.  
Teo Technologies, Inc.  
The Seattle Times Company  
The Vancouver Clinic  
T-Mobile USA  
Tuality Healthcare  
Univera, Inc.  
University of Puget Sound  
University of Washington - Medical Centers  
University of Washington - UW Technology  
Valley Medical Center  
Virginia Mason Medical Center  
Vulcan Inc.  
Washington Health Benefit Exchange  
Washington State Bar Association  
Washington State Employees Credit Union (WSECU)  
WCP Solutions  
zulily, Inc.

+ data compiled from publicly available sources

# PARTICIPATING ORGANIZATIONS

## BANKING / INSURANCE

BECU  
Cambria Health Solutions, Inc.  
Columbia Bank  
Community Health Plan of Washington  
Kitsap Credit Union  
Laird Norton Wealth Management  
M Financial Group  
Moda Health  
Mutual of Enumclaw Insurance Company  
Numerica Credit Union  
Premera Blue Cross  
SAIF Corporation  
Symetra Financial  
Unitus Community Credit Union  
Washington Health Benefit Exchange  
Washington State Employees Credit Union  
Washington Trust Bank

## DISTRIB / WHOLESALE / RETAIL

Adidas America  
Aiphone Corporation  
Brooks Sports, Inc.  
Columbia Sportswear Company  
CriterionBrock  
Gensco Inc.  
Goodwill of the Olympics and Rainier Region  
Johnstone Supply, Inc.  
OnlineShoes.com  
Outerwall Inc.  
Recreational Equipment, Inc. (REI)  
Savers Inc.  
St. Michelle Wine Estates  
Toysmith  
WCP Solutions  
Wireless Advocates, LLC

## ELECTRONICS / TECHNOLOGY

Advanced Input Systems / Esterline Technologies  
Applied Technical Services  
Apptio, Inc.  
Aviation Partners Boeing  
AvtechTye  
Blucora, Inc.  
Corbis Corporation  
General Communication, Inc. (GCI)  
Korry Electronics Company / Esterline Technologies  
NetAcquire Corporation  
Preco Electronics  
Rentrak Corporation  
Teo Technologies, Inc.  
T-Mobile USA  
Universal Avionics Systems Corporation

## GOVERNMENT / EDUCATION

Ada County  
Ada County Highway District  
Bastyr University  
City of Bellevue+  
City of Boise  
City of Everett  
City of Portland  
City of Redmond, WA

City of Richland  
City of Seattle  
City of Tacoma / Tacoma Public Utilities  
City University of Seattle  
Committee for Children  
King County  
Metro Regional Government (Metro)+  
Mt. Hood Community College  
Multnomah County  
North Idaho College  
Northshore Fire Department  
Northwest Evaluation Association  
Pierce County  
Port of Bellingham  
Port of Everett  
Port of Portland  
Port of Seattle  
Port of Tacoma  
Portland Community College  
Seattle Aquarium  
Seattle Housing Authority  
Seattle Pacific University  
Seattle University  
Sno-Isle Libraries  
SPIE  
Spokane County  
State of Idaho  
State of Oregon - Dept. of Admin. Services  
State of Washington+  
TriMet+  
University of Puget Sound  
University of Washington  
Vancouver Housing Authority  
WA State School Directors' Association (WSSDA)  
Washington State Bar Association  
Whitworth University

## HEALTH CARE

Allen Institute for Brain Science  
Asante  
CareOregon, Inc.  
Community Health Center of Snohomish County  
EvergreenHealth  
Franciscan Health System  
Fred Hutchinson Cancer Research Center  
Frontier Behavioral Health  
Group Health Cooperative  
Harrison Medical Center  
HealthPoint  
InCyte Diagnostics  
Integra Imaging Business Associates  
Island Hospital  
Kadlec Regional Medical Center  
Kaiser Permanente  
Legacy Health  
Mid-Columbia Medical Center  
MultiCare Health System  
Northwest Hospital & Medical Center  
Oregon Health & Science University  
Overlake Hospital Medical Center  
Pacific Medical Centers  
PeaceHealth - Bellingham (Whatcom Region)  
PeaceHealth - Vancouver

PeaceHealth Oregon West Network  
Physio-Control, Inc.  
Providence Strategic and Management Services (PSMS)  
Puget Sound Blood Center  
Radia Inc., PS  
Regional Hospital for Respiratory and Complex Care  
Saint Alphonsus Medical Center - Nampa  
Saint Alphonsus Regional Medical Center - Boise  
Salem Health  
Samaritan Health Services  
Seattle Biomedical Research Institute  
Seattle Children's  
SightLife  
Skagit Regional Health  
Sky Lakes Medical Center  
St. Charles Health System  
The Everett Clinic  
The Polyclinic  
The Vancouver Clinic  
Trios Health  
UW Physicians  
Virginia Mason Medical Center  
Willamette Dental Group

## MANUFACTURING

A-dec Inc.  
Algas-SDI  
Blount International, Inc.  
Boyd Coffee Company +  
Clear Springs Foods, Inc.  
Concrete Technology Corporation  
Continental Mills, Inc.  
Epson Portland Inc.  
ESCO Corporation  
Exotic Metals Forming Company LLC  
Farwest Steel Corporation  
Geonero Management, LLC  
GM Nameplate, Inc.  
Hartung Glass Industries  
Helac Corporation  
Homecare Products, Inc.  
Hytek Finishes Co. / Esterline Technologies  
Idaho Forest Group  
J.R. Simplot Company  
Kaas Tailored  
KEEN, Inc.  
Leatherman Tool Group, Inc.  
Leupold & Stevens, Inc.  
MacDonald-Miller Facility Solutions, Inc.  
Micropump / IDEX Corporation  
Nabtesco Aerospace, Inc.  
NACCO Materials Handling Group, Inc. (NMHG)  
PACCAR Inc  
Pacific Research Laboratories, Inc.  
Pearson Packaging Systems  
PECO Manufacturing, an Astronics Company  
Precor Incorporated  
Simpson Investment Company  
Spectralux Corporation  
Toray Composites America, Inc.  
Tube Art Group  
U.S. Oil & Refining Co.

UniSea, Inc.  
Weyerhaeuser Company  
Zidell Marine Corporation

## SERVICES

Alaska Airlines, Inc.  
Aviation Technical Services, Inc.  
Banfield, The Pet Hospital  
BergerABAM Engineers Inc.  
Career Path Services, Inc.  
Cascadia Consulting Group, Inc.  
Casey Family Programs  
Clark Nuber P.S.  
Compass Housing Alliance  
CRISTA Ministries  
CTI BioPharma Corp.  
Ecova, Inc.  
Emerald Queen Hotel & Casinos  
Foster Pepper PLLC  
GeoEngineers, Inc.  
Gordon Thomas Honeywell LLP  
Hart Crowser, Inc.  
Holland America Line Inc.  
Horizon Air  
HRnovations Inc.  
Larson Gross PLLC  
Lynden Incorporated  
MBL Group, LLC  
Metropolitan Development Council (MDC)  
Milliman, Inc.  
NAES Corporation  
Oregon Public Broadcasting (OPB)  
Pacific Northwest Ballet  
PATH  
Perkins Coie LLC  
Pioneer Human Services  
Portland Trail Blazers +  
Quorum Review IRB  
Red Lion Hotels Corporation  
Seattle Jobs Initiative  
Sound Transit  
Spirit Mountain Casino, Inc.  
The Bellevue Club  
The Seattle Times Company  
Tidewater Barge Lines  
Trinity ERD  
Waggner Edstrom Worldwide  
WPAS, Inc.  
YMCA of Greater Seattle

## UTILITIES

Avista Corporation  
Benton PUD  
Chelan County PUD  
Clark Public Utilities  
Cowlitz County PUD No. 1  
Eugene Water & Electric Board (EWEB)  
Grant County Public Utility District #2  
Mason County Public Utility District No. 3  
NW Natural  
Portland General Electric Company +  
Puget Sound Energy  
Snohomish County PUD

## Appendix F

### FY 2015 Salary Structure

Note: The salary structure was increased by 1% in FY 2015 with the exception of the minimum rate of pay grade D which is the federal minimum wage.

Pay Grade	Hourly			Annual		
	Minimum	Policy	Maximum	Minimum	Policy	Maximum
D	\$7.25	\$10.16	\$12.70	\$15,080	\$21,133	\$26,416
E	\$7.72	\$11.35	\$14.19	\$16,058	\$23,608	\$29,515
F	\$8.69	\$12.78	\$15.98	\$18,075	\$26,582	\$33,238
G	\$9.87	\$14.51	\$18.14	\$20,530	\$30,181	\$37,731
H	\$11.36	\$16.71	\$20.89	\$23,629	\$34,757	\$43,451
I	\$13.27	\$19.52	\$24.40	\$27,602	\$40,602	\$50,752
J	\$14.97	\$22.01	\$27.51	\$31,138	\$45,781	\$57,221
K	\$16.76	\$24.65	\$30.81	\$34,861	\$51,272	\$64,085
L	\$18.92	\$27.83	\$34.79	\$39,354	\$57,886	\$72,363
M	\$21.39	\$31.46	\$39.33	\$44,491	\$65,437	\$81,806
N	\$23.64	\$34.76	\$43.45	\$49,171	\$72,301	\$90,376
O	\$25.62	\$37.67	\$47.09	\$53,290	\$78,354	\$97,947
P	\$28.01	\$41.19	\$51.49	\$58,261	\$85,675	\$107,099
Q	\$30.83	\$45.34	\$56.68	\$64,126	\$94,307	\$117,894
R	\$34.20	\$50.30	\$62.88	\$71,136	\$104,624	\$130,790
S	\$38.37	\$56.42	\$70.53	\$79,810	\$117,354	\$146,702
T	\$43.33	\$63.72	\$79.65	\$90,126	\$132,538	\$165,672
U	\$49.24	\$72.41	\$90.51	\$102,419	\$150,613	\$188,261
V	\$56.28	\$82.77	\$103.46	\$117,062	\$172,162	\$215,197

## Appendix G

### Classified Employees' Compa-ratio by Agency - 10/16/2014

Note: sorted alphabetically by Agency

Agency Name	Compa-Ratio 10/15/13	Compa-Ratio 10/16/14	Average Pay Rate	Average Policy Rate	Number of Classified Employees	Average Years of Service
Accountancy Bd	91.6%	95.4%	\$17.04	\$17.85	3	17.3
Administration	92.1%	94.4%	\$21.84	\$23.13	121	11.5
Agriculture	84.3%	83.2%	\$22.56	\$27.10	162	11.7
Boise State University	80.0%	81.0%	\$13.91	\$17.17	582	8.8
Brand Inspector	84.6%	84.0%	\$16.33	\$19.43	29	15.4
Building Safety	89.7%	89.0%	\$21.24	\$23.87	102	10.4
Central Health District IV	93.3%	92.5%	\$20.61	\$22.28	111	9.9
Comm-Blind & Visual Impair	87.7%	86.8%	\$20.34	\$23.42	38	11.5
Commerce	81.9%	85.1%	\$22.71	\$26.71	37	8.8
Commission For Libraries	83.9%	84.1%	\$20.10	\$23.90	32	12.3
Commission on Aging	92.7%	94.0%	\$25.95	\$27.60	12	10.9
Correction	77.3%	76.9%	\$17.45	\$22.70	1855	7.1
Dentistry Bd	104.8%	96.3%	\$13.98	\$14.51	2	2.0
Eastern Id Tech College	84.0%	83.4%	\$14.56	\$17.46	40	8.5
Eastern Idaho Health District VII	84.7%	84.8%	\$19.32	\$22.78	87	9.0
Education Bd	79.2%	79.9%	\$15.60	\$19.52	4	3.6
Endowment Fnd Investment Bd	107.2%	109.8%	\$26.00	\$23.68	2	12.5
Environmental Quality	81.9%	82.2%	\$25.05	\$30.49	319	12.5
Finance	94.5%	94.3%	\$27.84	\$29.52	60	10.1
Financial Management	123.8%	125.0%	\$20.89	\$16.71	1	35.2
Fish & Game	85.8%	87.3%	\$23.53	\$26.94	531	14.7
Health & Welfare	83.1%	83.2%	\$21.03	\$25.28	2654	9.3
Hispanic Commission	80.1%	79.9%	\$15.60	\$19.52	1	13.7
Historical Society	83.3%	82.7%	\$19.07	\$23.07	37	11.0
Human Resources	86.7%	87.9%	\$27.76	\$31.57	8	16.5
Idaho State University	83.0%	83.5%	\$14.17	\$16.97	649	9.9
Independent Living Council	79.5%	76.9%	\$17.93	\$23.33	2	13.5
Industrial Comm	85.7%	85.9%	\$15.96	\$18.58	73	9.4
Insurance	85.1%	84.3%	\$19.96	\$23.68	59	8.9
Juvenile Corrections	81.3%	82.5%	\$18.23	\$22.10	391	9.0
Labor	86.0%	86.7%	\$21.75	\$25.08	575	12.5
Lands	83.5%	83.2%	\$23.14	\$27.80	249	13.0
Lava Hot Springs	94.8%	91.6%	\$13.89	\$15.16	13	8.3
Lewis-Clark State College	80.9%	81.2%	\$13.30	\$16.37	125	8.2
Liquor Division	86.1%	85.6%	\$14.51	\$16.96	198	8.1
Lottery	91.5%	92.6%	\$17.12	\$18.50	8	7.4
Medicine Bd	83.1%	83.4%	\$14.06	\$16.86	8	15.2
North Central Health District II	88.2%	88.8%	\$20.47	\$23.05	42	10.7
Nursing Bd	89.9%	93.9%	\$15.04	\$16.01	5	13.6
Occupational Licenses	82.6%	84.2%	\$17.15	\$20.37	31	12.0
Outfitters & Guides	88.9%	88.9%	\$14.01	\$15.76	4	11.0
Panhandle Health District I	86.5%	87.6%	\$20.33	\$23.19	104	9.1
Pardons & Parole Comm	73.5%	75.1%	\$18.43	\$24.55	28	10.2
Parks & Recreation	79.4%	80.2%	\$19.26	\$24.01	137	12.5
PERSI	83.8%	82.6%	\$18.59	\$22.51	53	10.8
Pharmacy Bd	84.7%	84.5%	\$16.47	\$19.48	10	7.7
Prof Eng & Land Surv Bd	104.1%	104.3%	\$18.90	\$18.12	2	14.1
Prof-Tech Education	93.6%	94.2%	\$16.26	\$17.26	11	11.6
Public Television	84.5%	85.3%	\$19.42	\$22.75	48	14.1
Public Utilities Comm	87.1%	85.4%	\$22.98	\$26.93	35	13.4
Racing Comm	74.9%	103.5%	\$22.79	\$22.01	1	25.4

## Appendix G - Continued

### Classified Employees' Compa-ratio by Agency - 10/16/2014

Note: sorted alphabetically by Agency

<b>Agency Name</b>	<b>Compa-Ratio 10/15/13</b>	<b>Compa-Ratio 10/16/14</b>	<b>Average Pay Rate</b>	<b>Average Policy Rate</b>	<b>Number of Classified Employees</b>	<b>Average Years of Service</b>
Real Estate Comm	82.5%	83.8%	\$19.51	\$23.28	11	8.6
Soil & Water Conservation	85.2%	84.5%	\$22.67	\$26.82	14	14.5
South Central Health District V	92.1%	91.0%	\$19.49	\$21.41	63	10.7
Southeast Health District VI	89.3%	87.6%	\$20.02	\$22.85	70	11.3
Southwest Health District III	90.2%	90.7%	\$18.73	\$20.66	82	9.0
State Police	99.3%	96.0%	\$25.91	\$26.99	473	12.1
Tax Appeals Bd	85.8%	87.2%	\$24.43	\$28.01	3	5.0
Tax Comm	81.0%	81.5%	\$20.43	\$25.05	421	11.4
Transportation	93.1%	93.9%	\$21.52	\$22.92	1564	14.0
Veterans Services	87.0%	88.9%	\$16.41	\$18.46	305	7.3
Veterinary Med Bd	77.3%	79.7%	\$15.55	\$19.52	1	17.8
Vocational Rehab	80.2%	79.4%	\$15.56	\$19.60	56	9.9
Water Resources	85.3%	85.1%	\$24.12	\$28.33	134	12.6
<b>Totals</b>	<b>85.0%</b>	<b>85.0%</b>	<b>\$19.86</b>	<b>\$23.37</b>	<b>12888</b>	<b>10.4</b>

## Appendix G - Continued

### Classified Employees by Pay Grade - 10/16/2014

Pay Grade	Number of Classified Employees	% of Total Number of Employees	Average Pay Rate	Policy Pay Rate	Compa-Ratio	Average Years of Service
D	1	0.0%	\$10.50	\$10.16	103.3%	0.9
E	266	2.1%	\$9.92	\$11.35	87.4%	6.5
F	279	2.2%	\$10.99	\$12.78	86.0%	5.7
G	756	5.9%	\$12.41	\$14.51	85.5%	8.0
H	1767	13.7%	\$14.41	\$16.71	86.3%	9.1
I	2238	17.4%	\$15.71	\$19.52	80.5%	8.2
J	1640	12.7%	\$18.34	\$22.01	83.3%	11.0
K	1596	12.4%	\$20.38	\$24.65	82.7%	10.8
L	1973	15.3%	\$23.36	\$27.83	83.9%	10.8
M	1411	10.9%	\$27.32	\$31.46	86.8%	12.6
N	549	4.3%	\$31.49	\$34.76	90.6%	15.0
O	216	1.7%	\$35.42	\$37.67	94.0%	17.7
P	168	1.3%	\$38.03	\$41.19	92.3%	18.6
Q	18	0.1%	\$47.54	\$45.34	104.8%	21.9
R	3	0.0%	\$48.99	\$50.30	97.4%	9.1
V	7	0.1%	\$85.31	\$82.77	103.1%	8.1
<b>Total</b>	<b>12888</b>		<b>\$19.86</b>	<b>\$23.37</b>	<b>85.0%</b>	<b>10.4</b>

### Classified Employees by Salary Range - 10/16/2014

Salary Range	Number of Classified Employees	% of Total	Average Annual Salary	Average Years of Service
\$15,000 - \$20,000	233	1.8%	\$19,896	3.5
\$21,000 - \$30,000	3159	24.5%	\$27,094	5.3
\$31,000 - \$40,000	3973	30.8%	\$35,881	9.4
\$41,000 - \$50,000	2787	21.6%	\$46,030	13.0
\$51,000 - \$60,000	1535	11.9%	\$55,317	14.2
\$61,000 - \$70,000	713	5.5%	\$65,234	16.6
\$71,000 and Greater	488	3.8%	\$81,499	18.9
<b>Grand Total</b>	<b>12888</b>		<b>\$41,308</b>	<b>10.4</b>

**Appendix H**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2009	Bd-Prof Eng & Land Surv	H	1	\$13.98	\$16.54	84.5%	10.5
		I	1	\$20.39	\$19.33	105.5%	7.8
	<b>Bd-Prof Eng &amp; Land Surv Total</b>		<b>2</b>	<b>\$17.19</b>	<b>\$17.94</b>	<b>95.8%</b>	<b>9.2</b>
	Boise State University	E	73	\$9.64	\$11.24	85.7%	5.5
		F	21	\$9.99	\$12.65	79.0%	5.8
		G	94	\$11.33	\$14.37	78.8%	7.4
		H	200	\$13.36	\$16.54	80.8%	9.9
		I	138	\$15.25	\$19.33	78.9%	9.9
		J	65	\$18.01	\$21.79	82.6%	16.5
		K	10	\$21.03	\$24.41	86.2%	18.6
		L	1	\$24.13	\$27.55	87.6%	18.8
		M	1	\$26.07	\$31.15	83.7%	33.9
	<b>Boise State University Total</b>		<b>603</b>	<b>\$13.58</b>	<b>\$16.80</b>	<b>80.8%</b>	<b>9.7</b>
	Brand Inspector	G	2	\$12.35	\$14.37	85.9%	5.9
		I	26	\$16.22	\$19.33	83.9%	12.9
		J	1	\$17.95	\$21.79	82.4%	21.6
	<b>Brand Inspector Total</b>		<b>29</b>	<b>\$16.01</b>	<b>\$19.07</b>	<b>83.9%</b>	<b>12.7</b>
	Brd Of Veterinary Medicine	H	1	\$11.24	\$16.54	68.0%	12.8
	<b>Brd Of Veterinary Medicine Total</b>		<b>1</b>	<b>\$11.24</b>	<b>\$16.54</b>	<b>68.0%</b>	<b>12.8</b>
	Bur-Occupational Licenses	G	4	\$11.33	\$14.37	78.8%	4.6
		H	9	\$12.94	\$16.54	78.3%	8.1
		I	1	\$15.34	\$19.33	79.4%	10.5
		J	12	\$17.27	\$21.79	79.2%	9.4
		K	2	\$23.04	\$24.41	94.4%	23.9
		L	1	\$26.44	\$27.55	96.0%	18.0
		N	1	\$29.05	\$34.42	84.4%	10.9
	<b>Bur-Occupational Licenses Total</b>		<b>30</b>	<b>\$16.20</b>	<b>\$19.93</b>	<b>81.3%</b>	<b>9.7</b>
	Central Health District IV	E	2	\$11.78	\$11.24	104.8%	5.7
		G	32	\$11.61	\$14.37	80.8%	5.4
		H	13	\$14.13	\$16.54	85.4%	7.8
		I	15	\$16.34	\$19.33	84.6%	9.1
		J	3	\$21.16	\$21.79	97.1%	5.2
		K	17	\$21.23	\$24.41	87.0%	10.9
		L	16	\$25.18	\$27.55	91.4%	12.7
		M	7	\$25.78	\$31.15	82.7%	10.5
		N	10	\$33.51	\$34.42	97.4%	15.3
		O	3	\$35.87	\$37.30	96.2%	15.1
	<b>Central Health District IV Total</b>		<b>118</b>	<b>\$19.27</b>	<b>\$21.89</b>	<b>88.1%</b>	<b>9.3</b>
	Comm-Blind & Visual Impair	D	1	\$10.46	\$10.06	104.0%	17.3
		E	1	\$10.54	\$11.24	93.8%	11.2
		G	3	\$14.10	\$14.37	98.1%	11.3
		H	1	\$14.00	\$16.54	84.6%	2.4
		I	7	\$16.10	\$19.33	83.3%	15.3
		J	1	\$26.50	\$21.79	121.6%	19.4
		K	18	\$19.48	\$24.41	79.8%	7.1
		L	6	\$23.54	\$27.55	85.5%	20.9
		M	1	\$25.79	\$31.15	82.8%	25.9
		N	1	\$27.96	\$34.42	81.2%	14.1
	<b>Comm-Blind &amp; Visual Impair Total</b>		<b>40</b>	<b>\$19.05</b>	<b>\$22.71</b>	<b>83.9%</b>	<b>12.1</b>
	Commission On Human Rights	H	1	\$13.55	\$16.54	81.9%	2.1
		I	1	\$16.85	\$19.33	87.2%	12.2
		K	6	\$17.81	\$24.41	73.0%	8.1
	L	2	\$25.63	\$27.55	93.0%	23.8	
<b>Commission On Human Rights Total</b>		<b>10</b>	<b>\$18.85</b>	<b>\$23.74</b>	<b>79.4%</b>	<b>11.1</b>	
Department Of Agriculture	E	1	\$11.23	\$11.24	99.9%	5.1	
	F	1	\$12.55	\$12.65	99.2%	1.0	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2009		G	4	\$14.34	\$14.37	99.8%	19.5	
		H	9	\$15.53	\$16.54	93.9%	21.7	
		I	24	\$15.79	\$19.33	81.7%	9.2	
		J	5	\$15.68	\$21.79	72.0%	4.5	
		K	60	\$19.44	\$24.41	79.6%	10.8	
		L	18	\$22.40	\$27.55	81.3%	10.7	
		M	23	\$26.61	\$31.15	85.4%	14.3	
		N	25	\$27.75	\$34.42	80.6%	13.3	
		O	9	\$32.54	\$37.30	87.2%	13.4	
		P	4	\$35.29	\$40.78	86.5%	22.3	
		<b>Department Of Agriculture Total</b>		<b>183</b>	<b>\$21.79</b>	<b>\$26.44</b>	<b>82.4%</b>	<b>12.2</b>
		Department Of Commerce	E	1	\$10.82	\$11.24	96.3%	2.6
			G	3	\$12.04	\$14.37	83.8%	6.3
			H	4	\$14.80	\$16.54	89.4%	14.9
			I	1	\$16.97	\$19.33	87.8%	4.1
			J	1	\$15.55	\$21.79	71.4%	6.0
			K	6	\$19.14	\$24.41	78.4%	8.4
			L	22	\$22.23	\$27.55	80.7%	7.9
			M	1	\$22.23	\$31.15	71.4%	0.8
			N	5	\$31.36	\$34.42	91.1%	20.2
		<b>Department Of Commerce Total</b>		<b>44</b>	<b>\$20.95</b>	<b>\$25.40</b>	<b>82.5%</b>	<b>9.5</b>
		Department Of Correction	E	3	\$9.68	\$11.24	86.1%	9.7
			G	23	\$10.98	\$14.37	76.4%	5.8
			H	50	\$12.96	\$16.54	78.3%	7.4
			I	604	\$14.78	\$19.33	76.4%	5.6
			J	231	\$17.28	\$21.79	79.3%	8.9
			K	432	\$18.88	\$24.41	77.3%	9.1
			L	55	\$21.82	\$27.55	79.2%	9.5
			M	100	\$24.26	\$31.15	77.9%	11.9
			N	17	\$29.67	\$34.42	86.2%	15.3
			O	3	\$31.17	\$37.30	83.6%	12.2
			P	22	\$32.29	\$40.78	79.2%	15.6
		<b>Department Of Correction Total</b>		<b>1540</b>	<b>\$17.49</b>	<b>\$22.51</b>	<b>77.7%</b>	<b>8.0</b>
	Department Of Environmental Quality	G	7	\$12.32	\$14.37	85.8%	6.9	
		H	23	\$14.25	\$16.54	86.1%	14.0	
		I	16	\$16.51	\$19.33	85.4%	12.0	
		J	10	\$20.42	\$21.79	93.7%	7.2	
		K	2	\$19.22	\$24.41	78.7%	22.9	
		L	38	\$21.86	\$27.55	79.4%	8.6	
		M	131	\$23.54	\$31.15	75.6%	9.8	
		N	91	\$28.76	\$34.42	83.5%	14.3	
		O	11	\$33.29	\$37.30	89.3%	14.0	
		P	15	\$34.46	\$40.78	84.5%	18.8	
		Q	1	\$41.34	\$44.89	92.1%	23.5	
	<b>Department Of Environmental Quality Total</b>		<b>345</b>	<b>\$24.28</b>	<b>\$30.10</b>	<b>80.7%</b>	<b>11.7</b>	
	Department Of Finance	G	2	\$10.82	\$14.37	75.3%	2.0	
		H	6	\$15.83	\$16.54	95.7%	16.5	
		I	3	\$20.29	\$19.33	104.9%	30.9	
		K	6	\$20.10	\$24.41	82.3%	3.1	
		L	11	\$20.29	\$27.55	73.6%	5.5	
		M	5	\$25.59	\$31.15	82.1%	12.3	
		N	1	\$35.64	\$34.42	103.5%	4.9	
		O	9	\$30.77	\$37.30	82.5%	10.7	
		P	6	\$40.88	\$40.78	100.2%	23.6	
		Q	1	\$45.71	\$44.89	101.8%	19.5	
	<b>Department Of Finance Total</b>		<b>50</b>	<b>\$25.05</b>	<b>\$29.02</b>	<b>86.3%</b>	<b>12.0</b>	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2009	Department Of Fish & Game	F	1	\$11.22	\$12.65	88.7%	12.3	
		G	28	\$12.21	\$14.37	85.0%	8.8	
		H	23	\$14.57	\$16.54	88.1%	12.9	
		I	38	\$14.77	\$19.33	76.4%	8.3	
		J	36	\$18.02	\$21.79	82.7%	14.3	
		K	36	\$20.35	\$24.41	83.4%	14.7	
		L	202	\$22.36	\$27.55	81.2%	13.5	
		M	87	\$27.22	\$31.15	87.4%	16.3	
		N	26	\$31.32	\$34.42	91.0%	20.1	
		O	11	\$36.07	\$37.30	96.7%	18.6	
		P	10	\$37.22	\$40.78	91.3%	22.7	
	Q	2	\$40.25	\$44.89	89.7%	20.6		
	<b>Department Of Fish &amp; Game Total</b>			<b>500</b>	<b>\$22.36</b>	<b>\$26.54</b>	<b>84.2%</b>	<b>14.1</b>
	Department Of Insurance	G	10	\$11.98	\$14.37	83.4%	3.8	
		H	6	\$13.37	\$16.54	80.8%	5.9	
		I	4	\$17.56	\$19.33	90.8%	20.5	
		J	3	\$18.28	\$21.79	83.9%	10.8	
		K	8	\$19.26	\$24.41	78.9%	9.7	
		L	18	\$22.83	\$27.55	82.9%	8.7	
		M	5	\$26.53	\$31.15	85.2%	13.4	
		N	3	\$28.22	\$34.42	82.0%	16.3	
		O	1	\$36.95	\$37.30	99.1%	20.2	
	<b>Department Of Insurance Total</b>			<b>58</b>	<b>\$19.73</b>	<b>\$23.67</b>	<b>83.3%</b>	<b>9.6</b>
	Department Of Labor	F	2	\$12.24	\$12.65	96.7%	12.0	
		G	9	\$12.56	\$14.37	87.4%	12.9	
		H	22	\$14.60	\$16.54	88.3%	12.6	
		I	60	\$14.97	\$19.33	77.4%	9.5	
		J	257	\$17.23	\$21.79	79.1%	9.1	
		K	52	\$20.49	\$24.41	83.9%	11.7	
		L	92	\$22.96	\$27.55	83.3%	12.1	
		M	64	\$29.65	\$31.15	95.2%	15.5	
		N	31	\$32.15	\$34.42	93.4%	16.6	
		O	8	\$33.50	\$37.30	89.8%	23.3	
		P	13	\$42.28	\$40.78	103.7%	18.9	
	Q	1	\$52.10	\$44.89	116.1%	30.6		
	<b>Department Of Labor Total</b>			<b>611</b>	<b>\$20.83</b>	<b>\$24.58</b>	<b>84.7%</b>	<b>11.5</b>
	Department Of Lands	E	1	\$11.00	\$11.24	97.9%	1.3	
		G	4	\$12.61	\$14.37	87.7%	12.5	
		H	36	\$15.53	\$16.54	93.9%	12.4	
		I	10	\$18.40	\$19.33	95.2%	19.8	
		J	4	\$18.68	\$21.79	85.7%	10.6	
		K	21	\$18.41	\$24.41	75.4%	8.5	
L		79	\$21.69	\$27.55	78.7%	14.1		
M		42	\$25.08	\$31.15	80.5%	15.9		
N		17	\$27.41	\$34.42	79.6%	10.1		
O		16	\$32.93	\$37.30	88.3%	23.6		
P	6	\$35.33	\$40.78	86.6%	19.0			
<b>Department Of Lands Total</b>			<b>236</b>	<b>\$22.20</b>	<b>\$26.99</b>	<b>82.2%</b>	<b>14.3</b>	
Dept - Parks & Recreation	E	1	\$8.99	\$11.24	80.0%	6.4		
	G	15	\$11.29	\$14.37	78.6%	6.6		
	H	8	\$14.06	\$16.54	85.0%	13.3		
	I	6	\$15.59	\$19.33	80.7%	10.7		
	J	50	\$16.50	\$21.79	75.7%	11.0		
	K	23	\$18.73	\$24.41	76.7%	10.8		
	L	19	\$22.02	\$27.55	79.9%	17.8		
M	18	\$25.19	\$31.15	80.9%	19.2			

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2009		N	3	\$30.28	\$34.42	88.0%	21.2	
		O	6	\$31.67	\$37.30	84.9%	13.8	
	<b>Dept - Parks &amp; Recreation Total</b>		<b>149</b>	<b>\$18.75</b>	<b>\$23.74</b>	<b>79.0%</b>	<b>12.8</b>	
	Dept Of Administration	E	1	\$9.71	\$11.24	86.4%	2.3	
		F	11	\$11.01	\$12.65	87.0%	10.5	
		G	11	\$12.41	\$14.37	86.4%	9.7	
		H	17	\$14.57	\$16.54	88.1%	7.7	
		I	9	\$17.89	\$19.33	92.5%	11.9	
		J	18	\$19.31	\$21.79	88.6%	11.8	
		K	12	\$22.00	\$24.41	90.1%	15.0	
		L	16	\$24.04	\$27.55	87.3%	13.6	
		M	21	\$26.43	\$31.15	84.9%	10.8	
		N	5	\$31.63	\$34.42	91.9%	17.9	
		O	3	\$36.81	\$37.30	98.7%	20.1	
	<b>Dept Of Administration Total</b>			<b>124</b>	<b>\$20.13</b>	<b>\$22.80</b>	<b>88.3%</b>	<b>11.7</b>
	Dept Of Health & Welfare	E	53	\$9.57	\$11.24	85.2%	7.2	
		F	11	\$11.44	\$12.65	90.4%	7.7	
		G	127	\$12.14	\$14.37	84.5%	8.2	
		H	436	\$13.84	\$16.54	83.7%	9.4	
		I	312	\$15.85	\$19.33	82.0%	10.6	
		J	442	\$17.92	\$21.79	82.2%	9.6	
		K	215	\$20.21	\$24.41	82.8%	10.1	
		L	780	\$22.48	\$27.55	81.6%	9.5	
		M	361	\$26.14	\$31.15	83.9%	10.7	
		N	116	\$30.63	\$34.42	89.0%	15.0	
		O	31	\$30.67	\$37.30	82.2%	15.5	
		P	49	\$37.03	\$40.78	90.8%	13.8	
		Q	6	\$46.39	\$44.89	103.3%	14.2	
		R	4	\$48.66	\$49.80	97.7%	7.8	
		V	12	\$79.85	\$81.95	97.4%	7.1	
	<b>Dept Of Health &amp; Welfare Total</b>			<b>2955</b>	<b>\$20.35</b>	<b>\$24.37</b>	<b>83.5%</b>	<b>10.0</b>
	Dept Of Water Resources	G	5	\$11.16	\$14.37	77.7%	3.8	
		H	13	\$13.74	\$16.54	83.1%	15.2	
		I	5	\$15.86	\$19.33	82.0%	14.8	
		J	12	\$18.27	\$21.79	83.8%	9.3	
		K	8	\$19.79	\$24.41	81.1%	5.0	
		L	51	\$22.01	\$27.55	79.9%	10.8	
		M	32	\$27.08	\$31.15	86.9%	14.3	
		N	3	\$29.68	\$34.42	86.2%	10.6	
		O	14	\$33.53	\$37.30	89.9%	21.5	
		P	8	\$38.00	\$40.78	93.2%	24.8	
	<b>Dept Of Water Resources Total</b>			<b>151</b>	<b>\$23.46</b>	<b>\$27.77</b>	<b>84.5%</b>	<b>13.1</b>
	Div - Financial Management	H	1	\$20.08	\$16.54	121.4%	30.2	
		M	1	\$34.39	\$31.15	110.4%	23.4	
		N	1	\$37.40	\$34.42	108.7%	25.1	
		P	1	\$45.85	\$40.78	112.4%	30.5	
	<b>Div - Financial Management Total</b>			<b>4</b>	<b>\$34.43</b>	<b>\$30.72</b>	<b>112.1%</b>	<b>27.3</b>
Div Of Building Safety	G	15	\$12.99	\$14.37	90.4%	8.3		
	H	6	\$15.70	\$16.54	94.9%	9.2		
	I	8	\$17.17	\$19.33	88.8%	9.1		
	J	1	\$22.78	\$21.79	104.5%	18.0		
	K	72	\$21.68	\$24.41	88.8%	9.9		
	L	10	\$25.50	\$27.55	92.6%	13.6		
	M	7	\$28.98	\$31.15	93.0%	16.2		
	N	1	\$30.50	\$34.42	88.6%	1.0		
<b>Div Of Building Safety Total</b>			<b>120</b>	<b>\$20.82</b>	<b>\$23.14</b>	<b>90.0%</b>	<b>10.3</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2009	Div Of Professional-Technical Education	G	10	\$13.15	\$14.37	91.5%	6.8	
		H	4	\$16.11	\$16.54	97.4%	15.8	
		I	1	\$15.00	\$19.33	77.6%	1.1	
		K	1	\$22.99	\$24.41	94.2%	3.2	
		L	1	\$26.00	\$27.55	94.4%	20.5	
	<b>Div Of Professional-Technical Education Total</b>			<b>17</b>	<b>\$15.29</b>	<b>\$16.54</b>	<b>92.4%</b>	<b>9.2</b>
	Division Of Human Resources	I	3	\$15.57	\$19.33	80.6%	6.8	
		J	1	\$16.12	\$21.79	74.0%	16.9	
		K	1	\$22.05	\$24.41	90.3%	3.8	
		M	3	\$23.53	\$31.15	75.5%	21.3	
		N	3	\$30.92	\$34.42	89.8%	24.0	
	<b>Division Of Human Resources Total</b>			<b>11</b>	<b>\$22.57</b>	<b>\$27.35</b>	<b>82.5%</b>	<b>16.1</b>
	Division Of Veterans Services	D	2	\$7.93	\$10.06	78.8%	5.1	
		E	19	\$9.53	\$11.24	84.7%	6.1	
		F	79	\$10.79	\$12.65	85.3%	5.2	
		G	25	\$12.39	\$14.37	86.2%	8.8	
		H	35	\$13.76	\$16.54	83.2%	8.6	
		I	41	\$16.90	\$19.33	87.4%	7.5	
		J	11	\$18.42	\$21.79	84.5%	8.5	
		K	18	\$21.04	\$24.41	86.2%	10.6	
		L	17	\$21.47	\$27.55	77.9%	5.9	
		M	11	\$25.55	\$31.15	82.0%	7.2	
		N	12	\$29.07	\$34.42	84.5%	9.0	
		O	2	\$33.37	\$37.30	89.5%	26.4	
	<b>Division Of Veterans Services Total</b>			<b>272</b>	<b>\$15.35</b>	<b>\$18.17</b>	<b>84.5%</b>	<b>7.3</b>
	Eastern Idaho Health District VII	G	29	\$12.14	\$14.37	84.5%	6.0	
		H	6	\$14.35	\$16.54	86.7%	13.5	
		I	3	\$16.18	\$19.33	83.7%	13.0	
		J	2	\$19.88	\$21.79	91.2%	24.6	
		K	12	\$20.86	\$24.41	85.4%	10.5	
		L	13	\$23.68	\$27.55	86.0%	11.3	
		M	12	\$24.51	\$31.15	78.7%	10.8	
		N	5	\$29.28	\$34.42	85.1%	16.0	
		O	1	\$30.46	\$37.30	81.7%	12.9	
		P	1	\$37.18	\$40.78	91.2%	11.9	
	<b>Eastern Idaho Health District VII Total</b>			<b>84</b>	<b>\$18.96</b>	<b>\$22.53</b>	<b>84.2%</b>	<b>10.1</b>
	Eastern Idaho Tech College	E	6	\$10.97	\$11.24	97.6%	6.1	
		F	1	\$12.28	\$12.65	97.1%	18.4	
		G	12	\$12.38	\$14.37	86.1%	4.7	
		H	8	\$15.36	\$16.54	92.9%	15.5	
		I	2	\$16.42	\$19.33	84.9%	10.4	
		J	2	\$15.51	\$21.79	71.2%	1.6	
		K	3	\$21.53	\$24.41	88.2%	15.0	
		L	1	\$26.03	\$27.55	94.5%	31.7	
	<b>Eastern Idaho Tech College Total</b>			<b>35</b>	<b>\$14.40</b>	<b>\$16.22</b>	<b>88.7%</b>	<b>9.6</b>
	Endowment Fnd Investment Bd	I	1	\$19.24	\$19.33	99.5%	9.1	
		L	1	\$28.74	\$27.55	104.3%	38.2	
<b>Endowment Fnd Investment Bd Total</b>			<b>2</b>	<b>\$23.99</b>	<b>\$23.44</b>	<b>102.3%</b>	<b>23.6</b>	
Hispanic Commission	I	1	\$15.17	\$19.33	78.5%	9.3		
<b>Hispanic Commission Total</b>			<b>1</b>	<b>\$15.17</b>	<b>\$19.33</b>	<b>78.5%</b>	<b>9.3</b>	
Idaho Commission For Libraries	E	3	\$9.52	\$11.24	84.7%	8.1		
	G	12	\$12.13	\$14.37	84.4%	12.1		
	I	2	\$15.27	\$19.33	79.0%	3.4		
	K	5	\$18.85	\$24.41	77.2%	7.7		
	L	6	\$22.22	\$27.55	80.7%	12.1		
	M	8	\$24.13	\$31.15	77.5%	11.8		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2009		N	2	\$31.51	\$34.42	91.5%	29.0
	<b>Idaho Commission For Libraries Total</b>		<b>38</b>	<b>\$18.11</b>	<b>\$22.37</b>	<b>80.9%</b>	<b>11.6</b>
	Idaho Commission On Aging	H	1	\$13.82	\$16.54	83.6%	20.5
		I	1	\$17.43	\$19.33	90.2%	13.5
		L	6	\$24.15	\$27.55	87.6%	12.4
		M	3	\$27.37	\$31.15	87.9%	17.5
	<b>Idaho Commission On Aging Total</b>		<b>11</b>	<b>\$23.48</b>	<b>\$26.78</b>	<b>87.7%</b>	<b>14.6</b>
	Idaho Public Television	G	7	\$11.58	\$14.37	80.6%	7.2
		H	2	\$14.22	\$16.54	85.9%	4.3
		I	6	\$14.25	\$19.33	73.7%	12.4
		J	10	\$18.68	\$21.79	85.7%	12.8
		K	11	\$20.80	\$24.41	85.2%	14.1
		L	11	\$23.39	\$27.55	84.9%	12.8
		M	2	\$25.75	\$31.15	82.7%	20.1
	<b>Idaho Public Television Total</b>		<b>49</b>	<b>\$18.76</b>	<b>\$22.48</b>	<b>83.5%</b>	<b>12.2</b>
	Idaho State Independent Living Council	I	2	\$13.88	\$19.33	71.8%	3.2
	<b>Idaho State Independent Living Council Total</b>		<b>2</b>	<b>\$13.88</b>	<b>\$19.33</b>	<b>71.8%</b>	<b>3.2</b>
	Idaho State Lottery	F	3	\$12.00	\$12.65	94.8%	2.7
		G	3	\$12.32	\$14.37	85.7%	9.7
		H	2	\$14.58	\$16.54	88.1%	12.6
		I	2	\$15.77	\$19.33	81.6%	5.4
		J	1	\$21.91	\$21.79	100.6%	12.4
	<b>Idaho State Lottery Total</b>		<b>11</b>	<b>\$14.14</b>	<b>\$15.87</b>	<b>89.1%</b>	<b>7.8</b>
	Idaho State Police	G	19	\$13.66	\$14.37	95.0%	7.8
		H	69	\$16.51	\$16.54	99.8%	7.2
		I	25	\$19.89	\$19.33	102.9%	15.3
		J	22	\$21.82	\$21.79	100.1%	13.8
		K	153	\$25.02	\$24.41	102.5%	8.7
		L	87	\$27.88	\$27.55	101.2%	13.5
		M	56	\$32.08	\$31.15	103.0%	15.6
		N	24	\$37.14	\$34.42	107.9%	17.9
		O	13	\$41.17	\$37.30	110.4%	23.5
		P	5	\$45.05	\$40.78	110.5%	25.5
	<b>Idaho State Police Total</b>		<b>473</b>	<b>\$25.53</b>	<b>\$24.88</b>	<b>102.6%</b>	<b>11.8</b>
	Idaho State Racing Commission	H	1	\$17.23	\$16.54	104.2%	13.4
		J	1	\$19.75	\$21.79	90.6%	18.5
	<b>Idaho State Racing Commission Total</b>		<b>2</b>	<b>\$18.49</b>	<b>\$19.17</b>	<b>96.5%</b>	<b>15.9</b>
	Idaho State University	E	87	\$8.99	\$11.24	79.9%	7.4
		F	30	\$9.85	\$12.65	77.9%	6.4
		G	117	\$11.40	\$14.37	79.3%	6.7
		H	192	\$13.11	\$16.54	79.3%	10.1
		I	131	\$15.49	\$19.33	80.1%	11.5
		J	47	\$17.63	\$21.79	80.9%	15.0
		K	27	\$19.39	\$24.41	79.5%	12.8
		L	10	\$22.59	\$27.55	82.0%	18.7
		M	2	\$25.94	\$31.15	83.3%	16.0
	<b>Idaho State University Total</b>		<b>643</b>	<b>\$13.36</b>	<b>\$16.75</b>	<b>79.8%</b>	<b>9.9</b>
	Idaho Transportation Dept	E	5	\$10.63	\$11.24	94.6%	10.5
		G	75	\$11.43	\$14.37	79.5%	4.8
		H	513	\$14.43	\$16.54	87.2%	10.2
		I	184	\$17.20	\$19.33	89.0%	13.3
		J	292	\$18.57	\$21.79	85.2%	15.0
	K	244	\$21.21	\$24.41	86.9%	19.5	
	L	167	\$24.39	\$27.55	88.5%	18.2	
	M	123	\$27.91	\$31.15	89.6%	13.0	
	N	69	\$31.12	\$34.42	90.4%	17.4	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2009		O	56	\$34.69	\$37.30	93.0%	19.3	
		P	16	\$39.18	\$40.78	96.1%	23.1	
		Q	10	\$43.72	\$44.89	97.4%	20.3	
		R	2	\$51.51	\$49.80	103.4%	30.4	
		<b>Idaho Transportation Dept Total</b>		<b>1756</b>	<b>\$19.84</b>	<b>\$22.55</b>	<b>88.0%</b>	<b>14.1</b>
		Industrial Commission	G	27	\$12.39	\$14.37	86.2%	9.4
			H	18	\$13.33	\$16.54	80.6%	9.4
			I	6	\$15.21	\$19.33	78.7%	8.7
			J	14	\$17.12	\$21.79	78.6%	9.1
			K	6	\$21.88	\$24.41	89.6%	20.8
			L	2	\$21.01	\$27.55	76.3%	6.4
			M	2	\$26.64	\$31.15	85.5%	27.6
		<b>Industrial Commission Total</b>		<b>75</b>	<b>\$15.09</b>	<b>\$18.27</b>	<b>82.6%</b>	<b>10.6</b>
		Juvenile Corrections	F	3	\$10.52	\$12.65	83.2%	3.4
			G	27	\$11.59	\$14.37	80.6%	6.9
			H	61	\$13.11	\$16.54	79.3%	6.0
			I	132	\$15.76	\$19.33	81.6%	7.9
			J	14	\$17.99	\$21.79	82.5%	12.4
			K	64	\$19.93	\$24.41	81.7%	8.8
			L	50	\$22.45	\$27.55	81.5%	10.2
			M	29	\$25.32	\$31.15	81.3%	13.3
			N	4	\$32.86	\$34.42	95.5%	19.1
			O	1	\$32.22	\$37.30	86.4%	10.4
			P	1	\$37.99	\$40.78	93.2%	8.1
		<b>Juvenile Corrections Total</b>		<b>386</b>	<b>\$17.65</b>	<b>\$21.63</b>	<b>81.6%</b>	<b>8.6</b>
		Lava Hot Springs Foundation	E	3	\$10.90	\$11.24	96.9%	9.1
			F	2	\$10.40	\$12.65	82.2%	6.1
			H	1	\$17.22	\$16.54	104.1%	10.4
			I	1	\$15.81	\$19.33	81.8%	9.5
			L	1	\$25.62	\$27.55	93.0%	16.9
		<b>Lava Hot Springs Foundation Total</b>		<b>8</b>	<b>\$14.02</b>	<b>\$15.31</b>	<b>91.6%</b>	<b>9.6</b>
		Lewis-Clark State College	E	18	\$9.05	\$11.24	80.5%	6.8
			F	6	\$10.78	\$12.65	85.2%	4.0
			G	14	\$11.93	\$14.37	83.0%	6.8
			H	62	\$13.50	\$16.54	81.6%	9.1
			I	19	\$15.69	\$19.33	81.2%	14.6
			J	2	\$18.54	\$21.79	85.1%	15.4
			K	3	\$17.04	\$24.41	69.8%	6.1
			L	2	\$23.14	\$27.55	84.0%	27.9
		<b>Lewis-Clark State College Total</b>		<b>126</b>	<b>\$13.21</b>	<b>\$16.22</b>	<b>81.4%</b>	<b>9.4</b>
		North Central Health District II	E	1	\$10.24	\$11.24	91.1%	5.8
			G	14	\$13.01	\$14.37	90.5%	11.1
			H	1	\$16.34	\$16.54	98.8%	13.0
			I	1	\$16.00	\$19.33	82.8%	16.8
			J	1	\$21.75	\$21.79	99.8%	26.0
			K	5	\$20.05	\$24.41	82.1%	2.2
			L	14	\$22.21	\$27.55	80.6%	5.6
		M	2	\$25.35	\$31.15	81.4%	7.9	
		N	2	\$25.25	\$34.42	73.4%	17.8	
		O	1	\$39.23	\$37.30	105.2%	29.6	
	<b>North Central Health District II Total</b>		<b>42</b>	<b>\$19.00</b>	<b>\$22.53</b>	<b>84.3%</b>	<b>9.2</b>	
	Office Of Brd Of Education	G	1	\$13.39	\$14.37	93.2%	2.0	
		I	3	\$13.98	\$19.33	72.3%	2.0	
	<b>Office Of Brd Of Education Total</b>		<b>4</b>	<b>\$13.83</b>	<b>\$18.09</b>	<b>76.5%</b>	<b>2.0</b>	
	Office Of Energy Resources	H	2	\$15.61	\$16.54	94.4%	21.1	
		L	1	\$22.85	\$27.55	82.9%	33.0	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2009		M	3	\$27.02	\$31.15	86.7%	24.8
	<b>Office Of Energy Resources Total</b>		<b>6</b>	<b>\$22.52</b>	<b>\$25.68</b>	<b>87.7%</b>	<b>24.9</b>
	Outfitters And Guides	G	3	\$11.94	\$14.37	83.1%	7.1
		I	1	\$16.61	\$19.33	85.9%	2.9
	<b>Outfitters And Guides Total</b>		<b>4</b>	<b>\$13.11</b>	<b>\$15.61</b>	<b>84.0%</b>	<b>6.0</b>
	Panhandle Health District I	G	23	\$13.05	\$14.37	90.8%	10.9
		H	20	\$14.79	\$16.54	89.4%	11.1
		I	4	\$16.94	\$19.33	87.6%	7.5
		J	3	\$19.33	\$21.79	88.7%	10.9
		K	14	\$19.54	\$24.41	80.0%	5.2
		L	18	\$21.71	\$27.55	78.8%	7.4
		M	14	\$25.02	\$31.15	80.3%	14.4
		N	9	\$30.19	\$34.42	87.7%	13.0
		P	1	\$38.09	\$40.78	93.4%	13.5
	<b>Panhandle Health District I Total</b>		<b>106</b>	<b>\$19.30</b>	<b>\$22.91</b>	<b>84.3%</b>	<b>10.1</b>
	Pub Employee Retirement Sys	G	2	\$11.64	\$14.37	81.0%	16.3
		H	24	\$13.82	\$16.54	83.5%	10.6
		J	14	\$17.58	\$21.79	80.7%	10.8
		K	2	\$21.74	\$24.41	89.0%	2.0
		L	9	\$22.69	\$27.55	82.4%	7.2
		M	4	\$28.02	\$31.15	89.9%	22.4
		N	1	\$28.87	\$34.42	83.9%	19.6
		O	2	\$33.86	\$37.30	90.8%	13.5
	<b>Pub Employee Retirement Sys Total</b>		<b>58</b>	<b>\$18.23</b>	<b>\$21.74</b>	<b>83.8%</b>	<b>11.1</b>
	Public Utilities Comm	G	4	\$13.76	\$14.37	95.8%	14.4
		H	2	\$14.67	\$16.54	88.7%	25.1
		I	1	\$18.92	\$19.33	97.9%	33.4
		J	1	\$21.04	\$21.79	96.6%	32.1
		K	8	\$19.56	\$24.41	80.1%	7.0
		L	1	\$26.70	\$27.55	96.9%	29.7
		M	10	\$23.91	\$31.15	76.7%	8.7
		N	5	\$34.81	\$34.42	101.1%	29.6
		O	2	\$39.98	\$37.30	107.2%	29.7
	<b>Public Utilities Comm Total</b>		<b>34</b>	<b>\$23.55</b>	<b>\$26.84</b>	<b>87.7%</b>	<b>16.3</b>
	Real Estate Commission	G	2	\$11.23	\$14.37	78.1%	1.5
		H	3	\$12.98	\$16.54	78.5%	3.5
		I	2	\$17.07	\$19.33	88.3%	12.4
		J	2	\$17.87	\$21.79	82.0%	2.4
		K	2	\$17.00	\$24.41	69.6%	4.5
		L	2	\$20.65	\$27.55	74.9%	2.7
		M	1	\$26.34	\$31.15	84.6%	8.5
	<b>Real Estate Commission Total</b>		<b>14</b>	<b>\$16.64</b>	<b>\$21.12</b>	<b>78.8%</b>	<b>4.7</b>
	South Central Public Health District V	E	1	\$10.46	\$11.24	93.1%	5.6
		G	29	\$12.18	\$14.37	84.8%	7.3
		H	2	\$16.59	\$16.54	100.3%	16.4
		I	5	\$15.21	\$19.33	78.7%	5.0
		J	4	\$19.63	\$21.79	90.1%	10.2
		K	7	\$21.18	\$24.41	86.8%	10.8
		L	9	\$24.00	\$27.55	87.1%	9.1
		M	10	\$25.83	\$31.15	82.9%	11.5
	N	4	\$29.85	\$34.42	86.7%	17.2	
	O	1	\$30.88	\$37.30	82.8%	20.2	
<b>South Central Public Health District V Total</b>		<b>72</b>	<b>\$18.39</b>	<b>\$21.53</b>	<b>85.4%</b>	<b>9.4</b>	
Southeast Health District VI	E	1	\$10.00	\$11.24	89.0%	1.4	
	F	1	\$11.46	\$12.65	90.6%	8.2	
	G	34	\$12.50	\$14.37	87.0%	9.2	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2009		H	5	\$15.44	\$16.54	93.4%	11.5	
		I	6	\$16.50	\$19.33	85.3%	7.3	
		J	2	\$20.42	\$21.79	93.7%	17.9	
		K	7	\$20.29	\$24.41	83.1%	11.7	
		L	18	\$23.21	\$27.55	84.3%	8.6	
		M	7	\$27.34	\$31.15	87.8%	14.2	
		N	5	\$30.01	\$34.42	87.2%	6.8	
		O	2	\$33.81	\$37.30	90.6%	19.4	
		<b>Southeast Health District VI Total</b>		<b>88</b>	<b>\$18.55</b>	<b>\$21.43</b>	<b>86.5%</b>	<b>9.9</b>
		Southwest Health District III	E	3	\$11.78	\$11.24	104.8%	12.9
			F	1	\$12.64	\$12.65	99.9%	10.4
			G	39	\$12.01	\$14.37	83.6%	5.2
			H	6	\$15.35	\$16.54	92.8%	9.1
			I	9	\$18.33	\$19.33	94.8%	12.4
			K	10	\$22.66	\$24.41	92.8%	9.7
			L	10	\$24.31	\$27.55	88.2%	7.7
			M	6	\$27.59	\$31.15	88.6%	8.9
			N	7	\$32.57	\$34.42	94.6%	6.0
			O	2	\$34.13	\$37.30	91.5%	17.7
		<b>Southwest Health District III Total</b>		<b>93</b>	<b>\$18.33</b>	<b>\$20.45</b>	<b>89.6%</b>	<b>7.8</b>
		State Board Of Accountancy	H	1	\$13.06	\$16.54	79.0%	9.9
			I	2	\$18.02	\$19.33	93.2%	20.1
		<b>State Board Of Accountancy Total</b>		<b>3</b>	<b>\$16.36</b>	<b>\$18.40</b>	<b>88.9%</b>	<b>16.7</b>
		State Board Of Dentistry	I	1	\$20.96	\$19.33	108.4%	30.3
		<b>State Board Of Dentistry Total</b>		<b>1</b>	<b>\$20.96</b>	<b>\$19.33</b>	<b>108.4%</b>	<b>30.3</b>
		State Board Of Medicine	G	1	\$11.22	\$14.37	78.1%	6.3
			H	4	\$13.92	\$16.54	84.1%	20.4
			I	2	\$15.75	\$19.33	81.5%	16.6
		<b>State Board Of Medicine Total</b>		<b>7</b>	<b>\$14.05</b>	<b>\$17.03</b>	<b>82.5%</b>	<b>17.3</b>
		State Board Of Nursing	G	4	\$12.60	\$14.37	87.7%	10.3
			J	1	\$23.95	\$21.79	109.9%	41.3
		<b>State Board Of Nursing Total</b>		<b>5</b>	<b>\$14.87</b>	<b>\$15.85</b>	<b>93.8%</b>	<b>16.5</b>
		State Board Of Pharmacy	G	1	\$12.60	\$14.37	87.7%	1.0
		H	2	\$15.26	\$16.54	92.3%	2.3	
		I	1	\$17.19	\$19.33	88.9%	14.5	
		J	4	\$18.27	\$21.79	83.8%	9.6	
		L	1	\$24.73	\$27.55	89.8%	17.3	
	<b>State Board Of Pharmacy Total</b>		<b>9</b>	<b>\$17.57</b>	<b>\$20.17</b>	<b>87.1%</b>	<b>8.4</b>	
	State Board Of Tax Appeals	H	1	\$14.00	\$16.54	84.6%	1.0	
		J	1	\$16.50	\$21.79	75.7%	3.7	
		N	2	\$27.79	\$34.42	80.7%	13.0	
	<b>State Board Of Tax Appeals Total</b>		<b>4</b>	<b>\$21.52</b>	<b>\$26.79</b>	<b>80.3%</b>	<b>7.7</b>	
	State Historical Society	E	1	\$9.41	\$11.24	83.7%	2.9	
		F	1	\$12.28	\$12.65	97.1%	0.2	
		G	5	\$12.20	\$14.37	84.9%	3.4	
		H	4	\$13.64	\$16.54	82.4%	3.9	
		I	5	\$14.89	\$19.33	77.0%	6.2	
		J	2	\$17.02	\$21.79	78.1%	5.9	
		K	20	\$20.19	\$24.41	82.7%	14.8	
		L	5	\$23.97	\$27.55	87.0%	11.0	
		M	3	\$27.28	\$31.15	87.6%	22.2	
		N	1	\$30.91	\$34.42	89.8%	9.9	
	<b>State Historical Society Total</b>		<b>47</b>	<b>\$18.77</b>	<b>\$22.47</b>	<b>83.5%</b>	<b>10.7</b>	
	State Liquor Division	F	97	\$10.68	\$12.65	84.5%	4.5	
		G	16	\$12.99	\$14.37	90.4%	5.5	
		H	6	\$15.70	\$16.54	94.9%	14.2	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2009		I	23	\$17.08	\$19.33	88.4%	14.4	
		J	44	\$18.89	\$21.79	86.7%	12.6	
		K	3	\$21.14	\$24.41	86.6%	8.9	
		L	3	\$27.72	\$27.55	100.6%	18.4	
		N	6	\$32.66	\$34.42	94.9%	24.8	
		O	2	\$35.98	\$37.30	96.5%	11.3	
		<b>State Liquor Division Total</b>		<b>200</b>	<b>\$14.88</b>	<b>\$16.98</b>	<b>87.6%</b>	<b>8.7</b>
		State Tax Commission	E	10	\$9.62	\$11.24	85.6%	11.1
			G	19	\$11.37	\$14.37	79.1%	7.2
			H	62	\$13.17	\$16.54	79.7%	9.1
			I	43	\$15.06	\$19.33	77.9%	9.7
			J	23	\$17.69	\$21.79	81.2%	12.6
			K	47	\$19.76	\$24.41	81.0%	12.2
			L	53	\$21.90	\$27.55	79.5%	12.5
			M	68	\$25.41	\$31.15	81.6%	14.6
			N	37	\$30.66	\$34.42	89.1%	20.3
			O	6	\$38.39	\$37.30	102.9%	26.6
			P	4	\$36.96	\$40.78	90.6%	26.1
		<b>State Tax Commission Total</b>		<b>372</b>	<b>\$20.20</b>	<b>\$24.54</b>	<b>82.3%</b>	<b>12.8</b>
		Vocational Rehabilitation	H	4	\$15.42	\$16.54	93.2%	10.5
			I	47	\$14.72	\$19.33	76.1%	9.7
			J	2	\$18.02	\$21.79	82.7%	3.6
		<b>Vocational Rehabilitation Total</b>		<b>53</b>	<b>\$14.90</b>	<b>\$19.21</b>	<b>77.5%</b>	<b>9.5</b>
<b>2009 Total</b>			<b>13127</b>	<b>\$19.23</b>	<b>\$22.87</b>	<b>84.1%</b>	<b>10.8</b>	
2010	Bd-Prof Eng & Land Surv	H	1	\$13.98	\$16.54	84.5%	11.5	
		I	1	\$20.39	\$19.33	105.5%	8.9	
	<b>Bd-Prof Eng &amp; Land Surv Total</b>		<b>2</b>	<b>\$17.19</b>	<b>\$17.94</b>	<b>95.8%</b>	<b>10.2</b>	
	Boise State University	E	74	\$9.57	\$11.24	85.2%	6.0	
		F	17	\$10.08	\$12.65	79.7%	6.4	
		G	85	\$11.10	\$14.37	77.2%	7.1	
		H	183	\$13.30	\$16.54	80.4%	10.6	
		I	144	\$15.06	\$19.33	77.9%	10.3	
		J	62	\$17.66	\$21.79	81.0%	16.0	
		K	11	\$20.86	\$24.41	85.4%	18.9	
		L	1	\$24.13	\$27.55	87.6%	19.8	
		M	1	\$26.07	\$31.15	83.7%	34.9	
		<b>Boise State University Total</b>		<b>578</b>	<b>\$13.49</b>	<b>\$16.88</b>	<b>79.9%</b>	<b>10.1</b>
	Brand Inspector	G	1	\$13.38	\$14.37	93.1%	10.3	
		I	25	\$16.05	\$19.33	83.1%	12.9	
		J	1	\$17.95	\$21.79	82.4%	22.7	
	<b>Brand Inspector Total</b>		<b>27</b>	<b>\$16.03</b>	<b>\$19.24</b>	<b>83.3%</b>	<b>13.2</b>	
	Brd Of Veterinary Medicine	I	1	\$13.80	\$19.33	71.4%	13.8	
	<b>Brd Of Veterinary Medicine Total</b>		<b>1</b>	<b>\$13.80</b>	<b>\$19.33</b>	<b>71.4%</b>	<b>13.8</b>	
	Bur-Occupational Licenses	G	6	\$11.32	\$14.37	78.8%	4.0	
		H	6	\$12.92	\$16.54	78.1%	11.0	
		I	3	\$14.43	\$19.33	74.7%	5.5	
		J	12	\$17.29	\$21.79	79.4%	10.4	
		K	2	\$23.04	\$24.41	94.4%	24.9	
		L	1	\$26.79	\$27.55	97.2%	19.1	
		N	1	\$29.05	\$34.42	84.4%	11.9	
		<b>Bur-Occupational Licenses Total</b>		<b>31</b>	<b>\$16.07</b>	<b>\$19.86</b>	<b>80.9%</b>	<b>10.1</b>
	Central Health District IV	E	3	\$12.04	\$11.24	107.1%	6.4	
		G	33	\$11.53	\$14.37	80.3%	5.8	
		H	11	\$14.60	\$16.54	88.3%	8.8	
	I	11	\$16.14	\$19.33	83.5%	10.1		
	J	3	\$21.16	\$21.79	97.1%	6.3		



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010		K	15	\$21.15	\$24.41	86.6%	10.8	
		L	13	\$25.72	\$27.55	93.4%	12.7	
		M	7	\$25.81	\$31.15	82.9%	8.8	
		N	9	\$33.46	\$34.42	97.2%	17.0	
		O	3	\$35.87	\$37.30	96.2%	16.2	
		<b>Central Health District IV Total</b>		<b>108</b>	<b>\$19.07</b>	<b>\$21.59</b>	<b>88.3%</b>	<b>9.5</b>
		Comm-Blind & Visual Impair	D	1	\$10.46	\$10.06	104.0%	17.9
			E	1	\$10.54	\$11.24	93.8%	12.2
			G	3	\$14.10	\$14.37	98.1%	12.2
			H	1	\$12.50	\$16.54	75.6%	0.0
			I	8	\$15.73	\$19.33	81.4%	14.3
			J	1	\$26.50	\$21.79	121.6%	20.5
			K	17	\$19.65	\$24.41	80.5%	8.3
			L	5	\$23.71	\$27.55	86.0%	22.6
			M	1	\$25.79	\$31.15	82.8%	26.9
			N	1	\$27.96	\$34.42	81.2%	15.2
		<b>Comm-Blind &amp; Visual Impair Total</b>		<b>39</b>	<b>\$18.83</b>	<b>\$22.45</b>	<b>83.9%</b>	<b>12.8</b>
		Commission Of Pardons And Parole	E	1	\$10.77	\$11.24	95.8%	6.6
			G	2	\$12.52	\$14.37	87.1%	9.9
			H	2	\$13.08	\$16.54	79.1%	8.6
			I	1	\$13.14	\$19.33	68.0%	4.5
			J	3	\$17.84	\$21.79	81.9%	8.6
			K	1	\$17.69	\$24.41	72.5%	11.8
			L	17	\$19.63	\$27.55	71.3%	11.2
		<b>Commission Of Pardons And Parole Total</b>		<b>27</b>	<b>\$17.78</b>	<b>\$24.09</b>	<b>73.8%</b>	<b>10.2</b>
		Department Of Agriculture	E	1	\$11.23	\$11.24	99.9%	5.8
			F	1	\$12.55	\$12.65	99.2%	1.7
			G	5	\$14.07	\$14.37	97.9%	16.5
			H	7	\$13.54	\$16.54	81.8%	11.1
			I	23	\$15.89	\$19.33	82.2%	13.5
			J	5	\$15.68	\$21.79	72.0%	5.6
			K	46	\$19.00	\$24.41	77.8%	10.6
			L	16	\$21.86	\$27.55	79.3%	10.9
			M	18	\$23.95	\$31.15	76.9%	12.3
			N	26	\$27.34	\$34.42	79.4%	14.3
			O	8	\$32.57	\$37.30	87.3%	13.5
			P	5	\$34.81	\$40.78	85.4%	21.0
		<b>Department Of Agriculture Total</b>		<b>161</b>	<b>\$21.32</b>	<b>\$26.63</b>	<b>80.1%</b>	<b>12.3</b>
		Department Of Commerce	E	1	\$10.82	\$11.24	96.3%	3.6
			G	3	\$11.47	\$14.37	79.8%	5.9
			H	2	\$14.73	\$16.54	89.0%	10.7
			I	1	\$16.97	\$19.33	87.8%	5.2
			J	1	\$15.55	\$21.79	71.4%	7.0
			K	7	\$18.65	\$24.41	76.4%	10.6
			L	20	\$21.93	\$27.55	79.6%	7.8
			M	1	\$22.23	\$31.15	71.4%	1.8
			N	5	\$28.96	\$34.42	84.1%	16.9
	<b>Department Of Commerce Total</b>		<b>41</b>	<b>\$20.57</b>	<b>\$25.70</b>	<b>80.0%</b>	<b>9.1</b>	
	Department Of Correction	E	2	\$9.13	\$11.24	81.2%	12.4	
		G	20	\$10.87	\$14.37	75.7%	6.9	
		H	52	\$12.88	\$16.54	77.9%	7.6	
		I	607	\$14.59	\$19.33	75.5%	5.9	
		J	220	\$17.06	\$21.79	78.3%	9.0	
		K	438	\$18.78	\$24.41	76.9%	9.5	
		L	36	\$22.61	\$27.55	82.1%	7.6	
		M	94	\$24.03	\$31.15	77.1%	12.4	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010		N	18	\$28.71	\$34.42	83.4%	12.9	
		O	4	\$31.38	\$37.30	84.1%	12.9	
		P	22	\$32.00	\$40.78	78.5%	15.1	
		<b>Department Of Correction Total</b>		<b>1513</b>	<b>\$17.29</b>	<b>\$22.46</b>	<b>77.0%</b>	<b>8.1</b>
		Department Of Environmental Quality	G	6	\$12.18	\$14.37	84.7%	6.3
			H	19	\$13.99	\$16.54	84.6%	12.1
			I	16	\$16.34	\$19.33	84.5%	12.9
			J	8	\$20.34	\$21.79	93.3%	7.2
			K	3	\$18.51	\$24.41	75.8%	3.3
			L	32	\$21.88	\$27.55	79.4%	9.9
			M	122	\$23.49	\$31.15	75.4%	10.1
			N	91	\$28.67	\$34.42	83.3%	15.2
			O	10	\$33.23	\$37.30	89.1%	15.3
			P	14	\$34.26	\$40.78	84.0%	18.2
			Q	1	\$41.34	\$44.89	92.1%	24.5
		<b>Department Of Environmental Quality Total</b>		<b>322</b>	<b>\$24.37</b>	<b>\$30.31</b>	<b>80.4%</b>	<b>12.1</b>
		Department Of Finance	G	2	\$10.82	\$14.37	75.3%	3.0
			H	6	\$15.83	\$16.54	95.7%	17.5
			I	3	\$20.29	\$19.33	104.9%	24.0
			K	5	\$20.37	\$24.41	83.4%	3.8
			L	11	\$20.12	\$27.55	73.0%	6.1
			M	7	\$24.89	\$31.15	79.9%	10.3
			N	1	\$35.64	\$34.42	103.5%	6.0
			O	9	\$31.16	\$37.30	83.5%	11.7
			P	6	\$40.88	\$40.78	100.2%	24.6
			Q	1	\$45.71	\$44.89	101.8%	20.5
		<b>Department Of Finance Total</b>		<b>51</b>	<b>\$25.13</b>	<b>\$29.19</b>	<b>86.1%</b>	<b>12.2</b>
		Department Of Fish & Game	F	1	\$11.22	\$12.65	88.7%	13.4
			G	31	\$11.89	\$14.37	82.7%	8.2
			H	28	\$14.67	\$16.54	88.7%	11.8
			I	37	\$14.90	\$19.33	77.1%	9.5
			J	31	\$18.07	\$21.79	82.9%	16.2
			K	45	\$19.63	\$24.41	80.4%	12.7
		L	211	\$22.34	\$27.55	81.1%	13.8	
		M	88	\$27.21	\$31.15	87.4%	16.9	
		N	26	\$31.34	\$34.42	91.1%	20.4	
		O	11	\$36.07	\$37.30	96.7%	19.6	
		P	10	\$37.22	\$40.78	91.3%	23.7	
		Q	2	\$40.25	\$44.89	89.7%	21.7	
	<b>Department Of Fish &amp; Game Total</b>		<b>521</b>	<b>\$22.18</b>	<b>\$26.43</b>	<b>83.9%</b>	<b>14.3</b>	
	Department Of Insurance	G	10	\$11.98	\$14.37	83.4%	4.4	
		H	6	\$13.37	\$16.54	80.8%	7.1	
		I	6	\$16.74	\$19.33	86.6%	16.1	
		J	3	\$18.28	\$21.79	83.9%	11.8	
		K	8	\$19.03	\$24.41	78.0%	10.8	
		L	20	\$22.74	\$27.55	82.6%	9.8	
		M	4	\$24.89	\$31.15	79.9%	8.3	
		N	3	\$26.88	\$34.42	78.1%	15.2	
	<b>Department Of Insurance Total</b>		<b>60</b>	<b>\$19.04</b>	<b>\$23.31</b>	<b>81.7%</b>	<b>9.7</b>	
	Department Of Labor	F	1	\$12.12	\$12.65	95.8%	12.9	
		G	11	\$12.09	\$14.37	84.2%	9.7	
		H	27	\$14.36	\$16.54	86.8%	9.6	
		I	54	\$15.22	\$19.33	78.7%	11.1	
		J	280	\$16.81	\$21.79	77.1%	8.5	
		K	61	\$20.14	\$24.41	82.5%	12.1	
		L	104	\$22.81	\$27.55	82.8%	12.2	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010		M	62	\$29.35	\$31.15	94.2%	14.9	
		N	35	\$32.17	\$34.42	93.5%	17.6	
		O	9	\$32.72	\$37.30	87.7%	22.2	
		P	12	\$42.48	\$40.78	104.2%	18.3	
		Q	1	\$52.10	\$44.89	116.1%	31.7	
		<b>Department Of Labor Total</b>		<b>657</b>	<b>\$20.49</b>	<b>\$24.54</b>	<b>83.5%</b>	<b>11.2</b>
		Department Of Lands	E	1	\$11.00	\$11.24	97.9%	2.4
			G	3	\$12.82	\$14.37	89.2%	14.7
			H	36	\$15.42	\$16.54	93.2%	12.5
			I	10	\$18.16	\$19.33	93.9%	16.7
			J	3	\$19.55	\$21.79	89.7%	6.9
			K	24	\$18.65	\$24.41	76.4%	8.9
			L	78	\$21.60	\$27.55	78.4%	14.0
			M	40	\$24.74	\$31.15	79.4%	15.8
			N	15	\$27.50	\$34.42	79.9%	12.2
			O	16	\$32.81	\$37.30	88.0%	23.8
			P	7	\$34.82	\$40.78	85.4%	12.9
		<b>Department Of Lands Total</b>		<b>233</b>	<b>\$22.09</b>	<b>\$26.99</b>	<b>81.9%</b>	<b>14.1</b>
		Dept - Parks & Recreation	G	17	\$11.50	\$14.37	80.0%	7.9
			H	7	\$14.09	\$16.54	85.2%	13.7
			I	5	\$15.44	\$19.33	79.9%	10.6
			J	39	\$16.51	\$21.79	75.8%	11.4
			K	27	\$18.44	\$24.41	75.5%	10.8
			L	15	\$21.96	\$27.55	79.7%	19.4
			M	14	\$24.41	\$31.15	78.4%	20.7
			N	2	\$31.97	\$34.42	92.9%	27.6
			O	6	\$31.40	\$37.30	84.2%	14.0
		<b>Dept - Parks &amp; Recreation Total</b>		<b>132</b>	<b>\$18.46</b>	<b>\$23.54</b>	<b>78.4%</b>	<b>13.2</b>
		Dept Of Administration	E	1	\$9.71	\$11.24	86.4%	1.7
			F	12	\$10.79	\$12.65	85.3%	12.1
			G	12	\$12.34	\$14.37	85.9%	9.4
			H	17	\$14.40	\$16.54	87.0%	8.3
			I	8	\$18.13	\$19.33	93.8%	9.2
		J	18	\$19.31	\$21.79	88.6%	12.8	
		K	14	\$21.64	\$24.41	88.7%	15.0	
		L	16	\$24.17	\$27.55	87.7%	14.7	
		M	22	\$26.36	\$31.15	84.6%	11.5	
		N	5	\$31.63	\$34.42	91.9%	18.9	
		O	3	\$36.81	\$37.30	98.7%	21.2	
	<b>Dept Of Administration Total</b>		<b>128</b>	<b>\$20.02</b>	<b>\$22.78</b>	<b>87.9%</b>	<b>12.2</b>	
	Dept Of Health & Welfare	E	47	\$9.55	\$11.24	84.9%	8.0	
		F	9	\$11.26	\$12.65	89.0%	9.6	
		G	105	\$12.16	\$14.37	84.6%	9.5	
		H	375	\$13.77	\$16.54	83.2%	9.6	
		I	268	\$15.75	\$19.33	81.5%	10.8	
		J	433	\$17.69	\$21.79	81.2%	9.4	
		K	207	\$20.05	\$24.41	82.2%	10.1	
		L	684	\$22.34	\$27.55	81.1%	9.6	
		M	348	\$26.15	\$31.15	84.0%	11.4	
		N	110	\$30.27	\$34.42	87.9%	14.7	
		O	31	\$30.34	\$37.30	81.3%	13.2	
		P	43	\$37.21	\$40.78	91.2%	14.7	
		Q	6	\$46.39	\$44.89	103.3%	15.1	
		R	3	\$47.48	\$49.80	95.3%	7.7	
		V	9	\$81.42	\$81.95	99.3%	9.2	
	<b>Dept Of Health &amp; Welfare Total</b>		<b>2678</b>	<b>\$20.33</b>	<b>\$24.48</b>	<b>83.0%</b>	<b>10.3</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010	Dept Of Water Resources	G	6	\$11.09	\$14.37	77.2%	4.4	
		H	13	\$13.53	\$16.54	81.8%	14.5	
		I	5	\$15.45	\$19.33	79.9%	12.7	
		J	10	\$17.75	\$21.79	81.5%	7.0	
		K	5	\$20.26	\$24.41	83.0%	7.4	
		L	48	\$21.75	\$27.55	78.9%	10.4	
		M	32	\$26.77	\$31.15	86.0%	14.7	
		N	3	\$29.68	\$34.42	86.2%	11.6	
		O	15	\$33.08	\$37.30	88.7%	17.9	
		P	7	\$38.32	\$40.78	94.0%	24.5	
	<b>Dept Of Water Resources Total</b>			<b>144</b>	<b>\$23.28</b>	<b>\$27.81</b>	<b>83.7%</b>	<b>12.7</b>
	Div - Financial Management	H	1	\$20.08	\$16.54	121.4%	31.2	
		M	1	\$34.39	\$31.15	110.4%	24.4	
		N	1	\$37.40	\$34.42	108.7%	26.1	
	<b>Div - Financial Management Total</b>			<b>3</b>	<b>\$30.62</b>	<b>\$27.37</b>	<b>111.9%</b>	<b>27.2</b>
	Div Of Building Safety	G	14	\$12.53	\$14.37	87.2%	7.3	
		H	6	\$16.22	\$16.54	98.0%	10.2	
		I	8	\$16.31	\$19.33	84.4%	9.1	
		J	1	\$22.78	\$21.79	104.5%	19.0	
		K	67	\$21.76	\$24.41	89.2%	10.6	
		L	7	\$25.18	\$27.55	91.4%	14.3	
		M	7	\$28.66	\$31.15	92.0%	15.9	
		N	2	\$29.66	\$34.42	86.2%	4.0	
		O	1	\$28.35	\$37.30	76.0%	9.8	
		<b>Div Of Building Safety Total</b>			<b>113</b>	<b>\$20.78</b>	<b>\$23.27</b>	<b>89.3%</b>
	Div Of Professional-Technical Education	G	8	\$13.11	\$14.37	91.2%	8.1	
		H	4	\$16.11	\$16.54	97.4%	16.9	
		I	1	\$15.00	\$19.33	77.6%	2.1	
		K	1	\$22.99	\$24.41	94.2%	4.2	
		L	1	\$26.00	\$27.55	94.4%	21.5	
	<b>Div Of Professional-Technical Education Total</b>			<b>15</b>	<b>\$15.55</b>	<b>\$16.83</b>	<b>92.4%</b>	<b>10.7</b>
	Division Of Human Resources	I	2	\$15.09	\$19.33	78.1%	10.2	
		K	2	\$20.28	\$24.41	83.1%	3.8	
		M	2	\$24.13	\$31.15	77.4%	18.8	
		N	3	\$28.28	\$34.42	82.2%	23.4	
		P	1	\$38.33	\$40.78	94.0%	34.4	
	<b>Division Of Human Resources Total</b>			<b>10</b>	<b>\$24.22</b>	<b>\$29.38</b>	<b>82.4%</b>	<b>17.0</b>
	Division Of Veterans Services	E	19	\$9.33	\$11.24	83.0%	6.2	
		F	73	\$10.70	\$12.65	84.6%	5.4	
		G	25	\$12.25	\$14.37	85.2%	8.7	
		H	37	\$13.64	\$16.54	82.5%	8.4	
		I	41	\$16.93	\$19.33	87.6%	8.0	
		J	10	\$18.48	\$21.79	84.8%	9.9	
		K	16	\$20.78	\$24.41	85.1%	11.2	
		L	18	\$21.39	\$27.55	77.6%	6.5	
		M	10	\$25.42	\$31.15	81.6%	8.8	
		N	12	\$28.83	\$34.42	83.7%	9.3	
		O	2	\$33.16	\$37.30	88.9%	16.4	
	<b>Division Of Veterans Services Total</b>			<b>263</b>	<b>\$15.33</b>	<b>\$18.27</b>	<b>83.9%</b>	<b>7.6</b>
	Eastern Idaho Health District VII	G	30	\$12.08	\$14.37	84.1%	6.8	
		H	6	\$14.35	\$16.54	86.7%	14.4	
		I	5	\$15.81	\$19.33	81.8%	8.4	
		J	2	\$19.88	\$21.79	91.2%	25.7	
		K	12	\$21.22	\$24.41	86.9%	12.3	
		L	13	\$23.52	\$27.55	85.4%	11.5	
	M	10	\$24.56	\$31.15	78.8%	11.7		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010		N	4	\$28.87	\$34.42	83.9%	15.5	
		O	1	\$30.46	\$37.30	81.7%	13.9	
		P	1	\$37.18	\$40.78	91.2%	12.9	
		<b>Eastern Idaho Health District VII Total</b>	<b>84</b>	<b>\$18.53</b>	<b>\$22.01</b>	<b>84.2%</b>	<b>10.6</b>	
		Eastern Idaho Tech College	E	6	\$10.65	\$11.24	94.7%	6.5
			F	1	\$12.28	\$12.65	97.1%	19.4
			G	10	\$12.44	\$14.37	86.6%	5.8
			H	10	\$14.83	\$16.54	89.6%	13.6
			I	2	\$16.04	\$19.33	83.0%	15.2
			J	3	\$16.35	\$21.79	75.0%	4.1
			K	3	\$21.53	\$24.41	88.2%	16.0
		<b>Eastern Idaho Tech College Total</b>		<b>35</b>	<b>\$14.13</b>	<b>\$16.18</b>	<b>87.3%</b>	<b>9.8</b>
		Endowment Fnd Investment Bd	I	1	\$19.24	\$19.33	99.5%	10.1
			L	1	\$28.74	\$27.55	104.3%	39.3
		<b>Endowment Fnd Investment Bd Total</b>		<b>2</b>	<b>\$23.99</b>	<b>\$23.44</b>	<b>102.3%</b>	<b>24.7</b>
		Hispanic Commission	I	1	\$15.17	\$19.33	78.5%	10.2
		<b>Hispanic Commission Total</b>		<b>1</b>	<b>\$15.17</b>	<b>\$19.33</b>	<b>78.5%</b>	<b>10.2</b>
		Idaho Commission For Libraries	E	3	\$9.58	\$11.24	85.2%	9.1
			G	12	\$12.17	\$14.37	84.7%	13.1
			I	2	\$15.27	\$19.33	79.0%	4.3
			K	5	\$18.89	\$24.41	77.4%	8.8
			L	6	\$21.72	\$27.55	78.8%	8.6
			M	8	\$24.34	\$31.15	78.2%	11.9
			N	1	\$30.39	\$34.42	88.3%	25.6
		<b>Idaho Commission For Libraries Total</b>		<b>37</b>	<b>\$17.71</b>	<b>\$22.05</b>	<b>80.3%</b>	<b>11.1</b>
		Idaho Commission On Aging	I	1	\$14.93	\$19.33	77.2%	21.5
			L	7	\$23.87	\$27.55	86.7%	10.1
			M	2	\$27.63	\$31.15	88.7%	13.3
		<b>Idaho Commission On Aging Total</b>		<b>10</b>	<b>\$23.73</b>	<b>\$27.45</b>	<b>86.5%</b>	<b>11.9</b>
		Idaho Public Television	G	8	\$11.57	\$14.37	80.5%	7.3
			H	2	\$14.22	\$16.54	85.9%	5.4
			I	6	\$14.25	\$19.33	73.7%	13.4
			J	8	\$18.72	\$21.79	85.9%	16.0
			K	9	\$21.06	\$24.41	86.3%	16.1
			L	10	\$23.59	\$27.55	85.6%	15.0
			M	2	\$25.75	\$31.15	82.7%	21.1
		<b>Idaho Public Television Total</b>		<b>45</b>	<b>\$18.52</b>	<b>\$22.13</b>	<b>83.7%</b>	<b>13.7</b>
		Idaho State Independent Living Council	H	1	\$14.28	\$16.54	86.3%	1.1
			I	1	\$13.14	\$19.33	68.0%	2.8
			L	2	\$21.63	\$27.55	78.5%	6.9
		<b>Idaho State Independent Living Council Total</b>		<b>4</b>	<b>\$17.67</b>	<b>\$22.74</b>	<b>77.7%</b>	<b>4.5</b>
		Idaho State Lottery	F	3	\$12.00	\$12.65	94.8%	3.5
			G	3	\$12.32	\$14.37	85.7%	10.7
			H	2	\$14.58	\$16.54	88.1%	13.6
			I	2	\$15.77	\$19.33	81.6%	6.4
			J	2	\$19.46	\$21.79	89.3%	7.5
		<b>Idaho State Lottery Total</b>		<b>12</b>	<b>\$14.38</b>	<b>\$16.37</b>	<b>87.9%</b>	<b>8.1</b>
		Idaho State Police	G	16	\$14.05	\$14.37	97.8%	9.9
			H	65	\$16.65	\$16.54	100.7%	7.8
			I	26	\$19.69	\$19.33	101.9%	14.9
		J	24	\$21.21	\$21.79	97.4%	12.2	
		K	160	\$24.71	\$24.41	101.2%	9.0	
		L	74	\$27.70	\$27.55	100.5%	13.7	
		M	55	\$31.98	\$31.15	102.7%	16.6	
		N	23	\$36.58	\$34.42	106.3%	16.9	
		O	12	\$41.22	\$37.30	110.5%	24.4	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2010		P	4	\$45.29	\$40.78	111.1%	21.1
	<b>Idaho State Police Total</b>		<b>459</b>	<b>\$25.29</b>	<b>\$24.82</b>	<b>101.9%</b>	<b>11.9</b>
	Idaho State Racing Commission	J	1	\$22.25	\$21.79	102.1%	19.6
	<b>Idaho State Racing Commission Total</b>		<b>1</b>	<b>\$22.25</b>	<b>\$21.79</b>	<b>102.1%</b>	<b>19.6</b>
	Idaho State University	E	88	\$8.92	\$11.24	79.3%	7.1
		F	28	\$9.81	\$12.65	77.6%	6.6
		G	106	\$11.32	\$14.37	78.8%	7.1
		H	188	\$12.99	\$16.54	78.5%	10.6
		I	122	\$15.49	\$19.33	80.1%	12.2
		J	48	\$17.50	\$21.79	80.3%	14.8
		K	25	\$19.55	\$24.41	80.1%	14.2
		L	10	\$21.81	\$27.55	79.2%	18.7
		M	1	\$24.77	\$31.15	79.5%	3.3
		N	1	\$25.50	\$34.42	74.1%	0.2
	<b>Idaho State University Total</b>		<b>617</b>	<b>\$13.27</b>	<b>\$16.74</b>	<b>79.3%</b>	<b>10.2</b>
	Idaho Transportation Dept	E	5	\$10.63	\$11.24	94.6%	11.5
		G	61	\$11.61	\$14.37	80.8%	5.8
		H	512	\$14.25	\$16.54	86.2%	10.5
		I	174	\$16.82	\$19.33	87.0%	12.6
		J	286	\$18.34	\$21.79	84.2%	15.3
		K	239	\$21.08	\$24.41	86.4%	19.8
		L	166	\$24.26	\$27.55	88.1%	17.9
		M	121	\$27.60	\$31.15	88.6%	13.5
		N	69	\$31.07	\$34.42	90.3%	17.7
		O	56	\$34.71	\$37.30	93.0%	19.8
		P	18	\$38.66	\$40.78	94.8%	22.8
		Q	10	\$43.72	\$44.89	97.4%	21.4
		R	2	\$51.51	\$49.80	103.4%	31.5
	<b>Idaho Transportation Dept Total</b>		<b>1719</b>	<b>\$19.75</b>	<b>\$22.64</b>	<b>87.3%</b>	<b>14.4</b>
	Industrial Commission	G	26	\$12.22	\$14.37	85.0%	9.6
		H	18	\$13.33	\$16.54	80.6%	10.5
		I	6	\$15.21	\$19.33	78.7%	9.7
		J	15	\$16.72	\$21.79	76.7%	7.8
		K	7	\$21.25	\$24.41	87.1%	18.9
		L	2	\$21.01	\$27.55	76.3%	7.5
		M	2	\$26.64	\$31.15	85.5%	28.6
	<b>Industrial Commission Total</b>		<b>76</b>	<b>\$15.05</b>	<b>\$18.45</b>	<b>81.6%</b>	<b>10.7</b>
	Juvenile Corrections	F	3	\$11.41	\$12.65	90.2%	11.8
		G	24	\$11.51	\$14.37	80.1%	7.1
		H	61	\$13.08	\$16.54	79.1%	6.7
		I	138	\$15.52	\$19.33	80.3%	8.0
		J	14	\$18.00	\$21.79	82.6%	12.9
		K	66	\$19.74	\$24.41	80.8%	8.9
		L	48	\$22.22	\$27.55	80.7%	11.2
		M	21	\$25.63	\$31.15	82.3%	13.6
		N	7	\$29.70	\$34.42	86.3%	18.0
		O	1	\$32.22	\$37.30	86.4%	11.4
<b>Juvenile Corrections Total</b>		<b>383</b>	<b>\$17.36</b>	<b>\$21.49</b>	<b>80.8%</b>	<b>9.0</b>	
Lava Hot Springs Foundation	E	6	\$9.91	\$11.24	88.1%	4.5	
	F	2	\$10.40	\$12.65	82.2%	7.1	
	H	2	\$15.98	\$16.54	96.6%	6.3	
	I	1	\$15.81	\$19.33	81.8%	10.6	
	L	1	\$25.62	\$27.55	93.0%	18.0	
<b>Lava Hot Springs Foundation Total</b>		<b>12</b>	<b>\$12.80</b>	<b>\$14.39</b>	<b>89.0%</b>	<b>6.9</b>	
Lewis-Clark State College	E	18	\$8.92	\$11.24	79.3%	7.7	
	F	7	\$10.70	\$12.65	84.6%	4.2	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010		G	16	\$11.71	\$14.37	81.5%	5.8	
		H	62	\$13.53	\$16.54	81.8%	9.9	
		I	21	\$15.60	\$19.33	80.7%	14.2	
		J	2	\$18.54	\$21.79	85.1%	16.4	
		K	2	\$17.26	\$24.41	70.7%	7.5	
		L	2	\$23.14	\$27.55	84.0%	28.9	
		<b>Lewis-Clark State College Total</b>		<b>130</b>	<b>\$13.13</b>	<b>\$16.15</b>	<b>81.3%</b>	<b>9.8</b>
		North Central Health District II	E	1	\$10.24	\$11.24	91.1%	6.9
			G	13	\$13.04	\$14.37	90.8%	12.1
			H	1	\$16.34	\$16.54	98.8%	14.1
			I	1	\$17.00	\$19.33	87.9%	17.8
			J	1	\$21.75	\$21.79	99.8%	27.0
			K	5	\$20.50	\$24.41	84.0%	3.2
			L	14	\$22.31	\$27.55	81.0%	5.7
			M	2	\$25.35	\$31.15	81.4%	9.0
			N	2	\$25.25	\$34.42	73.4%	18.9
			O	1	\$39.23	\$37.30	105.2%	30.6
		<b>North Central Health District II Total</b>		<b>41</b>	<b>\$19.27</b>	<b>\$22.73</b>	<b>84.8%</b>	<b>9.9</b>
		Office Of Brd Of Education	I	2	\$14.47	\$19.33	74.9%	3.1
		<b>Office Of Brd Of Education Total</b>		<b>2</b>	<b>\$14.47</b>	<b>\$19.33</b>	<b>74.9%</b>	<b>3.1</b>
		Office Of Energy Resources	H	1	\$17.41	\$16.54	105.3%	29.3
			M	2	\$29.56	\$31.15	94.9%	23.5
		<b>Office Of Energy Resources Total</b>		<b>3</b>	<b>\$25.51</b>	<b>\$26.28</b>	<b>97.1%</b>	<b>25.5</b>
		Outfitters And Guides	G	3	\$11.94	\$14.37	83.1%	8.1
			I	1	\$16.61	\$19.33	85.9%	3.9
		<b>Outfitters And Guides Total</b>		<b>4</b>	<b>\$13.11</b>	<b>\$15.61</b>	<b>84.0%</b>	<b>7.1</b>
		Panhandle Health District I	G	25	\$12.72	\$14.37	88.5%	10.5
			H	20	\$14.84	\$16.54	89.7%	10.9
			I	3	\$16.79	\$19.33	86.9%	9.0
			J	6	\$18.14	\$21.79	83.2%	6.5
			K	11	\$19.84	\$24.41	81.3%	4.8
			L	22	\$21.43	\$27.55	77.8%	6.9
			M	12	\$25.48	\$31.15	81.8%	16.8
		N	9	\$29.58	\$34.42	85.9%	13.8	
		P	1	\$39.61	\$40.78	97.1%	14.5	
	<b>Panhandle Health District I Total</b>		<b>109</b>	<b>\$19.04</b>	<b>\$22.73</b>	<b>83.8%</b>	<b>10.0</b>	
	Pub Employee Retirement Sys	G	2	\$11.64	\$14.37	81.0%	17.4	
		H	23	\$13.63	\$16.54	82.4%	11.7	
		J	13	\$17.52	\$21.79	80.4%	10.8	
		K	3	\$20.76	\$24.41	85.0%	5.3	
		L	7	\$21.88	\$27.55	79.4%	10.4	
		M	4	\$27.07	\$31.15	86.9%	14.0	
		N	2	\$26.44	\$34.42	76.8%	12.5	
		O	2	\$33.86	\$37.30	90.8%	14.6	
	<b>Pub Employee Retirement Sys Total</b>		<b>56</b>	<b>\$18.02</b>	<b>\$21.90</b>	<b>82.3%</b>	<b>11.5</b>	
	Public Utilities Comm	G	4	\$13.53	\$14.37	94.2%	10.9	
		H	2	\$14.67	\$16.54	88.7%	26.2	
		I	1	\$18.92	\$19.33	97.9%	34.4	
		J	1	\$21.04	\$21.79	96.6%	33.1	
		K	8	\$19.56	\$24.41	80.1%	8.0	
		L	1	\$26.70	\$27.55	96.9%	30.7	
		M	11	\$23.18	\$31.15	74.4%	7.4	
		N	6	\$32.91	\$34.42	95.6%	26.2	
		O	2	\$39.98	\$37.30	107.2%	30.8	
	<b>Public Utilities Comm Total</b>		<b>36</b>	<b>\$23.30</b>	<b>\$27.17</b>	<b>85.8%</b>	<b>15.5</b>	
	Real Estate Commission	G	2	\$11.23	\$14.37	78.1%	2.5	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010		H	3	\$12.98	\$16.54	78.5%	4.5	
		I	2	\$17.07	\$19.33	88.3%	13.5	
		J	2	\$17.87	\$21.79	82.0%	3.5	
		K	2	\$17.69	\$24.41	72.5%	5.6	
		L	2	\$20.65	\$27.55	74.9%	3.8	
		M	1	\$26.34	\$31.15	84.6%	9.5	
		<b>Real Estate Commission Total</b>		<b>14</b>	<b>\$16.73</b>	<b>\$21.12</b>	<b>79.2%</b>	<b>5.8</b>
		Soil And Water Conservation Commission	I	1	\$16.71	\$19.33	86.4%	1.2
			K	6	\$21.16	\$24.41	86.7%	9.6
			L	1	\$23.83	\$27.55	86.5%	14.2
			M	5	\$25.84	\$31.15	83.0%	12.1
		<b>Soil And Water Conservation Commission Total</b>		<b>13</b>	<b>\$22.82</b>	<b>\$26.85</b>	<b>85.0%</b>	<b>10.3</b>
		South Central Public Health District V	E	1	\$10.46	\$11.24	93.1%	6.2
			G	27	\$12.20	\$14.37	84.9%	7.8
			H	2	\$14.45	\$16.54	87.4%	9.2
			I	6	\$15.26	\$19.33	78.9%	5.2
			J	6	\$18.41	\$21.79	84.5%	8.3
			K	9	\$20.82	\$24.41	85.3%	10.3
			L	9	\$23.92	\$27.55	86.8%	9.3
			M	9	\$25.94	\$31.15	83.3%	9.0
			N	4	\$29.85	\$34.42	86.7%	18.3
			O	1	\$30.88	\$37.30	82.8%	21.2
		<b>South Central Public Health District V Total</b>		<b>74</b>	<b>\$18.34</b>	<b>\$21.65</b>	<b>84.7%</b>	<b>9.0</b>
		Southeast Health District VI	E	1	\$10.00	\$11.24	89.0%	2.3
			F	1	\$11.46	\$12.65	90.6%	9.2
			G	32	\$12.54	\$14.37	87.2%	10.3
			H	5	\$15.37	\$16.54	92.9%	10.4
			I	4	\$16.21	\$19.33	83.8%	10.3
			J	1	\$15.25	\$21.79	70.0%	2.4
			K	7	\$20.29	\$24.41	83.1%	12.6
			L	17	\$23.10	\$27.55	83.8%	9.9
			M	7	\$27.34	\$31.15	87.8%	15.2
			N	5	\$30.01	\$34.42	87.2%	7.9
			O	2	\$33.81	\$37.30	90.6%	20.4
		<b>Southeast Health District VI Total</b>		<b>82</b>	<b>\$18.58</b>	<b>\$21.58</b>	<b>86.1%</b>	<b>10.7</b>
		Southwest Health District III	E	3	\$11.78	\$11.24	104.8%	13.7
			F	1	\$12.64	\$12.65	99.9%	11.5
			G	39	\$12.05	\$14.37	83.8%	5.7
			H	4	\$15.14	\$16.54	91.5%	7.9
			I	9	\$17.82	\$19.33	92.2%	9.4
			K	9	\$22.37	\$24.41	91.6%	9.1
			L	9	\$24.58	\$27.55	89.2%	9.1
		M	7	\$27.00	\$31.15	86.7%	8.7	
		N	6	\$32.52	\$34.42	94.5%	7.0	
		O	2	\$34.13	\$37.30	91.5%	18.7	
	<b>Southwest Health District III Total</b>		<b>89</b>	<b>\$18.13</b>	<b>\$20.38</b>	<b>89.0%</b>	<b>7.8</b>	
	State Board Of Accountancy	H	1	\$13.06	\$16.54	79.0%	10.9	
		I	2	\$18.02	\$19.33	93.2%	21.2	
	<b>State Board Of Accountancy Total</b>		<b>3</b>	<b>\$16.36</b>	<b>\$18.40</b>	<b>88.9%</b>	<b>17.8</b>	
	State Board Of Medicine	G	2	\$11.22	\$14.37	78.1%	6.6	
		H	4	\$13.92	\$16.54	84.1%	21.4	
		I	2	\$15.75	\$19.33	81.5%	17.6	
	<b>State Board Of Medicine Total</b>		<b>8</b>	<b>\$13.70</b>	<b>\$16.70</b>	<b>82.1%</b>	<b>16.8</b>	
	State Board Of Nursing	G	5	\$12.38	\$14.37	86.2%	9.1	
		J	1	\$23.95	\$21.79	109.9%	42.4	
	<b>State Board Of Nursing Total</b>		<b>6</b>	<b>\$14.31</b>	<b>\$15.61</b>	<b>91.7%</b>	<b>14.6</b>	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2010	State Board Of Pharmacy	H	3	\$14.90	\$16.54	90.1%	2.9	
		I	1	\$17.19	\$19.33	88.9%	15.5	
		J	4	\$18.27	\$21.79	83.8%	10.7	
		L	1	\$24.73	\$27.55	89.8%	18.4	
		<b>State Board Of Pharmacy Total</b>		<b>9</b>	<b>\$17.74</b>	<b>\$20.41</b>	<b>86.9%</b>	<b>9.5</b>
	State Board Of Tax Appeals	J	1	\$16.50	\$21.79	75.7%	4.7	
		N	2	\$27.79	\$34.42	80.7%	14.0	
		<b>State Board Of Tax Appeals Total</b>		<b>3</b>	<b>\$24.02</b>	<b>\$30.21</b>	<b>79.5%</b>	<b>10.9</b>
	State Historical Society	G	4	\$12.42	\$14.37	86.4%	4.6	
		H	5	\$13.32	\$16.54	80.5%	4.0	
		I	5	\$14.89	\$19.33	77.0%	7.1	
		J	2	\$17.55	\$21.79	80.5%	6.9	
		K	19	\$20.20	\$24.41	82.7%	14.5	
		L	5	\$24.31	\$27.55	88.2%	14.1	
		M	2	\$27.22	\$31.15	87.4%	24.2	
		N	1	\$30.91	\$34.42	89.8%	10.9	
		<b>State Historical Society Total</b>		<b>43</b>	<b>\$18.99</b>	<b>\$22.76</b>	<b>83.4%</b>	<b>11.5</b>
	State Liquor Division	F	96	\$10.61	\$12.65	83.9%	4.9	
		G	15	\$13.25	\$14.37	92.2%	7.8	
		H	7	\$15.30	\$16.54	92.5%	11.1	
		I	19	\$16.70	\$19.33	86.4%	12.1	
		J	48	\$18.67	\$21.79	85.7%	13.4	
		K	2	\$22.37	\$24.41	91.6%	13.9	
		L	3	\$27.72	\$27.55	100.6%	19.4	
		N	4	\$30.55	\$34.42	88.8%	30.5	
		<b>State Liquor Division Total</b>		<b>194</b>	<b>\$14.37</b>	<b>\$16.64</b>	<b>86.4%</b>	<b>9.0</b>
	State Tax Commission	E	9	\$9.52	\$11.24	84.7%	11.5	
		G	16	\$11.35	\$14.37	79.0%	7.4	
		H	62	\$12.94	\$16.54	78.3%	8.1	
		I	48	\$14.79	\$19.33	76.5%	9.1	
		J	22	\$17.86	\$21.79	82.0%	13.3	
		K	53	\$19.36	\$24.41	79.3%	11.2	
		L	48	\$22.01	\$27.55	79.9%	13.2	
		M	63	\$25.21	\$31.15	80.9%	14.6	
		N	35	\$30.17	\$34.42	87.6%	20.1	
		O	6	\$35.55	\$37.30	95.3%	15.9	
		P	4	\$32.58	\$40.78	79.9%	22.1	
		<b>State Tax Commission Total</b>		<b>366</b>	<b>\$19.79</b>	<b>\$24.41</b>	<b>81.1%</b>	<b>12.3</b>
	Vocational Rehabilitation	H	5	\$15.13	\$16.54	91.5%	9.8	
		I	50	\$14.56	\$19.33	75.3%	9.3	
		J	2	\$18.02	\$21.79	82.7%	4.7	
		<b>Vocational Rehabilitation Total</b>		<b>57</b>	<b>\$14.73</b>	<b>\$19.17</b>	<b>76.8%</b>	<b>9.2</b>
<b>2010 Total</b>			<b>12697</b>	<b>\$19.08</b>	<b>\$22.87</b>	<b>83.4%</b>	<b>11.0</b>	
2011	Bd-Prof Eng & Land Surv	H	1	13.98	16.54	84.5%	12.5	
		I	1	20.39	19.33	105.5%	9.9	
		<b>Bd-Prof Eng &amp; Land Surv Total</b>		<b>2</b>	<b>17.19</b>	<b>17.94</b>	<b>95.8%</b>	<b>11.2</b>
	Boise State University	E	77	9.49	11.24	84.4%	6.2	
		F	17	10.11	12.65	79.9%	7.5	
		G	74	10.99	14.37	76.5%	7.2	
		H	174	13.18	16.54	79.7%	10.9	
		I	152	15.02	19.33	77.7%	10.7	
		J	65	17.49	21.79	80.3%	15.6	
		K	9	19.52	24.41	80.0%	13.9	
		L	1	24.13	27.55	87.6%	20.9	
		M	1	26.07	31.15	83.7%	35.9	
		<b>Boise State University Total</b>		<b>570</b>	<b>13.43</b>	<b>16.94</b>	<b>79.3%</b>	<b>10.3</b>

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2011	Brand Inspector	G	1	13.38	14.37	93.1%	10.9
		I	26	16.02	19.33	82.9%	14.0
		J	1	17.95	21.79	82.4%	23.7
	<b>Brand Inspector Total</b>		<b>28</b>	<b>16.00</b>	<b>19.24</b>	<b>83.1%</b>	<b>14.3</b>
	Brd Of Veterinary Medicine	I	1	13.80	19.33	71.4%	14.8
	<b>Brd Of Veterinary Medicine Total</b>		<b>1</b>	<b>13.80</b>	<b>19.33</b>	<b>71.4%</b>	<b>14.8</b>
	Bur-Occupational Licenses	G	6	11.32	14.37	78.8%	5.0
		H	6	12.92	16.54	78.1%	12.0
		I	3	14.43	19.33	74.7%	6.5
		J	13	17.04	21.79	78.2%	9.7
		K	2	23.04	24.41	94.4%	25.9
		L	1	26.79	27.55	97.2%	20.1
		N	1	29.05	34.42	84.4%	12.9
	<b>Bur-Occupational Licenses Total</b>		<b>32</b>	<b>16.00</b>	<b>19.92</b>	<b>80.3%</b>	<b>10.4</b>
	Central Health District IV	E	3	11.76	11.24	104.6%	4.6
		G	31	12.10	14.37	84.2%	6.7
		H	12	14.68	16.54	88.8%	9.0
		I	11	16.47	19.33	85.2%	11.0
		J	4	20.23	21.79	92.8%	6.0
		K	15	21.80	24.41	89.3%	11.2
		L	14	24.92	27.55	90.5%	9.2
		M	6	26.52	31.15	85.1%	11.2
		N	9	33.77	34.42	98.1%	14.2
		O	3	37.01	37.30	99.2%	17.2
	<b>Central Health District IV Total</b>		<b>108</b>	<b>19.43</b>	<b>21.65</b>	<b>89.8%</b>	<b>9.4</b>
	Comm-Blind & Visual Impair	D	1	10.46	10.06	104.0%	18.5
		E	1	10.54	11.24	93.8%	13.2
		G	3	14.10	14.37	98.1%	13.0
		H	1	12.50	16.54	75.6%	0.8
		I	6	15.13	19.33	78.3%	14.3
		J	1	23.00	21.79	105.6%	14.8
		K	19	19.82	24.41	81.2%	9.1
		L	4	24.04	27.55	87.3%	13.2
		M	2	30.25	31.15	97.1%	24.7
	<b>Comm-Blind &amp; Visual Impair Total</b>		<b>38</b>	<b>19.02</b>	<b>22.50</b>	<b>84.5%</b>	<b>11.8</b>
	Commission Of Pardons And Parole	E	1	9.00	11.24	80.1%	0.0
		G	2	12.52	14.37	87.1%	10.9
		H	2	13.08	16.54	79.1%	9.6
		I	1	13.14	19.33	68.0%	5.5
		J	4	17.26	21.79	79.2%	8.9
		K	1	17.69	24.41	72.5%	12.8
		L	17	19.63	27.55	71.2%	11.1
	<b>Commission Of Pardons And Parole Total</b>		<b>28</b>	<b>17.63</b>	<b>24.01</b>	<b>73.4%</b>	<b>10.1</b>
	Department Of Agriculture	E	1	11.23	11.24	99.9%	6.4
		F	1	12.55	12.65	99.2%	2.5
		G	5	13.80	14.37	96.1%	13.4
		H	7	13.54	16.54	81.8%	11.4
		I	22	15.79	19.33	81.7%	13.8
		J	6	15.72	21.79	72.1%	5.0
		K	44	19.01	24.41	77.9%	12.0
	L	17	21.21	27.55	77.0%	10.6	
	M	22	23.73	31.15	76.2%	12.4	
	N	23	27.32	34.42	79.4%	14.9	
	O	7	32.42	37.30	86.9%	15.5	
	P	7	35.17	40.78	86.2%	16.8	
<b>Department Of Agriculture Total</b>		<b>162</b>	<b>21.29</b>	<b>26.75</b>	<b>79.6%</b>	<b>12.6</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2011	Department Of Commerce	E	1	10.82	11.24	96.3%	4.6	
		G	3	11.47	14.37	79.8%	6.5	
		H	4	12.98	16.54	78.5%	6.4	
		I	1	16.97	19.33	87.8%	6.2	
		J	1	15.55	21.79	71.4%	8.0	
		K	7	18.78	24.41	76.9%	11.3	
		L	21	21.25	27.55	77.1%	7.0	
		M	1	22.23	31.15	71.4%	2.8	
		N	5	28.96	34.42	84.1%	17.9	
	<b>Department Of Commerce Total</b>			<b>44</b>	<b>19.87</b>	<b>25.33</b>	<b>78.5%</b>	<b>8.7</b>
	Department Of Correction	E	2	9.13	11.24	81.2%	13.1	
		G	21	10.67	14.37	74.2%	5.5	
		H	48	12.84	16.54	77.6%	8.1	
		I	586	14.45	19.33	74.7%	6.1	
		J	231	16.86	21.79	77.4%	8.8	
		K	412	18.60	24.41	76.2%	9.7	
		L	47	22.36	27.55	81.2%	6.8	
		M	103	23.83	31.15	76.5%	11.6	
		N	22	29.04	34.42	84.4%	13.7	
		O	5	31.31	37.30	83.9%	11.3	
		P	22	31.60	40.78	77.5%	14.7	
	<b>Department Of Correction Total</b>			<b>1499</b>	<b>17.27</b>	<b>22.60</b>	<b>76.4%</b>	<b>8.2</b>
	Department Of Environmental Quality	G	6	12.18	14.37	84.7%	5.7	
		H	21	14.08	16.54	85.1%	12.1	
		I	15	16.33	19.33	84.5%	14.2	
		J	6	19.56	21.79	89.7%	8.9	
		K	3	18.69	24.41	76.6%	3.7	
		L	29	21.89	27.55	79.5%	10.8	
		M	124	23.45	31.15	75.3%	10.6	
		N	90	28.46	34.42	82.7%	15.1	
		O	10	32.84	37.30	88.0%	14.4	
		P	12	34.49	40.78	84.6%	20.8	
		Q	1	41.34	44.89	92.1%	25.5	
	<b>Department Of Environmental Quality Total</b>			<b>317</b>	<b>24.21</b>	<b>30.27</b>	<b>80.0%</b>	<b>12.5</b>
	Department Of Finance	G	3	11.12	14.37	77.4%	2.5	
		H	7	15.04	16.54	90.9%	10.5	
		I	3	20.29	19.33	104.9%	25.0	
		K	9	19.67	24.41	80.6%	2.3	
		L	7	21.32	27.55	77.4%	4.5	
		M	13	23.99	31.15	77.0%	9.3	
		N	1	35.64	34.42	103.5%	7.0	
		O	7	32.10	37.30	86.1%	13.8	
		P	6	40.41	40.78	99.1%	21.1	
		Q	1	46.71	44.89	104.1%	21.5	
	<b>Department Of Finance Total</b>			<b>57</b>	<b>24.34</b>	<b>28.41</b>	<b>85.7%</b>	<b>10.2</b>
	Department Of Fish & Game	F	1	11.22	12.65	88.7%	14.4	
		G	30	11.44	14.37	79.6%	6.8	
H		26	14.58	16.54	88.1%	12.9		
I		41	15.44	19.33	79.9%	9.2		
J		46	17.76	21.79	81.5%	12.7		
K		46	19.37	24.41	79.4%	12.5		
L		210	22.31	27.55	81.0%	14.3		
M		92	27.05	31.15	86.8%	16.9		
N		27	31.29	34.42	90.9%	21.8		
O		11	35.96	37.30	96.4%	20.3		
P		9	37.70	40.78	92.4%	23.6		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2011		Q	2	40.25	44.89	89.7%	22.7	
	<b>Department Of Fish &amp; Game Total</b>		<b>541</b>	<b>22.01</b>	<b>26.32</b>	<b>83.6%</b>	<b>14.3</b>	
	Department Of Insurance	G	7	11.89	14.37	82.8%	5.7	
		H	7	13.64	16.54	82.5%	6.3	
		I	6	16.08	19.33	83.2%	15.8	
		J	3	18.28	21.79	83.9%	12.8	
		K	10	19.10	24.41	78.2%	9.6	
		L	17	22.79	27.55	82.7%	9.4	
		M	4	24.89	31.15	79.9%	9.4	
		N	2	27.52	34.42	80.0%	15.9	
	<b>Department Of Insurance Total</b>			<b>56</b>	<b>18.98</b>	<b>23.28</b>	<b>81.6%</b>	<b>9.7</b>
	Department Of Labor	F	1	12.12	12.65	95.8%	13.9	
		G	11	12.09	14.37	84.1%	11.5	
		H	20	14.48	16.54	87.6%	12.0	
		I	48	15.81	19.33	81.8%	14.0	
		J	270	16.78	21.79	77.0%	9.4	
		K	63	19.55	24.41	80.1%	11.7	
		L	100	22.75	27.55	82.6%	12.2	
		M	55	29.17	31.15	93.6%	16.4	
		N	35	31.58	34.42	91.8%	17.5	
		O	9	32.15	37.30	86.2%	22.3	
		P	13	40.99	40.78	100.5%	18.5	
		Q	1	52.10	44.89	116.1%	32.7	
	<b>Department Of Labor Total</b>			<b>626</b>	<b>20.47</b>	<b>24.66</b>	<b>83.0%</b>	<b>12.0</b>
	Department Of Lands	E	1	11.00	11.24	97.9%	3.4	
		G	3	12.82	14.37	89.2%	15.7	
		H	36	15.25	16.54	92.2%	11.8	
		I	8	18.39	19.33	95.1%	18.1	
		J	3	18.33	21.79	84.1%	5.6	
		K	28	18.74	24.41	76.8%	9.0	
		L	78	21.63	27.55	78.5%	14.2	
		M	40	24.72	31.15	79.4%	14.2	
		N	17	27.36	34.42	79.5%	11.2	
		O	16	32.56	37.30	87.3%	24.5	
		P	7	34.82	40.78	85.4%	13.9	
	<b>Department Of Lands Total</b>			<b>237</b>	<b>22.07</b>	<b>27.07</b>	<b>81.5%</b>	<b>13.7</b>
	Dept - Parks & Recreation	G	17	11.50	14.37	80.0%	8.7	
		H	7	14.09	16.54	85.2%	14.7	
		I	5	15.44	19.33	79.9%	11.6	
		J	41	16.31	21.79	74.9%	9.8	
		K	28	18.29	24.41	74.9%	10.9	
		L	15	21.96	27.55	79.7%	20.4	
		M	14	24.49	31.15	78.6%	21.7	
		N	3	29.34	34.42	85.2%	23.4	
		O	6	31.40	37.30	84.2%	15.0	
	<b>Dept - Parks &amp; Recreation Total</b>			<b>136</b>	<b>18.39</b>	<b>23.60</b>	<b>77.9%</b>	<b>13.1</b>
	Dept Of Administration	E	1	9.71	11.24	86.4%	2.7	
	F	11	10.78	12.65	85.2%	13.3		
	G	11	12.29	14.37	85.5%	12.7		
	H	19	14.23	16.54	86.0%	7.4		
	I	7	17.57	19.33	90.9%	9.3		
	J	18	18.80	21.79	86.3%	10.8		
	K	15	21.52	24.41	88.2%	13.4		
	L	15	23.73	27.55	86.1%	14.1		
	M	17	26.27	31.15	84.3%	10.7		
	N	5	31.63	34.42	91.9%	19.9		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2011		O	3	36.81	37.30	98.7%	22.2	
	<b>Dept Of Administration Total</b>		<b>122</b>	<b>19.58</b>	<b>22.49</b>	<b>87.1%</b>	<b>11.9</b>	
	Dept Of Health & Welfare	E	45	9.45	11.24	84.1%	7.8	
		F	10	11.16	12.65	88.3%	7.1	
		G	97	12.15	14.37	84.6%	10.1	
		H	354	13.62	16.54	82.4%	9.5	
		I	255	15.73	19.33	81.4%	11.2	
		J	429	17.47	21.79	80.2%	9.3	
		K	204	19.89	24.41	81.5%	10.0	
		L	686	22.25	27.55	80.8%	9.8	
		M	366	26.06	31.15	83.6%	11.0	
		N	109	30.42	34.42	88.4%	15.7	
		O	28	29.93	37.30	80.2%	13.1	
		P	45	36.17	40.78	88.7%	13.6	
		Q	6	46.39	44.89	103.3%	16.2	
		R	3	47.48	49.80	95.3%	8.1	
		V	10	80.78	81.95	98.6%	9.3	
	<b>Dept Of Health &amp; Welfare Total</b>			<b>2647</b>	<b>20.37</b>	<b>24.67</b>	<b>82.6%</b>	<b>10.3</b>
	Dept Of Water Resources	G	5	11.00	14.37	76.6%	5.5	
		H	12	13.19	16.54	79.7%	13.3	
		I	5	15.45	19.33	79.9%	13.7	
		J	13	17.65	21.79	81.0%	6.3	
		K	5	20.26	24.41	83.0%	8.4	
		L	42	21.87	27.55	79.4%	11.5	
		M	33	26.55	31.15	85.2%	14.9	
		N	3	29.68	34.42	86.2%	12.6	
		O	16	32.96	37.30	88.4%	17.0	
		P	6	37.51	40.78	92.0%	25.2	
	<b>Dept Of Water Resources Total</b>			<b>140</b>	<b>23.27</b>	<b>27.87</b>	<b>83.5%</b>	<b>13.0</b>
	Div - Financial Management	H	1	20.08	16.54	121.4%	32.2	
		M	1	34.39	31.15	110.4%	25.4	
	<b>Div - Financial Management Total</b>			<b>2</b>	<b>27.24</b>	<b>23.85</b>	<b>114.2%</b>	<b>28.8</b>
	Div Of Building Safety	G	5	12.16	14.37	84.6%	6.5	
		H	9	14.25	16.54	86.1%	9.8	
		I	7	16.83	19.33	87.0%	11.0	
		J	1	22.78	21.79	104.5%	20.0	
		K	59	21.73	24.41	89.0%	10.1	
		L	5	25.19	27.55	91.4%	14.1	
		M	7	28.33	31.15	91.0%	17.0	
		N	2	29.66	34.42	86.2%	5.0	
	<b>Div Of Building Safety Total</b>			<b>95</b>	<b>21.00</b>	<b>23.61</b>	<b>89.0%</b>	<b>10.7</b>
	Div Of Professional-Technical Education	G	8	13.11	14.37	91.2%	9.1	
		H	4	16.11	16.54	97.4%	17.8	
		I	1	15.00	19.33	77.6%	3.1	
		L	1	26.00	27.55	94.4%	22.5	
	<b>Div Of Professional-Technical Education Total</b>			<b>14</b>	<b>15.02</b>	<b>16.29</b>	<b>92.2%</b>	<b>12.1</b>
	Division Of Human Resources	I	1	17.04	19.33	88.2%	17.7	
		J	1	19.50	21.79	89.5%	4.8	
		K	1	18.00	24.41	73.7%	2.6	
		M	3	23.14	31.15	74.3%	14.5	
	N	2	26.44	34.42	76.8%	18.3		
	O	1	35.25	37.30	94.5%	16.9		
<b>Division Of Human Resources Total</b>			<b>9</b>	<b>23.56</b>	<b>29.46</b>	<b>80.0%</b>	<b>13.6</b>	
Division Of Veterans Services	E	19	9.37	11.24	83.3%	6.9		
	F	84	10.46	12.65	82.7%	4.7		
	G	24	12.31	14.37	85.7%	9.6		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2011		H	38	13.53	16.54	81.8%	8.9	
		I	40	16.95	19.33	87.7%	8.6	
		J	10	17.72	21.79	81.3%	8.7	
		K	15	21.15	24.41	86.6%	10.7	
		L	18	20.99	27.55	76.2%	6.7	
		M	15	25.04	31.15	80.4%	7.2	
		N	14	29.47	34.42	85.6%	9.1	
		O	2	34.52	37.30	92.5%	17.4	
		<b>Division Of Veterans Services Total</b>		<b>279</b>	<b>15.32</b>	<b>18.37</b>	<b>83.4%</b>	<b>7.4</b>
		Eastern Idaho Health District VII	G	27	11.81	14.37	82.2%	6.2
			H	6	14.65	16.54	88.6%	16.7
			I	5	15.81	19.33	81.8%	9.2
			J	2	19.88	21.79	91.2%	26.7
			K	11	21.40	24.41	87.7%	12.3
			L	11	23.26	27.55	84.4%	13.0
			M	12	25.27	31.15	81.1%	11.5
			N	5	29.90	34.42	86.9%	13.4
			O	1	30.46	37.30	81.7%	14.9
			P	1	37.18	40.78	91.2%	13.9
		<b>Eastern Idaho Health District VII Total</b>		<b>81</b>	<b>18.98</b>	<b>22.51</b>	<b>84.3%</b>	<b>10.8</b>
		Eastern Idaho Tech College	E	6	10.65	11.24	94.7%	7.5
			F	1	12.28	12.65	97.1%	20.4
			G	11	12.45	14.37	86.6%	5.2
			H	10	14.70	16.54	88.8%	13.9
			I	2	16.04	19.33	83.0%	16.2
			J	4	17.26	21.79	79.2%	8.4
			K	5	19.74	24.41	80.9%	5.2
		<b>Eastern Idaho Tech College Total</b>		<b>39</b>	<b>14.36</b>	<b>16.70</b>	<b>85.9%</b>	<b>9.1</b>
		Endowment Fnd Investment Bd	I	1	19.24	19.33	99.5%	11.1
			L	1	28.74	27.55	104.3%	40.2
		<b>Endowment Fnd Investment Bd Total</b>		<b>2</b>	<b>23.99</b>	<b>23.44</b>	<b>102.3%</b>	<b>25.7</b>
		Hispanic Commission	I	1	15.17	19.33	78.5%	11.1
		<b>Hispanic Commission Total</b>		<b>1</b>	<b>15.17</b>	<b>19.33</b>	<b>78.5%</b>	<b>11.1</b>
		Idaho Commission For Libraries	E	3	9.58	11.24	85.2%	10.1
			G	10	12.04	14.37	83.8%	14.0
			I	2	15.27	19.33	79.0%	5.2
			K	5	19.14	24.41	78.4%	12.5
			L	5	21.93	27.55	79.6%	9.8
			M	9	24.86	31.15	79.8%	10.1
			N	1	30.39	34.42	88.3%	26.6
		<b>Idaho Commission For Libraries Total</b>		<b>35</b>	<b>18.26</b>	<b>22.59</b>	<b>80.8%</b>	<b>11.7</b>
		Idaho Commission On Aging	G	1	14.37	14.37	100.0%	0.7
			L	7	23.38	27.55	84.9%	11.1
			N	1	35.25	34.42	102.4%	5.5
		<b>Idaho Commission On Aging Total</b>		<b>9</b>	<b>23.70</b>	<b>26.85</b>	<b>88.3%</b>	<b>9.4</b>
		Idaho Public Television	G	6	11.56	14.37	80.4%	9.3
			H	1	14.25	16.54	86.2%	2.0
		I	9	15.05	19.33	77.8%	11.3	
		J	8	18.45	21.79	84.7%	15.4	
		K	9	20.40	24.41	83.6%	15.1	
		L	13	22.99	27.55	83.4%	13.8	
		M	2	25.75	31.15	82.7%	22.1	
	<b>Idaho Public Television Total</b>		<b>48</b>	<b>18.76</b>	<b>22.73</b>	<b>82.5%</b>	<b>13.4</b>	
	Idaho State Independent Living Council	H	1	19.00	16.54	114.9%	5.0	
		I	1	14.42	19.33	74.6%	11.9	
		L	1	22.71	27.55	82.4%	1.1	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2011	<b>Idaho State Independent Living Council Total</b>		<b>3</b>	<b>18.71</b>	<b>21.14</b>	<b>88.5%</b>	<b>6.0</b>
	Idaho State Lottery	F	3	12.00	12.65	94.8%	4.2
		G	3	12.32	14.37	85.7%	11.7
		H	2	14.58	16.54	88.1%	14.6
		I	1	15.85	19.33	82.0%	7.5
		J	2	19.46	21.79	89.3%	8.5
	<b>Idaho State Lottery Total</b>		<b>11</b>	<b>14.26</b>	<b>16.10</b>	<b>88.6%</b>	<b>9.2</b>
	Idaho State Police	G	12	13.67	14.37	95.1%	11.3
		H	70	16.10	16.54	97.4%	7.9
		I	26	19.14	19.33	99.0%	14.2
		J	24	21.02	21.79	96.5%	13.2
		K	155	24.24	24.41	99.3%	9.0
		L	79	27.30	27.55	99.1%	13.7
		M	57	31.63	31.15	101.5%	17.0
		N	23	36.17	34.42	105.1%	17.0
		O	13	41.27	37.30	110.6%	25.3
		P	4	45.29	40.78	111.1%	22.1
	<b>Idaho State Police Total</b>		<b>463</b>	<b>24.97</b>	<b>24.90</b>	<b>100.2%</b>	<b>12.1</b>
	Idaho State Racing Commission	J	1	22.25	21.79	102.1%	20.5
	<b>Idaho State Racing Commission Total</b>		<b>1</b>	<b>22.25</b>	<b>21.79</b>	<b>102.1%</b>	<b>20.5</b>
	Idaho State University	E	77	9.34	11.24	83.1%	7.0
		F	31	9.84	12.65	77.8%	5.2
		G	111	11.05	14.37	76.9%	6.4
		H	186	12.72	16.54	76.9%	10.0
		I	121	15.26	19.33	79.0%	12.2
		J	51	17.17	21.79	78.8%	14.2
		K	25	19.44	24.41	79.7%	15.1
		L	8	22.11	27.55	80.3%	19.7
		M	1	24.77	31.15	79.5%	4.3
		N	1	25.50	34.42	74.1%	1.2
	<b>Idaho State University Total</b>		<b>612</b>	<b>13.16</b>	<b>16.79</b>	<b>78.4%</b>	<b>9.8</b>
	Idaho Transportation Dept	E	3	10.97	11.24	97.6%	18.3
		G	71	11.34	14.37	78.9%	4.8
		H	501	14.04	16.54	84.9%	10.3
		I	168	16.70	19.33	86.4%	12.9
		J	295	18.17	21.79	83.4%	15.4
		K	231	20.83	24.41	85.3%	19.2
		L	164	24.33	27.55	88.3%	17.9
		M	116	27.78	31.15	89.2%	14.5
		N	64	30.70	34.42	89.2%	15.5
		O	52	34.54	37.30	92.6%	19.4
		P	14	39.32	40.78	96.4%	24.5
		Q	10	45.29	44.89	100.9%	23.1
	<b>Idaho Transportation Dept Total</b>		<b>1689</b>	<b>19.43</b>	<b>22.47</b>	<b>86.5%</b>	<b>14.2</b>
	Industrial Commission	G	26	12.13	14.37	84.4%	8.9
		H	19	13.19	16.54	79.7%	9.4
		I	4	14.37	19.33	74.3%	6.4
		J	16	16.88	21.79	77.5%	7.8
		K	8	20.75	24.41	85.0%	18.3
		L	2	21.01	27.55	76.3%	8.5
	M	2	26.64	31.15	85.5%	29.6	
<b>Industrial Commission Total</b>		<b>77</b>	<b>15.00</b>	<b>18.53</b>	<b>80.9%</b>	<b>10.1</b>	
Juvenile Corrections	F	3	10.27	12.65	81.2%	3.6	
	G	26	11.23	14.37	78.2%	5.8	
	H	58	13.02	16.54	78.7%	7.0	
	I	137	15.37	19.33	79.5%	8.1	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2011		J	13	17.89	21.79	82.1%	14.2	
		K	70	19.49	24.41	79.8%	9.1	
		L	44	22.07	27.55	80.1%	11.6	
		M	24	24.70	31.15	79.3%	11.7	
		N	7	29.99	34.42	87.1%	19.0	
		O	1	30.00	37.30	80.4%	26.5	
		<b>Juvenile Corrections Total</b>		<b>383</b>	<b>17.19</b>	<b>21.54</b>	<b>79.8%</b>	<b>9.0</b>
		Lava Hot Springs Foundation	E	6	9.59	11.24	85.3%	4.1
			F	2	10.40	12.65	82.2%	8.1
			H	2	15.98	16.54	96.6%	7.3
			I	1	15.81	19.33	81.8%	11.6
			L	1	25.62	27.55	93.0%	18.9
		<b>Lava Hot Springs Foundation Total</b>		<b>12</b>	<b>12.64</b>	<b>14.39</b>	<b>87.8%</b>	<b>7.2</b>
		Lewis-Clark State College	E	17	8.82	11.24	78.5%	7.4
			F	8	10.62	12.65	83.9%	4.7
			G	14	11.71	14.37	81.5%	6.8
			H	69	13.34	16.54	80.7%	9.1
			I	18	15.23	19.33	78.8%	14.9
			J	2	18.54	21.79	85.1%	17.4
			K	2	17.26	24.41	70.7%	8.4
			L	2	23.14	27.55	84.0%	29.9
		<b>Lewis-Clark State College Total</b>		<b>132</b>	<b>12.96</b>	<b>16.14</b>	<b>80.3%</b>	<b>9.6</b>
		North Central Health District II	E	1	10.24	11.24	91.1%	7.9
			G	14	12.91	14.37	89.8%	11.9
			H	1	16.34	16.54	98.8%	15.1
			I	1	18.00	19.33	93.1%	18.8
			J	1	21.75	21.79	99.8%	28.0
			K	7	20.30	24.41	83.2%	3.0
			L	13	22.04	27.55	80.0%	6.8
			N	3	27.37	34.42	79.5%	13.1
			O	1	41.00	37.30	109.9%	24.1
		<b>North Central Health District II Total</b>		<b>42</b>	<b>19.02</b>	<b>22.37</b>	<b>85.0%</b>	<b>9.8</b>
		Office Of Brd Of Education	I	2	14.75	19.33	76.3%	2.1
		<b>Office Of Brd Of Education Total</b>		<b>2</b>	<b>14.75</b>	<b>19.33</b>	<b>76.3%</b>	<b>2.1</b>
		Office Of Energy Resources	H	1	17.41	16.54	105.3%	30.3
		<b>Office Of Energy Resources Total</b>		<b>1</b>	<b>17.41</b>	<b>16.54</b>	<b>105.3%</b>	<b>30.3</b>
		Outfitters And Guides	G	3	11.94	14.37	83.1%	9.1
			I	1	16.61	19.33	85.9%	4.9
		<b>Outfitters And Guides Total</b>		<b>4</b>	<b>13.11</b>	<b>15.61</b>	<b>84.0%</b>	<b>8.1</b>
		Panhandle Health District I	G	22	12.76	14.37	88.8%	11.6
			H	19	14.99	16.54	90.7%	12.5
			I	3	16.66	19.33	86.2%	3.8
			J	6	18.32	21.79	84.1%	6.6
			K	16	19.71	24.41	80.7%	4.9
			L	18	21.42	27.55	77.7%	7.6
			M	11	24.60	31.15	79.0%	13.6
			N	11	30.10	34.42	87.5%	15.7
	<b>Panhandle Health District I Total</b>		<b>106</b>	<b>19.13</b>	<b>22.89</b>	<b>83.6%</b>	<b>10.2</b>	
	Pub Employee Retirement Sys	G	2	11.64	14.37	81.0%	18.3	
		H	22	13.56	16.54	82.0%	11.9	
		J	13	17.35	21.79	79.6%	11.5	
		K	3	20.76	24.41	85.0%	6.3	
		L	7	21.88	27.55	79.4%	11.4	
		M	4	27.07	31.15	86.9%	15.0	
		N	2	27.94	34.42	81.2%	12.9	
		O	2	32.86	37.30	88.1%	16.8	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2011	<b>Pub Employee Retirement Sys Total</b>		<b>55</b>	<b>18.04</b>	<b>22.00</b>	<b>82.0%</b>	<b>12.1</b>	
	Public Utilities Comm	E	1	10.00	11.24	89.0%	0.1	
		G	3	13.96	14.37	97.2%	12.9	
		H	2	14.67	16.54	88.7%	27.2	
		I	1	18.92	19.33	97.9%	35.4	
		J	1	21.04	21.79	96.6%	34.1	
		K	9	19.73	24.41	80.8%	7.2	
		L	1	26.70	27.55	96.9%	31.7	
		M	11	23.41	31.15	75.2%	7.1	
		N	5	30.45	34.42	88.5%	20.8	
		O	2	41.95	37.30	112.5%	29.5	
		<b>Public Utilities Comm Total</b>		<b>36</b>	<b>22.75</b>	<b>26.81</b>	<b>84.9%</b>	<b>13.9</b>
		Real Estate Commission	H	3	12.89	16.54	77.9%	4.3
			I	2	17.07	19.33	88.3%	14.5
			J	2	17.87	21.79	82.0%	4.5
			K	2	18.22	24.41	74.6%	6.6
			L	2	19.49	27.55	70.7%	3.7
			M	1	26.34	31.15	84.6%	10.5
		<b>Real Estate Commission Total</b>		<b>12</b>	<b>17.52</b>	<b>22.24</b>	<b>78.8%</b>	<b>6.8</b>
		Soil And Water Conservation Commission	I	1	13.14	19.33	68.0%	0.7
			K	8	19.39	24.41	79.5%	6.4
			M	4	26.04	31.15	83.6%	14.0
		<b>Soil And Water Conservation Commission Total</b>		<b>13</b>	<b>20.96</b>	<b>26.09</b>	<b>80.3%</b>	<b>8.3</b>
		South Central Public Health District V	E	1	10.46	11.24	93.1%	6.8
			G	27	12.19	14.37	84.8%	8.3
			H	4	15.08	16.54	91.2%	10.4
			I	5	15.29	19.33	79.1%	6.6
			J	3	20.58	21.79	94.5%	15.3
			K	7	21.83	24.41	89.4%	13.3
			L	14	23.09	27.55	83.8%	7.5
			M	6	27.48	31.15	88.2%	12.9
			N	3	29.65	34.42	86.1%	16.3
			O	1	32.26	37.30	86.5%	22.2
		<b>South Central Public Health District V Total</b>		<b>71</b>	<b>18.31</b>	<b>21.29</b>	<b>86.0%</b>	<b>9.8</b>
		Southeast Health District VI	E	1	11.00	11.24	97.9%	3.3
			F	1	12.01	12.65	94.9%	10.2
			G	30	12.96	14.37	90.2%	10.3
			H	5	16.07	16.54	97.1%	11.4
			I	5	16.80	19.33	86.9%	5.1
			J	2	17.63	21.79	80.9%	6.3
			K	6	20.69	24.41	84.7%	12.9
			L	16	24.16	27.55	87.7%	11.0
			M	6	27.94	31.15	89.7%	15.7
			N	5	30.75	34.42	89.3%	8.8
			O	2	30.17	37.30	80.9%	18.4
		<b>Southeast Health District VI Total</b>		<b>79</b>	<b>19.03</b>	<b>21.50</b>	<b>88.5%</b>	<b>10.7</b>
		Southwest Health District III	E	3	12.32	11.24	109.6%	16.7
		G	39	12.80	14.37	89.1%	6.6	
		H	4	15.90	16.54	96.1%	8.9	
		I	9	18.42	19.33	95.3%	10.4	
		K	9	23.15	24.41	94.8%	10.0	
		L	8	24.97	27.55	90.6%	10.2	
		M	7	28.72	31.15	92.2%	9.6	
		N	5	34.39	34.42	99.9%	8.7	
		O	2	35.15	37.30	94.2%	19.7	
	<b>Southwest Health District III Total</b>		<b>86</b>	<b>18.80</b>	<b>20.22</b>	<b>93.0%</b>	<b>8.8</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2011	State Board Of Accountancy	I	2	18.02	19.33	93.2%	22.2
	<b>State Board Of Accountancy Total</b>		<b>2</b>	<b>18.02</b>	<b>19.33</b>	<b>93.2%</b>	<b>22.2</b>
	State Board Of Dentistry	G	1	14.33	14.37	99.7%	0.9
	<b>State Board Of Dentistry Total</b>		<b>1</b>	<b>14.33</b>	<b>14.37</b>	<b>99.7%</b>	<b>0.9</b>
	State Board Of Medicine	G	1	12.00	14.37	83.5%	1.3
		H	4	13.70	16.54	82.8%	17.2
		I	2	15.00	19.33	77.6%	12.4
	<b>State Board Of Medicine Total</b>		<b>7</b>	<b>13.83</b>	<b>17.03</b>	<b>81.2%</b>	<b>13.5</b>
	State Board Of Nursing	G	4	12.99	14.37	90.4%	11.7
		J	1	23.95	21.79	109.9%	43.4
	<b>State Board Of Nursing Total</b>		<b>5</b>	<b>15.18</b>	<b>15.85</b>	<b>95.8%</b>	<b>18.1</b>
	State Board Of Pharmacy	H	3	14.90	16.54	90.1%	3.9
		I	1	17.19	19.33	88.9%	16.5
		J	4	18.27	21.79	83.8%	11.6
		L	1	24.73	27.55	89.8%	19.3
	<b>State Board Of Pharmacy Total</b>		<b>9</b>	<b>17.74</b>	<b>20.41</b>	<b>86.9%</b>	<b>10.5</b>
	State Board Of Tax Appeals	J	1	16.50	21.79	75.7%	5.7
		N	2	27.79	34.42	80.7%	15.0
	<b>State Board Of Tax Appeals Total</b>		<b>3</b>	<b>24.02</b>	<b>30.21</b>	<b>79.5%</b>	<b>11.9</b>
	State Historical Society	G	4	12.54	14.37	87.2%	4.9
		H	3	13.13	16.54	79.4%	5.3
		I	3	15.26	19.33	78.9%	11.4
		J	2	15.34	21.79	70.4%	2.9
		K	19	20.21	24.41	82.8%	14.5
		L	5	24.53	27.55	89.0%	15.1
		M	1	26.70	31.15	85.7%	28.1
		N	1	30.91	34.42	89.8%	11.9
	<b>State Historical Society Total</b>		<b>38</b>	<b>19.22</b>	<b>23.05</b>	<b>83.4%</b>	<b>12.3</b>
	State Liquor Division	F	95	10.48	12.65	82.8%	4.6
		G	12	13.06	14.37	90.9%	9.3
		H	8	15.38	16.54	93.0%	11.7
		I	20	16.30	19.33	84.3%	12.0
		J	48	18.59	21.79	85.3%	13.7
		K	2	22.90	24.41	93.8%	14.9
		L	3	26.34	27.55	95.6%	9.6
		N	4	30.90	34.42	89.8%	31.5
	<b>State Liquor Division Total</b>		<b>192</b>	<b>14.28</b>	<b>16.71</b>	<b>85.5%</b>	<b>9.0</b>
	State Tax Commission	E	8	9.51	11.24	84.6%	12.3
		G	18	11.17	14.37	77.7%	8.0
		H	73	12.76	16.54	77.2%	7.4
		I	56	14.52	19.33	75.1%	7.7
		J	21	17.62	21.79	80.9%	12.3
		K	65	18.98	24.41	77.8%	9.3
		L	46	22.02	27.55	79.9%	14.2
		M	62	24.88	31.15	79.9%	13.3
		N	38	29.05	34.42	84.4%	19.3
		O	6	34.78	37.30	93.2%	18.3
		P	5	31.58	40.78	77.4%	17.7
	<b>State Tax Commission Total</b>		<b>398</b>	<b>19.23</b>	<b>24.16</b>	<b>79.6%</b>	<b>11.3</b>
	Vocational Rehabilitation	H	3	15.29	16.54	92.4%	8.4
		I	49	14.50	19.33	75.0%	9.3
		J	1	18.54	21.79	85.1%	7.5
	K	1	21.42	24.41	87.8%	29.5	
<b>Vocational Rehabilitation Total</b>		<b>54</b>	<b>14.75</b>	<b>19.31</b>	<b>76.4%</b>	<b>9.6</b>	
<b>2011 Total</b>			<b>12604</b>	<b>18.98</b>	<b>22.92</b>	<b>82.8%</b>	<b>11.0</b>

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2012	Bd-Prof Eng & Land Surv	H	1	\$16.54	\$16.54	100.0%	13.4
		I	1	\$20.80	\$19.33	107.6%	10.8
	<b>Bd-Prof Eng &amp; Land Surv Total</b>		<b>2</b>	<b>\$18.67</b>	<b>\$17.94</b>	<b>104.1%</b>	<b>12.1</b>
	Boise State University	E	79	\$9.58	\$11.24	85.2%	6.6
		F	15	\$10.12	\$12.65	80.0%	6.4
		G	68	\$11.13	\$14.37	77.4%	6.1
		H	188	\$13.33	\$16.54	80.6%	9.4
		I	163	\$15.50	\$19.33	80.2%	10.2
		J	63	\$17.55	\$21.79	80.5%	15.1
		K	10	\$19.94	\$24.41	81.7%	14.1
		L	1	\$24.62	\$27.55	89.4%	21.8
		M	1	\$26.60	\$31.15	85.4%	36.8
	<b>Boise State University Total</b>		<b>588</b>	<b>\$13.70</b>	<b>\$16.99</b>	<b>80.6%</b>	<b>9.6</b>
	Brand Inspector	G	1	\$13.65	\$14.37	95.0%	11.3
		I	25	\$16.38	\$19.33	84.8%	14.9
		J	1	\$18.31	\$21.79	84.0%	24.6
	<b>Brand Inspector Total</b>		<b>27</b>	<b>\$16.35</b>	<b>\$19.24</b>	<b>85.0%</b>	<b>15.1</b>
	Brd Of Veterinary Medicine	I	1	\$14.08	\$19.33	72.8%	15.7
	<b>Brd Of Veterinary Medicine Total</b>		<b>1</b>	<b>\$14.08</b>	<b>\$19.33</b>	<b>72.8%</b>	<b>15.7</b>
	Bur-Occupational Licenses	G	6	\$11.64	\$14.37	81.0%	5.6
		H	6	\$13.05	\$16.54	78.9%	9.4
		I	3	\$14.96	\$19.33	77.4%	7.4
		J	13	\$17.46	\$21.79	80.1%	10.6
		K	2	\$23.63	\$24.41	96.8%	26.9
		L	1	\$27.33	\$27.55	99.2%	21.0
		N	1	\$29.63	\$34.42	86.1%	13.8
		O	1	\$26.62	\$37.30	71.4%	0.0
	<b>Bur-Occupational Licenses Total</b>		<b>33</b>	<b>\$16.69</b>	<b>\$20.45</b>	<b>81.6%</b>	<b>10.3</b>
	Central Health District IV	E	3	\$12.19	\$11.24	108.5%	5.5
		G	31	\$12.37	\$14.37	86.1%	6.7
		H	14	\$14.98	\$16.54	90.5%	9.3
		I	10	\$17.22	\$19.33	89.1%	11.5
		J	4	\$20.61	\$21.79	94.6%	8.2
		K	14	\$22.16	\$24.41	90.8%	10.9
		L	16	\$25.36	\$27.55	92.1%	9.2
		M	8	\$26.92	\$31.15	86.4%	10.8
		N	10	\$33.77	\$34.42	98.1%	11.1
		O	3	\$38.49	\$37.30	103.2%	18.1
	<b>Central Health District IV Total</b>		<b>113</b>	<b>\$20.08</b>	<b>\$21.94</b>	<b>91.5%</b>	<b>9.3</b>
	Comm-Blind & Visual Impair	D	1	\$10.88	\$10.06	108.2%	19.2
		E	1	\$10.54	\$11.24	93.8%	14.1
		G	3	\$15.03	\$14.37	104.6%	13.8
		H	1	\$14.03	\$16.54	84.8%	1.4
		I	6	\$15.83	\$19.33	81.9%	15.0
		J	1	\$24.87	\$21.79	114.1%	15.7
		K	18	\$20.48	\$24.41	83.9%	7.1
		L	5	\$23.89	\$27.55	86.7%	14.1
		M	2	\$32.42	\$31.15	104.1%	25.6
		N	1	\$35.01	\$34.42	101.7%	13.2
	<b>Comm-Blind &amp; Visual Impair Total</b>		<b>39</b>	<b>\$20.21</b>	<b>\$22.89</b>	<b>88.3%</b>	<b>11.4</b>
	Commission Of Pardons And Parole	E	1	\$10.20	\$11.24	90.7%	0.9
		G	2	\$10.75	\$14.37	74.8%	3.7
	H	2	\$12.23	\$16.54	73.9%	6.0	
	I	1	\$13.40	\$19.33	69.3%	6.4	
	J	4	\$17.60	\$21.79	80.8%	9.8	
	K	1	\$18.04	\$24.41	73.9%	13.7	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012		L	18	\$19.81	\$27.55	71.9%	11.7	
	<b>Commission Of Pardons And Parole Total</b>		<b>29</b>	<b>\$17.74</b>	<b>\$24.13</b>	<b>73.5%</b>	<b>10.0</b>	
	Department Of Agriculture	E	1	\$12.24	\$11.24	108.9%	7.1	
		F	1	\$13.26	\$12.65	104.8%	3.3	
		G	5	\$14.36	\$14.37	100.0%	14.2	
		H	5	\$13.53	\$16.54	81.8%	8.6	
		I	22	\$16.14	\$19.33	83.5%	13.0	
		J	5	\$17.02	\$21.79	78.1%	6.8	
		K	52	\$19.64	\$24.41	80.5%	11.4	
		L	13	\$22.22	\$27.55	80.6%	10.6	
		M	23	\$24.86	\$31.15	79.8%	11.9	
		N	21	\$28.87	\$34.42	83.9%	14.0	
		O	10	\$32.10	\$37.30	86.1%	16.7	
		P	8	\$37.45	\$40.78	91.8%	18.2	
		<b>Department Of Agriculture Total</b>		<b>166</b>	<b>\$22.37</b>	<b>\$26.98</b>	<b>82.9%</b>	<b>12.4</b>
	Department Of Commerce	E	1	\$11.04	\$11.24	98.2%	5.5	
		G	3	\$11.70	\$14.37	81.4%	7.3	
		H	2	\$12.25	\$16.54	74.1%	3.5	
		I	1	\$17.31	\$19.33	89.5%	7.1	
		J	1	\$15.86	\$21.79	72.8%	8.9	
		K	6	\$19.53	\$24.41	80.0%	13.6	
		L	18	\$21.31	\$27.55	77.3%	8.4	
		N	6	\$29.10	\$34.42	84.6%	16.0	
		<b>Department Of Commerce Total</b>		<b>38</b>	<b>\$20.50</b>	<b>\$25.72</b>	<b>79.7%</b>	<b>10.0</b>
	Department Of Correction	E	2	\$9.20	\$11.24	81.9%	12.3	
		G	20	\$10.81	\$14.37	75.2%	5.9	
		H	46	\$13.02	\$16.54	78.7%	8.4	
		I	572	\$14.53	\$19.33	75.2%	6.2	
		J	236	\$17.04	\$21.79	78.2%	8.8	
		K	400	\$18.77	\$24.41	76.9%	9.8	
		L	50	\$22.67	\$27.55	82.3%	6.0	
		M	103	\$24.13	\$31.15	77.5%	12.3	
		N	23	\$29.65	\$34.42	86.1%	13.6	
		O	4	\$32.32	\$37.30	86.6%	10.3	
		P	23	\$32.39	\$40.78	79.4%	16.4	
		<b>Department Of Correction Total</b>		<b>1479</b>	<b>\$17.48</b>	<b>\$22.65</b>	<b>77.2%</b>	<b>8.4</b>
	Department Of Environmental Quality	G	5	\$12.37	\$14.37	86.1%	4.9	
		H	19	\$14.16	\$16.54	85.6%	12.3	
		I	17	\$16.37	\$19.33	84.7%	12.9	
		J	9	\$19.27	\$21.79	88.5%	7.7	
		K	2	\$19.41	\$24.41	79.5%	2.6	
		L	31	\$22.29	\$27.55	80.9%	10.2	
		M	124	\$24.09	\$31.15	77.3%	10.5	
		N	89	\$28.90	\$34.42	84.0%	15.5	
		O	11	\$33.05	\$37.30	88.6%	14.9	
		P	12	\$35.25	\$40.78	86.4%	22.1	
		Q	1	\$42.17	\$44.89	93.9%	26.4	
		<b>Department Of Environmental Quality Total</b>		<b>320</b>	<b>\$24.69</b>	<b>\$30.26</b>	<b>81.6%</b>	<b>12.5</b>
	Department Of Finance	G	3	\$11.34	\$14.37	78.9%	3.4	
		H	7	\$15.34	\$16.54	92.7%	11.2	
		I	3	\$20.01	\$19.33	103.5%	12.0	
		K	8	\$19.77	\$24.41	81.0%	3.3	
	L	7	\$22.09	\$27.55	80.2%	4.9		
	M	13	\$25.31	\$31.15	81.3%	9.6		
	N	1	\$36.35	\$34.42	105.6%	7.9		
	O	9	\$35.82	\$37.30	96.0%	12.5		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012		P	6	\$41.63	\$40.78	102.1%	22.0	
		Q	1	\$47.64	\$44.89	106.1%	22.4	
	<b>Department Of Finance Total</b>		<b>58</b>	<b>\$25.85</b>	<b>\$28.79</b>	<b>89.8%</b>	<b>10.1</b>	
	Department Of Fish & Game	F	1	\$11.44	\$12.65	90.4%	15.3	
		G	29	\$11.86	\$14.37	82.5%	7.4	
		H	25	\$14.86	\$16.54	89.9%	14.1	
		I	39	\$15.88	\$19.33	82.2%	10.0	
		J	49	\$18.19	\$21.79	83.5%	12.9	
		K	47	\$20.07	\$24.41	82.2%	13.3	
		L	204	\$22.94	\$27.55	83.3%	14.2	
		M	88	\$27.55	\$31.15	88.4%	17.1	
		N	29	\$32.14	\$34.42	93.4%	21.2	
		O	12	\$36.51	\$37.30	97.9%	19.5	
		P	9	\$38.39	\$40.78	94.1%	24.5	
		Q	2	\$41.06	\$44.89	91.5%	23.6	
	<b>Department Of Fish &amp; Game Total</b>			<b>534</b>	<b>\$22.63</b>	<b>\$26.36</b>	<b>85.8%</b>	<b>14.5</b>
	Department Of Insurance	G	7	\$12.33	\$14.37	85.8%	5.6	
		H	8	\$14.05	\$16.54	84.9%	6.2	
		I	6	\$17.53	\$19.33	90.7%	16.7	
		J	3	\$19.45	\$21.79	89.2%	13.7	
		K	10	\$20.65	\$24.41	84.6%	10.6	
		L	18	\$23.79	\$27.55	86.3%	8.7	
		M	5	\$27.02	\$31.15	86.7%	13.4	
		N	3	\$28.40	\$34.42	82.5%	11.5	
	<b>Department Of Insurance Total</b>			<b>60</b>	<b>\$20.29</b>	<b>\$23.55</b>	<b>86.1%</b>	<b>9.9</b>
	Department Of Labor	F	1	\$12.36	\$12.65	97.7%	14.8	
		G	10	\$12.42	\$14.37	86.4%	12.7	
		H	18	\$14.66	\$16.54	88.6%	13.0	
		I	58	\$15.50	\$19.33	80.2%	11.0	
		J	252	\$17.36	\$21.79	79.7%	10.1	
		K	60	\$19.97	\$24.41	81.8%	12.8	
		L	88	\$22.97	\$27.55	83.4%	12.5	
		M	63	\$29.22	\$31.15	93.8%	15.4	
		N	32	\$33.13	\$34.42	96.2%	18.1	
		O	9	\$32.18	\$37.30	86.3%	20.7	
		P	16	\$40.79	\$40.78	100.0%	18.9	
		Q	1	\$53.14	\$44.89	118.4%	33.6	
	<b>Department Of Labor Total</b>			<b>608</b>	<b>\$21.04</b>	<b>\$24.76</b>	<b>85.0%</b>	<b>12.3</b>
	Department Of Lands	E	1	\$11.22	\$11.24	99.8%	4.3	
		G	3	\$13.07	\$14.37	91.0%	16.7	
		H	37	\$15.52	\$16.54	93.8%	11.8	
		I	8	\$18.81	\$19.33	97.3%	18.4	
		J	4	\$18.75	\$21.79	86.0%	6.6	
		K	27	\$18.96	\$24.41	77.7%	8.1	
		L	80	\$22.33	\$27.55	81.0%	13.9	
		M	44	\$25.41	\$31.15	81.6%	13.8	
		N	18	\$27.61	\$34.42	80.2%	9.4	
	O	13	\$32.68	\$37.30	87.6%	25.0		
	P	7	\$35.54	\$40.78	87.2%	10.4		
<b>Department Of Lands Total</b>			<b>242</b>	<b>\$22.47</b>	<b>\$26.99</b>	<b>83.2%</b>	<b>13.1</b>	
Dept - Parks & Recreation	G	15	\$11.82	\$14.37	82.3%	9.4		
	H	8	\$14.08	\$16.54	85.1%	14.4		
	I	5	\$15.75	\$19.33	81.5%	12.5		
	J	43	\$16.75	\$21.79	76.9%	9.7		
	K	28	\$18.75	\$24.41	76.8%	11.6		
	L	16	\$22.31	\$27.55	81.0%	19.5		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012		M	14	\$25.09	\$31.15	80.5%	22.6	
		N	2	\$30.81	\$34.42	89.5%	26.0	
		O	7	\$30.96	\$37.30	83.0%	10.9	
		<b>Dept - Parks &amp; Recreation Total</b>	<b>138</b>	<b>\$18.85</b>	<b>\$23.71</b>	<b>79.5%</b>	<b>13.2</b>	
		Dept Of Administration	F	10	\$12.10	\$12.65	95.7%	13.3
			G	11	\$13.18	\$14.37	91.7%	11.5
			H	20	\$14.80	\$16.54	89.5%	7.5
			I	7	\$18.64	\$19.33	96.4%	10.2
			J	17	\$19.38	\$21.79	88.9%	10.3
			K	14	\$22.57	\$24.41	92.5%	14.4
			L	16	\$24.22	\$27.55	87.9%	13.5
			M	19	\$27.48	\$31.15	88.2%	10.7
			N	5	\$32.01	\$34.42	93.0%	21.1
			O	2	\$37.48	\$37.30	100.5%	28.3
		<b>Dept Of Administration Total</b>		<b>121</b>	<b>\$20.52</b>	<b>\$22.66</b>	<b>90.5%</b>	<b>11.9</b>
		Dept Of Health & Welfare	E	36	\$9.52	\$11.24	84.7%	6.4
			F	8	\$11.46	\$12.65	90.6%	8.1
			G	89	\$12.33	\$14.37	85.8%	10.3
			H	332	\$13.87	\$16.54	83.9%	9.9
			I	251	\$15.91	\$19.33	82.3%	10.6
			J	435	\$17.57	\$21.79	80.7%	8.4
			K	209	\$20.04	\$24.41	82.1%	9.3
			L	715	\$22.50	\$27.55	81.7%	9.4
			M	358	\$26.59	\$31.15	85.4%	10.9
			N	104	\$30.96	\$34.42	89.9%	14.4
			O	29	\$30.49	\$37.30	81.7%	12.7
			P	44	\$36.72	\$40.78	90.0%	14.2
			Q	6	\$47.32	\$44.89	105.4%	17.0
			R	3	\$48.43	\$49.80	97.3%	9.1
			V	8	\$82.34	\$81.95	100.5%	8.6
		<b>Dept Of Health &amp; Welfare Total</b>		<b>2627</b>	<b>\$20.70</b>	<b>\$24.78</b>	<b>83.5%</b>	<b>9.9</b>
		Dept Of Water Resources	G	6	\$11.05	\$14.37	76.9%	4.0
			H	12	\$13.52	\$16.54	81.7%	13.4
			I	4	\$16.10	\$19.33	83.3%	17.2
			J	9	\$18.45	\$21.79	84.7%	9.0
			K	4	\$20.97	\$24.41	85.9%	6.8
			L	46	\$22.31	\$27.55	81.0%	11.4
			M	34	\$26.99	\$31.15	86.6%	15.5
			N	3	\$30.47	\$34.42	88.5%	19.9
			O	17	\$33.65	\$37.30	90.2%	17.2
			P	6	\$38.26	\$40.78	93.8%	26.1
		<b>Dept Of Water Resources Total</b>		<b>141</b>	<b>\$23.97</b>	<b>\$28.11</b>	<b>85.3%</b>	<b>13.6</b>
		Div - Financial Management	H	1	\$20.48	\$16.54	123.8%	33.1
		<b>Div - Financial Management Total</b>		<b>1</b>	<b>\$20.48</b>	<b>\$16.54</b>	<b>123.8%</b>	<b>33.1</b>
		Div Of Building Safety	G	5	\$12.18	\$14.37	84.8%	6.0
			H	9	\$14.04	\$16.54	84.9%	9.6
			I	6	\$16.90	\$19.33	87.4%	11.7
			J	1	\$23.24	\$21.79	106.7%	20.9
			K	59	\$22.07	\$24.41	90.4%	10.8
			L	5	\$25.69	\$27.55	93.3%	15.0
			M	6	\$29.05	\$31.15	93.3%	16.6
			N	2	\$32.39	\$34.42	94.1%	7.4
		O	1	\$33.66	\$37.30	90.2%	7.2	
	<b>Div Of Building Safety Total</b>		<b>94</b>	<b>\$21.44</b>	<b>\$23.72</b>	<b>90.4%</b>	<b>11.1</b>	
	Div Of Professional-Technical Education	G	8	\$13.34	\$14.37	92.8%	5.8	
		H	2	\$17.07	\$16.54	103.2%	21.9	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2012		I	1	\$15.30	\$19.33	79.2%	4.0
		L	1	\$26.79	\$27.55	97.2%	23.5
		<b>Div Of Professional-Technical Education Total</b>	<b>12</b>	<b>\$15.25</b>	<b>\$16.24</b>	<b>93.9%</b>	<b>9.8</b>
		Division Of Human Resources					
		I	2	\$15.69	\$19.33	81.2%	9.4
		J	1	\$18.36	\$21.79	84.3%	21.5
		M	3	\$23.60	\$31.15	75.8%	15.4
		N	1	\$25.05	\$34.42	72.8%	31.3
		O	1	\$38.40	\$37.30	102.9%	17.8
		<b>Division Of Human Resources Total</b>	<b>8</b>	<b>\$23.00</b>	<b>\$28.20</b>	<b>81.5%</b>	<b>17.0</b>
		Division Of Veterans Services					
		E	17	\$9.27	\$11.24	82.5%	6.8
		F	91	\$10.47	\$12.65	82.8%	4.6
		G	25	\$12.28	\$14.37	85.5%	9.1
		H	40	\$13.80	\$16.54	83.4%	8.6
		I	41	\$17.20	\$19.33	89.0%	8.8
		J	13	\$18.71	\$21.79	85.9%	8.1
		K	16	\$21.96	\$24.41	90.0%	8.7
		L	18	\$21.56	\$27.55	78.3%	7.7
		M	13	\$25.08	\$31.15	80.5%	6.1
		N	15	\$29.84	\$34.42	86.7%	9.6
		O	3	\$34.14	\$37.30	91.5%	16.3
		<b>Division Of Veterans Services Total</b>	<b>292</b>	<b>\$15.52</b>	<b>\$18.35</b>	<b>84.6%</b>	<b>7.3</b>
		Eastern Idaho Health District VII					
		G	31	\$12.08	\$14.37	84.0%	5.9
		H	5	\$14.69	\$16.54	88.8%	16.9
		I	7	\$16.65	\$19.33	86.1%	7.4
		J	2	\$20.96	\$21.79	96.2%	27.6
		K	12	\$21.23	\$24.41	87.0%	10.5
		L	11	\$24.03	\$27.55	87.2%	11.6
		M	12	\$25.78	\$31.15	82.7%	12.3
		N	5	\$30.50	\$34.42	88.6%	14.3
		O	1	\$31.07	\$37.30	83.3%	15.8
		P	1	\$37.92	\$40.78	93.0%	14.9
		<b>Eastern Idaho Health District VII Total</b>	<b>87</b>	<b>\$19.03</b>	<b>\$22.15</b>	<b>85.9%</b>	<b>10.1</b>
		Eastern Idaho Tech College					
		E	5	\$10.74	\$11.24	95.6%	5.8
		F	1	\$12.53	\$12.65	99.1%	21.3
		G	12	\$12.45	\$14.37	86.7%	5.5
		H	10	\$15.13	\$16.54	91.5%	14.5
		I	2	\$16.37	\$19.33	84.7%	17.1
		J	3	\$17.88	\$21.79	82.1%	7.9
		K	5	\$19.52	\$24.41	80.0%	6.4
		L	1	\$21.83	\$27.55	79.2%	4.2
		<b>Eastern Idaho Tech College Total</b>	<b>39</b>	<b>\$14.69</b>	<b>\$16.93</b>	<b>86.7%</b>	<b>9.1</b>
		Endowment Fnd Investment Bd					
		I	1	\$19.62	\$19.33	101.5%	12.0
		L	1	\$29.31	\$27.55	106.4%	41.2
		<b>Endowment Fnd Investment Bd Total</b>	<b>2</b>	<b>\$24.47</b>	<b>\$23.44</b>	<b>104.4%</b>	<b>26.6</b>
		Hispanic Commission					
		I	1	\$15.48	\$19.33	80.1%	11.9
		<b>Hispanic Commission Total</b>	<b>1</b>	<b>\$15.48</b>	<b>\$19.33</b>	<b>80.1%</b>	<b>11.9</b>
	Idaho Commission For Libraries						
	E	2	\$9.97	\$11.24	88.7%	12.0	
	G	9	\$12.46	\$14.37	86.7%	14.7	
	H	1	\$16.02	\$16.54	96.9%	9.1	
	I	2	\$15.65	\$19.33	80.9%	6.0	
	J	1	\$17.78	\$21.79	81.6%	16.2	
	K	4	\$19.92	\$24.41	81.6%	13.7	
	L	5	\$22.64	\$27.55	82.2%	6.2	
	M	9	\$26.17	\$31.15	84.0%	11.0	
	N	1	\$31.85	\$34.42	92.5%	27.6	
	<b>Idaho Commission For Libraries Total</b>	<b>34</b>	<b>\$19.34</b>	<b>\$22.91</b>	<b>84.4%</b>	<b>11.9</b>	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012	Idaho Commission On Aging	G	1	\$14.66	\$14.37	102.0%	1.6	
		L	9	\$23.59	\$27.55	85.6%	10.3	
		M	1	\$28.05	\$31.15	90.0%	5.1	
		N	1	\$35.96	\$34.42	104.5%	6.4	
	<b>Idaho Commission On Aging Total</b>			<b>12</b>	<b>\$24.25</b>	<b>\$27.32</b>	<b>88.8%</b>	<b>8.8</b>
	Idaho Public Television	G	6	\$11.79	\$14.37	82.0%	10.2	
		H	2	\$15.31	\$16.54	92.5%	1.8	
		I	10	\$15.32	\$19.33	79.2%	11.3	
		J	8	\$18.94	\$21.79	86.9%	16.3	
		K	9	\$21.09	\$24.41	86.4%	15.3	
		L	13	\$23.58	\$27.55	85.6%	14.7	
		M	2	\$26.27	\$31.15	84.3%	23.1	
		<b>Idaho Public Television Total</b>			<b>50</b>	<b>\$19.10</b>	<b>\$22.54</b>	<b>84.7%</b>
	Idaho State Independent Living Council	J	1	\$16.50	\$21.79	75.7%	12.8	
		K	1	\$19.38	\$24.41	79.4%	5.9	
		L	1	\$23.16	\$27.55	84.1%	2.0	
	<b>Idaho State Independent Living Council Total</b>			<b>3</b>	<b>\$19.68</b>	<b>\$24.58</b>	<b>80.1%</b>	<b>6.9</b>
	Idaho State Lottery	F	3	\$12.63	\$12.65	99.9%	4.9	
		G	2	\$13.67	\$14.37	95.1%	6.6	
		H	3	\$15.64	\$16.54	94.5%	11.4	
		J	2	\$20.64	\$21.79	94.7%	9.4	
		L	1	\$20.00	\$27.55	72.6%	4.8	
	<b>Idaho State Lottery Total</b>			<b>11</b>	<b>\$15.77</b>	<b>\$17.04</b>	<b>92.5%</b>	<b>7.8</b>
	Idaho State Police	G	12	\$12.90	\$14.37	89.8%	9.2	
		H	40	\$15.71	\$16.54	95.0%	10.4	
		I	43	\$17.47	\$19.33	90.4%	9.0	
		J	32	\$21.83	\$21.79	100.2%	12.5	
		K	165	\$24.09	\$24.41	98.7%	8.5	
		L	76	\$27.83	\$27.55	101.0%	14.3	
		M	56	\$32.26	\$31.15	103.6%	18.2	
		N	23	\$36.98	\$34.42	107.4%	18.0	
		O	13	\$41.83	\$37.30	112.2%	24.4	
		P	4	\$46.42	\$40.78	113.8%	22.4	
	<b>Idaho State Police Total</b>			<b>464</b>	<b>\$25.23</b>	<b>\$25.15</b>	<b>100.4%</b>	<b>12.2</b>
	Idaho State Racing Commission	H	1	\$12.32	\$16.54	74.5%	0.6	
	<b>Idaho State Racing Commission Total</b>			<b>1</b>	<b>\$12.32</b>	<b>\$16.54</b>	<b>74.5%</b>	<b>0.6</b>
	Idaho State University	E	79	\$9.80	\$11.24	87.2%	6.2	
		F	32	\$10.56	\$12.65	83.5%	6.1	
		G	109	\$11.48	\$14.37	79.9%	6.2	
		H	192	\$13.20	\$16.54	79.8%	9.5	
		I	129	\$15.90	\$19.33	82.2%	11.3	
		J	49	\$18.22	\$21.79	83.6%	14.6	
		K	24	\$20.29	\$24.41	83.1%	15.0	
		L	7	\$22.99	\$27.55	83.5%	18.7	
		M	1	\$25.77	\$31.15	82.7%	5.2	
		N	1	\$26.27	\$34.42	76.3%	2.1	
	<b>Idaho State University Total</b>			<b>623</b>	<b>\$13.71</b>	<b>\$16.76</b>	<b>81.8%</b>	<b>9.4</b>
Idaho Transportation Dept	E	3	\$11.51	\$11.24	102.4%	19.2		
	G	61	\$12.78	\$14.37	88.9%	6.1		
	H	517	\$15.19	\$16.54	91.8%	10.0		
	I	155	\$17.45	\$19.33	90.3%	13.3		
	J	290	\$19.07	\$21.79	87.5%	15.2		
	K	226	\$21.71	\$24.41	89.0%	18.9		
	L	160	\$25.15	\$27.55	91.3%	17.1		
	M	109	\$29.36	\$31.15	94.2%	14.6		
N	60	\$31.91	\$34.42	92.7%	15.1			



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012		O	49	\$36.23	\$37.30	97.1%	20.0	
		P	13	\$41.18	\$40.78	101.0%	24.3	
		Q	9	\$47.91	\$44.89	106.7%	25.9	
		<b>Idaho Transportation Dept Total</b>		<b>1652</b>	<b>\$20.39</b>	<b>\$22.35</b>	<b>91.2%</b>	<b>14.0</b>
		Industrial Commission	G	26	\$12.54	\$14.37	87.2%	7.1
			H	18	\$13.62	\$16.54	82.3%	8.0
			I	3	\$15.98	\$19.33	82.7%	3.5
			J	16	\$17.93	\$21.79	82.3%	8.1
			K	9	\$21.71	\$24.41	88.9%	20.0
			L	2	\$23.79	\$27.55	86.3%	5.8
			M	2	\$28.56	\$31.15	91.7%	30.6
		<b>Industrial Commission Total</b>		<b>76</b>	<b>\$15.87</b>	<b>\$18.62</b>	<b>85.2%</b>	<b>9.5</b>
		Juvenile Corrections	F	3	\$10.43	\$12.65	82.5%	3.3
			G	23	\$11.53	\$14.37	80.3%	5.9
			H	58	\$13.35	\$16.54	80.7%	6.6
			I	133	\$15.81	\$19.33	81.8%	8.4
			J	13	\$18.68	\$21.79	85.7%	15.7
			K	63	\$20.09	\$24.41	82.3%	8.9
			L	46	\$22.38	\$27.55	81.2%	11.7
			M	26	\$25.43	\$31.15	81.6%	11.8
			N	7	\$30.56	\$34.42	88.8%	13.2
			O	1	\$31.13	\$37.30	83.5%	27.4
		<b>Juvenile Corrections Total</b>		<b>373</b>	<b>\$17.74</b>	<b>\$21.65</b>	<b>82.0%</b>	<b>9.0</b>
		Lava Hot Springs Foundation	E	6	\$10.42	\$11.24	92.7%	4.9
			F	2	\$11.70	\$12.65	92.5%	9.0
			H	1	\$18.08	\$16.54	109.3%	13.4
			I	2	\$17.42	\$19.33	90.1%	7.7
			L	1	\$27.54	\$27.55	100.0%	19.9
		<b>Lava Hot Springs Foundation Total</b>		<b>12</b>	<b>\$13.87</b>	<b>\$14.62</b>	<b>94.8%</b>	<b>8.0</b>
		Lewis-Clark State College	E	16	\$9.22	\$11.24	82.1%	7.4
			F	8	\$10.79	\$12.65	85.3%	5.6
			G	13	\$12.06	\$14.37	83.9%	7.7
			H	66	\$13.54	\$16.54	81.8%	9.5
			I	21	\$15.36	\$19.33	79.4%	10.6
			J	2	\$18.91	\$21.79	86.8%	18.4
			K	2	\$17.61	\$24.41	72.1%	9.3
			L	2	\$23.60	\$27.55	85.7%	30.9
		<b>Lewis-Clark State College Total</b>		<b>130</b>	<b>\$13.28</b>	<b>\$16.25</b>	<b>81.7%</b>	<b>9.5</b>
		North Central Health District II	E	1	\$10.55	\$11.24	93.9%	8.8
			G	14	\$13.45	\$14.37	93.6%	12.8
			H	1	\$16.99	\$16.54	102.7%	16.0
			I	1	\$19.90	\$19.33	102.9%	19.7
			J	1	\$23.00	\$21.79	105.6%	28.9
			K	7	\$21.00	\$24.41	86.0%	4.1
			L	12	\$23.99	\$27.55	87.1%	7.3
			M	1	\$25.25	\$31.15	81.1%	7.1
			N	2	\$28.80	\$34.42	83.7%	19.3
		O	1	\$42.23	\$37.30	113.2%	25.0	
	<b>North Central Health District II Total</b>		<b>41</b>	<b>\$19.97</b>	<b>\$22.17</b>	<b>90.1%</b>	<b>10.7</b>	
	Office Of Brd Of Education	I	2	\$15.30	\$19.33	79.2%	3.1	
	<b>Office Of Brd Of Education Total</b>		<b>2</b>	<b>\$15.30</b>	<b>\$19.33</b>	<b>79.2%</b>	<b>3.1</b>	
	Outfitters And Guides	G	3	\$12.18	\$14.37	84.7%	10.0	
		I	1	\$16.94	\$19.33	87.6%	5.8	
	<b>Outfitters And Guides Total</b>		<b>4</b>	<b>\$13.37</b>	<b>\$15.61</b>	<b>85.6%</b>	<b>9.0</b>	
	Panhandle Health District I	G	22	\$12.75	\$14.37	88.7%	10.1	
		H	21	\$15.27	\$16.54	92.3%	11.2	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012		I	4	\$17.26	\$19.33	89.3%	3.7	
		J	7	\$19.54	\$21.79	89.7%	6.2	
		K	14	\$20.67	\$24.41	84.7%	5.2	
		L	20	\$22.69	\$27.55	82.4%	7.3	
		M	12	\$25.53	\$31.15	82.0%	14.5	
		N	10	\$31.02	\$34.42	90.1%	18.1	
		<b>Panhandle Health District I Total</b>		<b>110</b>	<b>\$19.70</b>	<b>\$22.76</b>	<b>86.5%</b>	<b>9.9</b>
		Pub Employee Retirement Sys	G	1	\$12.83	\$14.37	89.3%	9.7
			H	22	\$13.80	\$16.54	83.4%	9.5
			J	12	\$18.08	\$21.79	83.0%	12.2
			K	3	\$20.70	\$24.41	84.8%	11.0
			L	7	\$22.39	\$27.55	81.3%	10.1
			M	5	\$26.89	\$31.15	86.3%	17.1
			N	2	\$28.95	\$34.42	84.1%	13.9
			O	2	\$34.49	\$37.30	92.5%	17.8
		<b>Pub Employee Retirement Sys Total</b>		<b>54</b>	<b>\$18.77</b>	<b>\$22.31</b>	<b>84.1%</b>	<b>11.4</b>
		Public Utilities Comm	E	1	\$11.00	\$11.24	97.9%	1.0
			G	3	\$14.24	\$14.37	99.1%	13.8
			H	2	\$14.96	\$16.54	90.4%	28.1
			I	1	\$19.30	\$19.33	99.8%	36.3
			J	1	\$21.46	\$21.79	98.5%	35.0
			K	9	\$20.13	\$24.41	82.5%	8.2
			L	1	\$27.23	\$27.55	98.8%	32.6
			M	11	\$23.88	\$31.15	76.7%	8.1
			N	5	\$31.20	\$34.42	90.6%	21.4
			O	1	\$43.03	\$37.30	115.4%	28.6
			Q	1	\$52.38	\$44.89	116.7%	32.3
		<b>Public Utilities Comm Total</b>		<b>36</b>	<b>\$23.52</b>	<b>\$27.02</b>	<b>87.1%</b>	<b>14.8</b>
		Real Estate Commission	H	2	\$13.20	\$16.54	79.8%	7.4
			I	2	\$16.25	\$19.33	84.1%	11.7
			J	2	\$19.14	\$21.79	87.8%	5.4
			K	1	\$19.72	\$24.41	80.8%	3.9
			L	2	\$22.48	\$27.55	81.6%	4.6
			M	1	\$27.69	\$31.15	88.9%	11.5
		<b>Real Estate Commission Total</b>		<b>10</b>	<b>\$18.96</b>	<b>\$22.60</b>	<b>83.9%</b>	<b>7.3</b>
		Soil And Water Conservation Commission	H	1	\$18.12	\$16.54	109.6%	31.2
			I	1	\$13.41	\$19.33	69.4%	0.5
			K	7	\$20.43	\$24.41	83.7%	7.5
			L	1	\$25.15	\$27.55	91.3%	22.7
			M	4	\$26.17	\$31.15	84.0%	11.7
			O	1	\$29.37	\$37.30	78.7%	16.3
		<b>Soil And Water Conservation Commission Total</b>		<b>15</b>	<b>\$22.25</b>	<b>\$26.41</b>	<b>84.2%</b>	<b>11.3</b>
		South Central Public Health District V	E	1	\$11.12	\$11.24	98.9%	7.3
			G	29	\$12.78	\$14.37	88.9%	8.6
			H	2	\$15.32	\$16.54	92.6%	10.1
			I	5	\$16.20	\$19.33	83.8%	7.5
			J	3	\$21.87	\$21.79	100.4%	16.2
		K	7	\$23.01	\$24.41	94.3%	13.8	
		L	13	\$24.28	\$27.55	88.1%	7.6	
		M	7	\$28.51	\$31.15	91.5%	12.9	
		N	3	\$31.60	\$34.42	91.8%	17.2	
		O	1	\$34.47	\$37.30	92.4%	23.1	
	<b>South Central Public Health District V Total</b>		<b>71</b>	<b>\$19.22</b>	<b>\$21.28</b>	<b>90.3%</b>	<b>10.2</b>	
	Southeast Health District VI	E	1	\$11.34	\$11.24	100.9%	4.2	
		F	1	\$13.06	\$12.65	103.2%	11.1	
		G	26	\$13.28	\$14.37	92.4%	10.9	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012		H	5	\$16.43	\$16.54	99.3%	12.3	
		I	4	\$17.06	\$19.33	88.2%	6.0	
		J	2	\$18.40	\$21.79	84.4%	5.5	
		K	5	\$21.22	\$24.41	86.9%	12.1	
		L	16	\$24.56	\$27.55	89.2%	11.8	
		M	7	\$28.03	\$31.15	90.0%	14.7	
		N	4	\$31.66	\$34.42	92.0%	10.9	
		O	2	\$31.81	\$37.30	85.3%	19.3	
		<b>Southeast Health District VI Total</b>		<b>73</b>	<b>\$19.76</b>	<b>\$21.84</b>	<b>90.5%</b>	<b>11.4</b>
		Southwest Health District III	E	2	\$10.75	\$11.24	95.6%	2.3
			G	38	\$12.70	\$14.37	88.4%	6.9
			H	4	\$15.90	\$16.54	96.1%	9.9
			I	9	\$17.90	\$19.33	92.6%	8.9
			K	9	\$23.15	\$24.41	94.8%	10.8
			L	9	\$24.64	\$27.55	89.4%	10.5
			M	7	\$27.68	\$31.15	88.8%	10.2
			N	5	\$31.30	\$34.42	90.9%	4.3
			O	2	\$35.15	\$37.30	94.2%	20.6
		<b>Southwest Health District III Total</b>		<b>85</b>	<b>\$18.58</b>	<b>\$20.48</b>	<b>90.7%</b>	<b>8.4</b>
		State Board Of Accountancy	G	1	\$10.50	\$14.37	73.1%	0.1
			I	2	\$18.38	\$19.33	95.1%	23.1
		<b>State Board Of Accountancy Total</b>		<b>3</b>	<b>\$15.75</b>	<b>\$17.68</b>	<b>89.1%</b>	<b>15.4</b>
		State Board Of Dentistry	G	1	\$14.62	\$14.37	101.7%	1.8
		<b>State Board Of Dentistry Total</b>		<b>1</b>	<b>\$14.62</b>	<b>\$14.37</b>	<b>101.7%</b>	<b>1.8</b>
		State Board Of Medicine	G	2	\$12.24	\$14.37	85.2%	3.0
			H	4	\$13.97	\$16.54	84.5%	18.1
			I	2	\$15.30	\$19.33	79.2%	13.4
		<b>State Board Of Medicine Total</b>		<b>8</b>	<b>\$13.87</b>	<b>\$16.70</b>	<b>83.1%</b>	<b>13.1</b>
		State Board Of Nursing	G	5	\$13.03	\$14.37	90.6%	13.2
			J	1	\$20.83	\$21.79	95.6%	16.5
		<b>State Board Of Nursing Total</b>		<b>6</b>	<b>\$14.33</b>	<b>\$15.61</b>	<b>91.8%</b>	<b>13.8</b>
		State Board Of Pharmacy	G	1	\$11.21	\$14.37	78.0%	0.0
			H	1	\$14.46	\$16.54	87.4%	5.0
		I	1	\$15.48	\$19.33	80.1%	3.9	
		J	6	\$18.58	\$21.79	85.2%	12.2	
		L	1	\$25.22	\$27.55	91.5%	20.3	
	<b>State Board Of Pharmacy Total</b>		<b>10</b>	<b>\$17.78</b>	<b>\$20.85</b>	<b>85.3%</b>	<b>10.2</b>	
	State Board Of Tax Appeals	G	1	\$9.77	\$14.37	68.0%	0.2	
		N	2	\$30.06	\$34.42	87.3%	15.9	
	<b>State Board Of Tax Appeals Total</b>		<b>3</b>	<b>\$23.29</b>	<b>\$27.74</b>	<b>84.0%</b>	<b>10.6</b>	
	State Historical Society	E	1	\$10.89	\$11.24	96.9%	3.6	
		G	1	\$10.67	\$14.37	74.3%	1.9	
		H	5	\$13.45	\$16.54	81.3%	4.7	
		I	4	\$14.87	\$19.33	76.9%	15.0	
		J	3	\$16.65	\$21.79	76.4%	12.3	
		K	20	\$20.39	\$24.41	83.5%	13.0	
		L	4	\$25.05	\$27.55	90.9%	13.9	
		M	2	\$27.82	\$31.15	89.3%	27.8	
		N	1	\$31.53	\$34.42	91.6%	12.8	
	<b>State Historical Society Total</b>		<b>41</b>	<b>\$19.35</b>	<b>\$23.08</b>	<b>83.9%</b>	<b>12.4</b>	
	State Liquor Division	F	100	\$10.70	\$12.65	84.6%	4.4	
		G	12	\$13.76	\$14.37	95.8%	9.9	
		H	7	\$15.43	\$16.54	93.3%	9.0	
		I	20	\$16.61	\$19.33	85.9%	11.6	
		J	48	\$18.83	\$21.79	86.4%	12.8	
		K	2	\$23.82	\$24.41	97.6%	15.9	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2012		L	4	\$26.66	\$27.55	96.8%	8.0	
		N	4	\$31.81	\$34.42	92.4%	32.5	
		<b>State Liquor Division Total</b>	<b>197</b>	<b>\$14.52</b>	<b>\$16.66</b>	<b>87.2%</b>	<b>8.4</b>	
		State Tax Commission	E	4	\$9.07	\$11.24	80.6%	11.4
			G	17	\$11.41	\$14.37	79.4%	8.1
			H	83	\$13.11	\$16.54	79.3%	6.9
			I	62	\$15.09	\$19.33	78.1%	7.3
			J	22	\$17.67	\$21.79	81.1%	10.6
			K	62	\$19.78	\$24.41	81.0%	10.1
			L	63	\$22.41	\$27.55	81.3%	11.6
			M	63	\$25.94	\$31.15	83.3%	14.3
			N	39	\$30.07	\$34.42	87.4%	19.0
			O	6	\$35.32	\$37.30	94.7%	12.4
			P	5	\$33.19	\$40.78	81.4%	18.6
		<b>State Tax Commission Total</b>		<b>426</b>	<b>\$19.87</b>	<b>\$24.23</b>	<b>82.0%</b>	<b>10.8</b>
		Vocational Rehabilitation	H	2	\$16.76	\$16.54	101.3%	13.3
			I	47	\$15.31	\$19.33	79.2%	9.4
			J	1	\$16.34	\$21.79	75.0%	0.0
			K	1	\$21.85	\$24.41	89.5%	30.4
		<b>Vocational Rehabilitation Total</b>		<b>51</b>	<b>\$15.52</b>	<b>\$19.37</b>	<b>80.1%</b>	<b>9.8</b>
	<b>2012 Total</b>			<b>12588</b>	<b>\$19.47</b>	<b>\$22.96</b>	<b>84.8%</b>	<b>10.9</b>
	2013	Bd-Prof Eng & Land Surv	H	1	\$16.54	\$16.54	100.0%	14.5
			I	1	\$20.80	\$19.33	107.6%	11.8
<b>Bd-Prof Eng &amp; Land Surv Total</b>			<b>2</b>	<b>\$18.67</b>	<b>\$17.94</b>	<b>104.1%</b>	<b>13.2</b>	
Boise State University		E	85	\$9.45	\$11.24	84.1%	6.0	
		F	19	\$10.12	\$12.65	80.0%	6.7	
		G	64	\$11.13	\$14.37	77.4%	6.6	
		H	179	\$13.22	\$16.54	79.9%	9.2	
		I	191	\$15.35	\$19.33	79.4%	9.2	
		J	64	\$17.47	\$21.79	80.2%	15.4	
		K	10	\$20.23	\$24.41	82.9%	12.8	
		L	1	\$24.62	\$27.55	89.4%	22.8	
		M	1	\$26.60	\$31.15	85.4%	37.9	
		<b>Boise State University Total</b>		<b>614</b>	<b>\$13.64</b>	<b>\$17.04</b>	<b>80.0%</b>	<b>9.2</b>
Brand Inspector		G	1	\$13.65	\$14.37	95.0%	12.0	
		I	24	\$16.31	\$19.33	84.4%	15.4	
		J	1	\$18.31	\$21.79	84.0%	25.6	
<b>Brand Inspector Total</b>			<b>26</b>	<b>\$16.28</b>	<b>\$19.23</b>	<b>84.6%</b>	<b>15.7</b>	
Brd Of Veterinary Medicine		I	1	\$14.95	\$19.33	77.3%	16.8	
<b>Brd Of Veterinary Medicine Total</b>			<b>1</b>	<b>\$14.95</b>	<b>\$19.33</b>	<b>77.3%</b>	<b>16.8</b>	
Bur-Occupational Licenses		G	4	\$11.59	\$14.37	80.6%	11.9	
		H	8	\$13.69	\$16.54	82.8%	10.5	
		I	4	\$15.33	\$19.33	79.3%	8.0	
		J	12	\$17.73	\$21.79	81.4%	10.0	
		K	1	\$23.02	\$24.41	94.3%	21.4	
		L	1	\$28.25	\$27.55	102.5%	22.0	
		N	1	\$30.83	\$34.42	89.6%	14.8	
		O	1	\$26.62	\$37.30	71.4%	1.0	
		<b>Bur-Occupational Licenses Total</b>		<b>32</b>	<b>\$16.83</b>	<b>\$20.38</b>	<b>82.6%</b>	<b>10.7</b>
Central Health District IV		E	3	\$12.45	\$11.24	110.7%	6.5	
		G	30	\$12.43	\$14.37	86.5%	6.0	
		H	16	\$15.16	\$16.54	91.6%	11.7	
		I	10	\$17.32	\$19.33	89.6%	10.1	
	J	4	\$21.04	\$21.79	96.6%	9.2		
	K	12	\$22.38	\$24.41	91.7%	8.8		
	L	17	\$26.09	\$27.55	94.7%	11.3		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013		M	7	\$27.32	\$31.15	87.7%	10.8	
		N	10	\$34.48	\$34.42	100.2%	12.1	
		O	2	\$43.75	\$37.30	117.3%	25.0	
		<b>Central Health District IV Total</b>	<b>111</b>	<b>\$20.23</b>	<b>\$21.69</b>	<b>93.3%</b>	<b>9.6</b>	
		Comm-Blind & Visual Impair	D	1	\$10.50	\$10.06	104.4%	0.3
			E	1	\$10.54	\$11.24	93.8%	15.2
			G	3	\$13.76	\$14.37	95.7%	7.4
			H	1	\$14.03	\$16.54	84.8%	2.2
			I	6	\$15.51	\$19.33	80.2%	13.8
			J	1	\$24.87	\$21.79	114.1%	16.8
			K	17	\$20.32	\$24.41	83.2%	7.1
			L	6	\$23.58	\$27.55	85.6%	12.8
			M	2	\$34.50	\$31.15	110.8%	26.6
			N	1	\$35.01	\$34.42	101.7%	14.3
		<b>Comm-Blind &amp; Visual Impair Total</b>		<b>39</b>	<b>\$20.13</b>	<b>\$22.97</b>	<b>87.7%</b>	<b>10.4</b>
		Commission Of Pardons And Parole	E	1	\$10.20	\$11.24	90.7%	2.0
			G	3	\$10.42	\$14.37	72.5%	3.6
			H	2	\$13.48	\$16.54	81.5%	6.6
			I	1	\$14.40	\$19.33	74.5%	7.4
			J	4	\$17.60	\$21.79	80.8%	10.9
			K	1	\$18.04	\$24.41	73.9%	14.8
			L	18	\$19.66	\$27.55	71.4%	10.7
		<b>Commission Of Pardons And Parole Total</b>		<b>30</b>	<b>\$17.51</b>	<b>\$23.81</b>	<b>73.5%</b>	<b>9.5</b>
		Department Of Agriculture	E	1	\$12.61	\$11.24	112.2%	7.8
			F	1	\$13.66	\$12.65	108.0%	4.3
			G	5	\$14.79	\$14.37	102.9%	15.2
			H	6	\$13.45	\$16.54	81.3%	1.7
			I	20	\$16.16	\$19.33	83.6%	12.6
			J	7	\$17.41	\$21.79	79.9%	7.4
			K	53	\$19.98	\$24.41	81.8%	10.7
			L	15	\$23.50	\$27.55	85.3%	10.0
			M	25	\$25.06	\$31.15	80.4%	10.2
			N	17	\$29.96	\$34.42	87.0%	16.1
			O	10	\$32.08	\$37.30	86.0%	16.4
			P	7	\$38.71	\$40.78	94.9%	18.5
		<b>Department Of Agriculture Total</b>		<b>167</b>	<b>\$22.54</b>	<b>\$26.73</b>	<b>84.3%</b>	<b>11.6</b>
		Department Of Commerce	G	3	\$12.31	\$14.37	85.7%	9.7
			H	1	\$14.19	\$16.54	85.8%	0.1
			I	1	\$17.31	\$19.33	89.5%	8.1
			J	1	\$15.86	\$21.79	72.8%	10.0
			K	8	\$19.42	\$24.41	79.6%	11.1
			L	18	\$22.54	\$27.55	81.8%	8.9
			N	4	\$29.12	\$34.42	84.6%	16.3
		<b>Department Of Commerce Total</b>		<b>36</b>	<b>\$21.16</b>	<b>\$25.82</b>	<b>81.9%</b>	<b>10.1</b>
		Department Of Correction	E	2	\$9.29	\$11.24	82.7%	12.9
			G	18	\$11.04	\$14.37	76.8%	5.1
			H	51	\$13.15	\$16.54	79.5%	8.9
			I	620	\$14.55	\$19.33	75.3%	5.8
			J	205	\$17.01	\$21.79	78.1%	9.1
			K	434	\$18.82	\$24.41	77.1%	9.5
			L	55	\$22.45	\$27.55	81.5%	6.2
			M	108	\$24.45	\$31.15	78.5%	12.3
		N	24	\$29.39	\$34.42	85.4%	13.7	
		O	5	\$30.54	\$37.30	81.9%	10.6	
		P	23	\$32.71	\$40.78	80.2%	17.2	
	<b>Department Of Correction Total</b>		<b>1545</b>	<b>\$17.51</b>	<b>\$22.65</b>	<b>77.3%</b>	<b>8.2</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013	Department Of Environmental Quality	G	5	\$12.61	\$14.37	87.8%	6.2	
		H	20	\$14.24	\$16.54	86.1%	11.8	
		I	15	\$16.84	\$19.33	87.1%	15.3	
		J	9	\$19.48	\$21.79	89.4%	7.0	
		K	1	\$18.36	\$24.41	75.2%	2.0	
		L	31	\$22.16	\$27.55	80.4%	11.6	
		M	126	\$24.23	\$31.15	77.8%	10.4	
		N	89	\$29.02	\$34.42	84.3%	16.2	
		O	11	\$33.14	\$37.30	88.9%	15.9	
		P	12	\$35.16	\$40.78	86.2%	21.3	
		Q	1	\$42.17	\$44.89	93.9%	27.4	
	<b>Department Of Environmental Quality Total</b>			<b>320</b>	<b>\$24.83</b>	<b>\$30.31</b>	<b>81.9%</b>	<b>12.9</b>
	Department Of Finance	G	3	\$11.33	\$14.37	78.8%	4.0	
		H	7	\$14.77	\$16.54	89.3%	10.0	
		I	3	\$20.01	\$19.33	103.5%	13.1	
		K	6	\$21.71	\$24.41	88.9%	3.3	
		L	10	\$24.82	\$27.55	90.1%	4.7	
		M	14	\$29.05	\$31.15	93.3%	10.1	
		N	1	\$36.35	\$34.42	105.6%	8.9	
		O	11	\$35.75	\$37.30	95.8%	11.8	
		P	5	\$42.24	\$40.78	103.6%	21.5	
		Q	1	\$47.64	\$44.89	106.1%	23.5	
	<b>Department Of Finance Total</b>			<b>61</b>	<b>\$27.39</b>	<b>\$28.99</b>	<b>94.5%</b>	<b>9.8</b>
	Department Of Fish & Game	F	1	\$11.44	\$12.65	90.4%	16.3	
		G	25	\$11.80	\$14.37	82.1%	8.7	
		H	28	\$14.81	\$16.54	89.5%	14.1	
		I	37	\$15.88	\$19.33	82.1%	10.2	
		J	42	\$17.94	\$21.79	82.3%	12.4	
		K	45	\$20.14	\$24.41	82.5%	13.7	
		L	200	\$22.83	\$27.55	82.9%	14.0	
		M	93	\$27.61	\$31.15	88.6%	17.5	
		N	29	\$32.07	\$34.42	93.2%	20.9	
		O	12	\$36.51	\$37.30	97.9%	20.5	
		P	10	\$38.95	\$40.78	95.5%	25.5	
	Q	2	\$41.06	\$44.89	91.5%	24.6		
	<b>Department Of Fish &amp; Game Total</b>			<b>524</b>	<b>\$22.79</b>	<b>\$26.55</b>	<b>85.8%</b>	<b>14.8</b>
	Department Of Insurance	G	8	\$12.28	\$14.37	85.4%	5.9	
		H	8	\$14.13	\$16.54	85.4%	7.2	
		I	4	\$17.01	\$19.33	88.0%	15.8	
		J	3	\$18.88	\$21.79	86.6%	12.9	
		K	9	\$20.14	\$24.41	82.5%	8.5	
		L	16	\$23.43	\$27.55	85.0%	7.4	
		M	4	\$27.23	\$31.15	87.4%	17.2	
	N	3	\$28.94	\$34.42	84.1%	17.3		
	<b>Department Of Insurance Total</b>			<b>55</b>	<b>\$19.78</b>	<b>\$23.24</b>	<b>85.1%</b>	<b>9.5</b>
	Department Of Labor	F	2	\$12.27	\$12.65	97.0%	8.0	
		G	11	\$12.84	\$14.37	89.4%	11.7	
H		13	\$15.36	\$16.54	92.9%	15.6		
I		57	\$15.67	\$19.33	81.1%	12.0		
J		239	\$17.71	\$21.79	81.3%	10.4		
K		53	\$20.37	\$24.41	83.5%	13.3		
L		92	\$22.87	\$27.55	83.0%	11.9		
M		64	\$29.19	\$31.15	93.7%	14.5		
N		29	\$33.40	\$34.42	97.0%	16.6		
O		8	\$31.92	\$37.30	85.6%	14.7		
P	17	\$41.51	\$40.78	101.8%	19.8			

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013		Q	1	\$53.14	\$44.89	118.4%	34.6	
	<b>Department Of Labor Total</b>		<b>586</b>	<b>\$21.38</b>	<b>\$24.85</b>	<b>86.0%</b>	<b>12.3</b>	
	Department Of Lands	E	1	\$11.22	\$11.24	99.8%	5.3	
		G	3	\$13.07	\$14.37	91.0%	17.8	
		H	37	\$15.43	\$16.54	93.3%	12.6	
		I	9	\$18.94	\$19.33	98.0%	17.3	
		J	4	\$18.66	\$21.79	85.6%	7.1	
		K	19	\$18.90	\$24.41	77.4%	7.7	
		L	82	\$22.15	\$27.55	80.4%	14.2	
		M	39	\$25.57	\$31.15	82.1%	14.3	
		N	22	\$28.02	\$34.42	81.4%	7.6	
		O	13	\$32.91	\$37.30	88.2%	24.5	
		P	11	\$35.53	\$40.78	87.1%	12.8	
	<b>Department Of Lands Total</b>			<b>240</b>	<b>\$22.81</b>	<b>\$27.32</b>	<b>83.5%</b>	<b>13.3</b>
	Dept - Parks & Recreation	G	14	\$11.35	\$14.37	79.0%	7.0	
		H	9	\$13.61	\$16.54	82.3%	10.4	
		I	4	\$16.25	\$19.33	84.0%	15.5	
		J	44	\$16.93	\$21.79	77.7%	10.1	
		K	29	\$18.77	\$24.41	76.9%	11.4	
		L	14	\$22.43	\$27.55	81.4%	20.9	
		M	12	\$25.02	\$31.15	80.3%	24.8	
		N	2	\$31.06	\$34.42	90.2%	27.1	
		O	7	\$30.96	\$37.30	83.0%	12.0	
	<b>Dept - Parks &amp; Recreation Total</b>			<b>135</b>	<b>\$18.73</b>	<b>\$23.58</b>	<b>79.4%</b>	<b>13.0</b>
	Dept Of Administration	F	9	\$12.56	\$12.65	99.3%	11.9	
		G	9	\$13.82	\$14.37	96.1%	12.0	
		H	20	\$14.84	\$16.54	89.7%	7.0	
		I	9	\$17.64	\$19.33	91.2%	5.4	
		J	15	\$19.68	\$21.79	90.3%	11.6	
		K	15	\$22.92	\$24.41	93.9%	14.0	
		L	13	\$24.61	\$27.55	89.3%	14.4	
		M	20	\$28.11	\$31.15	90.2%	11.0	
		N	4	\$32.12	\$34.42	93.3%	17.0	
		O	4	\$37.83	\$37.30	101.4%	24.4	
	<b>Dept Of Administration Total</b>			<b>118</b>	<b>\$21.14</b>	<b>\$22.96</b>	<b>92.1%</b>	<b>11.5</b>
	Dept Of Health & Welfare	E	35	\$9.51	\$11.24	84.6%	7.3	
		F	9	\$11.38	\$12.65	90.0%	6.6	
		G	94	\$12.16	\$14.37	84.6%	9.3	
		H	322	\$13.78	\$16.54	83.3%	9.7	
		I	254	\$15.88	\$19.33	82.1%	10.5	
		J	445	\$17.28	\$21.79	79.3%	7.8	
		K	207	\$19.96	\$24.41	81.8%	9.6	
		L	731	\$22.40	\$27.55	81.3%	9.0	
		M	366	\$26.34	\$31.15	84.6%	10.4	
		N	110	\$31.33	\$34.42	91.0%	13.6	
		O	30	\$30.42	\$37.30	81.6%	13.8	
		P	43	\$37.04	\$40.78	90.8%	14.8	
	Q	6	\$46.97	\$44.89	104.6%	13.4		
	R	3	\$48.43	\$49.80	97.3%	6.1		
	V	7	\$82.69	\$81.95	100.9%	9.9		
<b>Dept Of Health &amp; Welfare Total</b>			<b>2662</b>	<b>\$20.60</b>	<b>\$24.81</b>	<b>83.1%</b>	<b>9.6</b>	
Dept Of Water Resources	G	5	\$11.10	\$14.37	77.2%	5.5		
	H	12	\$13.42	\$16.54	81.1%	12.7		
	I	5	\$15.39	\$19.33	79.6%	10.9		
	J	4	\$17.50	\$21.79	80.3%	13.0		
	K	4	\$20.25	\$24.41	82.9%	6.0		



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013		L	46	\$22.73	\$27.55	82.5%	11.7	
		M	34	\$27.04	\$31.15	86.8%	15.0	
		N	4	\$29.31	\$34.42	85.2%	18.0	
		O	15	\$33.43	\$37.30	89.6%	15.1	
		P	6	\$38.26	\$40.78	93.8%	27.1	
		<b>Dept Of Water Resources Total</b>		<b>135</b>	<b>\$24.13</b>	<b>\$28.30</b>	<b>85.3%</b>	<b>13.5</b>
		Div - Financial Management	H	1	\$20.48	\$16.54	123.8%	34.2
		<b>Div - Financial Management Total</b>		<b>1</b>	<b>\$20.48</b>	<b>\$16.54</b>	<b>123.8%</b>	<b>34.2</b>
		Div Of Building Safety	G	5	\$12.43	\$14.37	86.5%	6.9
			H	8	\$14.21	\$16.54	85.9%	10.2
			I	6	\$17.29	\$19.33	89.4%	13.8
			J	2	\$22.07	\$21.79	101.3%	17.9
			K	66	\$21.67	\$24.41	88.8%	9.8
			L	6	\$25.34	\$27.55	92.0%	14.4
			M	5	\$29.46	\$31.15	94.6%	13.9
			N	2	\$33.76	\$34.42	98.1%	8.4
			O	1	\$34.33	\$37.30	92.0%	8.3
		<b>Div Of Building Safety Total</b>		<b>101</b>	<b>\$21.34</b>	<b>\$23.78</b>	<b>89.7%</b>	<b>10.5</b>
		Div Of Professional-Technical Education	G	9	\$13.14	\$14.37	91.4%	5.5
			H	3	\$15.97	\$16.54	96.6%	15.4
			L	1	\$27.06	\$27.55	98.2%	24.5
		<b>Div Of Professional-Technical Education Total</b>		<b>13</b>	<b>\$14.86</b>	<b>\$15.88</b>	<b>93.6%</b>	<b>9.3</b>
		Division Of Human Resources	I	2	\$17.20	\$19.33	89.0%	10.4
			M	3	\$24.82	\$31.15	79.7%	14.8
			N	2	\$28.84	\$34.42	83.8%	16.6
			O	1	\$39.94	\$37.30	107.1%	18.8
		<b>Division Of Human Resources Total</b>		<b>8</b>	<b>\$25.81</b>	<b>\$29.78</b>	<b>86.7%</b>	<b>14.7</b>
		Division Of Veterans Services	E	20	\$9.51	\$11.24	84.6%	5.0
			F	91	\$10.74	\$12.65	84.9%	5.3
			G	26	\$12.81	\$14.37	89.1%	9.8
			H	40	\$14.27	\$16.54	86.3%	9.0
			I	40	\$17.72	\$19.33	91.7%	8.0
			J	12	\$18.93	\$21.79	86.9%	7.6
			K	19	\$22.06	\$24.41	90.4%	8.6
			L	19	\$22.40	\$27.55	81.3%	7.8
			M	10	\$26.09	\$31.15	83.7%	6.8
			N	14	\$30.54	\$34.42	88.7%	8.1
			O	2	\$36.72	\$37.30	98.4%	13.3
		<b>Division Of Veterans Services Total</b>		<b>293</b>	<b>\$15.75</b>	<b>\$18.09</b>	<b>87.0%</b>	<b>7.3</b>
		Eastern Idaho Health District VII	G	30	\$11.97	\$14.37	83.3%	6.5
			H	5	\$14.69	\$16.54	88.8%	17.9
			I	10	\$16.18	\$19.33	83.7%	5.8
			J	2	\$17.04	\$21.79	78.2%	9.2
			K	12	\$21.23	\$24.41	87.0%	11.3
			L	11	\$23.69	\$27.55	86.0%	11.2
		M	12	\$25.61	\$31.15	82.2%	11.4	
		N	4	\$30.19	\$34.42	87.7%	12.3	
		O	1	\$31.07	\$37.30	83.3%	16.9	
		P	1	\$37.92	\$40.78	93.0%	15.9	
	<b>Eastern Idaho Health District VII Total</b>		<b>88</b>	<b>\$18.65</b>	<b>\$22.00</b>	<b>84.7%</b>	<b>9.5</b>	
	Eastern Idaho Tech College	E	5	\$10.95	\$11.24	97.5%	6.8	
		F	1	\$12.53	\$12.65	99.1%	22.4	
		G	12	\$12.31	\$14.37	85.7%	5.9	
		H	11	\$14.47	\$16.54	87.5%	13.8	
		I	1	\$15.00	\$19.33	77.6%	1.0	
		J	3	\$17.98	\$21.79	82.5%	8.5	



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013		K	4	\$17.80	\$24.41	72.9%	3.1	
		L	2	\$22.06	\$27.55	80.1%	11.7	
		N	1	\$25.10	\$34.42	72.9%	5.3	
		<b>Eastern Idaho Tech College Total</b>	<b>40</b>	<b>\$14.59</b>	<b>\$17.38</b>	<b>84.0%</b>	<b>8.7</b>	
		Endowment Fnd Investment Bd	I	1	\$20.51	\$19.33	106.1%	13.1
			L	2	\$29.66	\$27.55	107.6%	26.2
		<b>Endowment Fnd Investment Bd Total</b>	<b>3</b>	<b>\$26.61</b>	<b>\$24.81</b>	<b>107.2%</b>	<b>21.8</b>	
		Hispanic Commission	I	1	\$15.48	\$19.33	80.1%	12.8
		<b>Hispanic Commission Total</b>	<b>1</b>	<b>\$15.48</b>	<b>\$19.33</b>	<b>80.1%</b>	<b>12.8</b>	
		Idaho Commission For Libraries	E	2	\$9.97	\$11.24	88.7%	13.0
			G	9	\$12.46	\$14.37	86.7%	15.7
			I	1	\$15.46	\$19.33	80.0%	3.8
			J	2	\$17.61	\$21.79	80.8%	13.6
			K	5	\$19.84	\$24.41	81.3%	13.8
			L	5	\$22.64	\$27.55	82.2%	7.2
			M	9	\$26.17	\$31.15	84.0%	11.7
			N	1	\$31.85	\$34.42	92.5%	28.6
		<b>Idaho Commission For Libraries Total</b>	<b>34</b>	<b>\$19.49</b>	<b>\$23.21</b>	<b>83.9%</b>	<b>12.9</b>	
		Idaho Commission On Aging	G	1	\$14.66	\$14.37	102.0%	2.7
			L	9	\$24.82	\$27.55	90.1%	11.3
			M	1	\$30.00	\$31.15	96.3%	6.2
			N	1	\$35.96	\$34.42	104.5%	7.4
		<b>Idaho Commission On Aging Total</b>	<b>12</b>	<b>\$25.33</b>	<b>\$27.32</b>	<b>92.7%</b>	<b>9.8</b>	
		Idaho Public Television	G	6	\$12.01	\$14.37	83.5%	7.7
			H	2	\$15.31	\$16.54	92.5%	3.7
			I	10	\$14.96	\$19.33	77.4%	10.8
			J	8	\$18.94	\$21.79	86.9%	17.3
			K	9	\$21.31	\$24.41	87.3%	17.2
			L	10	\$23.43	\$27.55	85.1%	16.6
			M	3	\$26.15	\$31.15	83.9%	22.6
		<b>Idaho Public Television Total</b>	<b>48</b>	<b>\$18.92</b>	<b>\$22.41</b>	<b>84.5%</b>	<b>14.3</b>	
		Idaho State Independent Living Council	J	1	\$16.50	\$21.79	75.7%	13.9
			K	1	\$19.00	\$24.41	77.8%	11.1
			L	1	\$23.16	\$27.55	84.1%	3.0
		<b>Idaho State Independent Living Council Total</b>	<b>3</b>	<b>\$19.55</b>	<b>\$24.58</b>	<b>79.5%</b>	<b>9.3</b>	
		Idaho State Lottery	F	3	\$12.33	\$12.65	97.5%	2.7
			G	2	\$13.65	\$14.37	95.0%	6.9
			H	3	\$15.64	\$16.54	94.5%	12.5
			J	1	\$19.53	\$21.79	89.6%	4.5
			K	1	\$23.24	\$24.41	95.2%	16.4
			L	1	\$20.00	\$27.55	72.6%	5.9
		<b>Idaho State Lottery Total</b>	<b>11</b>	<b>\$15.82</b>	<b>\$17.28</b>	<b>91.5%</b>	<b>7.8</b>	
		Idaho State Police	G	9	\$13.08	\$14.37	91.0%	10.9
			H	42	\$15.13	\$16.54	91.5%	10.2
			I	47	\$17.36	\$19.33	89.8%	8.7
			J	31	\$21.79	\$21.79	100.0%	12.9
			K	154	\$23.83	\$24.41	97.6%	8.4
		L	87	\$27.50	\$27.55	99.8%	13.5	
		M	58	\$31.91	\$31.15	102.4%	17.5	
		N	22	\$37.06	\$34.42	107.7%	18.3	
		O	13	\$41.55	\$37.30	111.4%	26.1	
		P	5	\$45.01	\$40.78	110.4%	23.7	
	<b>Idaho State Police Total</b>	<b>468</b>	<b>\$25.08</b>	<b>\$25.25</b>	<b>99.3%</b>	<b>12.1</b>		
	Idaho State Racing Commission	H	1	\$13.89	\$16.54	84.0%	24.3	
		J	1	\$14.81	\$21.79	68.0%	1.6	
	<b>Idaho State Racing Commission Total</b>	<b>2</b>	<b>\$14.35</b>	<b>\$19.17</b>	<b>74.9%</b>	<b>13.0</b>		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013	Idaho State University	E	80	\$9.94	\$11.24	88.4%	6.3	
		F	31	\$10.72	\$12.65	84.7%	6.3	
		G	102	\$11.70	\$14.37	81.4%	6.9	
		H	201	\$13.36	\$16.54	80.7%	9.6	
		I	133	\$16.15	\$19.33	83.5%	12.0	
		J	54	\$18.44	\$21.79	84.6%	14.2	
		K	23	\$20.56	\$24.41	84.2%	14.3	
		L	7	\$23.46	\$27.55	85.1%	19.7	
		N	1	\$27.06	\$34.42	78.6%	3.1	
	<b>Idaho State University Total</b>			<b>632</b>	<b>\$13.94</b>	<b>\$16.80</b>	<b>83.0%</b>	<b>9.8</b>
	Idaho Transportation Dept	E	3	\$11.71	\$11.24	104.2%	20.2	
		G	56	\$12.79	\$14.37	89.0%	5.4	
		H	492	\$15.43	\$16.54	93.3%	9.9	
		I	155	\$17.87	\$19.33	92.4%	12.3	
		J	284	\$19.67	\$21.79	90.2%	15.7	
		K	222	\$22.22	\$24.41	91.0%	18.9	
		L	153	\$25.58	\$27.55	92.9%	17.0	
		M	123	\$29.73	\$31.15	95.5%	13.3	
		N	58	\$32.52	\$34.42	94.5%	14.5	
		O	56	\$36.86	\$37.30	98.8%	19.7	
		P	15	\$40.05	\$40.78	98.2%	20.3	
	Q	8	\$48.87	\$44.89	108.9%	26.8		
	<b>Idaho Transportation Dept Total</b>			<b>1625</b>	<b>\$21.01</b>	<b>\$22.57</b>	<b>93.1%</b>	<b>13.9</b>
	Industrial Commission	G	26	\$12.64	\$14.37	88.0%	7.2	
		H	18	\$13.70	\$16.54	82.8%	7.7	
		I	3	\$16.26	\$19.33	84.1%	4.2	
		J	17	\$17.99	\$21.79	82.6%	9.4	
		K	9	\$21.74	\$24.41	89.1%	21.1	
		L	2	\$24.29	\$27.55	88.1%	6.8	
		M	2	\$28.56	\$31.15	91.7%	31.6	
	<b>Industrial Commission Total</b>			<b>77</b>	<b>\$15.99</b>	<b>\$18.66</b>	<b>85.7%</b>	<b>9.9</b>
	Juvenile Corrections	F	3	\$10.43	\$12.65	82.5%	4.3	
		G	20	\$11.65	\$14.37	81.1%	7.3	
H		59	\$13.35	\$16.54	80.7%	7.5		
I		142	\$15.49	\$19.33	80.1%	7.3		
J		12	\$19.05	\$21.79	87.4%	17.7		
K		62	\$19.98	\$24.41	81.8%	9.1		
L		49	\$22.42	\$27.55	81.4%	11.8		
M		27	\$25.37	\$31.15	81.5%	13.9		
N		8	\$29.44	\$34.42	85.5%	10.2		
O	1	\$33.00	\$37.30	88.5%	28.4			
<b>Juvenile Corrections Total</b>			<b>383</b>	<b>\$17.68</b>	<b>\$21.74</b>	<b>81.3%</b>	<b>9.1</b>	
Lava Hot Springs Foundation	E	6	\$10.42	\$11.24	92.7%	5.9		
	F	2	\$11.70	\$12.65	92.5%	10.0		
	H	1	\$18.08	\$16.54	109.3%	14.5		
	I	2	\$17.42	\$19.33	90.1%	8.7		
	L	1	\$27.54	\$27.55	100.0%	21.0		
<b>Lava Hot Springs Foundation Total</b>			<b>12</b>	<b>\$13.87</b>	<b>\$14.62</b>	<b>94.8%</b>	<b>9.0</b>	
Lewis-Clark State College	E	18	\$9.29	\$11.24	82.7%	7.1		
	F	6	\$10.53	\$12.65	83.2%	5.8		
	G	12	\$12.25	\$14.37	85.3%	8.3		
	H	63	\$13.40	\$16.54	81.0%	10.2		
	I	21	\$15.02	\$19.33	77.7%	9.1		
	J	2	\$19.27	\$21.79	88.4%	19.4		
	K	2	\$17.64	\$24.41	72.2%	12.3		
<b>Lewis-Clark State College Total</b>			<b>124</b>	<b>\$12.99</b>	<b>\$16.06</b>	<b>80.9%</b>	<b>9.4</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013	North Central Health District II	E	1	\$11.55	\$11.24	102.8%	9.8	
		G	11	\$13.45	\$14.37	93.6%	13.0	
		H	3	\$15.43	\$16.54	93.3%	11.0	
		K	7	\$20.29	\$24.41	83.1%	6.8	
		L	14	\$24.03	\$27.55	87.2%	8.0	
		M	1	\$25.25	\$31.15	81.1%	8.2	
		N	3	\$27.97	\$34.42	81.3%	14.5	
		O	1	\$42.23	\$37.30	113.2%	26.1	
	<b>North Central Health District II Total</b>			<b>41</b>	<b>\$20.38</b>	<b>\$23.10</b>	<b>88.2%</b>	<b>10.3</b>
	Office Of Brd Of Education		I	2	\$15.30	\$19.33	79.2%	4.1
	<b>Office Of Brd Of Education Total</b>			<b>2</b>	<b>\$15.30</b>	<b>\$19.33</b>	<b>79.2%</b>	<b>4.1</b>
	Outfitters And Guides		G	3	\$12.58	\$14.37	87.5%	11.1
			I	1	\$17.79	\$19.33	92.0%	6.8
	<b>Outfitters And Guides Total</b>			<b>4</b>	<b>\$13.88</b>	<b>\$15.61</b>	<b>88.9%</b>	<b>10.0</b>
	Panhandle Health District I		G	18	\$12.44	\$14.37	86.6%	9.1
			H	21	\$15.18	\$16.54	91.8%	10.5
			I	3	\$17.15	\$19.33	88.7%	3.8
			J	4	\$19.20	\$21.79	88.1%	10.9
			K	18	\$20.95	\$24.41	85.8%	5.8
			L	24	\$22.62	\$27.55	82.1%	7.4
			M	10	\$25.37	\$31.15	81.4%	15.0
			N	11	\$32.31	\$34.42	93.9%	17.4
	<b>Panhandle Health District I Total</b>			<b>109</b>	<b>\$20.18</b>	<b>\$23.32</b>	<b>86.5%</b>	<b>9.8</b>
	Pub Employee Retirement Sys		G	1	\$12.83	\$14.37	89.3%	10.7
			H	21	\$13.66	\$16.54	82.6%	8.7
			I	1	\$18.73	\$19.33	96.9%	19.9
			J	13	\$17.53	\$21.79	80.4%	12.0
			K	3	\$21.60	\$24.41	88.5%	12.0
			L	8	\$22.63	\$27.55	82.2%	10.7
			M	5	\$26.89	\$31.15	86.3%	18.1
			N	2	\$29.20	\$34.42	84.8%	14.9
			O	2	\$34.49	\$37.30	92.5%	18.8
	<b>Pub Employee Retirement Sys Total</b>			<b>56</b>	<b>\$18.82</b>	<b>\$22.45</b>	<b>83.8%</b>	<b>11.6</b>
	Public Utilities Comm		E	1	\$11.00	\$11.24	97.9%	2.0
			G	3	\$14.24	\$14.37	99.1%	14.8
			H	2	\$14.96	\$16.54	90.4%	29.1
			I	1	\$19.30	\$19.33	99.8%	37.3
			J	1	\$23.00	\$21.79	105.6%	36.1
			K	9	\$20.29	\$24.41	83.1%	9.0
			L	2	\$25.62	\$27.55	93.0%	29.9
			M	11	\$23.97	\$31.15	76.9%	9.1
			N	4	\$30.51	\$34.42	88.6%	23.2
			O	1	\$43.03	\$37.30	115.4%	29.6
			Q	1	\$52.38	\$44.89	116.7%	33.4
	<b>Public Utilities Comm Total</b>			<b>36</b>	<b>\$23.36</b>	<b>\$26.83</b>	<b>87.1%</b>	<b>16.0</b>
	Real Estate Commission		H	2	\$13.20	\$16.54	79.8%	8.4
			I	2	\$16.44	\$19.33	85.0%	12.7
J			2	\$19.14	\$21.79	87.8%	6.4	
K			1	\$19.72	\$24.41	80.8%	4.9	
L			3	\$21.42	\$27.55	77.7%	3.9	
M			1	\$27.69	\$31.15	88.9%	12.5	
<b>Real Estate Commission Total</b>			<b>11</b>	<b>\$19.02</b>	<b>\$23.05</b>	<b>82.5%</b>	<b>7.7</b>	
Soil And Water Conservation Commission		H	1	\$18.66	\$16.54	112.8%	32.3	
		I	1	\$13.81	\$19.33	71.4%	1.5	
		K	7	\$20.46	\$24.41	83.8%	10.4	
		L	1	\$25.90	\$27.55	94.0%	23.7	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013		M	4	\$26.61	\$31.15	85.4%	12.7	
		O	1	\$29.37	\$37.30	78.7%	17.3	
		<b>Soil And Water Conservation Commission Total</b>	<b>15</b>	<b>\$22.49</b>	<b>\$26.41</b>	<b>85.2%</b>	<b>13.2</b>	
		South Central Public Health District V	E	1	\$11.12	\$11.24	98.9%	7.8
			G	27	\$12.86	\$14.37	89.5%	8.7
			H	3	\$15.63	\$16.54	94.5%	12.2
			I	3	\$16.49	\$19.33	85.3%	8.3
			J	3	\$19.99	\$21.79	91.8%	14.0
			K	7	\$23.60	\$24.41	96.7%	13.5
			L	14	\$24.85	\$27.55	90.2%	8.5
			M	7	\$29.22	\$31.15	93.8%	13.6
			N	3	\$33.65	\$34.42	97.8%	15.1
			O	1	\$36.54	\$37.30	98.0%	24.2
		<b>South Central Public Health District V Total</b>		<b>69</b>	<b>\$19.85</b>	<b>\$21.56</b>	<b>92.1%</b>	<b>10.5</b>
		Southeast Health District VI	E	1	\$11.46	\$11.24	102.0%	5.3
			F	1	\$13.19	\$12.65	104.3%	12.2
			G	23	\$13.12	\$14.37	91.3%	11.1
			H	4	\$16.65	\$16.54	100.7%	15.9
			I	5	\$16.76	\$19.33	86.7%	9.2
			J	1	\$20.46	\$21.79	93.9%	11.7
			K	8	\$20.16	\$24.41	82.6%	10.2
			L	16	\$24.17	\$27.55	87.7%	11.8
			M	7	\$28.53	\$31.15	91.6%	15.7
			N	4	\$30.91	\$34.42	89.8%	10.0
			O	2	\$32.62	\$37.30	87.4%	20.3
		<b>Southeast Health District VI Total</b>		<b>72</b>	<b>\$19.92</b>	<b>\$22.30</b>	<b>89.3%</b>	<b>11.9</b>
		Southwest Health District III	E	1	\$11.50	\$11.24	102.3%	1.5
			G	38	\$12.51	\$14.37	87.1%	6.6
			H	5	\$15.37	\$16.54	92.9%	8.9
			I	9	\$17.96	\$19.33	92.9%	9.4
			K	10	\$22.79	\$24.41	93.4%	10.7
			L	8	\$24.68	\$27.55	89.6%	11.6
			M	7	\$27.68	\$31.15	88.8%	11.2
			N	4	\$31.49	\$34.42	91.5%	6.2
			O	2	\$35.15	\$37.30	94.2%	21.7
		<b>Southwest Health District III Total</b>		<b>84</b>	<b>\$18.34</b>	<b>\$20.34</b>	<b>90.2%</b>	<b>8.7</b>
		State Board Of Accountancy	G	1	\$10.71	\$14.37	74.5%	0.9
			I	2	\$18.93	\$19.33	97.9%	24.1
		<b>State Board Of Accountancy Total</b>		<b>3</b>	<b>\$16.19</b>	<b>\$17.68</b>	<b>91.6%</b>	<b>16.4</b>
		State Board Of Dentistry	G	1	\$15.06	\$14.37	104.8%	2.9
		<b>State Board Of Dentistry Total</b>		<b>1</b>	<b>\$15.06</b>	<b>\$14.37</b>	<b>104.8%</b>	<b>2.9</b>
		State Board Of Medicine	G	2	\$12.24	\$14.37	85.2%	4.1
			H	4	\$13.97	\$16.54	84.5%	19.1
			I	2	\$15.30	\$19.33	79.2%	14.4
		<b>State Board Of Medicine Total</b>		<b>8</b>	<b>\$13.87</b>	<b>\$16.70</b>	<b>83.1%</b>	<b>14.2</b>
		State Board Of Nursing	G	5	\$12.68	\$14.37	88.2%	10.6
			J	1	\$20.83	\$21.79	95.6%	17.6
		<b>State Board Of Nursing Total</b>		<b>6</b>	<b>\$14.04</b>	<b>\$15.61</b>	<b>89.9%</b>	<b>11.7</b>
		State Board Of Pharmacy	G	2	\$12.02	\$14.37	83.6%	0.8
			H	1	\$14.46	\$16.54	87.4%	6.0
		I	1	\$16.43	\$19.33	85.0%	5.0	
		J	5	\$18.41	\$21.79	84.5%	10.8	
	<b>State Board Of Pharmacy Total</b>		<b>9</b>	<b>\$16.33</b>	<b>\$19.28</b>	<b>84.7%</b>	<b>7.4</b>	
	State Board Of Tax Appeals	G	1	\$11.83	\$14.37	82.3%	0.7	
		N	2	\$29.78	\$34.42	86.5%	5.7	
	<b>State Board Of Tax Appeals Total</b>		<b>3</b>	<b>\$23.79</b>	<b>\$27.74</b>	<b>85.8%</b>	<b>4.0</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2013	State Historical Society	E	1	\$10.89	\$11.24	96.9%	4.6	
		G	2	\$11.00	\$14.37	76.5%	1.6	
		H	5	\$13.64	\$16.54	82.5%	5.7	
		I	5	\$14.85	\$19.33	76.8%	13.1	
		J	2	\$16.72	\$21.79	76.7%	18.5	
		K	18	\$20.15	\$24.41	82.5%	11.9	
		L	3	\$25.25	\$27.55	91.7%	13.0	
		M	2	\$27.82	\$31.15	89.3%	28.8	
		N	1	\$31.53	\$34.42	91.6%	13.8	
	<b>State Historical Society Total</b>			<b>39</b>	<b>\$18.83</b>	<b>\$22.61</b>	<b>83.3%</b>	<b>11.9</b>
	State Liquor Division	F	102	\$10.68	\$12.65	84.4%	4.6	
		G	12	\$13.57	\$14.37	94.5%	9.0	
		H	7	\$15.03	\$16.54	90.8%	9.1	
		I	3	\$17.26	\$19.33	89.3%	14.6	
		J	63	\$18.53	\$21.79	85.1%	13.4	
		K	1	\$24.17	\$24.41	99.0%	25.3	
		L	4	\$26.31	\$27.55	95.5%	6.9	
		N	3	\$30.26	\$34.42	87.9%	30.5	
	<b>State Liquor Division Total</b>			<b>195</b>	<b>\$14.34</b>	<b>\$16.65</b>	<b>86.1%</b>	<b>8.6</b>
	State Tax Commission	E	3	\$9.24	\$11.24	82.2%	16.1	
		G	15	\$11.33	\$14.37	78.8%	9.0	
		H	77	\$13.04	\$16.54	78.8%	7.6	
		I	61	\$14.98	\$19.33	77.5%	7.3	
		J	14	\$17.94	\$21.79	82.3%	15.7	
		K	66	\$19.34	\$24.41	79.2%	10.5	
		L	56	\$22.03	\$27.55	80.0%	11.7	
		M	78	\$25.55	\$31.15	82.0%	13.8	
		N	41	\$29.31	\$34.42	85.2%	18.2	
		O	6	\$35.32	\$37.30	94.7%	13.4	
		P	4	\$33.40	\$40.78	81.9%	21.1	
	<b>State Tax Commission Total</b>			<b>421</b>	<b>\$19.99</b>	<b>\$24.68</b>	<b>81.0%</b>	<b>11.3</b>
	Vocational Rehabilitation	H	2	\$16.58	\$16.54	100.2%	28.6	
		I	50	\$15.33	\$19.33	79.3%	9.7	
		J	1	\$16.59	\$21.79	76.1%	1.0	
		K	2	\$21.07	\$24.41	86.3%	16.4	
	<b>Vocational Rehabilitation Total</b>			<b>55</b>	<b>\$15.61</b>	<b>\$19.46</b>	<b>80.2%</b>	<b>10.5</b>
	<b>2013 Total</b>			<b>12657</b>	<b>\$19.56</b>	<b>\$23.03</b>	<b>85.0%</b>	<b>10.8</b>
	2014	Bd-Prof Eng & Land Surv	H	1	\$16.73	\$16.71	100.1%	15.5
			I	1	\$21.07	\$19.52	107.9%	12.8
<b>Bd-Prof Eng &amp; Land Surv Total</b>			<b>2</b>	<b>\$18.90</b>	<b>\$18.12</b>	<b>104.3%</b>	<b>14.1</b>	
Boise State University		E	84	\$9.46	\$11.35	83.4%	5.7	
		F	19	\$10.50	\$12.78	82.2%	7.7	
		G	55	\$11.48	\$14.51	79.1%	7.0	
		H	175	\$13.52	\$16.71	80.9%	8.8	
		I	176	\$15.72	\$19.52	80.5%	8.8	
		J	61	\$17.83	\$22.01	81.0%	13.8	
		K	11	\$20.39	\$24.65	82.7%	15.4	
L		1	\$24.87	\$27.83	89.4%	23.8		
<b>Boise State University Total</b>			<b>582</b>	<b>\$13.91</b>	<b>\$17.17</b>	<b>81.0%</b>	<b>8.8</b>	
Brand Inspector		G	1	\$13.77	\$14.51	94.9%	12.5	
		I	27	\$16.35	\$19.52	83.7%	15.1	
		J	1	\$18.49	\$22.01	84.0%	26.6	
<b>Brand Inspector Total</b>			<b>29</b>	<b>\$16.33</b>	<b>\$19.43</b>	<b>84.0%</b>	<b>15.4</b>	
Brd Of Veterinary Medicine		I	1	\$15.55	\$19.52	79.7%	17.8	
<b>Brd Of Veterinary Medicine Total</b>			<b>1</b>	<b>\$15.55</b>	<b>\$19.52</b>	<b>79.7%</b>	<b>17.8</b>	
Bur-Occupational Licenses	G	4	\$12.46	\$14.51	85.9%	16.5		

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2014		H	7	\$14.32	\$16.71	85.7%	10.9	
		I	3	\$15.99	\$19.52	81.9%	9.4	
		J	13	\$17.89	\$22.01	81.3%	10.2	
		K	2	\$20.64	\$24.65	83.7%	15.1	
		L	1	\$28.56	\$27.83	102.6%	23.0	
		N	1	\$31.32	\$34.76	90.1%	15.8	
		<b>Bur-Occupational Licenses Total</b>		<b>31</b>	<b>\$17.15</b>	<b>\$20.37</b>	<b>84.2%</b>	<b>12.0</b>
		Central Health District IV	E	2	\$13.46	\$11.35	118.5%	9.6
			G	30	\$12.29	\$14.51	84.7%	5.2
			H	16	\$15.05	\$16.71	90.1%	11.9
			I	8	\$17.46	\$19.52	89.4%	11.8
			J	5	\$20.43	\$22.01	92.8%	5.0
			K	10	\$22.29	\$24.65	90.4%	10.0
			L	20	\$26.06	\$27.83	93.6%	12.0
			M	7	\$28.00	\$31.46	89.0%	11.8
			N	11	\$34.48	\$34.76	99.2%	12.2
			O	2	\$44.82	\$37.67	119.0%	26.0
		<b>Central Health District IV Total</b>		<b>111</b>	<b>\$20.61</b>	<b>\$22.28</b>	<b>92.5%</b>	<b>9.9</b>
		Comm-Blind & Visual Impair	D	1	\$10.50	\$10.16	103.3%	0.9
			E	1	\$10.54	\$11.35	92.9%	16.2
			G	2	\$14.51	\$14.51	100.0%	10.3
			H	1	\$14.03	\$16.71	84.0%	3.0
			I	6	\$15.51	\$19.52	79.4%	14.7
			J	1	\$24.87	\$22.01	113.0%	17.7
			K	17	\$20.32	\$24.65	82.4%	8.1
			L	6	\$23.58	\$27.83	84.7%	13.7
			M	2	\$34.50	\$31.46	109.7%	27.6
			N	1	\$35.01	\$34.76	100.7%	15.3
		<b>Comm-Blind &amp; Visual Impair Total</b>		<b>38</b>	<b>\$20.34</b>	<b>\$23.42</b>	<b>86.8%</b>	<b>11.5</b>
		Commission Of Pardons And Parole	E	1	\$10.00	\$11.35	88.1%	1.4
			G	2	\$10.94	\$14.51	75.4%	1.3
			H	2	\$13.40	\$16.71	80.2%	9.2
			J	4	\$18.19	\$22.01	82.6%	11.8
			K	1	\$20.26	\$24.65	82.2%	15.8
			L	18	\$20.25	\$27.83	72.8%	11.2
		<b>Commission Of Pardons And Parole Total</b>		<b>28</b>	<b>\$18.43</b>	<b>\$24.55</b>	<b>75.1%</b>	<b>10.2</b>
		Department Of Agriculture	E	1	\$12.72	\$11.35	112.1%	8.4
			F	1	\$13.38	\$12.78	104.7%	0.5
			G	5	\$14.68	\$14.51	101.2%	13.3
			H	6	\$13.57	\$16.71	81.2%	2.8
			I	21	\$16.05	\$19.52	82.2%	12.8
			J	5	\$18.72	\$22.01	85.0%	5.9
			K	50	\$19.84	\$24.65	80.5%	10.3
			L	14	\$23.15	\$27.83	83.2%	11.3
			M	23	\$25.24	\$31.46	80.2%	11.5
		N	18	\$29.46	\$34.76	84.8%	14.4	
		O	11	\$31.94	\$37.67	84.8%	16.2	
		P	7	\$37.82	\$41.19	91.8%	18.8	
	<b>Department Of Agriculture Total</b>		<b>162</b>	<b>\$22.56</b>	<b>\$27.10</b>	<b>83.2%</b>	<b>11.7</b>	
	Department Of Commerce	G	1	\$12.46	\$14.51	85.9%	7.6	
		H	3	\$14.02	\$16.71	83.9%	1.0	
		I	1	\$18.09	\$19.52	92.7%	9.1	
		J	1	\$16.82	\$22.01	76.4%	11.0	
		K	6	\$20.81	\$24.65	84.4%	13.3	
		L	19	\$23.17	\$27.83	83.2%	7.7	
		M	1	\$27.56	\$31.46	87.6%	18.0	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2014		N	5	\$31.68	\$34.76	91.1%	10.0	
	<b>Department Of Commerce Total</b>		<b>37</b>	<b>\$22.71</b>	<b>\$26.71</b>	<b>85.1%</b>	<b>8.8</b>	
	Department Of Correction	E	2	\$9.60	\$11.35	84.6%	12.9	
		G	17	\$11.28	\$14.51	77.7%	4.9	
		H	56	\$13.20	\$16.71	79.0%	7.3	
		I	806	\$14.51	\$19.52	74.3%	4.5	
		J	232	\$17.35	\$22.01	78.8%	9.0	
		K	506	\$18.95	\$24.65	76.9%	8.5	
		L	55	\$23.04	\$27.83	82.8%	6.1	
		M	124	\$24.66	\$31.46	78.4%	11.5	
		N	27	\$29.61	\$34.76	85.2%	13.0	
		O	5	\$32.19	\$37.67	85.5%	8.5	
		P	25	\$33.00	\$41.19	80.1%	16.4	
	<b>Department Of Correction Total</b>			<b>1855</b>	<b>\$17.45</b>	<b>\$22.70</b>	<b>76.9%</b>	<b>7.1</b>
	Department Of Environmental Quality	G	7	\$13.57	\$14.51	93.6%	6.6	
		H	19	\$14.57	\$16.71	87.2%	13.1	
		I	16	\$16.81	\$19.52	86.1%	14.9	
		J	8	\$20.49	\$22.01	93.1%	6.3	
		K	2	\$18.98	\$24.65	77.0%	5.3	
		L	28	\$22.55	\$27.83	81.0%	11.1	
		M	132	\$24.49	\$31.46	77.9%	9.9	
		N	84	\$29.49	\$34.76	84.8%	16.2	
		O	10	\$33.97	\$37.67	90.2%	16.1	
		P	12	\$35.44	\$41.19	86.0%	18.6	
		Q	1	\$42.82	\$45.34	94.4%	28.4	
	<b>Department Of Environmental Quality Total</b>			<b>319</b>	<b>\$25.05</b>	<b>\$30.49</b>	<b>82.2%</b>	<b>12.5</b>
	Department Of Finance	G	4	\$11.44	\$14.51	78.9%	1.0	
		H	6	\$14.57	\$16.71	87.2%	7.8	
		I	2	\$20.56	\$19.52	105.3%	6.0	
		K	5	\$21.01	\$24.65	85.2%	10.1	
		L	10	\$25.08	\$27.83	90.1%	5.2	
		M	15	\$29.31	\$31.46	93.2%	10.5	
		N	1	\$37.08	\$34.76	106.7%	9.9	
		O	11	\$36.36	\$37.67	96.5%	12.4	
		P	5	\$43.03	\$41.19	104.5%	22.4	
		Q	1	\$48.59	\$45.34	107.2%	24.5	
	<b>Department Of Finance Total</b>			<b>60</b>	<b>\$27.84</b>	<b>\$29.52</b>	<b>94.3%</b>	<b>10.1</b>
	Department Of Fish & Game	F	1	\$11.69	\$12.78	91.5%	17.3	
		G	24	\$12.26	\$14.51	84.5%	7.7	
		H	16	\$15.07	\$16.71	90.2%	12.9	
		I	48	\$16.34	\$19.52	83.7%	11.1	
		J	44	\$18.49	\$22.01	84.0%	12.5	
		K	44	\$20.81	\$24.65	84.4%	13.9	
		L	205	\$23.51	\$27.83	84.5%	13.6	
		M	97	\$28.43	\$31.46	90.4%	17.9	
		N	28	\$32.58	\$34.76	93.7%	21.6	
		O	11	\$37.70	\$37.67	100.1%	22.2	
		P	11	\$40.38	\$41.19	98.0%	22.8	
		Q	2	\$44.06	\$45.34	97.2%	25.6	
	<b>Department Of Fish &amp; Game Total</b>			<b>531</b>	<b>\$23.53</b>	<b>\$26.94</b>	<b>87.3%</b>	<b>14.7</b>
	Department Of Insurance	G	8	\$12.22	\$14.51	84.2%	5.8	
		H	7	\$14.09	\$16.71	84.3%	5.2	
	I	6	\$16.90	\$19.52	86.6%	11.4		
	J	3	\$18.48	\$22.01	83.9%	10.5		
	K	9	\$20.64	\$24.65	83.7%	8.8		
	L	19	\$23.07	\$27.83	82.9%	7.6		



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2014		M	4	\$27.80	\$31.46	88.4%	15.6	
		N	3	\$29.70	\$34.76	85.4%	18.3	
	<b>Department Of Insurance Total</b>		<b>59</b>	<b>\$19.96</b>	<b>\$23.68</b>	<b>84.3%</b>	<b>8.9</b>	
	Department Of Labor	F	2	\$12.52	\$12.78	97.9%	9.0	
		G	11	\$13.02	\$14.51	89.8%	12.3	
		H	13	\$15.19	\$16.71	90.9%	13.3	
		I	65	\$15.75	\$19.52	80.7%	11.1	
		J	222	\$18.09	\$22.01	82.2%	10.9	
		K	52	\$20.85	\$24.65	84.6%	13.1	
		L	97	\$23.13	\$27.83	83.1%	12.2	
		M	56	\$30.24	\$31.46	96.1%	14.7	
		N	31	\$33.62	\$34.76	96.7%	17.7	
		O	9	\$32.24	\$37.67	85.6%	13.6	
		P	16	\$43.14	\$41.19	104.7%	21.1	
		Q	1	\$54.63	\$45.34	120.5%	35.6	
	<b>Department Of Labor Total</b>			<b>575</b>	<b>\$21.75</b>	<b>\$25.08</b>	<b>86.7%</b>	<b>12.5</b>
	Department Of Lands	E	1	\$11.33	\$11.35	99.8%	6.3	
		G	3	\$13.20	\$14.51	91.0%	18.8	
		H	35	\$15.64	\$16.71	93.6%	12.2	
		I	8	\$18.87	\$19.52	96.7%	13.4	
		J	4	\$18.85	\$22.01	85.6%	8.1	
		K	21	\$19.11	\$24.65	77.5%	6.4	
		L	86	\$22.36	\$27.83	80.3%	14.1	
		M	42	\$25.90	\$31.46	82.3%	14.5	
		N	26	\$28.42	\$34.76	81.8%	8.6	
		O	13	\$32.72	\$37.67	86.9%	21.1	
		P	10	\$36.05	\$41.19	87.5%	14.8	
	<b>Department Of Lands Total</b>			<b>249</b>	<b>\$23.14</b>	<b>\$27.80</b>	<b>83.2%</b>	<b>13.0</b>
	Dept - Parks & Recreation	G	14	\$11.49	\$14.51	79.2%	6.8	
		H	9	\$14.00	\$16.71	83.8%	11.4	
		I	3	\$16.47	\$19.52	84.4%	14.4	
		J	44	\$17.34	\$22.01	78.8%	10.2	
		K	28	\$19.27	\$24.65	78.2%	11.4	
		L	16	\$22.54	\$27.83	81.0%	13.9	
		M	14	\$25.30	\$31.46	80.4%	23.9	
		N	2	\$31.68	\$34.76	91.1%	28.0	
		O	7	\$31.67	\$37.67	84.1%	13.0	
	<b>Dept - Parks &amp; Recreation Total</b>			<b>137</b>	<b>\$19.26</b>	<b>\$24.01</b>	<b>80.2%</b>	<b>12.5</b>
	Dept Of Administration	F	9	\$12.90	\$12.78	100.9%	10.6	
		G	9	\$14.02	\$14.51	96.6%	11.7	
		H	21	\$15.45	\$16.71	92.4%	8.0	
		I	9	\$18.28	\$19.52	93.7%	6.4	
		J	15	\$20.24	\$22.01	92.0%	12.1	
		K	18	\$24.08	\$24.65	97.7%	12.2	
		L	12	\$25.24	\$27.83	90.7%	14.7	
		M	20	\$29.04	\$31.46	92.3%	10.9	
		N	4	\$33.13	\$34.76	95.3%	18.0	
	O	4	\$39.44	\$37.67	104.7%	25.3		
<b>Dept Of Administration Total</b>			<b>121</b>	<b>\$21.84</b>	<b>\$23.13</b>	<b>94.4%</b>	<b>11.5</b>	
Dept Of Health & Welfare	E	31	\$10.01	\$11.35	88.2%	5.7		
	F	9	\$12.05	\$12.78	94.3%	7.6		
	G	86	\$12.24	\$14.51	84.3%	10.0		
	H	265	\$13.74	\$16.71	82.3%	7.8		
	I	285	\$16.02	\$19.52	82.1%	10.5		
	J	455	\$17.50	\$22.01	79.5%	7.6		
	K	203	\$19.92	\$24.65	80.8%	8.7		



**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2014		L	737	\$22.67	\$27.83	81.4%	8.9	
		M	377	\$26.77	\$31.46	85.1%	10.4	
		N	112	\$31.92	\$34.76	91.8%	13.2	
		O	32	\$30.97	\$37.67	82.2%	13.6	
		P	46	\$37.40	\$41.19	90.8%	16.4	
		Q	6	\$47.51	\$45.34	104.8%	13.2	
		R	3	\$48.99	\$50.30	97.4%	9.1	
		V	7	\$85.31	\$82.77	103.1%	8.1	
		<b>Dept Of Health &amp; Welfare Total</b>		<b>2654</b>	<b>\$21.03</b>	<b>\$25.28</b>	<b>83.2%</b>	<b>9.3</b>
		Dept Of Water Resources	G	6	\$11.18	\$14.51	77.0%	3.9
			H	11	\$13.47	\$16.71	80.6%	13.1
			I	6	\$15.39	\$19.52	78.8%	10.3
			J	8	\$19.03	\$22.01	86.5%	4.1
			K	3	\$21.34	\$24.65	86.6%	4.7
			L	42	\$22.95	\$27.83	82.5%	12.4
			M	33	\$26.80	\$31.46	85.2%	12.8
			N	4	\$28.79	\$34.76	82.8%	18.3
			O	15	\$34.02	\$37.67	90.3%	15.2
			P	6	\$39.11	\$41.19	95.0%	28.1
		<b>Dept Of Water Resources Total</b>		<b>134</b>	<b>\$24.12</b>	<b>\$28.33</b>	<b>85.1%</b>	<b>12.6</b>
		Div - Financial Management	H	1	\$20.89	\$16.71	125.0%	35.2
		<b>Div - Financial Management Total</b>		<b>1</b>	<b>\$20.89</b>	<b>\$16.71</b>	<b>125.0%</b>	<b>35.2</b>
		Div Of Building Safety	G	6	\$12.20	\$14.51	84.1%	6.3
			H	9	\$14.04	\$16.71	84.0%	10.2
			I	6	\$17.47	\$19.52	89.5%	14.8
			J	1	\$20.63	\$22.01	93.7%	14.8
			K	66	\$21.80	\$24.65	88.4%	10.1
			L	6	\$25.44	\$27.83	91.4%	12.1
			M	5	\$29.34	\$31.46	93.3%	11.8
			N	2	\$34.11	\$34.76	98.1%	9.4
			O	1	\$34.67	\$37.67	92.0%	9.3
		<b>Div Of Building Safety Total</b>		<b>102</b>	<b>\$21.24</b>	<b>\$23.87</b>	<b>89.0%</b>	<b>10.4</b>
		Div Of Professional-Technical Education	G	6	\$13.37	\$14.51	92.2%	4.9
			H	2	\$16.10	\$16.71	96.3%	14.4
			I	1	\$16.63	\$19.52	85.2%	23.0
			J	1	\$22.01	\$22.01	100.0%	20.5
			L	1	\$27.74	\$27.83	99.7%	25.5
		<b>Div Of Professional-Technical Education Total</b>		<b>11</b>	<b>\$16.26</b>	<b>\$17.26</b>	<b>94.2%</b>	<b>11.6</b>
		Division Of Human Resources	I	1	\$20.28	\$19.52	103.9%	20.6
			M	4	\$25.13	\$31.46	79.9%	14.0
			N	2	\$29.85	\$34.76	85.9%	17.7
		O	1	\$41.54	\$37.67	110.3%	19.8	
	<b>Division Of Human Resources Total</b>		<b>8</b>	<b>\$27.76</b>	<b>\$31.57</b>	<b>87.9%</b>	<b>16.5</b>	
	Division Of Veterans Services	E	20	\$9.84	\$11.35	86.7%	5.2	
		F	93	\$11.17	\$12.78	87.4%	5.3	
		G	26	\$13.10	\$14.51	90.3%	9.6	
		H	40	\$14.82	\$16.71	88.7%	9.0	
		I	43	\$18.25	\$19.52	93.5%	8.5	
		J	13	\$19.53	\$22.01	88.7%	7.0	
		K	20	\$22.69	\$24.65	92.0%	8.5	
		L	20	\$23.02	\$27.83	82.7%	6.9	
		M	17	\$26.34	\$31.46	83.7%	6.1	
		N	11	\$32.51	\$34.76	93.5%	10.1	
		O	2	\$38.90	\$37.67	103.3%	14.3	
	<b>Division Of Veterans Services Total</b>		<b>305</b>	<b>\$16.41</b>	<b>\$18.46</b>	<b>88.9%</b>	<b>7.3</b>	
	Eastern Idaho Health District VII	G	26	\$12.16	\$14.51	83.8%	6.8	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2014		H	7	\$14.82	\$16.71	88.7%	13.5	
		I	8	\$16.57	\$19.52	84.9%	5.6	
		J	1	\$18.18	\$22.01	82.6%	18.1	
		K	14	\$20.85	\$24.65	84.6%	8.9	
		L	12	\$23.34	\$27.83	83.9%	6.1	
		M	12	\$25.91	\$31.46	82.4%	12.2	
		N	5	\$30.86	\$34.76	88.8%	12.8	
		O	1	\$33.01	\$37.67	87.6%	17.9	
		P	1	\$39.73	\$41.19	96.5%	16.9	
		<b>Eastern Idaho Health District VII Total</b>		<b>87</b>	<b>\$19.32</b>	<b>\$22.78</b>	<b>84.8%</b>	<b>9.0</b>
		Eastern Idaho Tech College	E	5	\$11.07	\$11.35	97.6%	7.8
			F	1	\$12.67	\$12.78	99.1%	23.4
			G	11	\$12.53	\$14.51	86.3%	5.7
			H	13	\$14.28	\$16.71	85.4%	11.7
			J	3	\$17.98	\$22.01	81.7%	9.1
			K	5	\$17.78	\$24.65	72.1%	2.2
			L	1	\$22.60	\$27.83	81.2%	9.4
			N	1	\$25.37	\$34.76	73.0%	16.0
		<b>Eastern Idaho Tech College Total</b>		<b>40</b>	<b>\$14.56</b>	<b>\$17.46</b>	<b>83.4%</b>	<b>8.5</b>
		Endowment Fnd Investment Bd	I	1	\$21.19	\$19.52	108.6%	14.1
			L	1	\$30.81	\$27.83	110.7%	11.0
		<b>Endowment Fnd Investment Bd Total</b>		<b>2</b>	<b>\$26.00</b>	<b>\$23.68</b>	<b>109.8%</b>	<b>12.5</b>
		Hispanic Commission	I	1	\$15.60	\$19.52	79.9%	13.7
		<b>Hispanic Commission Total</b>		<b>1</b>	<b>\$15.60</b>	<b>\$19.52</b>	<b>79.9%</b>	<b>13.7</b>
		Idaho Commission For Libraries	E	3	\$10.15	\$11.35	89.5%	10.4
			G	6	\$12.38	\$14.51	85.3%	16.4
			I	1	\$15.92	\$19.52	81.6%	4.6
			J	2	\$17.87	\$22.01	81.2%	14.6
			K	5	\$20.24	\$24.65	82.1%	14.8
			L	5	\$23.37	\$27.83	84.0%	7.3
			M	9	\$26.30	\$31.46	83.6%	9.9
			N	1	\$32.17	\$34.76	92.5%	29.6
	<b>Idaho Commission For Libraries Total</b>		<b>32</b>	<b>\$20.10</b>	<b>\$23.90</b>	<b>84.1%</b>	<b>12.3</b>	
	Idaho Commission On Aging	G	1	\$14.81	\$14.51	102.1%	3.7	
		L	9	\$25.44	\$27.83	91.4%	12.3	
		M	1	\$30.60	\$31.46	97.3%	7.2	
		N	1	\$37.04	\$34.76	106.6%	8.4	
	<b>Idaho Commission On Aging Total</b>		<b>12</b>	<b>\$25.95</b>	<b>\$27.60</b>	<b>94.0%</b>	<b>10.9</b>	
	Idaho Public Television	G	6	\$12.36	\$14.51	85.1%	8.6	
		H	2	\$15.93	\$16.71	95.3%	4.7	
		I	10	\$15.33	\$19.52	78.5%	11.8	
		J	7	\$19.20	\$22.01	87.2%	15.6	
		K	9	\$21.65	\$24.65	87.8%	16.8	
		L	11	\$24.02	\$27.83	86.3%	15.3	
		M	3	\$26.42	\$31.46	84.0%	23.6	
	<b>Idaho Public Television Total</b>		<b>48</b>	<b>\$19.42</b>	<b>\$22.75</b>	<b>85.3%</b>	<b>14.1</b>	
	Idaho State Independent Living Council	J	1	\$16.67	\$22.01	75.7%	14.9	
		K	1	\$19.19	\$24.65	77.8%	12.1	
	<b>Idaho State Independent Living Council Total</b>		<b>2</b>	<b>\$17.93</b>	<b>\$23.33</b>	<b>76.9%</b>	<b>13.5</b>	
	Idaho State Lottery	F	2	\$14.17	\$12.78	110.8%	4.2	
		G	1	\$13.42	\$14.51	92.5%	14.5	
		H	2	\$15.61	\$16.71	93.4%	3.3	
		J	1	\$20.12	\$22.01	91.4%	5.5	
		K	1	\$23.47	\$24.65	95.2%	17.4	
		L	1	\$20.40	\$27.83	73.3%	6.9	
	<b>Idaho State Lottery Total</b>		<b>8</b>	<b>\$17.12</b>	<b>\$18.50</b>	<b>92.6%</b>	<b>7.4</b>	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2014	Idaho State Police	G	11	\$12.60	\$14.51	86.8%	7.8	
		H	43	\$15.34	\$16.71	91.8%	9.2	
		I	49	\$17.62	\$19.52	90.3%	8.2	
		J	24	\$22.32	\$22.01	101.4%	14.3	
		K	24	\$26.40	\$24.65	107.1%	9.0	
		L	146	\$24.44	\$27.83	87.8%	8.4	
		M	134	\$31.02	\$31.46	98.6%	15.7	
		N	23	\$37.92	\$34.76	109.1%	19.6	
		O	14	\$42.54	\$37.67	112.9%	25.6	
	P	5	\$46.19	\$41.19	112.1%	24.7		
	<b>Idaho State Police Total</b>			<b>473</b>	<b>\$25.91</b>	<b>\$26.99</b>	<b>96.0%</b>	<b>12.1</b>
	Idaho State Racing Commission		J	1	\$22.79	\$22.01	103.5%	25.4
	<b>Idaho State Racing Commission Total</b>			<b>1</b>	<b>\$22.79</b>	<b>\$22.01</b>	<b>103.5%</b>	<b>25.4</b>
	Idaho State University		E	84	\$10.09	\$11.35	88.9%	6.6
			F	32	\$10.71	\$12.78	83.8%	6.8
			G	109	\$11.90	\$14.51	82.0%	7.0
			H	194	\$13.58	\$16.71	81.3%	9.8
			I	140	\$16.39	\$19.52	84.0%	12.1
			J	58	\$18.76	\$22.01	85.2%	14.5
			K	24	\$20.79	\$24.65	84.3%	14.3
			L	7	\$23.47	\$27.83	84.3%	14.8
			N	1	\$27.88	\$34.76	80.2%	4.1
			<b>Idaho State University Total</b>			<b>649</b>	<b>\$14.17</b>	<b>\$16.97</b>
	Idaho Transportation Dept		E	2	\$12.02	\$11.35	105.9%	19.3
			G	36	\$13.08	\$14.51	90.2%	8.5
			H	485	\$15.62	\$16.71	93.5%	9.7
			I	158	\$18.14	\$19.52	92.9%	12.5
J			260	\$20.14	\$22.01	91.5%	16.2	
K			211	\$22.66	\$24.65	91.9%	19.2	
L			153	\$25.95	\$27.83	93.2%	16.9	
M			125	\$30.52	\$31.46	97.0%	13.0	
N			58	\$33.25	\$34.76	95.6%	16.0	
O			51	\$37.99	\$37.67	100.8%	20.2	
P			19	\$40.49	\$41.19	98.3%	17.5	
Q	6	\$47.24	\$45.34	104.2%	23.6			
<b>Idaho Transportation Dept Total</b>			<b>1564</b>	<b>\$21.52</b>	<b>\$22.92</b>	<b>93.9%</b>	<b>14.0</b>	
Industrial Commission		G	26	\$12.82	\$14.51	88.3%	7.0	
		H	17	\$13.91	\$16.71	83.2%	7.8	
		I	3	\$16.53	\$19.52	84.7%	5.2	
		J	16	\$18.37	\$22.01	83.5%	11.0	
		K	8	\$21.73	\$24.65	88.1%	17.1	
		L	2	\$24.71	\$27.83	88.8%	7.8	
M	1	\$28.56	\$31.46	90.8%	27.7			
<b>Industrial Commission Total</b>			<b>73</b>	<b>\$15.96</b>	<b>\$18.58</b>	<b>85.9%</b>	<b>9.4</b>	
Juvenile Corrections		F	3	\$10.74	\$12.78	84.0%	5.3	
		G	20	\$11.79	\$14.51	81.2%	6.0	
		H	59	\$13.60	\$16.71	81.4%	7.4	
		I	143	\$15.83	\$19.52	81.1%	7.4	
		J	10	\$19.58	\$22.01	88.9%	19.1	
		K	62	\$20.38	\$24.65	82.7%	8.9	
		L	57	\$23.15	\$27.83	83.2%	11.9	
		M	27	\$26.04	\$31.46	82.8%	13.7	
		N	9	\$31.07	\$34.76	89.4%	10.2	
O	1	\$35.00	\$37.67	92.9%	3.8			
<b>Juvenile Corrections Total</b>			<b>391</b>	<b>\$18.23</b>	<b>\$22.10</b>	<b>82.5%</b>	<b>9.0</b>	
Lava Hot Springs Foundation		E	5	\$10.20	\$11.35	89.9%	6.3	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service	
2014		F	2	\$11.14	\$12.78	87.2%	6.1	
		G	1	\$12.50	\$14.51	86.1%	0.0	
		H	2	\$15.49	\$16.71	92.7%	11.5	
		I	2	\$17.85	\$19.52	91.4%	9.7	
		L	1	\$28.09	\$27.83	100.9%	22.0	
		<b>Lava Hot Springs Foundation Total</b>		<b>13</b>	<b>\$13.89</b>	<b>\$15.16</b>	<b>91.6%</b>	<b>8.3</b>
		Lewis-Clark State College	E	17	\$9.42	\$11.35	83.0%	6.8
			F	5	\$10.64	\$12.78	83.3%	6.7
			G	15	\$12.39	\$14.51	85.4%	5.7
			H	59	\$13.73	\$16.71	82.2%	9.0
			I	24	\$14.97	\$19.52	76.7%	8.2
			J	2	\$19.71	\$22.01	89.5%	10.2
			K	3	\$18.25	\$24.65	74.0%	15.0
		<b>Lewis-Clark State College Total</b>		<b>125</b>	<b>\$13.30</b>	<b>\$16.37</b>	<b>81.2%</b>	<b>8.2</b>
		North Central Health District II	E	1	\$11.78	\$11.35	103.8%	10.8
			G	12	\$13.66	\$14.51	94.1%	12.8
			H	3	\$16.76	\$16.71	100.3%	11.9
			K	8	\$19.91	\$24.65	80.8%	6.3
			L	13	\$24.61	\$27.83	88.4%	8.9
			M	1	\$25.76	\$31.46	81.9%	9.2
			N	3	\$28.57	\$34.76	82.2%	15.5
			O	1	\$43.18	\$37.67	114.6%	27.1
		<b>North Central Health District II Total</b>		<b>42</b>	<b>\$20.47</b>	<b>\$23.05</b>	<b>88.8%</b>	<b>10.7</b>
		Office Of Brd Of Education	I	4	\$15.60	\$19.52	79.9%	3.6
		<b>Office Of Brd Of Education Total</b>		<b>4</b>	<b>\$15.60</b>	<b>\$19.52</b>	<b>79.9%</b>	<b>3.6</b>
		Outfitters And Guides	G	3	\$12.68	\$14.51	87.4%	12.1
			I	1	\$17.97	\$19.52	92.1%	7.8
		<b>Outfitters And Guides Total</b>		<b>4</b>	<b>\$14.01</b>	<b>\$15.76</b>	<b>88.9%</b>	<b>11.0</b>
		Panhandle Health District I	G	18	\$12.51	\$14.51	86.2%	6.9
			H	21	\$15.42	\$16.71	92.3%	10.0
			I	4	\$16.91	\$19.52	86.6%	3.5
			J	4	\$19.72	\$22.01	89.6%	11.8
			K	17	\$21.48	\$24.65	87.1%	5.8
			L	22	\$23.44	\$27.83	84.2%	9.4
			M	7	\$26.14	\$31.46	83.1%	15.1
			N	11	\$32.24	\$34.76	92.7%	13.0
		<b>Panhandle Health District I Total</b>		<b>104</b>	<b>\$20.33</b>	<b>\$23.19</b>	<b>87.6%</b>	<b>9.1</b>
		Pub Employee Retirement Sys	G	2	\$11.99	\$14.51	82.6%	5.9
			H	20	\$13.61	\$16.71	81.5%	7.7
			I	1	\$18.95	\$19.52	97.1%	20.9
			J	12	\$17.41	\$22.01	79.1%	12.8
			K	2	\$22.15	\$24.65	89.8%	9.6
			L	8	\$22.97	\$27.83	82.5%	11.7
			M	3	\$27.83	\$31.46	88.5%	12.5
			N	3	\$26.57	\$34.76	76.4%	14.8
			O	2	\$34.90	\$37.67	92.6%	19.8
		<b>Pub Employee Retirement Sys Total</b>		<b>53</b>	<b>\$18.59</b>	<b>\$22.51</b>	<b>82.6%</b>	<b>10.8</b>
	Public Utilities Comm	E	1	\$11.14	\$11.35	98.1%	3.0	
		G	2	\$15.42	\$14.51	106.3%	21.3	
		H	3	\$13.68	\$16.71	81.9%	16.7	
		I	1	\$19.70	\$19.52	100.9%	38.3	
		J	1	\$23.29	\$22.01	105.8%	37.1	
		K	8	\$18.75	\$24.65	76.0%	8.7	
		L	4	\$25.92	\$27.83	93.1%	11.9	
		M	10	\$24.93	\$31.46	79.2%	10.3	
		N	3	\$26.03	\$34.76	74.9%	4.5	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2014		O	1	\$44.36	\$37.67	117.8%	30.6
		Q	1	\$53.03	\$45.34	117.0%	34.4
		<b>Public Utilities Comm Total</b>	<b>35</b>	<b>\$22.98</b>	<b>\$26.93</b>	<b>85.4%</b>	<b>13.4</b>
	Real Estate Commission	H	2	\$13.50	\$16.71	80.8%	9.4
		I	2	\$16.90	\$19.52	86.6%	13.7
		J	2	\$19.72	\$22.01	89.6%	7.4
		K	1	\$20.21	\$24.65	82.0%	5.9
		L	3	\$21.95	\$27.83	78.9%	4.8
		M	1	\$28.38	\$31.46	90.2%	13.5
		<b>Real Estate Commission Total</b>	<b>11</b>	<b>\$19.51</b>	<b>\$23.28</b>	<b>83.8%</b>	<b>8.6</b>
	Soil And Water Conservation Commission	H	1	\$18.80	\$16.71	112.5%	33.3
		I	1	\$13.91	\$19.52	71.3%	2.5
		K	6	\$20.29	\$24.65	82.3%	11.6
		L	1	\$26.09	\$27.83	93.7%	24.7
		M	4	\$26.81	\$31.46	85.2%	13.7
		O	1	\$29.59	\$37.67	78.6%	18.3
		<b>Soil And Water Conservation Commission Total</b>	<b>14</b>	<b>\$22.67</b>	<b>\$26.82</b>	<b>84.5%</b>	<b>14.5</b>
	South Central Public Health District V	G	27	\$13.19	\$14.51	90.9%	9.3
		H	3	\$16.05	\$16.71	96.1%	13.2
		I	3	\$17.10	\$19.52	87.6%	9.6
		J	1	\$21.39	\$22.01	97.2%	23.6
		K	6	\$21.18	\$24.65	85.9%	8.5
		L	15	\$25.39	\$27.83	91.2%	10.8
		M	6	\$29.59	\$31.46	94.1%	14.1
		N	1	\$33.78	\$34.76	97.2%	17.0
		O	1	\$31.76	\$37.67	84.3%	12.1
		<b>South Central Public Health District V Total</b>	<b>63</b>	<b>\$19.49</b>	<b>\$21.41</b>	<b>91.0%</b>	<b>10.7</b>
	Southeast Health District VI	E	1	\$11.62	\$11.35	102.4%	6.3
		F	1	\$13.38	\$12.78	104.7%	13.2
		G	21	\$13.37	\$14.51	92.1%	12.5
		H	4	\$16.35	\$16.71	97.9%	13.0
		I	3	\$15.71	\$19.52	80.5%	13.0
		J	2	\$19.65	\$22.01	89.3%	11.7
		K	8	\$19.02	\$24.65	77.1%	5.6
		L	18	\$23.78	\$27.83	85.4%	9.6
		M	6	\$28.09	\$31.46	89.3%	12.6
		N	4	\$32.05	\$34.76	92.2%	14.5
		O	2	\$33.55	\$37.67	89.1%	21.3
		<b>Southeast Health District VI Total</b>	<b>70</b>	<b>\$20.02</b>	<b>\$22.85</b>	<b>87.6%</b>	<b>11.3</b>
	Southwest Health District III	E	1	\$11.67	\$11.35	102.8%	2.5
		G	37	\$12.78	\$14.51	88.1%	7.0
		H	5	\$15.63	\$16.71	93.6%	9.9
		I	7	\$18.00	\$19.52	92.2%	9.9
		K	11	\$22.86	\$24.65	92.7%	10.4
		L	8	\$25.17	\$27.83	90.4%	12.6
		M	7	\$28.22	\$31.46	89.7%	12.2
		N	5	\$32.28	\$34.76	92.9%	5.8
	O	1	\$35.68	\$37.67	94.7%	27.0	
	<b>Southwest Health District III Total</b>	<b>82</b>	<b>\$18.73</b>	<b>\$20.66</b>	<b>90.7%</b>	<b>9.0</b>	
State Board Of Accountancy	G	1	\$11.27	\$14.51	77.7%	1.6	
	I	2	\$19.92	\$19.52	102.0%	25.1	
	<b>State Board Of Accountancy Total</b>	<b>3</b>	<b>\$17.04</b>	<b>\$17.85</b>	<b>95.4%</b>	<b>17.3</b>	
State Board Of Dentistry	G	2	\$13.98	\$14.51	96.3%	2.0	
	<b>State Board Of Dentistry Total</b>	<b>2</b>	<b>\$13.98</b>	<b>\$14.51</b>	<b>96.3%</b>	<b>2.0</b>	
State Board Of Medicine	G	2	\$12.40	\$14.51	85.5%	5.1	
	H	4	\$14.17	\$16.71	84.8%	20.1	

**Appendix H - Continued**

**Classified Employees by Agency and Pay Grade - 2009 to 2014**

Note: data is run in October of each year

Year	Agency	Pay Grade	Number of Classified Employees	Average Pay Rate	Policy Pay Rate	Compa-ratio	Average Years of Service
2014		I	2	\$15.51	\$19.52	79.5%	15.4
	<b>State Board Of Medicine Total</b>		<b>8</b>	<b>\$14.06</b>	<b>\$16.86</b>	<b>83.4%</b>	<b>15.2</b>
	State Board Of Nursing	G	4	\$13.35	\$14.51	92.0%	13.1
		J	1	\$21.79	\$22.01	99.0%	15.5
	<b>State Board Of Nursing Total</b>		<b>5</b>	<b>\$15.04</b>	<b>\$16.01</b>	<b>93.9%</b>	<b>13.6</b>
	State Board Of Pharmacy	G	2	\$11.84	\$14.51	81.6%	1.6
		H	1	\$13.52	\$16.71	80.9%	1.9
		I	2	\$16.78	\$19.52	85.9%	6.5
		J	5	\$18.79	\$22.01	85.4%	11.8
	<b>State Board Of Pharmacy Total</b>		<b>10</b>	<b>\$16.47</b>	<b>\$19.48</b>	<b>84.5%</b>	<b>7.7</b>
	State Board Of Tax Appeals	G	1	\$13.14	\$14.51	90.6%	1.6
		N	2	\$30.08	\$34.76	86.5%	6.7
	<b>State Board Of Tax Appeals Total</b>		<b>3</b>	<b>\$24.43</b>	<b>\$28.01</b>	<b>87.2%</b>	<b>5.0</b>
	State Historical Society	E	1	\$11.02	\$11.35	97.1%	5.6
		G	3	\$11.03	\$14.51	76.0%	2.9
		H	4	\$13.25	\$16.71	79.3%	4.8
		I	4	\$15.27	\$19.52	78.2%	16.9
		J	1	\$16.06	\$22.01	73.0%	3.4
		K	17	\$20.16	\$24.65	81.8%	10.3
		L	3	\$25.49	\$27.83	91.6%	14.0
		M	3	\$26.83	\$31.46	85.3%	23.6
		N	1	\$31.83	\$34.76	91.6%	14.9
	<b>State Historical Society Total</b>		<b>37</b>	<b>\$19.07</b>	<b>\$23.07</b>	<b>82.7%</b>	<b>11.0</b>
	State Liquor Division	F	99	\$10.60	\$12.78	83.0%	4.3
		G	15	\$13.09	\$14.51	90.2%	7.2
		H	7	\$15.72	\$16.71	94.1%	11.2
		I	3	\$17.52	\$19.52	89.7%	15.6
		J	65	\$18.74	\$22.01	85.1%	12.5
		K	1	\$20.00	\$24.65	81.1%	0.0
		L	5	\$26.01	\$27.83	93.5%	9.1
		N	3	\$31.84	\$34.76	91.6%	31.5
	<b>State Liquor Division Total</b>		<b>198</b>	<b>\$14.51</b>	<b>\$16.96</b>	<b>85.6%</b>	<b>8.1</b>
	State Tax Commission	E	2	\$10.03	\$11.35	88.3%	24.4
		G	8	\$11.74	\$14.51	80.9%	11.8
		H	82	\$13.11	\$16.71	78.4%	6.6
		I	59	\$15.31	\$19.52	78.4%	7.9
		J	18	\$17.92	\$22.01	81.4%	15.9
		K	68	\$19.69	\$24.65	79.9%	11.1
		L	54	\$22.38	\$27.83	80.4%	11.4
		M	78	\$25.99	\$31.46	82.6%	13.7
		N	41	\$29.78	\$34.76	85.7%	17.4
		O	6	\$36.77	\$37.67	97.6%	14.4
		P	5	\$33.95	\$41.19	82.4%	23.4
	<b>State Tax Commission Total</b>		<b>421</b>	<b>\$20.43</b>	<b>\$25.05</b>	<b>81.5%</b>	<b>11.4</b>
	Vocational Rehabilitation	H	3	\$15.01	\$16.71	89.8%	9.2
		I	50	\$15.34	\$19.52	78.6%	9.8
		J	1	\$16.76	\$22.01	76.1%	2.1
	K	2	\$21.28	\$24.65	86.3%	17.4	
<b>Vocational Rehabilitation Total</b>		<b>56</b>	<b>\$15.56</b>	<b>\$19.60</b>	<b>79.4%</b>	<b>9.9</b>	
<b>2014 Total</b>			<b>12888</b>	<b>\$19.86</b>	<b>\$23.37</b>	<b>85.0%</b>	<b>10.4</b>

Appendix I

Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2009	Boise State University	E	13	\$9.00	\$10.91	82.5%	
		F	6	\$9.14	\$12.28	74.4%	
		G	7	\$10.04	\$13.95	72.0%	
		H	23	\$11.58	\$16.06	72.1%	
		I	8	\$13.90	\$18.77	74.0%	
		J	2	\$15.55	\$21.16	73.5%	
		<b>Boise State University Total</b>		<b>59</b>	<b>\$11.03</b>	<b>\$14.83</b>	<b>74.4%</b>
		Brand Inspector	I	1	\$14.35	\$18.77	76.5%
		<b>Brand Inspector Total</b>		<b>1</b>	<b>\$14.35</b>	<b>\$18.77</b>	<b>76.5%</b>
		Brd Of Veterinary Medicine	H	1	\$11.80	\$16.06	73.5%
		<b>Brd Of Veterinary Medicine Total</b>		<b>1</b>	<b>\$11.80</b>	<b>\$16.06</b>	<b>73.5%</b>
		Bur-Occupational Licenses	H	1	\$11.83	\$16.06	73.7%
			J	1	\$15.55	\$21.16	73.5%
			L	1	\$26.44	\$26.75	98.8%
		<b>Bur-Occupational Licenses Total</b>		<b>3</b>	<b>\$17.94</b>	<b>\$21.32</b>	<b>84.1%</b>
		Central Health District IV	E	2	\$10.18	\$10.91	93.3%
			G	13	\$10.58	\$13.95	75.8%
			H	2	\$12.06	\$16.06	75.1%
			K	3	\$19.95	\$23.70	84.2%
			L	3	\$23.52	\$26.75	87.9%
			N	2	\$33.80	\$33.42	101.1%
		<b>Central Health District IV Total</b>		<b>25</b>	<b>\$15.20</b>	<b>\$18.14</b>	<b>83.8%</b>
		Comm-Blind & Visual Impair	G	1	\$12.00	\$13.95	86.0%
			K	1	\$17.00	\$23.70	71.7%
		<b>Comm-Blind &amp; Visual Impair Total</b>		<b>2</b>	<b>\$14.50</b>	<b>\$18.83</b>	<b>77.0%</b>
		Department Of Agriculture	F	1	\$12.55	\$12.28	102.2%
			G	1	\$12.50	\$13.95	89.6%
			I	9	\$14.71	\$18.77	78.4%
			J	1	\$15.00	\$21.16	70.9%
			K	11	\$17.77	\$23.70	75.0%
			M	1	\$22.68	\$30.24	75.0%
			N	1	\$31.25	\$33.42	93.5%
			O	1	\$33.66	\$36.21	93.0%
			P	1	\$36.06	\$39.59	91.1%
		<b>Department Of Agriculture Total</b>		<b>27</b>	<b>\$18.21</b>	<b>\$22.83</b>	<b>79.7%</b>
		Department Of Commerce	K	2	\$17.42	\$23.70	73.5%
			L	3	\$19.67	\$26.75	73.5%
			M	1	\$22.23	\$30.24	73.5%
		<b>Department Of Commerce Total</b>		<b>6</b>	<b>\$19.35</b>	<b>\$26.32</b>	<b>73.5%</b>
		Department Of Correction	E	1	\$9.04	\$10.91	82.9%
			G	7	\$10.40	\$13.95	74.6%
			H	6	\$12.19	\$16.06	75.9%
			I	117	\$13.16	\$18.77	70.1%
			J	30	\$15.43	\$21.16	72.9%
			K	14	\$17.37	\$23.70	73.3%
			L	10	\$22.19	\$26.75	83.0%
			M	5	\$25.21	\$30.24	83.4%
			N	1	\$34.00	\$33.42	101.7%
			O	1	\$32.00	\$36.21	88.4%
		<b>Department Of Correction Total</b>		<b>192</b>	<b>\$14.66</b>	<b>\$20.08</b>	<b>73.0%</b>
		Department Of Environmental Quality	G	1	\$12.25	\$13.95	87.8%
			I	1	\$14.50	\$18.77	77.3%
		J	4	\$21.44	\$21.16	101.3%	
		L	5	\$20.25	\$26.75	75.7%	



**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire
FY 2009		M	10	\$22.29	\$30.24	73.7%
		N	1	\$28.65	\$33.42	85.7%
	<b>Department Of Environmental Quality Total</b>		<b>22</b>	<b>\$21.15</b>	<b>\$26.68</b>	<b>79.3%</b>
	Department Of Finance	K	4	\$19.55	\$23.70	82.5%
	<b>Department Of Finance Total</b>		<b>4</b>	<b>\$19.55</b>	<b>\$23.70</b>	<b>82.5%</b>
	Department Of Fish & Game	G	3	\$11.37	\$13.95	81.5%
		H	2	\$14.67	\$16.06	91.3%
		I	3	\$13.66	\$18.77	72.8%
		J	3	\$15.38	\$21.16	72.7%
		K	3	\$18.00	\$23.70	75.9%
		L	8	\$21.81	\$26.75	81.5%
		M	2	\$23.95	\$30.24	79.2%
	<b>Department Of Fish &amp; Game Total</b>		<b>24</b>	<b>\$17.79</b>	<b>\$22.47</b>	<b>79.2%</b>
	Department Of Insurance	G	2	\$11.16	\$13.95	80.0%
		K	2	\$16.61	\$23.70	70.1%
	<b>Department Of Insurance Total</b>		<b>4</b>	<b>\$13.89</b>	<b>\$18.83</b>	<b>73.8%</b>
	Department Of Labor	H	1	\$11.24	\$16.06	70.0%
		I	50	\$13.51	\$18.77	72.0%
		J	8	\$16.10	\$21.16	76.1%
		K	5	\$19.02	\$23.70	80.3%
		L	5	\$22.07	\$26.75	82.5%
		M	3	\$33.33	\$30.24	110.2%
		N	1	\$36.00	\$33.42	107.7%
	<b>Department Of Labor Total</b>		<b>73</b>	<b>\$15.85</b>	<b>\$20.55</b>	<b>77.1%</b>
	Department Of Lands	H	5	\$14.08	\$16.06	87.7%
		K	6	\$17.86	\$23.70	75.3%
		L	4	\$22.62	\$26.75	84.6%
		M	1	\$22.68	\$30.24	75.0%
		N	2	\$28.20	\$33.42	84.4%
	<b>Department Of Lands Total</b>		<b>18</b>	<b>\$19.28</b>	<b>\$23.70</b>	<b>81.4%</b>
	Dept - Parks & Recreation	G	3	\$10.31	\$13.95	73.9%
		H	1	\$12.05	\$16.06	75.0%
		I	1	\$14.08	\$18.77	75.0%
		J	3	\$15.15	\$21.16	71.6%
		K	1	\$17.78	\$23.70	75.0%
	<b>Dept - Parks &amp; Recreation Total</b>		<b>9</b>	<b>\$13.36</b>	<b>\$18.21</b>	<b>73.4%</b>
	Dept Of Administration	H	2	\$13.75	\$16.06	85.6%
		I	2	\$15.54	\$18.77	82.8%
		J	1	\$17.65	\$21.16	83.4%
		K	1	\$22.00	\$23.70	92.8%
		L	1	\$25.75	\$26.75	96.3%
		M	3	\$23.84	\$30.24	78.8%
	<b>Dept Of Administration Total</b>		<b>10</b>	<b>\$19.55</b>	<b>\$23.20</b>	<b>84.3%</b>
	Dept Of Health & Welfare	E	11	\$9.07	\$10.91	83.2%
		F	1	\$14.00	\$12.28	114.0%
		G	50	\$11.83	\$13.95	84.8%
		H	52	\$12.48	\$16.06	77.7%
	I	25	\$15.81	\$18.77	84.2%	
	J	71	\$15.88	\$21.16	75.0%	
	K	53	\$18.75	\$23.70	79.1%	
	L	70	\$22.54	\$26.75	84.2%	
	M	16	\$25.75	\$30.24	85.1%	
	N	4	\$31.66	\$33.42	94.7%	
	O	1	\$29.00	\$36.21	80.1%	



**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2009		P	4	\$39.96	\$39.59	100.9%
		V	3	\$78.49	\$79.56	98.7%
	<b>Dept Of Health &amp; Welfare Total</b>		<b>361</b>	<b>\$17.76</b>	<b>\$21.65</b>	<b>82.0%</b>
	Dept Of Water Resources	J	2	\$17.44	\$21.16	82.4%
		K	1	\$18.00	\$23.70	75.9%
		L	2	\$20.88	\$26.75	78.1%
		M	1	\$21.50	\$30.24	71.1%
	<b>Dept Of Water Resources Total</b>		<b>6</b>	<b>\$19.36</b>	<b>\$24.96</b>	<b>77.5%</b>
	Div Of Building Safety	G	2	\$11.29	\$13.95	80.9%
		I	1	\$14.03	\$18.77	74.7%
		K	1	\$18.00	\$23.70	75.9%
		N	1	\$30.50	\$33.42	91.3%
	<b>Div Of Building Safety Total</b>		<b>5</b>	<b>\$17.02</b>	<b>\$20.76</b>	<b>82.0%</b>
	Div Of Professional-Technical Education	G	2	\$11.75	\$13.95	84.2%
		I	1	\$14.75	\$18.77	78.6%
	<b>Div Of Professional-Technical Education Total</b>		<b>3</b>	<b>\$12.75</b>	<b>\$15.56</b>	<b>82.0%</b>
	Division Of Veterans Services	E	6	\$8.62	\$10.91	79.0%
		F	24	\$10.04	\$12.28	81.7%
		G	3	\$11.45	\$13.95	82.1%
		H	11	\$15.91	\$16.06	99.0%
		I	4	\$16.50	\$18.77	87.9%
		K	4	\$19.41	\$23.70	81.9%
		M	1	\$24.50	\$30.24	81.0%
		N	2	\$27.65	\$33.42	82.7%
	<b>Division Of Veterans Services Total</b>		<b>55</b>	<b>\$13.19</b>	<b>\$15.38</b>	<b>85.8%</b>
	Eastern Idaho Health District VII	G	7	\$9.96	\$13.95	71.4%
		H	1	\$12.59	\$16.06	78.4%
	<b>Eastern Idaho Health District VII Total</b>		<b>8</b>	<b>\$10.29</b>	<b>\$14.21</b>	<b>72.4%</b>
	Eastern Idaho Tech College	G	2	\$10.00	\$13.95	71.7%
		J	1	\$14.81	\$21.16	70.0%
		K	1	\$20.00	\$23.70	84.4%
	<b>Eastern Idaho Tech College Total</b>		<b>4</b>	<b>\$13.70</b>	<b>\$18.19</b>	<b>75.3%</b>
	Idaho Commission For Libraries	E	1	\$8.26	\$10.91	75.7%
		G	2	\$10.46	\$13.95	75.0%
		I	1	\$15.02	\$18.77	80.0%
		K	2	\$18.37	\$23.70	77.5%
	<b>Idaho Commission For Libraries Total</b>		<b>6</b>	<b>\$13.49</b>	<b>\$17.50</b>	<b>77.1%</b>
	Idaho Public Television	J	1	\$17.00	\$21.16	80.3%
		L	2	\$22.60	\$26.75	84.5%
	<b>Idaho Public Television Total</b>		<b>3</b>	<b>\$20.73</b>	<b>\$24.89</b>	<b>83.3%</b>
	Idaho State Lottery	F	1	\$11.00	\$12.28	89.6%
		G	2	\$11.00	\$13.95	78.9%
	<b>Idaho State Lottery Total</b>		<b>3</b>	<b>\$11.00</b>	<b>\$13.39</b>	<b>82.1%</b>
	Idaho State Police	G	3	\$11.32	\$13.95	81.1%
		H	9	\$13.41	\$16.06	83.5%
		J	3	\$21.65	\$21.16	102.3%
		K	1	\$17.67	\$23.70	74.6%
	L	3	\$21.40	\$26.75	80.0%	
	M	1	\$25.15	\$30.24	83.2%	
	N	1	\$32.30	\$33.42	96.6%	
<b>Idaho State Police Total</b>		<b>21</b>	<b>\$17.09</b>	<b>\$19.88</b>	<b>86.0%</b>	
Idaho State University	E	20	\$8.50	\$10.91	77.9%	
	F	5	\$10.31	\$12.28	83.9%	
	G	18	\$10.44	\$13.95	74.9%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2009		H	18	\$11.42	\$16.06	71.1%	
		I	6	\$13.33	\$18.77	71.0%	
		J	1	\$14.81	\$21.16	70.0%	
		K	1	\$18.26	\$23.70	77.0%	
		<b>Idaho State University Total</b>		<b>69</b>	<b>\$10.55</b>	<b>\$14.16</b>	<b>74.5%</b>
		Idaho Transportation Dept	E	1	\$9.96	\$10.91	91.3%
			G	70	\$10.77	\$13.95	77.2%
			H	27	\$12.40	\$16.06	77.2%
			I	16	\$14.27	\$18.77	76.0%
			J	9	\$19.86	\$21.16	93.9%
			K	9	\$20.95	\$23.70	88.4%
			L	9	\$23.19	\$26.75	86.7%
			M	9	\$27.63	\$30.24	91.4%
			N	3	\$28.69	\$33.42	85.8%
		<b>Idaho Transportation Dept Total</b>		<b>153</b>	<b>\$14.63</b>	<b>\$17.90</b>	<b>81.7%</b>
		Industrial Commission	G	8	\$11.22	\$13.95	80.4%
			H	2	\$13.00	\$16.06	80.9%
			J	1	\$16.50	\$21.16	78.0%
		<b>Industrial Commission Total</b>		<b>11</b>	<b>\$12.02</b>	<b>\$14.99</b>	<b>80.2%</b>
		Juvenile Corrections	F	1	\$10.50	\$12.28	85.5%
			G	5	\$10.62	\$13.95	76.2%
			H	13	\$12.54	\$16.06	78.1%
			I	13	\$14.27	\$18.77	76.0%
			K	16	\$17.97	\$23.70	75.8%
			L	2	\$23.50	\$26.75	87.9%
			M	2	\$24.68	\$30.24	81.6%
		<b>Juvenile Corrections Total</b>		<b>52</b>	<b>\$15.31</b>	<b>\$19.77</b>	<b>77.4%</b>
		Lava Hot Springs Foundation	E	1	\$8.18	\$10.91	75.0%
		<b>Lava Hot Springs Foundation Total</b>		<b>1</b>	<b>\$8.18</b>	<b>\$10.91</b>	<b>75.0%</b>
		Lewis-Clark State College	E	1	\$10.54	\$10.91	96.6%
			F	1	\$10.90	\$12.28	88.8%
			G	2	\$10.75	\$13.95	77.1%
			H	6	\$12.29	\$16.06	76.5%
		I	2	\$13.47	\$18.77	71.8%	
	<b>Lewis-Clark State College Total</b>		<b>12</b>	<b>\$11.97</b>	<b>\$15.42</b>	<b>77.6%</b>	
	North Central Health District II	G	2	\$10.48	\$13.95	75.1%	
		J	1	\$15.70	\$21.16	74.2%	
		L	1	\$22.50	\$26.75	84.1%	
	<b>North Central Health District II Total</b>		<b>4</b>	<b>\$14.79</b>	<b>\$18.95</b>	<b>78.0%</b>	
	Panhandle Health District I	G	2	\$11.22	\$13.95	80.4%	
		H	1	\$11.75	\$16.06	73.2%	
		K	1	\$21.00	\$23.70	88.6%	
		L	1	\$20.00	\$26.75	74.8%	
		N	1	\$27.00	\$33.42	80.8%	
	<b>Panhandle Health District I Total</b>		<b>6</b>	<b>\$17.03</b>	<b>\$21.31</b>	<b>79.9%</b>	
	Pub Employee Retirement Sys	G	1	\$10.60	\$13.95	76.0%	
		H	2	\$14.28	\$16.06	88.9%	
		K	1	\$21.00	\$23.70	88.6%	
		L	1	\$20.75	\$26.75	77.6%	
		M	1	\$27.50	\$30.24	90.9%	
		O	2	\$30.00	\$36.21	82.9%	
	<b>Pub Employee Retirement Sys Total</b>		<b>8</b>	<b>\$21.05</b>	<b>\$24.90</b>	<b>84.6%</b>	
	Real Estate Commission	G	1	\$10.00	\$13.95	71.7%	
	<b>Real Estate Commission Total</b>		<b>1</b>	<b>\$10.00</b>	<b>\$13.95</b>	<b>71.7%</b>	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2009	South Central Public Health District V	G	5	\$9.96	\$13.95	71.4%	
		H	1	\$15.50	\$16.06	96.5%	
		J	1	\$16.50	\$21.16	78.0%	
		K	2	\$19.60	\$23.70	82.7%	
		M	1	\$23.81	\$30.24	78.7%	
		<b>South Central Public Health District V Total</b>		<b>10</b>	<b>\$14.48</b>	<b>\$18.46</b>	<b>78.4%</b>
	Southeast Health District VI	E	1	\$10.00	\$10.91	91.7%	
		G	3	\$9.97	\$13.95	71.5%	
		K	2	\$22.00	\$23.70	92.8%	
		<b>Southeast Health District VI Total</b>		<b>6</b>	<b>\$13.99</b>	<b>\$16.69</b>	<b>83.8%</b>
	Southwest Health District III	E	1	\$10.00	\$10.91	91.7%	
		G	7	\$10.67	\$13.95	76.5%	
		H	2	\$14.75	\$16.06	91.8%	
		<b>Southwest Health District III Total</b>		<b>10</b>	<b>\$11.42</b>	<b>\$14.07</b>	<b>81.2%</b>
	State Board Of Nursing	G	2	\$10.00	\$13.95	71.7%	
		<b>State Board Of Nursing Total</b>		<b>2</b>	<b>\$10.00</b>	<b>\$13.95</b>	<b>71.7%</b>
	State Board Of Pharmacy	G	1	\$12.00	\$13.95	86.0%	
		<b>State Board Of Pharmacy Total</b>		<b>1</b>	<b>\$12.00</b>	<b>\$13.95</b>	<b>86.0%</b>
	State Board Of Tax Appeals	H	1	\$14.00	\$16.06	87.2%	
		<b>State Board Of Tax Appeals Total</b>		<b>1</b>	<b>\$14.00</b>	<b>\$16.06</b>	<b>87.2%</b>
	State Historical Society	G	3	\$12.26	\$13.95	87.9%	
		H	1	\$11.26	\$16.06	70.1%	
		I	3	\$14.25	\$18.77	75.9%	
		J	1	\$14.81	\$21.16	70.0%	
		K	1	\$16.59	\$23.70	70.0%	
		L	1	\$22.00	\$26.75	82.2%	
		<b>State Historical Society Total</b>		<b>10</b>	<b>\$14.42</b>	<b>\$18.58</b>	<b>77.6%</b>
	State Liquor Division	F	21	\$9.68	\$12.28	78.8%	
		G	1	\$10.25	\$13.95	73.5%	
		K	1	\$17.78	\$23.70	75.0%	
		N	1	\$35.00	\$33.42	104.7%	
		<b>State Liquor Division Total</b>		<b>24</b>	<b>\$11.10</b>	<b>\$13.71</b>	<b>80.9%</b>
	State Tax Commission	E	2	\$8.18	\$10.91	75.0%	
		G	1	\$10.46	\$13.95	75.0%	
		H	7	\$12.14	\$16.06	75.6%	
		I	4	\$14.08	\$18.77	75.0%	
		J	2	\$15.87	\$21.16	75.0%	
		K	6	\$18.08	\$23.70	76.3%	
		L	1	\$20.06	\$26.75	75.0%	
		M	3	\$23.43	\$30.24	77.5%	
		<b>State Tax Commission Total</b>		<b>26</b>	<b>\$15.33</b>	<b>\$20.20</b>	<b>75.9%</b>
	Vocational Rehabilitation	H	2	\$14.13	\$16.06	88.0%	
		I	5	\$13.14	\$18.77	70.0%	
		<b>Vocational Rehabilitation Total</b>		<b>7</b>	<b>\$13.42</b>	<b>\$18.00</b>	<b>74.6%</b>
	<b>FY 2009 Total</b>			<b>1375</b>	<b>\$15.44</b>	<b>\$19.48</b>	<b>79.3%</b>
	FY 2010	Boise State University	E	9	\$9.00	\$11.24	80.1%
			F	5	\$9.32	\$12.65	73.7%
		G	11	\$9.89	\$14.37	68.8%	
		H	12	\$11.74	\$16.54	71.0%	
		I	11	\$13.50	\$19.33	69.9%	
		J	4	\$15.85	\$21.79	72.7%	
		K	1	\$16.59	\$24.41	68.0%	
		<b>Boise State University Total</b>		<b>53</b>	<b>\$11.43</b>	<b>\$15.95</b>	<b>71.7%</b>
Brand Inspector	I	1	\$14.66	\$19.33	75.8%		

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2010	<b>Brand Inspector Total</b>		<b>1</b>	<b>\$14.66</b>	<b>\$19.33</b>	<b>75.8%</b>
	Bur-Occupational Licenses	G	2	\$10.26	\$14.37	71.4%
		J	1	\$15.55	\$21.79	71.4%
	<b>Bur-Occupational Licenses Total</b>		<b>3</b>	<b>\$12.02</b>	<b>\$16.84</b>	<b>71.4%</b>
	Central Health District IV	E	1	\$12.57	\$11.24	111.8%
		G	5	\$10.46	\$14.37	72.8%
		H	1	\$12.05	\$16.54	72.9%
		I	1	\$15.25	\$19.33	78.9%
		K	1	\$22.00	\$24.41	90.1%
		L	1	\$23.50	\$27.55	85.3%
	<b>Central Health District IV Total</b>		<b>10</b>	<b>\$13.77</b>	<b>\$17.09</b>	<b>80.5%</b>
	Comm-Blind & Visual Impair	H	1	\$12.50	\$16.54	75.6%
	<b>Comm-Blind &amp; Visual Impair Total</b>		<b>1</b>	<b>\$12.50</b>	<b>\$16.54</b>	<b>75.6%</b>
	Department Of Agriculture	I	2	\$15.00	\$19.33	77.6%
		K	4	\$17.52	\$24.41	71.8%
		M	2	\$21.17	\$31.15	68.0%
		N	1	\$23.39	\$34.42	68.0%
	<b>Department Of Agriculture Total</b>		<b>9</b>	<b>\$18.42</b>	<b>\$25.89</b>	<b>71.2%</b>
	Department Of Commerce	G	1	\$9.77	\$14.37	68.0%
		K	2	\$16.59	\$24.41	68.0%
		L	1	\$18.73	\$27.55	68.0%
	<b>Department Of Commerce Total</b>		<b>4</b>	<b>\$15.42</b>	<b>\$22.69</b>	<b>68.0%</b>
	Department Of Correction	G	1	\$9.77	\$14.37	68.0%
		H	8	\$12.16	\$16.54	73.5%
		I	81	\$13.18	\$19.33	68.2%
		J	24	\$15.48	\$21.79	71.0%
		K	17	\$17.52	\$24.41	71.8%
		L	6	\$21.76	\$27.55	79.0%
		M	4	\$24.79	\$31.15	79.6%
		O	1	\$30.40	\$37.30	81.5%
		P	1	\$28.50	\$40.78	69.9%
	<b>Department Of Correction Total</b>		<b>143</b>	<b>\$14.91</b>	<b>\$21.11</b>	<b>70.6%</b>
	Department Of Environmental Quality	G	1	\$11.00	\$14.37	76.5%
		K	2	\$18.75	\$24.41	76.8%
		L	3	\$20.69	\$27.55	75.1%
		M	2	\$22.45	\$31.15	72.1%
		N	2	\$28.05	\$34.42	81.5%
		P	1	\$32.00	\$40.78	78.5%
	<b>Department Of Environmental Quality Total</b>		<b>11</b>	<b>\$22.14</b>	<b>\$28.89</b>	<b>76.6%</b>
	Department Of Finance	K	3	\$20.00	\$24.41	81.9%
	<b>Department Of Finance Total</b>		<b>3</b>	<b>\$20.00</b>	<b>\$24.41</b>	<b>81.9%</b>
	Department Of Fish & Game	G	4	\$10.96	\$14.37	76.3%
		H	3	\$15.17	\$16.54	91.7%
		K	3	\$17.82	\$24.41	73.0%
		L	6	\$22.22	\$27.55	80.7%
		M	1	\$30.00	\$31.15	96.3%
		N	1	\$32.49	\$34.42	94.4%
	O	1	\$35.50	\$37.30	95.2%	
<b>Department Of Fish &amp; Game Total</b>		<b>19</b>	<b>\$19.69</b>	<b>\$23.61</b>	<b>83.4%</b>	
Department Of Insurance	G	3	\$11.16	\$14.37	77.7%	
	I	3	\$14.98	\$19.33	77.5%	
	K	1	\$16.61	\$24.41	68.0%	
	L	1	\$18.73	\$27.55	68.0%	
	M	1	\$24.19	\$31.15	77.7%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2010	<b>Department Of Insurance Total</b>		<b>9</b>	<b>\$15.33</b>	<b>\$20.47</b>	<b>74.9%</b>
	Department Of Labor	G	4	\$10.94	\$14.37	76.1%
		H	7	\$12.18	\$16.54	73.6%
		I	54	\$13.58	\$19.33	70.2%
		J	21	\$15.37	\$21.79	70.6%
		K	3	\$20.86	\$24.41	85.5%
		L	6	\$25.17	\$27.55	91.3%
		M	3	\$31.38	\$31.15	100.7%
	<b>Department Of Labor Total</b>		<b>98</b>	<b>\$15.23</b>	<b>\$20.48</b>	<b>74.4%</b>
	Department Of Lands	H	1	\$12.40	\$16.54	75.0%
		I	1	\$17.00	\$19.33	87.9%
		K	4	\$18.90	\$24.41	77.4%
		L	2	\$20.67	\$27.55	75.0%
		M	1	\$26.00	\$31.15	83.5%
		N	2	\$29.00	\$34.42	84.3%
	<b>Department Of Lands Total</b>		<b>11</b>	<b>\$20.94</b>	<b>\$26.24</b>	<b>79.8%</b>
	Dept - Parks & Recreation	G	2	\$10.38	\$14.37	72.2%
		H	1	\$14.00	\$16.54	84.6%
		J	1	\$15.41	\$21.79	70.7%
		K	1	\$18.31	\$24.41	75.0%
	<b>Dept - Parks &amp; Recreation Total</b>		<b>5</b>	<b>\$13.69</b>	<b>\$18.30</b>	<b>74.8%</b>
	Dept Of Administration	E	1	\$9.71	\$11.24	86.4%
		H	1	\$13.50	\$16.54	81.6%
	<b>Dept Of Administration Total</b>		<b>2</b>	<b>\$11.61</b>	<b>\$13.89</b>	<b>83.5%</b>
	Dept Of Health & Welfare	E	7	\$9.20	\$11.24	81.9%
		G	25	\$11.92	\$14.37	83.0%
		H	53	\$12.15	\$16.54	73.5%
		I	19	\$15.00	\$19.33	77.6%
		J	42	\$15.83	\$21.79	72.6%
		K	29	\$18.23	\$24.41	74.7%
		L	47	\$22.05	\$27.55	80.0%
		M	31	\$26.78	\$31.15	86.0%
		N	6	\$33.04	\$34.42	96.0%
		O	1	\$28.00	\$37.30	75.1%
		P	1	\$35.00	\$40.78	85.8%
		V	1	\$81.95	\$81.95	100.0%
	<b>Dept Of Health &amp; Welfare Total</b>		<b>262</b>	<b>\$17.92</b>	<b>\$22.64</b>	<b>79.1%</b>
	Dept Of Water Resources	H	1	\$11.35	\$16.54	68.6%
		J	1	\$19.25	\$21.79	88.3%
		L	1	\$20.00	\$27.55	72.6%
		O	1	\$30.00	\$37.30	80.4%
<b>Dept Of Water Resources Total</b>		<b>4</b>	<b>\$20.15</b>	<b>\$25.80</b>	<b>78.1%</b>	
Div Of Building Safety	G	3	\$10.67	\$14.37	74.2%	
	K	2	\$19.16	\$24.41	78.5%	
<b>Div Of Building Safety Total</b>		<b>5</b>	<b>\$14.06</b>	<b>\$18.39</b>	<b>76.5%</b>	
Division Of Human Resources	I	1	\$17.00	\$19.33	87.9%	
<b>Division Of Human Resources Total</b>		<b>1</b>	<b>\$17.00</b>	<b>\$19.33</b>	<b>87.9%</b>	
Division Of Veterans Services	E	4	\$8.19	\$11.24	72.8%	
	F	23	\$9.84	\$12.65	77.8%	
	G	4	\$11.14	\$14.37	77.5%	
	H	7	\$13.70	\$16.54	82.8%	
	I	6	\$16.25	\$19.33	84.1%	
	K	4	\$20.13	\$24.41	82.5%	
	L	2	\$20.00	\$27.55	72.6%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2010		M	3	\$24.67	\$31.15	79.2%
	<b>Division Of Veterans Services Total</b>		<b>53</b>	<b>\$13.05</b>	<b>\$16.44</b>	<b>79.4%</b>
	Eastern Idaho Health District VII	G	2	\$10.64	\$14.37	74.0%
		L	1	\$20.50	\$27.55	74.4%
		N	1	\$34.00	\$34.42	98.8%
	<b>Eastern Idaho Health District VII Total</b>		<b>4</b>	<b>\$18.94</b>	<b>\$22.68</b>	<b>83.5%</b>
	Eastern Idaho Tech College	E	1	\$9.00	\$11.24	80.1%
		H	1	\$15.00	\$16.54	90.7%
	<b>Eastern Idaho Tech College Total</b>		<b>2</b>	<b>\$12.00</b>	<b>\$13.89</b>	<b>86.4%</b>
	Idaho Commission For Libraries	L	1	\$20.66	\$27.55	75.0%
		M	1	\$23.36	\$31.15	75.0%
	<b>Idaho Commission For Libraries Total</b>		<b>2</b>	<b>\$22.01</b>	<b>\$29.35</b>	<b>75.0%</b>
	Idaho State Independent Living Council	H	1	\$14.28	\$16.54	86.3%
		L	1	\$19.23	\$27.55	69.8%
	<b>Idaho State Independent Living Council Total</b>		<b>2</b>	<b>\$16.76</b>	<b>\$22.05</b>	<b>76.0%</b>
	Idaho State Police	G	2	\$12.51	\$14.37	87.0%
		H	10	\$13.68	\$16.54	82.7%
		J	2	\$21.78	\$21.79	99.9%
		K	4	\$20.43	\$24.41	83.7%
		L	1	\$27.65	\$27.55	100.4%
	<b>Idaho State Police Total</b>		<b>19</b>	<b>\$16.57</b>	<b>\$19.10</b>	<b>86.7%</b>
	Idaho State University	E	16	\$8.46	\$11.24	75.3%
		F	6	\$10.97	\$12.65	86.7%
		G	15	\$10.40	\$14.37	72.4%
		H	19	\$11.60	\$16.54	70.1%
		I	6	\$14.06	\$19.33	72.7%
		J	2	\$17.03	\$21.79	78.1%
		L	2	\$22.37	\$27.55	81.2%
	<b>Idaho State University Total</b>		<b>66</b>	<b>\$11.22</b>	<b>\$15.15</b>	<b>74.1%</b>
	Idaho Transportation Dept	G	59	\$10.78	\$14.37	75.0%
		H	8	\$12.13	\$16.54	73.3%
		I	10	\$14.08	\$19.33	72.8%
		J	8	\$17.05	\$21.79	78.2%
		K	4	\$20.84	\$24.41	85.4%
		L	11	\$21.74	\$27.55	78.9%
		M	6	\$27.70	\$31.15	88.9%
		N	2	\$30.12	\$34.42	87.5%
	<b>Idaho Transportation Dept Total</b>		<b>108</b>	<b>\$14.44</b>	<b>\$18.56</b>	<b>77.8%</b>
	Industrial Commission	G	5	\$11.62	\$14.37	80.9%
		I	1	\$14.50	\$19.33	75.0%
		J	3	\$15.58	\$21.79	71.5%
		K	1	\$17.50	\$24.41	71.7%
	L	1	\$21.00	\$27.55	76.2%	
<b>Industrial Commission Total</b>		<b>11</b>	<b>\$14.35</b>	<b>\$18.96</b>	<b>75.7%</b>	
Juvenile Corrections	G	3	\$10.46	\$14.37	72.8%	
	H	13	\$12.05	\$16.54	72.9%	
	I	30	\$14.16	\$19.33	73.3%	
	J	2	\$16.19	\$21.79	74.3%	
	K	9	\$17.86	\$24.41	73.2%	
<b>Juvenile Corrections Total</b>		<b>57</b>	<b>\$14.14</b>	<b>\$19.32</b>	<b>73.2%</b>	
Lava Hot Springs Foundation	E	1	\$9.10	\$11.24	81.0%	
	H	1	\$14.73	\$16.54	89.1%	
<b>Lava Hot Springs Foundation Total</b>		<b>2</b>	<b>\$11.92</b>	<b>\$13.89</b>	<b>85.8%</b>	
Lewis-Clark State College	E	1	\$8.00	\$11.24	71.2%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2010		F	1	\$10.90	\$12.65	86.2%	
		G	3	\$11.10	\$14.37	77.2%	
		H	4	\$11.81	\$16.54	71.4%	
		<b>Lewis-Clark State College Total</b>		<b>9</b>	<b>\$11.05</b>	<b>\$14.80</b>	<b>74.7%</b>
		North Central Health District II	K	2	\$20.50	\$24.41	84.0%
			L	5	\$22.00	\$27.55	79.9%
		<b>North Central Health District II Total</b>		<b>7</b>	<b>\$21.57</b>	<b>\$26.65</b>	<b>80.9%</b>
		Panhandle Health District I	G	3	\$11.33	\$14.37	78.8%
			H	2	\$14.75	\$16.54	89.2%
			J	4	\$16.94	\$21.79	77.7%
			K	1	\$17.50	\$24.41	71.7%
			L	5	\$21.00	\$27.55	76.2%
		<b>Panhandle Health District I Total</b>		<b>15</b>	<b>\$16.92</b>	<b>\$21.70</b>	<b>78.0%</b>
		Pub Employee Retirement Sys	H	4	\$12.31	\$16.54	74.4%
			J	1	\$15.00	\$21.79	68.8%
		<b>Pub Employee Retirement Sys Total</b>		<b>5</b>	<b>\$12.85</b>	<b>\$17.59</b>	<b>73.1%</b>
		Public Utilities Comm	E	1	\$10.50	\$11.24	93.4%
			M	1	\$22.00	\$31.15	70.6%
			N	1	\$23.39	\$34.42	68.0%
		<b>Public Utilities Comm Total</b>		<b>3</b>	<b>\$18.63</b>	<b>\$25.60</b>	<b>72.8%</b>
		Real Estate Commission	K	1	\$17.00	\$24.41	69.6%
		<b>Real Estate Commission Total</b>		<b>1</b>	<b>\$17.00</b>	<b>\$24.41</b>	<b>69.6%</b>
		South Central Public Health District V	G	3	\$10.06	\$14.37	70.0%
			I	1	\$14.50	\$19.33	75.0%
			J	1	\$16.34	\$21.79	75.0%
			K	1	\$17.10	\$24.41	70.1%
			L	1	\$22.04	\$27.55	80.0%
			M	1	\$23.81	\$31.15	76.4%
		<b>South Central Public Health District V Total</b>		<b>8</b>	<b>\$15.50</b>	<b>\$20.92</b>	<b>74.1%</b>
		Southeast Health District VI	G	3	\$9.96	\$14.37	69.3%
		<b>Southeast Health District VI Total</b>		<b>3</b>	<b>\$9.96</b>	<b>\$14.37</b>	<b>69.3%</b>
		Southwest Health District III	G	2	\$11.00	\$14.37	76.5%
			M	1	\$23.50	\$31.15	75.4%
		<b>Southwest Health District III Total</b>		<b>3</b>	<b>\$15.17</b>	<b>\$19.96</b>	<b>76.0%</b>
		State Historical Society	F	1	\$12.28	\$12.65	97.1%
			H	2	\$12.05	\$16.54	72.9%
			K	1	\$17.78	\$24.41	72.8%
		<b>State Historical Society Total</b>		<b>4</b>	<b>\$13.54</b>	<b>\$17.54</b>	<b>77.2%</b>
		State Liquor Division	F	19	\$9.60	\$12.65	75.9%
			G	2	\$10.78	\$14.37	75.0%
			J	1	\$16.34	\$21.79	75.0%
		<b>State Liquor Division Total</b>		<b>22</b>	<b>\$10.01</b>	<b>\$13.22</b>	<b>75.7%</b>
		State Tax Commission	H	10	\$12.11	\$16.54	73.2%
			I	7	\$14.08	\$19.33	72.8%
			K	8	\$17.89	\$24.41	73.3%
			M	1	\$26.00	\$31.15	83.5%
			O	1	\$37.30	\$37.30	100.0%
	<b>State Tax Commission Total</b>		<b>27</b>	<b>\$15.78</b>	<b>\$20.91</b>	<b>75.5%</b>	
	Vocational Rehabilitation	I	6	\$13.14	\$19.33	68.0%	
	<b>Vocational Rehabilitation Total</b>		<b>6</b>	<b>\$13.14</b>	<b>\$19.33</b>	<b>68.0%</b>	
<b>FY 2010 Total</b>			<b>1093</b>	<b>\$15.33</b>	<b>\$20.10</b>	<b>76.2%</b>	
FY 2011	Boise State University	E	18	\$9.00	\$11.24	80.1%	
		F	4	\$9.25	\$12.65	73.1%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2011		G	9	\$9.77	\$14.37	68.0%	
		H	11	\$11.71	\$16.54	70.8%	
		I	8	\$14.59	\$19.33	75.5%	
		J	6	\$16.40	\$21.79	75.2%	
		<b>Boise State University Total</b>		<b>56</b>	<b>\$11.26</b>	<b>\$15.17</b>	<b>74.3%</b>
		Brand Inspector	I	2	\$13.22	\$19.33	68.4%
		<b>Brand Inspector Total</b>		<b>2</b>	<b>\$13.22</b>	<b>\$19.33</b>	<b>68.4%</b>
		Bur-Occupational Licenses	J	2	\$15.55	\$21.79	71.4%
		<b>Bur-Occupational Licenses Total</b>		<b>2</b>	<b>\$15.55</b>	<b>\$21.79</b>	<b>71.4%</b>
		Central Health District IV	E	1	\$10.50	\$11.24	93.4%
			G	6	\$10.81	\$14.37	75.2%
			H	2	\$14.63	\$16.54	88.4%
			J	1	\$15.87	\$21.79	72.8%
			K	1	\$19.00	\$24.41	77.8%
			L	2	\$25.75	\$27.55	93.5%
			M	2	\$25.02	\$31.15	80.3%
			N	1	\$32.00	\$34.42	93.0%
		<b>Central Health District IV Total</b>		<b>16</b>	<b>\$17.06</b>	<b>\$20.54</b>	<b>83.1%</b>
		Comm-Blind & Visual Impair	H	1	\$12.50	\$16.54	75.6%
			I	2	\$14.45	\$19.33	74.7%
			L	2	\$20.37	\$27.55	73.9%
		<b>Comm-Blind &amp; Visual Impair Total</b>		<b>5</b>	<b>\$16.42</b>	<b>\$22.06</b>	<b>74.5%</b>
		Commission Of Pardons And Parole	J	1	\$16.35	\$21.79	75.0%
			L	3	\$18.99	\$27.55	68.9%
		<b>Commission Of Pardons And Parole Total</b>		<b>4</b>	<b>\$18.33</b>	<b>\$26.11</b>	<b>70.2%</b>
		Department Of Agriculture	G	1	\$13.00	\$14.37	90.5%
			H	3	\$12.67	\$16.54	76.6%
			I	2	\$14.48	\$19.33	74.9%
			J	2	\$15.41	\$21.79	70.7%
			K	1	\$17.50	\$24.41	71.7%
			M	2	\$21.17	\$31.15	68.0%
		<b>Department Of Agriculture Total</b>		<b>11</b>	<b>\$15.51</b>	<b>\$21.18</b>	<b>73.2%</b>
		Department Of Commerce	H	1	\$11.24	\$16.54	68.0%
			K	2	\$16.59	\$24.41	68.0%
			L	3	\$18.73	\$27.55	68.0%
		<b>Department Of Commerce Total</b>		<b>6</b>	<b>\$16.77</b>	<b>\$24.67</b>	<b>68.0%</b>
		Department Of Correction	G	5	\$10.06	\$14.37	70.0%
			H	9	\$11.69	\$16.54	70.7%
			I	184	\$13.18	\$19.33	68.2%
			J	20	\$15.38	\$21.79	70.6%
			K	23	\$17.04	\$24.41	69.8%
			L	8	\$22.08	\$27.55	80.1%
			M	5	\$25.36	\$31.15	81.4%
			N	1	\$30.00	\$34.42	87.2%
			O	1	\$28.00	\$37.30	75.1%
			P	1	\$38.77	\$40.78	95.1%
		<b>Department Of Correction Total</b>		<b>257</b>	<b>\$14.32</b>	<b>\$20.48</b>	<b>69.9%</b>
		Department Of Environmental Quality	G	2	\$12.73	\$14.37	88.6%
			H	1	\$14.00	\$16.54	84.6%
			J	1	\$20.66	\$21.79	94.8%
			L	1	\$19.50	\$27.55	70.8%
			M	8	\$22.76	\$31.15	73.0%
			N	2	\$26.82	\$34.42	77.9%
			P	1	\$35.35	\$40.78	86.7%



**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2011	<b>Department Of Environmental Quality Total</b>		<b>16</b>	<b>\$21.91</b>	<b>\$28.34</b>	<b>77.3%</b>
	Department Of Finance	H	2	\$14.77	\$16.54	89.3%
		K	2	\$20.00	\$24.41	81.9%
		L	1	\$22.74	\$27.55	82.5%
	<b>Department Of Finance Total</b>		<b>5</b>	<b>\$18.46</b>	<b>\$21.89</b>	<b>84.3%</b>
	Department Of Fish & Game	G	6	\$11.55	\$14.37	80.4%
		H	10	\$14.64	\$16.54	88.5%
		I	12	\$14.58	\$19.33	75.4%
		J	2	\$17.20	\$21.79	78.9%
		K	15	\$18.16	\$24.41	74.4%
		L	12	\$20.66	\$27.55	75.0%
		M	3	\$27.12	\$31.15	87.1%
	<b>Department Of Fish &amp; Game Total</b>		<b>60</b>	<b>\$17.11</b>	<b>\$21.96</b>	<b>77.9%</b>
	Department Of Insurance	G	1	\$11.16	\$14.37	77.7%
		I	1	\$15.47	\$19.33	80.0%
		K	1	\$18.31	\$24.41	75.0%
		L	2	\$20.37	\$27.55	73.9%
	<b>Department Of Insurance Total</b>		<b>5</b>	<b>\$17.13</b>	<b>\$22.64</b>	<b>75.7%</b>
	Department Of Labor	G	3	\$10.81	\$14.37	75.2%
		H	4	\$12.96	\$16.54	78.4%
		I	17	\$13.92	\$19.33	72.0%
		J	10	\$15.15	\$21.79	69.5%
		K	1	\$19.00	\$24.41	77.8%
	<b>Department Of Labor Total</b>		<b>35</b>	<b>\$14.04</b>	<b>\$19.43</b>	<b>72.2%</b>
	Department Of Lands	H	6	\$13.64	\$16.54	82.5%
		J	1	\$18.00	\$21.79	82.6%
		K	6	\$18.31	\$24.41	75.0%
		L	3	\$23.39	\$27.55	84.9%
		M	1	\$26.00	\$31.15	83.5%
		N	2	\$27.00	\$34.42	78.4%
		P	1	\$33.00	\$40.78	80.9%
	<b>Department Of Lands Total</b>		<b>20</b>	<b>\$19.64</b>	<b>\$24.55</b>	<b>80.0%</b>
	Dept - Parks & Recreation	G	3	\$11.32	\$14.37	78.8%
		J	7	\$15.26	\$21.79	70.0%
		K	3	\$18.24	\$24.41	74.7%
	<b>Dept - Parks &amp; Recreation Total</b>		<b>13</b>	<b>\$15.04</b>	<b>\$20.68</b>	<b>72.7%</b>
	Dept Of Administration	G	1	\$12.63	\$14.37	87.9%
		H	4	\$13.38	\$16.54	80.9%
		I	2	\$16.00	\$19.33	82.8%
		K	1	\$21.00	\$24.41	86.0%
		L	1	\$24.20	\$27.55	87.8%
	<b>Dept Of Administration Total</b>		<b>9</b>	<b>\$15.93</b>	<b>\$19.02</b>	<b>83.7%</b>
	Dept Of Health & Welfare	E	6	\$9.00	\$11.24	80.1%
		G	12	\$11.11	\$14.37	77.3%
		H	59	\$12.23	\$16.54	74.0%
		I	18	\$15.44	\$19.33	79.9%
		J	68	\$16.01	\$21.79	73.5%
	K	33	\$18.35	\$24.41	75.2%	
	L	56	\$21.66	\$27.55	78.6%	
	M	22	\$25.74	\$31.15	82.6%	
	N	4	\$37.25	\$34.42	108.2%	
	P	2	\$36.00	\$40.78	88.3%	
	V	3	\$79.63	\$81.95	97.2%	
<b>Dept Of Health &amp; Welfare Total</b>		<b>283</b>	<b>\$18.09</b>	<b>\$23.12</b>	<b>78.2%</b>	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2011	Dept Of Water Resources	G	2	\$10.50	\$14.37	73.1%
		I	1	\$15.00	\$19.33	77.6%
		J	5	\$16.30	\$21.79	74.8%
		L	2	\$20.83	\$27.55	75.6%
	<b>Dept Of Water Resources Total</b>		<b>10</b>	<b>\$15.92</b>	<b>\$21.21</b>	<b>75.0%</b>
	Div Of Building Safety	G	2	\$10.75	\$14.37	74.8%
		K	1	\$18.31	\$24.41	75.0%
		M	1	\$26.50	\$31.15	85.1%
	<b>Div Of Building Safety Total</b>		<b>4</b>	<b>\$16.58</b>	<b>\$21.08</b>	<b>78.7%</b>
	Div Of Professional-Technical Education	G	1	\$11.50	\$14.37	80.0%
	<b>Div Of Professional-Technical Education Total</b>		<b>1</b>	<b>\$11.50</b>	<b>\$14.37</b>	<b>80.0%</b>
	Division Of Human Resources	J	1	\$19.50	\$21.79	89.5%
	<b>Division Of Human Resources Total</b>		<b>1</b>	<b>\$19.50</b>	<b>\$21.79</b>	<b>89.5%</b>
	Division Of Veterans Services	E	5	\$8.30	\$11.24	73.8%
		F	31	\$9.73	\$12.65	76.9%
		G	1	\$10.50	\$14.37	73.1%
		H	3	\$12.61	\$16.54	76.3%
		I	7	\$17.24	\$19.33	89.2%
		J	1	\$16.00	\$21.79	73.4%
		K	2	\$21.21	\$24.41	86.9%
		L	2	\$19.87	\$27.55	72.1%
		M	2	\$23.00	\$31.15	73.8%
	<b>Division Of Veterans Services Total</b>		<b>54</b>	<b>\$12.16</b>	<b>\$15.48</b>	<b>78.5%</b>
	Eastern Idaho Health District VII	G	4	\$10.12	\$14.37	70.4%
		I	2	\$15.25	\$19.33	78.9%
		K	1	\$18.45	\$24.41	75.6%
		N	1	\$34.00	\$34.42	98.8%
	<b>Eastern Idaho Health District VII Total</b>		<b>8</b>	<b>\$15.43</b>	<b>\$19.37</b>	<b>79.6%</b>
	Eastern Idaho Tech College	G	4	\$12.23	\$14.37	85.1%
		H	2	\$14.47	\$16.54	87.5%
		I	1	\$16.00	\$19.33	82.8%
	<b>Eastern Idaho Tech College Total</b>		<b>7</b>	<b>\$13.41</b>	<b>\$15.70</b>	<b>85.4%</b>
	Idaho Commission For Libraries	K	2	\$18.92	\$24.41	77.5%
		M	2	\$26.20	\$31.15	84.1%
	<b>Idaho Commission For Libraries Total</b>		<b>4</b>	<b>\$22.56</b>	<b>\$27.78</b>	<b>81.2%</b>
	Idaho Commission On Aging	L	1	\$29.80	\$27.55	108.2%
	<b>Idaho Commission On Aging Total</b>		<b>1</b>	<b>\$29.80</b>	<b>\$27.55</b>	<b>108.2%</b>
	Idaho Public Television	G	2	\$11.58	\$14.37	80.5%
		I	1	\$13.50	\$19.33	69.8%
		J	1	\$15.00	\$21.79	68.8%
		K	2	\$19.62	\$24.41	80.4%
		L	1	\$22.00	\$27.55	79.9%
	<b>Idaho Public Television Total</b>		<b>7</b>	<b>\$16.13</b>	<b>\$20.89</b>	<b>77.2%</b>
	Idaho State Independent Living Council	L	1	\$19.23	\$27.55	69.8%
	<b>Idaho State Independent Living Council Total</b>		<b>1</b>	<b>\$19.23</b>	<b>\$27.55</b>	<b>69.8%</b>
	Idaho State Police	G	2	\$11.00	\$14.37	76.5%
		H	8	\$13.58	\$16.54	82.1%
		J	2	\$21.65	\$21.79	99.4%
		K	17	\$17.67	\$24.41	72.4%
		L	2	\$20.98	\$27.55	76.2%
		M	1	\$30.00	\$31.15	96.3%
<b>Idaho State Police Total</b>		<b>32</b>	<b>\$17.07</b>	<b>\$22.06</b>	<b>77.4%</b>	
Idaho State University	E	28	\$8.63	\$11.24	76.8%	
	F	8	\$8.99	\$12.65	71.0%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2011		G	27	\$10.09	\$14.37	70.2%	
		H	20	\$11.45	\$16.54	69.2%	
		I	8	\$13.51	\$19.33	69.9%	
		J	2	\$15.82	\$21.79	72.6%	
		N	1	\$25.50	\$34.42	74.1%	
		<b>Idaho State University Total</b>		<b>94</b>	<b>\$10.43</b>	<b>\$14.55</b>	<b>71.7%</b>
		Idaho Transportation Dept	G	65	\$10.64	\$14.37	74.0%
			H	16	\$12.05	\$16.54	72.9%
			I	7	\$14.08	\$19.33	72.8%
			J	16	\$17.73	\$21.79	81.4%
			K	2	\$19.48	\$24.41	79.8%
			L	6	\$22.11	\$27.55	80.3%
			M	1	\$22.68	\$31.15	72.8%
			N	1	\$25.07	\$34.42	72.8%
		<b>Idaho Transportation Dept Total</b>		<b>114</b>	<b>\$13.03</b>	<b>\$17.21</b>	<b>75.7%</b>
		Industrial Commission	G	4	\$11.38	\$14.37	79.2%
			H	2	\$12.88	\$16.54	77.8%
			J	2	\$18.00	\$21.79	82.6%
		<b>Industrial Commission Total</b>		<b>8</b>	<b>\$13.41</b>	<b>\$16.77</b>	<b>80.0%</b>
		Juvenile Corrections	G	4	\$10.46	\$14.37	72.8%
			H	15	\$12.05	\$16.54	72.9%
			I	19	\$14.49	\$19.33	75.0%
			K	8	\$17.90	\$24.41	73.3%
			M	1	\$24.50	\$31.15	78.7%
		<b>Juvenile Corrections Total</b>		<b>47</b>	<b>\$14.16</b>	<b>\$19.13</b>	<b>74.0%</b>
		Lava Hot Springs Foundation	E	5	\$9.12	\$11.24	81.1%
		<b>Lava Hot Springs Foundation Total</b>		<b>5</b>	<b>\$9.12</b>	<b>\$11.24</b>	<b>81.1%</b>
		Lewis-Clark State College	E	1	\$8.00	\$11.24	71.2%
			F	1	\$10.00	\$12.65	79.1%
			G	6	\$10.90	\$14.37	75.8%
			H	7	\$12.37	\$16.54	74.8%
			I	1	\$14.42	\$19.33	74.6%
		<b>Lewis-Clark State College Total</b>		<b>16</b>	<b>\$11.52</b>	<b>\$15.33</b>	<b>75.2%</b>
		North Central Health District II	G	2	\$11.00	\$14.37	76.5%
			L	1	\$23.00	\$27.55	83.5%
			O	1	\$41.00	\$37.30	109.9%
		<b>North Central Health District II Total</b>		<b>4</b>	<b>\$21.50</b>	<b>\$23.40</b>	<b>91.9%</b>
		Office Of Brd Of Education	I	1	\$15.00	\$19.33	77.6%
		<b>Office Of Brd Of Education Total</b>		<b>1</b>	<b>\$15.00</b>	<b>\$19.33</b>	<b>77.6%</b>
		Panhandle Health District I	G	3	\$11.33	\$14.37	78.8%
			J	2	\$16.59	\$21.79	76.1%
			K	4	\$19.00	\$24.41	77.8%
		L	1	\$21.00	\$27.55	76.2%	
		M	1	\$23.70	\$31.15	76.1%	
	<b>Panhandle Health District I Total</b>		<b>11</b>	<b>\$17.08</b>	<b>\$22.09</b>	<b>77.3%</b>	
	Pub Employee Retirement Sys	H	6	\$11.95	\$16.54	72.3%	
		N	1	\$27.00	\$34.42	78.4%	
	<b>Pub Employee Retirement Sys Total</b>		<b>7</b>	<b>\$14.10</b>	<b>\$19.09</b>	<b>73.9%</b>	
	Public Utilities Comm	E	1	\$10.50	\$11.24	93.4%	
		K	1	\$17.41	\$24.41	71.3%	
		M	1	\$22.00	\$31.15	70.6%	
	<b>Public Utilities Comm Total</b>		<b>3</b>	<b>\$16.64</b>	<b>\$22.27</b>	<b>74.7%</b>	
	Soil And Water Conservation Commission	K	1	\$17.50	\$24.41	71.7%	
	<b>Soil And Water Conservation Commission Total</b>		<b>1</b>	<b>\$17.50</b>	<b>\$24.41</b>	<b>71.7%</b>	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2011	South Central Public Health District V	G	7	\$10.13	\$14.37	70.5%
		J	2	\$16.42	\$21.79	75.4%
		L	1	\$20.66	\$27.55	75.0%
	<b>South Central Public Health District V Total</b>		<b>10</b>	<b>\$12.44</b>	<b>\$17.17</b>	<b>72.5%</b>
	Southeast Health District VI	G	2	\$9.96	\$14.37	69.3%
		H	1	\$15.00	\$16.54	90.7%
		I	2	\$17.06	\$19.33	88.2%
	<b>Southeast Health District VI Total</b>		<b>5</b>	<b>\$13.81</b>	<b>\$16.79</b>	<b>82.2%</b>
	Southwest Health District III	G	11	\$11.56	\$14.37	80.4%
		K	2	\$19.25	\$24.41	78.8%
		L	1	\$24.44	\$27.55	88.7%
	<b>Southwest Health District III Total</b>		<b>14</b>	<b>\$13.58</b>	<b>\$16.75</b>	<b>81.1%</b>
	State Board Of Dentistry	G	1	\$13.65	\$14.37	95.0%
	<b>State Board Of Dentistry Total</b>		<b>1</b>	<b>\$13.65</b>	<b>\$14.37</b>	<b>95.0%</b>
	State Board Of Nursing	G	1	\$11.00	\$14.37	76.5%
	<b>State Board Of Nursing Total</b>		<b>1</b>	<b>\$11.00</b>	<b>\$14.37</b>	<b>76.5%</b>
	State Historical Society	G	1	\$10.46	\$14.37	72.8%
		J	1	\$14.81	\$21.79	68.0%
		K	1	\$17.78	\$24.41	72.8%
	<b>State Historical Society Total</b>		<b>3</b>	<b>\$14.35</b>	<b>\$20.19</b>	<b>71.1%</b>
	State Liquor Division	F	15	\$9.63	\$12.65	76.1%
		L	1	\$23.14	\$27.55	84.0%
	<b>State Liquor Division Total</b>		<b>16</b>	<b>\$10.47</b>	<b>\$13.58</b>	<b>77.1%</b>
	State Tax Commission	E	2	\$8.18	\$11.24	72.8%
		G	6	\$10.46	\$14.37	72.8%
		H	19	\$12.05	\$16.54	72.9%
		I	8	\$14.08	\$19.33	72.8%
		J	2	\$15.87	\$21.79	72.8%
		K	12	\$17.78	\$24.41	72.8%
		M	1	\$23.81	\$31.15	76.4%
	<b>State Tax Commission Total</b>		<b>50</b>	<b>\$13.79</b>	<b>\$18.91</b>	<b>73.0%</b>
	Vocational Rehabilitation	H	1	\$13.00	\$16.54	78.6%
	I	8	\$13.14	\$19.33	68.0%	
<b>Vocational Rehabilitation Total</b>		<b>9</b>	<b>\$13.12</b>	<b>\$19.02</b>	<b>69.0%</b>	
<b>FY 2011 Total</b>			<b>1355</b>	<b>\$14.94</b>	<b>\$19.84</b>	<b>75.3%</b>
FY 2012	Boise State University	E	12	\$9.00	\$11.24	80.1%
		F	2	\$9.00	\$12.65	71.1%
		G	21	\$10.23	\$14.37	71.2%
		H	26	\$11.83	\$16.54	71.5%
		I	31	\$14.66	\$19.33	75.8%
		J	5	\$15.49	\$21.79	71.1%
	<b>Boise State University Total</b>		<b>97</b>	<b>\$12.17</b>	<b>\$16.50</b>	<b>73.8%</b>
	Brand Inspector	I	1	\$13.22	\$19.33	68.4%
	<b>Brand Inspector Total</b>		<b>1</b>	<b>\$13.22</b>	<b>\$19.33</b>	<b>68.4%</b>
	Bur-Occupational Licenses	G	2	\$10.26	\$14.37	71.4%
		J	2	\$15.55	\$21.79	71.4%
	<b>Bur-Occupational Licenses Total</b>		<b>4</b>	<b>\$12.91</b>	<b>\$18.08</b>	<b>71.4%</b>
	Central Health District IV	G	6	\$11.50	\$14.37	80.0%
		H	1	\$13.89	\$16.54	84.0%
		I	1	\$15.46	\$19.33	80.0%
		K	3	\$21.58	\$24.41	88.4%
	L	5	\$23.61	\$27.55	85.7%	
	N	4	\$32.14	\$34.42	93.4%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2012	<b>Central Health District IV Total</b>		<b>20</b>	<b>\$20.48</b>	<b>\$23.54</b>	<b>87.0%</b>
	Comm-Blind & Visual Impair	K	4	\$19.88	\$24.41	81.4%
		N	1	\$30.00	\$34.42	87.2%
	<b>Comm-Blind &amp; Visual Impair Total</b>		<b>5</b>	<b>\$21.90</b>	<b>\$26.41</b>	<b>82.9%</b>
	Commission Of Pardons And Parole	E	1	\$9.00	\$11.24	80.1%
	<b>Commission Of Pardons And Parole Total</b>		<b>1</b>	<b>\$9.00</b>	<b>\$11.24</b>	<b>80.1%</b>
	Department Of Agriculture	G	1	\$13.00	\$14.37	90.5%
		H	3	\$12.41	\$16.54	75.1%
		I	3	\$13.38	\$19.33	69.2%
		J	1	\$15.83	\$21.79	72.6%
		K	8	\$17.44	\$24.41	71.4%
		L	4	\$20.49	\$27.55	74.4%
		N	1	\$24.00	\$34.42	69.7%
		O	1	\$25.35	\$37.30	68.0%
		P	1	\$38.46	\$40.78	94.3%
	<b>Department Of Agriculture Total</b>		<b>23</b>	<b>\$18.06</b>	<b>\$24.42</b>	<b>74.0%</b>
	Department Of Commerce	G	1	\$9.77	\$14.37	68.0%
		H	1	\$11.24	\$16.54	68.0%
		L	2	\$18.73	\$27.55	68.0%
	<b>Department Of Commerce Total</b>		<b>4</b>	<b>\$14.62</b>	<b>\$21.50</b>	<b>68.0%</b>
	Department Of Correction	E	1	\$9.00	\$11.24	80.1%
		G	9	\$10.13	\$14.37	70.5%
		H	3	\$12.00	\$16.54	72.5%
		I	151	\$13.20	\$19.33	68.3%
		J	23	\$16.27	\$21.79	74.7%
		K	21	\$16.97	\$24.41	69.5%
		L	15	\$22.41	\$27.55	81.3%
		M	5	\$25.87	\$31.15	83.0%
		N	1	\$30.00	\$34.42	87.2%
	<b>Department Of Correction Total</b>		<b>229</b>	<b>\$14.65</b>	<b>\$20.64</b>	<b>71.0%</b>
	Department Of Environmental Quality	G	2	\$11.63	\$14.37	80.9%
		H	1	\$11.24	\$16.54	68.0%
		I	2	\$15.42	\$19.33	79.8%
	J	2	\$18.19	\$21.79	83.5%	
	K	1	\$18.00	\$24.41	73.7%	
	L	8	\$20.89	\$27.55	75.8%	
	M	15	\$22.65	\$31.15	72.7%	
	N	2	\$29.13	\$34.42	84.6%	
<b>Department Of Environmental Quality Total</b>		<b>33</b>	<b>\$20.75</b>	<b>\$27.53</b>	<b>75.4%</b>	
Department Of Finance	G	1	\$10.82	\$14.37	75.3%	
	H	3	\$14.27	\$16.54	86.3%	
	K	7	\$19.20	\$24.41	78.6%	
	L	1	\$22.74	\$27.55	82.5%	
	M	1	\$33.65	\$31.15	108.0%	
<b>Department Of Finance Total</b>		<b>13</b>	<b>\$18.80</b>	<b>\$22.58</b>	<b>83.3%</b>	
Department Of Fish & Game	G	2	\$10.64	\$14.37	74.0%	
	H	2	\$13.13	\$16.54	79.4%	
	I	4	\$14.73	\$19.33	76.2%	
	J	5	\$16.34	\$21.79	75.0%	
	L	7	\$21.47	\$27.55	77.9%	
	M	1	\$26.12	\$31.15	83.9%	
	O	1	\$34.00	\$37.30	91.2%	
<b>Department Of Fish &amp; Game Total</b>		<b>22</b>	<b>\$18.12</b>	<b>\$23.15</b>	<b>78.2%</b>	
Department Of Insurance	G	2	\$11.72	\$14.37	81.5%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2012		H	3	\$12.68	\$16.54	76.7%	
		I	1	\$13.14	\$19.33	68.0%	
		L	4	\$21.00	\$27.55	76.2%	
		<b>Department Of Insurance Total</b>	<b>10</b>	<b>\$15.86</b>	<b>\$20.79</b>	<b>76.3%</b>	
		Department Of Labor	G	1	\$10.75	\$14.37	74.8%
			H	3	\$12.36	\$16.54	74.7%
			I	22	\$13.86	\$19.33	71.7%
			K	1	\$17.42	\$24.41	71.4%
			M	1	\$38.94	\$31.15	125.0%
		<b>Department Of Labor Total</b>		<b>28</b>	<b>\$14.61</b>	<b>\$19.46</b>	<b>75.1%</b>
		Department Of Lands	H	4	\$14.73	\$16.54	89.0%
			I	1	\$14.50	\$19.33	75.0%
			K	11	\$18.37	\$24.41	75.3%
			L	5	\$21.33	\$27.55	77.4%
			M	1	\$23.36	\$31.15	75.0%
			N	3	\$27.67	\$34.42	80.4%
			O	1	\$34.14	\$37.30	91.5%
		<b>Department Of Lands Total</b>		<b>26</b>	<b>\$20.10</b>	<b>\$25.52</b>	<b>78.8%</b>
		Dept - Parks & Recreation	J	9	\$15.26	\$21.79	70.0%
			K	1	\$18.21	\$24.41	74.6%
			L	1	\$19.29	\$27.55	70.0%
		<b>Dept - Parks &amp; Recreation Total</b>		<b>11</b>	<b>\$15.89</b>	<b>\$22.55</b>	<b>70.5%</b>
		Dept Of Administration	G	1	\$12.50	\$14.37	87.0%
			H	1	\$14.40	\$16.54	87.1%
			J	4	\$18.43	\$21.79	84.6%
			L	2	\$19.37	\$27.55	70.3%
			M	2	\$24.25	\$31.15	77.8%
		<b>Dept Of Administration Total</b>		<b>10</b>	<b>\$18.78</b>	<b>\$23.55</b>	<b>79.8%</b>
		Dept Of Health & Welfare	E	15	\$9.14	\$11.24	81.3%
			F	1	\$10.48	\$12.65	82.8%
			G	18	\$11.93	\$14.37	83.0%
			H	68	\$12.31	\$16.54	74.4%
			I	28	\$15.64	\$19.33	80.9%
			J	72	\$15.95	\$21.79	73.2%
			K	66	\$18.37	\$24.41	75.3%
			L	85	\$21.44	\$27.55	77.8%
			M	35	\$25.42	\$31.15	81.6%
			N	3	\$36.69	\$34.42	106.6%
			O	6	\$30.13	\$37.30	80.8%
			P	4	\$38.44	\$40.78	94.3%
			V	1	\$81.95	\$81.95	100.0%
	<b>Dept Of Health &amp; Welfare Total</b>		<b>402</b>	<b>\$18.00</b>	<b>\$23.11</b>	<b>77.9%</b>	
	Dept Of Water Resources	G	2	\$11.00	\$14.37	76.5%	
		H	1	\$13.00	\$16.54	78.6%	
		J	2	\$17.80	\$21.79	81.7%	
		L	3	\$21.78	\$27.55	79.0%	
	<b>Dept Of Water Resources Total</b>		<b>8</b>	<b>\$16.99</b>	<b>\$21.44</b>	<b>79.2%</b>	
	Div Of Building Safety	G	2	\$10.75	\$14.37	74.8%	
		K	4	\$18.45	\$24.41	75.6%	
		N	1	\$33.66	\$34.42	97.8%	
		O	1	\$30.00	\$37.30	80.4%	
	<b>Div Of Building Safety Total</b>		<b>8</b>	<b>\$19.87</b>	<b>\$24.76</b>	<b>80.2%</b>	
	Div Of Professional-Technical Education	G	3	\$11.75	\$14.37	81.8%	
	<b>Div Of Professional-Technical Education Total</b>		<b>3</b>	<b>\$11.75</b>	<b>\$14.37</b>	<b>81.8%</b>	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2012	Division Of Veterans Services	D	3	\$7.83	\$10.06	77.9%	
		E	5	\$8.34	\$11.24	74.2%	
		F	29	\$9.79	\$12.65	77.4%	
		G	4	\$11.43	\$14.37	79.5%	
		H	5	\$12.60	\$16.54	76.2%	
		I	3	\$17.67	\$19.33	91.4%	
		J	2	\$19.00	\$21.79	87.2%	
		K	3	\$19.50	\$24.41	79.9%	
		L	2	\$20.18	\$27.55	73.2%	
		M	5	\$25.06	\$31.15	80.4%	
		N	2	\$27.98	\$34.42	81.3%	
		<b>Division Of Veterans Services Total</b>		<b>63</b>	<b>\$13.16</b>	<b>\$16.63</b>	<b>79.1%</b>
		Eastern Idaho Health District VII	G	8	\$10.61	\$14.37	73.8%
			I	1	\$15.90	\$19.33	82.3%
			K	1	\$18.82	\$24.41	77.1%
			M	1	\$25.00	\$31.15	80.3%
		<b>Eastern Idaho Health District VII Total</b>		<b>11</b>	<b>\$13.14</b>	<b>\$17.26</b>	<b>76.1%</b>
		Eastern Idaho Tech College	G	1	\$13.00	\$14.37	90.5%
			J	2	\$16.29	\$21.79	74.8%
		<b>Eastern Idaho Tech College Total</b>		<b>3</b>	<b>\$15.19</b>	<b>\$19.32</b>	<b>78.7%</b>
		Idaho Commission On Aging	G	1	\$14.37	\$14.37	100.0%
			L	3	\$21.74	\$27.55	78.9%
		<b>Idaho Commission On Aging Total</b>		<b>4</b>	<b>\$19.90</b>	<b>\$24.26</b>	<b>82.0%</b>
		Idaho Public Television	H	1	\$15.75	\$16.54	95.2%
			I	1	\$14.75	\$19.33	76.3%
			K	1	\$21.00	\$24.41	86.0%
			L	1	\$20.00	\$27.55	72.6%
		<b>Idaho Public Television Total</b>		<b>4</b>	<b>\$17.88</b>	<b>\$21.96</b>	<b>81.4%</b>
		Idaho State Independent Living Council	H	1	\$19.00	\$16.54	114.9%
		<b>Idaho State Independent Living Council Total</b>		<b>1</b>	<b>\$19.00</b>	<b>\$16.54</b>	<b>114.9%</b>
		Idaho State Lottery	G	1	\$13.50	\$14.37	93.9%
		<b>Idaho State Lottery Total</b>		<b>1</b>	<b>\$13.50</b>	<b>\$14.37</b>	<b>93.9%</b>
		Idaho State Police	G	4	\$11.00	\$14.37	76.5%
			H	6	\$13.15	\$16.54	79.5%
			I	6	\$14.31	\$19.33	74.0%
			J	6	\$21.04	\$21.79	96.6%
			K	5	\$20.51	\$24.41	84.0%
			L	1	\$21.59	\$27.55	78.4%
			M	1	\$24.00	\$31.15	77.0%
			N	1	\$33.68	\$34.42	97.9%
		<b>Idaho State Police Total</b>		<b>30</b>	<b>\$17.23</b>	<b>\$20.62</b>	<b>83.5%</b>
		Idaho State Racing Commission	H	1	\$12.08	\$16.54	73.0%
		<b>Idaho State Racing Commission Total</b>		<b>1</b>	<b>\$12.08</b>	<b>\$16.54</b>	<b>73.0%</b>
		Idaho State University	E	17	\$9.11	\$11.24	81.0%
			F	13	\$10.23	\$12.65	80.8%
			G	27	\$10.19	\$14.37	70.9%
			H	29	\$11.48	\$16.54	69.4%
		I	16	\$14.61	\$19.33	75.6%	
		J	3	\$15.71	\$21.79	72.1%	
		K	2	\$16.80	\$24.41	68.8%	
	<b>Idaho State University Total</b>		<b>107</b>	<b>\$11.31</b>	<b>\$15.39</b>	<b>73.5%</b>	
	Idaho Transportation Dept	G	90	\$11.12	\$14.37	77.4%	
		H	29	\$12.29	\$16.54	74.3%	
		I	10	\$14.08	\$19.33	72.8%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2012		J	9	\$19.20	\$21.79	88.1%	
		K	3	\$17.95	\$24.41	73.5%	
		L	9	\$21.40	\$27.55	77.7%	
		M	5	\$29.99	\$31.15	96.3%	
		N	4	\$28.32	\$34.42	82.3%	
		<b>Idaho Transportation Dept Total</b>		<b>159</b>	<b>\$13.72</b>	<b>\$17.47</b>	<b>78.5%</b>
		Industrial Commission	G	7	\$11.75	\$14.37	81.8%
			H	5	\$12.90	\$16.54	78.0%
			I	1	\$14.35	\$19.33	74.2%
			J	5	\$16.63	\$21.79	76.3%
		<b>Industrial Commission Total</b>		<b>18</b>	<b>\$13.57</b>	<b>\$17.31</b>	<b>78.4%</b>
		Juvenile Corrections	F	1	\$9.21	\$12.65	72.8%
			G	9	\$10.52	\$14.37	73.2%
			H	10	\$12.16	\$16.54	73.5%
			I	14	\$14.23	\$19.33	73.6%
			K	6	\$18.99	\$24.41	77.8%
			L	1	\$20.66	\$27.55	75.0%
			M	2	\$24.50	\$31.15	78.7%
			N	1	\$30.00	\$34.42	87.2%
		<b>Juvenile Corrections Total</b>		<b>44</b>	<b>\$14.51</b>	<b>\$19.29</b>	<b>75.2%</b>
		Lava Hot Springs Foundation	E	2	\$8.71	\$11.24	77.4%
		<b>Lava Hot Springs Foundation Total</b>		<b>2</b>	<b>\$8.71</b>	<b>\$11.24</b>	<b>77.4%</b>
		Lewis-Clark State College	G	4	\$11.26	\$14.37	78.3%
			H	9	\$12.05	\$16.54	72.9%
			I	2	\$14.55	\$19.33	75.3%
		<b>Lewis-Clark State College Total</b>		<b>15</b>	<b>\$12.17</b>	<b>\$16.33</b>	<b>74.5%</b>
		North Central Health District II	K	3	\$19.67	\$24.41	80.6%
			L	4	\$22.38	\$27.55	81.2%
		<b>North Central Health District II Total</b>		<b>7</b>	<b>\$21.21</b>	<b>\$26.20</b>	<b>81.0%</b>
		Panhandle Health District I	G	3	\$11.33	\$14.37	78.8%
			H	1	\$14.00	\$16.54	84.6%
			I	3	\$16.33	\$19.33	84.5%
			J	2	\$15.70	\$21.79	72.1%
			K	1	\$17.75	\$24.41	72.7%
			L	4	\$21.50	\$27.55	78.0%
			N	1	\$31.30	\$34.42	90.9%
		<b>Panhandle Health District I Total</b>		<b>15</b>	<b>\$17.56</b>	<b>\$22.02</b>	<b>79.8%</b>
		Pub Employee Retirement Sys	H	3	\$12.08	\$16.54	73.0%
			J	1	\$15.50	\$21.79	71.1%
		<b>Pub Employee Retirement Sys Total</b>		<b>4</b>	<b>\$12.94</b>	<b>\$17.85</b>	<b>72.5%</b>
		Public Utilities Comm	E	1	\$10.00	\$11.24	89.0%
			K	1	\$17.41	\$24.41	71.3%
			M	3	\$22.59	\$31.15	72.5%
		<b>Public Utilities Comm Total</b>		<b>5</b>	<b>\$19.04</b>	<b>\$25.82</b>	<b>73.7%</b>
		Real Estate Commission	H	2	\$11.75	\$16.54	71.0%
		<b>Real Estate Commission Total</b>		<b>2</b>	<b>\$11.75</b>	<b>\$16.54</b>	<b>71.0%</b>
		Soil And Water Conservation Commission	I	1	\$13.14	\$19.33	68.0%
			K	3	\$17.27	\$24.41	70.7%
			L	1	\$25.15	\$27.55	91.3%
		<b>Soil And Water Conservation Commission Total</b>		<b>5</b>	<b>\$18.02</b>	<b>\$24.02</b>	<b>75.0%</b>
	South Central Public Health District V	G	5	\$10.10	\$14.37	70.3%	
		K	1	\$17.10	\$24.41	70.1%	
		L	2	\$20.66	\$27.55	75.0%	
	<b>South Central Public Health District V Total</b>		<b>8</b>	<b>\$13.62</b>	<b>\$18.92</b>	<b>72.0%</b>	



**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2012	Southeast Health District VI	G	1	\$9.96	\$14.37	69.3%
		I	1	\$15.47	\$19.33	80.0%
		J	1	\$16.75	\$21.79	76.9%
		L	1	\$21.00	\$27.55	76.2%
	<b>Southeast Health District VI Total</b>		<b>4</b>	<b>\$15.80</b>	<b>\$20.76</b>	<b>76.1%</b>
	Southwest Health District III	E	1	\$10.00	\$11.24	89.0%
		G	8	\$11.63	\$14.37	80.9%
		M	1	\$24.92	\$31.15	80.0%
		N	2	\$32.00	\$34.42	93.0%
	<b>Southwest Health District III Total</b>		<b>12</b>	<b>\$15.99</b>	<b>\$18.85</b>	<b>84.8%</b>
	State Board Of Nursing	G	1	\$10.00	\$14.37	69.6%
	<b>State Board Of Nursing Total</b>		<b>1</b>	<b>\$10.00</b>	<b>\$14.37</b>	<b>69.6%</b>
	State Historical Society	I	1	\$14.36	\$19.33	74.3%
		J	1	\$16.19	\$21.79	74.3%
	<b>State Historical Society Total</b>		<b>2</b>	<b>\$15.28</b>	<b>\$20.56</b>	<b>74.3%</b>
	State Liquor Division	F	28	\$9.61	\$12.65	76.0%
		G	1	\$13.00	\$14.37	90.5%
		L	1	\$24.30	\$27.55	88.2%
	<b>State Liquor Division Total</b>		<b>30</b>	<b>\$10.22</b>	<b>\$13.20</b>	<b>77.4%</b>
	State Tax Commission	E	4	\$8.18	\$11.24	72.8%
		G	10	\$10.46	\$14.37	72.8%
		H	39	\$12.07	\$16.54	72.9%
		I	9	\$14.15	\$19.33	73.2%
		J	3	\$15.87	\$21.79	72.8%
		K	25	\$17.97	\$24.41	73.6%
		L	3	\$21.71	\$27.55	78.8%
		M	4	\$22.68	\$31.15	72.8%
		O	2	\$34.95	\$37.30	93.7%
	<b>State Tax Commission Total</b>		<b>99</b>	<b>\$14.72</b>	<b>\$19.85</b>	<b>74.2%</b>
	Vocational Rehabilitation	I	7	\$13.44	\$19.33	69.5%
<b>Vocational Rehabilitation Total</b>		<b>7</b>	<b>\$13.44</b>	<b>\$19.33</b>	<b>69.5%</b>	
<b>FY 2012 Total</b>			<b>1622</b>	<b>\$15.47</b>	<b>\$20.27</b>	<b>76.3%</b>
FY 2013	Boise State University	E	23	\$9.00	\$11.24	80.1%
		F	4	\$9.66	\$12.65	76.3%
		G	15	\$10.18	\$14.37	70.8%
		H	32	\$12.30	\$16.54	74.4%
		I	22	\$14.27	\$19.33	73.8%
		J	6	\$15.88	\$21.79	72.9%
		K	1	\$17.00	\$24.41	69.6%
	<b>Boise State University Total</b>		<b>103</b>	<b>\$11.83</b>	<b>\$15.87</b>	<b>74.5%</b>
	Brand Inspector	I	1	\$13.22	\$19.33	68.4%
	<b>Brand Inspector Total</b>		<b>1</b>	<b>\$13.22</b>	<b>\$19.33</b>	<b>68.4%</b>
	Brd Of Veterinary Medicine	I	1	\$14.08	\$19.33	72.8%
	<b>Brd Of Veterinary Medicine Total</b>		<b>1</b>	<b>\$14.08</b>	<b>\$19.33</b>	<b>72.8%</b>
	Bur-Occupational Licenses	G	3	\$10.47	\$14.37	72.9%
		O	1	\$26.62	\$37.30	71.4%
	<b>Bur-Occupational Licenses Total</b>		<b>4</b>	<b>\$14.51</b>	<b>\$20.10</b>	<b>72.2%</b>
	Central Health District IV	G	9	\$11.53	\$14.37	80.2%
		J	1	\$17.43	\$21.79	80.0%
		K	4	\$21.27	\$24.41	87.1%
		L	2	\$23.02	\$27.55	83.6%
		M	2	\$29.93	\$31.15	96.1%
<b>Central Health District IV Total</b>		<b>18</b>	<b>\$17.34</b>	<b>\$20.34</b>	<b>85.2%</b>	
Comm-Blind & Visual Impair	D	1	\$10.50	\$10.06	104.4%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire
FY 2013		G	1	\$12.25	\$14.37	85.2%
		I	1	\$16.00	\$19.33	82.8%
		L	1	\$22.00	\$27.55	79.9%
		<b>Comm-Blind &amp; Visual Impair Total</b>	<b>4</b>	<b>\$15.19</b>	<b>\$17.83</b>	<b>85.2%</b>
	Commission Of Pardons And Parole	G	2	\$9.77	\$14.37	68.0%
		H	2	\$12.50	\$16.54	75.5%
		L	2	\$19.10	\$27.55	69.3%
		<b>Commission Of Pardons And Parole Total</b>	<b>6</b>	<b>\$13.79</b>	<b>\$19.49</b>	<b>70.8%</b>
	Department Of Agriculture	H	2	\$12.70	\$16.54	76.8%
		I	5	\$14.39	\$19.33	74.4%
		J	2	\$17.41	\$21.79	79.9%
		K	7	\$17.58	\$24.41	72.0%
		L	3	\$23.25	\$27.55	84.4%
		M	1	\$23.36	\$31.15	75.0%
		<b>Department Of Agriculture Total</b>	<b>20</b>	<b>\$17.42</b>	<b>\$22.90</b>	<b>76.1%</b>
	Department Of Commerce	H	1	\$14.19	\$16.54	85.8%
		K	1	\$16.59	\$24.41	68.0%
		L	3	\$18.73	\$27.55	68.0%
		<b>Department Of Commerce Total</b>	<b>5</b>	<b>\$17.39</b>	<b>\$24.72</b>	<b>70.4%</b>
	Department Of Correction	G	8	\$10.09	\$14.37	70.2%
		H	7	\$12.14	\$16.54	73.4%
		I	137	\$13.20	\$19.33	68.3%
		J	21	\$15.95	\$21.79	73.2%
		K	27	\$17.15	\$24.41	70.3%
		L	9	\$21.68	\$27.55	78.7%
		M	4	\$22.99	\$31.15	73.8%
		N	1	\$32.00	\$34.42	93.0%
		P	1	\$40.00	\$40.78	98.1%
		<b>Department Of Correction Total</b>	<b>215</b>	<b>\$14.56</b>	<b>\$20.67</b>	<b>70.5%</b>
	Department Of Environmental Quality	G	1	\$13.46	\$14.37	93.7%
		H	2	\$14.26	\$16.54	86.2%
		J	4	\$20.32	\$21.79	93.3%
		L	4	\$21.94	\$27.55	79.6%
		M	10	\$23.35	\$31.15	74.9%
		N	2	\$27.53	\$34.42	80.0%
		P	1	\$33.72	\$40.78	82.7%
		<b>Department Of Environmental Quality Total</b>	<b>24</b>	<b>\$22.22</b>	<b>\$27.75</b>	<b>80.1%</b>
	Department Of Finance	H	1	\$16.54	\$16.54	100.0%
		K	3	\$20.40	\$24.41	83.6%
		<b>Department Of Finance Total</b>	<b>4</b>	<b>\$19.44</b>	<b>\$22.44</b>	<b>86.6%</b>
	Department Of Fish & Game	G	5	\$11.95	\$14.37	83.2%
		H	2	\$13.91	\$16.54	84.1%
		I	6	\$15.77	\$19.33	81.6%
		J	13	\$16.54	\$21.79	75.9%
		K	2	\$19.50	\$24.41	79.9%
		L	6	\$20.80	\$27.55	75.5%
		<b>Department Of Fish &amp; Game Total</b>	<b>34</b>	<b>\$16.50</b>	<b>\$21.13</b>	<b>78.1%</b>
Department Of Insurance	G	2	\$11.16	\$14.37	77.7%	
	K	2	\$18.60	\$24.41	76.2%	
	L	2	\$20.99	\$27.55	76.2%	
	<b>Department Of Insurance Total</b>	<b>6</b>	<b>\$16.92</b>	<b>\$22.11</b>	<b>76.5%</b>	
Department Of Labor	F	2	\$11.55	\$12.65	91.3%	
	G	2	\$10.76	\$14.37	74.9%	
	H	4	\$12.74	\$16.54	77.0%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2013		I	40	\$14.19	\$19.33	73.4%	
		J	4	\$17.36	\$21.79	79.7%	
		K	1	\$17.75	\$24.41	72.7%	
		L	5	\$19.76	\$27.55	71.7%	
		M	2	\$36.50	\$31.15	117.2%	
		N	1	\$36.50	\$34.42	106.0%	
		<b>Department Of Labor Total</b>		<b>61</b>	<b>\$15.72</b>	<b>\$20.32</b>	<b>77.3%</b>
		Department Of Lands	H	3	\$14.08	\$16.54	85.1%
			K	6	\$19.15	\$24.41	78.5%
			L	4	\$22.11	\$27.55	80.3%
			M	1	\$23.36	\$31.15	75.0%
			N	3	\$29.19	\$34.42	84.8%
			O	1	\$38.46	\$37.30	103.1%
		<b>Department Of Lands Total</b>		<b>18</b>	<b>\$21.94</b>	<b>\$26.56</b>	<b>82.6%</b>
		Dept - Parks & Recreation	G	3	\$10.98	\$14.37	76.4%
			H	2	\$11.96	\$16.54	72.3%
			J	9	\$15.47	\$21.79	71.0%
			K	3	\$17.52	\$24.41	71.8%
			L	1	\$19.75	\$27.55	71.7%
		<b>Dept - Parks &amp; Recreation Total</b>		<b>18</b>	<b>\$14.91</b>	<b>\$20.73</b>	<b>71.9%</b>
		Dept Of Administration	F	1	\$10.50	\$12.65	83.0%
			H	2	\$12.75	\$16.54	77.1%
			I	2	\$16.00	\$19.33	82.8%
			J	1	\$14.81	\$21.79	68.0%
			K	1	\$17.50	\$24.41	71.7%
			M	2	\$26.33	\$31.15	84.5%
		<b>Dept Of Administration Total</b>		<b>9</b>	<b>\$17.00</b>	<b>\$21.43</b>	<b>79.3%</b>
		Dept Of Health & Welfare	E	11	\$9.18	\$11.24	81.6%
			G	32	\$11.81	\$14.37	82.2%
			H	75	\$12.31	\$16.54	74.4%
			I	29	\$15.74	\$19.33	81.4%
			J	66	\$15.94	\$21.79	73.2%
			K	47	\$18.45	\$24.41	75.6%
			L	95	\$21.83	\$27.55	79.2%
			M	26	\$26.04	\$31.15	83.6%
			N	8	\$34.82	\$34.42	101.2%
			P	2	\$33.81	\$40.78	82.9%
			Q	1	\$43.00	\$44.89	95.8%
			R	1	\$47.90	\$49.80	96.2%
		V	1	\$83.59	\$81.95	102.0%	
	<b>Dept Of Health &amp; Welfare Total</b>		<b>394</b>	<b>\$17.89</b>	<b>\$22.67</b>	<b>78.9%</b>	
	Dept Of Water Resources	G	2	\$10.89	\$14.37	75.8%	
		H	1	\$12.41	\$16.54	75.0%	
		J	1	\$16.34	\$21.79	75.0%	
		L	1	\$20.66	\$27.55	75.0%	
		M	2	\$26.18	\$31.15	84.0%	
	<b>Dept Of Water Resources Total</b>		<b>7</b>	<b>\$17.65</b>	<b>\$22.42</b>	<b>78.7%</b>	
	Div Of Building Safety	G	3	\$10.86	\$14.37	75.6%	
		K	9	\$19.59	\$24.41	80.2%	
	<b>Div Of Building Safety Total</b>		<b>12</b>	<b>\$17.41</b>	<b>\$21.90</b>	<b>79.5%</b>	
	Div Of Professional-Technical Education	G	1	\$11.75	\$14.37	81.8%	
	<b>Div Of Professional-Technical Education Total</b>		<b>1</b>	<b>\$11.75</b>	<b>\$14.37</b>	<b>81.8%</b>	
	Division Of Human Resources	I	1	\$14.00	\$19.33	72.4%	
		L	1	\$22.00	\$27.55	79.9%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2013		M	2	\$21.17	\$31.15	68.0%	
	<b>Division Of Human Resources Total</b>		<b>4</b>	<b>\$19.59</b>	<b>\$27.30</b>	<b>71.8%</b>	
	Division Of Veterans Services	E	14	\$8.67	\$11.24	77.1%	
		F	48	\$9.81	\$12.65	77.5%	
		G	4	\$11.66	\$14.37	81.1%	
		H	5	\$13.58	\$16.54	82.1%	
		I	13	\$16.55	\$19.33	85.6%	
		J	3	\$17.00	\$21.79	78.0%	
		K	3	\$20.17	\$24.41	82.6%	
		L	5	\$21.63	\$27.55	78.5%	
		M	6	\$24.26	\$31.15	77.9%	
		N	2	\$26.75	\$34.42	77.7%	
	<b>Division Of Veterans Services Total</b>			<b>103</b>	<b>\$13.01</b>	<b>\$16.39</b>	<b>79.4%</b>
	Eastern Idaho Health District VII	G	11	\$10.56	\$14.37	73.5%	
		I	1	\$15.00	\$19.33	77.6%	
		K	1	\$17.09	\$24.41	70.0%	
		L	1	\$23.39	\$27.55	84.9%	
		M	1	\$24.60	\$31.15	79.0%	
	<b>Eastern Idaho Health District VII Total</b>			<b>15</b>	<b>\$13.09</b>	<b>\$17.37</b>	<b>75.3%</b>
	Eastern Idaho Tech College	G	3	\$9.97	\$14.37	69.4%	
		H	1	\$12.65	\$16.54	76.5%	
		J	1	\$15.40	\$21.79	70.7%	
		K	1	\$18.00	\$24.41	73.7%	
	<b>Eastern Idaho Tech College Total</b>			<b>6</b>	<b>\$12.66</b>	<b>\$17.64</b>	<b>71.8%</b>
	Idaho Commission For Libraries	L	1	\$21.95	\$27.55	79.7%	
		M	1	\$24.92	\$31.15	80.0%	
	<b>Idaho Commission For Libraries Total</b>			<b>2</b>	<b>\$23.44</b>	<b>\$29.35</b>	<b>79.8%</b>
	Idaho Public Television	G	2	\$11.73	\$14.37	81.6%	
		I	1	\$13.80	\$19.33	71.4%	
	<b>Idaho Public Television Total</b>			<b>3</b>	<b>\$12.42</b>	<b>\$16.02</b>	<b>77.5%</b>
	Idaho State Lottery	G	1	\$14.00	\$14.37	97.4%	
		L	1	\$20.00	\$27.55	72.6%	
	<b>Idaho State Lottery Total</b>			<b>2</b>	<b>\$17.00</b>	<b>\$20.96</b>	<b>81.1%</b>
	Idaho State Police	G	4	\$11.01	\$14.37	76.6%	
		H	4	\$12.08	\$16.54	73.0%	
		I	11	\$13.80	\$19.33	71.4%	
		J	4	\$20.95	\$21.79	96.1%	
		K	36	\$18.25	\$24.41	74.8%	
		L	2	\$21.93	\$27.55	79.6%	
	<b>Idaho State Police Total</b>			<b>61</b>	<b>\$16.86</b>	<b>\$22.25</b>	<b>75.8%</b>
	Idaho State Racing Commission	H	1	\$13.89	\$16.54	84.0%	
	<b>Idaho State Racing Commission Total</b>			<b>1</b>	<b>\$13.89</b>	<b>\$16.54</b>	<b>84.0%</b>
	Idaho State University	E	19	\$9.51	\$11.24	84.6%	
		F	5	\$10.47	\$12.65	82.8%	
		G	16	\$11.10	\$14.37	77.2%	
		H	32	\$12.25	\$16.54	74.0%	
		I	13	\$15.01	\$19.33	77.6%	
	J	3	\$16.22	\$21.79	74.4%		
<b>Idaho State University Total</b>			<b>88</b>	<b>\$11.89</b>	<b>\$15.37</b>	<b>77.3%</b>	
Idaho Transportation Dept	G	47	\$12.16	\$14.37	84.6%		
	H	27	\$12.78	\$16.54	77.3%		
	I	8	\$15.14	\$19.33	78.3%		
	J	8	\$19.42	\$21.79	89.1%		
	K	2	\$19.25	\$24.41	78.8%		

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2013		L	15	\$20.99	\$27.55	76.2%	
		M	12	\$27.71	\$31.15	89.0%	
		N	7	\$29.82	\$34.42	86.6%	
		P	1	\$35.92	\$40.78	88.1%	
		<b>Idaho Transportation Dept Total</b>		<b>127</b>	<b>\$16.72</b>	<b>\$20.22</b>	<b>82.7%</b>
		Industrial Commission	G	8	\$12.28	\$14.37	85.5%
			H	4	\$13.74	\$16.54	83.0%
			I	2	\$15.63	\$19.33	80.8%
			J	1	\$17.50	\$21.79	80.3%
		<b>Industrial Commission Total</b>		<b>15</b>	<b>\$13.46</b>	<b>\$16.10</b>	<b>83.6%</b>
		Juvenile Corrections	G	4	\$10.79	\$14.37	75.1%
			H	15	\$12.41	\$16.54	75.0%
			I	23	\$14.63	\$19.33	75.7%
			J	1	\$16.81	\$21.79	77.1%
			K	10	\$18.34	\$24.41	75.1%
			L	2	\$23.00	\$27.55	83.5%
		<b>Juvenile Corrections Total</b>		<b>55</b>	<b>\$14.76</b>	<b>\$19.48</b>	<b>75.8%</b>
		Lewis-Clark State College	E	2	\$10.09	\$11.24	89.8%
			G	2	\$11.54	\$14.37	80.3%
			H	8	\$12.15	\$16.54	73.5%
			I	3	\$15.42	\$19.33	79.8%
		<b>Lewis-Clark State College Total</b>		<b>15</b>	<b>\$12.45</b>	<b>\$16.10</b>	<b>77.3%</b>
		North Central Health District II	G	1	\$12.00	\$14.37	83.5%
			H	1	\$14.30	\$16.54	86.5%
			K	1	\$18.75	\$24.41	76.8%
			L	1	\$24.00	\$27.55	87.1%
		<b>North Central Health District II Total</b>		<b>4</b>	<b>\$17.26</b>	<b>\$20.72</b>	<b>83.3%</b>
		Panhandle Health District I	H	2	\$13.85	\$16.54	83.7%
			J	1	\$18.00	\$21.79	82.6%
			K	2	\$19.00	\$24.41	77.8%
			L	3	\$22.00	\$27.55	79.9%
			N	1	\$35.00	\$34.42	101.7%
		<b>Panhandle Health District I Total</b>		<b>9</b>	<b>\$20.52</b>	<b>\$24.53</b>	<b>83.7%</b>
		Pub Employee Retirement Sys	H	3	\$12.49	\$16.54	75.5%
			J	1	\$16.32	\$21.79	74.9%
		<b>Pub Employee Retirement Sys Total</b>		<b>4</b>	<b>\$13.45</b>	<b>\$17.85</b>	<b>75.3%</b>
		Public Utilities Comm	K	1	\$17.76	\$24.41	72.8%
			N	1	\$24.56	\$34.42	71.4%
		<b>Public Utilities Comm Total</b>		<b>2</b>	<b>\$21.16</b>	<b>\$29.42</b>	<b>71.9%</b>
		Real Estate Commission	L	1	\$19.29	\$27.55	70.0%
		<b>Real Estate Commission Total</b>		<b>1</b>	<b>\$19.29</b>	<b>\$27.55</b>	<b>70.0%</b>
	Soil And Water Conservation Commission	I	1	\$13.41	\$19.33	69.4%	
		K	1	\$17.50	\$24.41	71.7%	
	<b>Soil And Water Conservation Commission Total</b>		<b>2</b>	<b>\$15.46</b>	<b>\$21.87</b>	<b>70.7%</b>	
	South Central Public Health District V	G	2	\$10.50	\$14.37	73.1%	
		L	4	\$21.04	\$27.55	76.4%	
		N	2	\$34.00	\$34.42	98.8%	
	<b>South Central Public Health District V Total</b>		<b>8</b>	<b>\$21.65</b>	<b>\$25.97</b>	<b>83.3%</b>	
	Southeast Health District VI	G	2	\$11.00	\$14.37	76.5%	
		L	1	\$18.73	\$27.55	68.0%	
		N	1	\$30.85	\$34.42	89.6%	
	<b>Southeast Health District VI Total</b>		<b>4</b>	<b>\$17.90</b>	<b>\$22.68</b>	<b>78.9%</b>	
	Southwest Health District III	G	2	\$12.00	\$14.37	83.5%	
		H	1	\$13.23	\$16.54	80.0%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2013		K	1	\$19.53	\$24.41	80.0%
		N	1	\$32.00	\$34.42	93.0%
	<b>Southwest Health District III Total</b>		<b>5</b>	<b>\$17.75</b>	<b>\$20.82</b>	<b>85.3%</b>
	State Board Of Accountancy	G	1	\$10.50	\$14.37	73.1%
	<b>State Board Of Accountancy Total</b>		<b>1</b>	<b>\$10.50</b>	<b>\$14.37</b>	<b>73.1%</b>
	State Board Of Nursing	G	1	\$10.50	\$14.37	73.1%
	<b>State Board Of Nursing Total</b>		<b>1</b>	<b>\$10.50</b>	<b>\$14.37</b>	<b>73.1%</b>
	State Board Of Pharmacy	G	2	\$11.43	\$14.37	79.5%
		J	1	\$17.59	\$21.79	80.7%
	<b>State Board Of Pharmacy Total</b>		<b>3</b>	<b>\$13.48</b>	<b>\$16.84</b>	<b>80.0%</b>
	State Board Of Tax Appeals	G	1	\$9.77	\$14.37	68.0%
	<b>State Board Of Tax Appeals Total</b>		<b>1</b>	<b>\$9.77</b>	<b>\$14.37</b>	<b>68.0%</b>
	State Historical Society	G	1	\$10.75	\$14.37	74.8%
		H	1	\$12.29	\$16.54	74.3%
		I	1	\$14.79	\$19.33	76.5%
		K	2	\$19.07	\$24.41	78.1%
		L	1	\$22.60	\$27.55	82.0%
	<b>State Historical Society Total</b>		<b>6</b>	<b>\$16.43</b>	<b>\$21.10</b>	<b>77.9%</b>
	State Liquor Division	F	31	\$10.03	\$12.65	79.3%
		G	3	\$10.80	\$14.37	75.2%
	<b>State Liquor Division Total</b>		<b>34</b>	<b>\$10.10</b>	<b>\$12.80</b>	<b>78.9%</b>
	State Tax Commission	G	4	\$10.58	\$14.37	73.6%
		H	9	\$12.11	\$16.54	73.2%
		I	4	\$14.43	\$19.33	74.7%
		K	6	\$17.78	\$24.41	72.8%
		M	2	\$23.82	\$31.15	76.5%
	<b>State Tax Commission Total</b>		<b>25</b>	<b>\$14.53</b>	<b>\$19.70</b>	<b>73.8%</b>
	Vocational Rehabilitation	I	6	\$14.29	\$19.33	73.9%
		J	1	\$16.34	\$21.79	75.0%
		K	1	\$19.00	\$24.41	77.8%
<b>Vocational Rehabilitation Total</b>		<b>8</b>	<b>\$15.14</b>	<b>\$20.27</b>	<b>74.7%</b>	
<b>FY 2013 Total</b>			<b>1580</b>	<b>\$15.65</b>	<b>\$20.23</b>	<b>77.3%</b>
FY 2014	Boise State University	E	28	\$9.13	\$11.26	81.1%
		F	3	\$10.10	\$12.65	79.9%
		G	15	\$11.07	\$14.39	76.9%
		H	41	\$12.33	\$16.57	74.4%
		I	40	\$15.07	\$19.34	77.9%
		J	6	\$15.66	\$21.79	71.8%
		K	1	\$24.41	\$24.41	100.0%
	<b>Boise State University Total</b>		<b>134</b>	<b>\$12.53</b>	<b>\$16.25</b>	<b>77.1%</b>
	Brand Inspector	I	2	\$13.22	\$19.33	68.4%
	<b>Brand Inspector Total</b>		<b>2</b>	<b>\$13.22</b>	<b>\$19.33</b>	<b>68.4%</b>
	Bur-Occupational Licenses	J	1	\$15.55	\$21.79	71.4%
	<b>Bur-Occupational Licenses Total</b>		<b>1</b>	<b>\$15.55</b>	<b>\$21.79</b>	<b>71.4%</b>
	Central Health District IV	G	6	\$11.50	\$14.37	80.0%
		I	1	\$15.46	\$19.33	80.0%
		J	1	\$18.00	\$21.79	82.6%
		K	1	\$19.92	\$24.41	81.6%
		L	1	\$24.00	\$27.55	87.1%
	<b>Central Health District IV Total</b>		<b>10</b>	<b>\$14.64</b>	<b>\$17.93</b>	<b>81.6%</b>
	Comm-Blind & Visual Impair	G	1	\$12.25	\$14.37	85.2%
		I	1	\$13.75	\$19.33	71.1%
<b>Comm-Blind &amp; Visual Impair Total</b>		<b>2</b>	<b>\$13.00</b>	<b>\$16.85</b>	<b>77.2%</b>	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2014	Commission Of Pardons And Parole	E	1	\$10.00	\$11.24	89.0%	
		G	2	\$9.77	\$14.37	68.0%	
		L	4	\$18.73	\$27.55	68.0%	
	<b>Commission Of Pardons And Parole Total</b>			<b>7</b>	<b>\$14.92</b>	<b>\$21.45</b>	<b>69.6%</b>
	Department Of Agriculture	F	1	\$13.38	\$12.65	105.8%	
		G	2	\$13.38	\$14.44	92.7%	
		H	2	\$13.10	\$16.54	79.2%	
		I	4	\$14.61	\$19.38	75.4%	
		K	11	\$18.36	\$24.45	75.1%	
		M	2	\$23.12	\$31.15	74.2%	
		N	2	\$25.54	\$34.42	74.2%	
	<b>Department Of Agriculture Total</b>			<b>24</b>	<b>\$17.67</b>	<b>\$23.01</b>	<b>76.8%</b>
	Department Of Commerce	H	1	\$14.19	\$16.54	85.8%	
		L	1	\$26.44	\$27.55	96.0%	
		N	1	\$34.62	\$34.76	99.6%	
	<b>Department Of Commerce Total</b>			<b>3</b>	<b>\$25.08</b>	<b>\$26.28</b>	<b>95.4%</b>
	Department Of Correction	G	5	\$10.66	\$14.40	74.1%	
		H	15	\$12.31	\$16.61	74.1%	
		I	442	\$13.37	\$19.39	68.9%	
		J	27	\$16.02	\$21.90	73.2%	
		K	75	\$17.77	\$24.55	72.4%	
		L	7	\$22.12	\$27.67	79.9%	
		M	12	\$24.26	\$31.38	77.3%	
		N	1	\$27.44	\$34.76	78.9%	
	<b>Department Of Correction Total</b>			<b>584</b>	<b>\$14.36</b>	<b>\$20.43</b>	<b>70.3%</b>
	Department Of Environmental Quality	G	3	\$14.13	\$14.37	98.3%	
		H	1	\$14.54	\$16.54	87.9%	
		I	1	\$15.34	\$19.33	79.4%	
		J	1	\$22.41	\$21.79	102.8%	
		L	1	\$19.75	\$27.55	71.7%	
		M	10	\$23.31	\$31.18	74.7%	
	N	3	\$27.77	\$34.42	80.7%		
	<b>Department Of Environmental Quality Total</b>			<b>20</b>	<b>\$21.54</b>	<b>\$27.17</b>	<b>79.3%</b>
	Department Of Finance	G	4	\$11.42	\$14.41	79.2%	
		K	3	\$22.14	\$24.41	90.7%	
	<b>Department Of Finance Total</b>			<b>7</b>	<b>\$16.01</b>	<b>\$18.69</b>	<b>85.7%</b>
	Department Of Fish & Game	G	5	\$11.41	\$14.37	79.4%	
		H	3	\$15.03	\$16.54	90.9%	
		I	7	\$15.03	\$19.33	77.8%	
		J	8	\$16.97	\$21.79	77.9%	
		K	1	\$20.00	\$24.41	81.9%	
		L	7	\$21.93	\$27.55	79.6%	
	M	1	\$29.50	\$31.15	94.7%		
	<b>Department Of Fish &amp; Game Total</b>			<b>32</b>	<b>\$17.07</b>	<b>\$21.23</b>	<b>80.4%</b>
	Department Of Insurance	G	3	\$11.16	\$14.37	77.7%	
		H	1	\$12.60	\$16.54	76.2%	
		I	2	\$14.72	\$19.33	76.2%	
J		1	\$16.60	\$21.79	76.2%		
L	4	\$21.00	\$27.55	76.2%			
<b>Department Of Insurance Total</b>			<b>11</b>	<b>\$16.01</b>	<b>\$20.94</b>	<b>76.5%</b>	
Department Of Labor	G	1	\$10.75	\$14.37	74.8%		
	H	2	\$14.63	\$16.63	88.0%		
	I	32	\$13.84	\$19.33	71.6%		
	J	4	\$14.81	\$21.79	68.0%		

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2014		K	3	\$20.21	\$24.41	82.8%	
		L	5	\$19.76	\$27.55	71.7%	
		O	1	\$33.65	\$37.30	90.2%	
		<b>Department Of Labor Total</b>		<b>48</b>	<b>\$15.32</b>	<b>\$20.87</b>	<b>73.4%</b>
		Department Of Lands	H	2	\$13.75	\$16.54	83.1%
			I	2	\$16.63	\$19.43	85.6%
			J	1	\$18.50	\$21.79	84.9%
			K	10	\$18.60	\$24.41	76.2%
			L	4	\$21.85	\$27.55	79.3%
			M	3	\$25.81	\$31.25	82.6%
			N	4	\$28.82	\$34.42	83.7%
		<b>Department Of Lands Total</b>		<b>26</b>	<b>\$20.98</b>	<b>\$26.13</b>	<b>80.3%</b>
		Dept - Parks & Recreation	G	2	\$10.35	\$14.37	72.0%
			I	1	\$14.50	\$19.33	75.0%
			J	3	\$15.96	\$21.86	73.0%
			K	1	\$18.50	\$24.41	75.8%
			L	3	\$21.27	\$27.74	76.7%
			M	1	\$24.75	\$31.15	79.5%
		<b>Dept - Parks &amp; Recreation Total</b>		<b>11</b>	<b>\$17.29</b>	<b>\$22.95</b>	<b>75.3%</b>
		Dept Of Administration	F	2	\$12.00	\$12.65	94.9%
			G	2	\$13.75	\$14.37	95.7%
			H	4	\$14.13	\$16.54	85.4%
			I	3	\$15.84	\$19.33	81.9%
			J	1	\$20.00	\$21.79	91.8%
			K	3	\$22.00	\$24.41	90.1%
			L	1	\$22.00	\$27.55	79.9%
			M	1	\$24.00	\$31.15	77.0%
		<b>Dept Of Administration Total</b>		<b>17</b>	<b>\$16.91</b>	<b>\$19.52</b>	<b>86.6%</b>
		Dept Of Health & Welfare	E	11	\$9.11	\$11.26	80.9%
			F	1	\$10.20	\$12.65	80.6%
			G	23	\$12.11	\$14.37	84.3%
		H	96	\$12.69	\$16.57	76.6%	
		I	29	\$16.19	\$19.33	83.7%	
		J	112	\$15.98	\$21.79	73.3%	
		K	50	\$18.39	\$24.45	75.2%	
		L	81	\$22.45	\$27.59	81.4%	
		M	30	\$26.43	\$31.17	84.8%	
		N	9	\$32.86	\$34.42	95.5%	
		V	1	\$83.59	\$81.95	102.0%	
	<b>Dept Of Health &amp; Welfare Total</b>		<b>443</b>	<b>\$17.56</b>	<b>\$22.22</b>	<b>79.0%</b>	
	Dept Of Water Resources	G	5	\$11.06	\$14.37	76.9%	
		J	5	\$18.50	\$21.83	84.7%	
		K	1	\$23.00	\$24.41	94.2%	
		L	1	\$20.66	\$27.55	75.0%	
		M	2	\$24.55	\$31.15	78.8%	
		O	1	\$31.25	\$37.30	83.8%	
	<b>Dept Of Water Resources Total</b>		<b>15</b>	<b>\$18.12</b>	<b>\$22.17</b>	<b>81.7%</b>	
	Div Of Building Safety	G	1	\$10.75	\$14.37	74.8%	
		K	7	\$18.31	\$24.41	75.0%	
	<b>Div Of Building Safety Total</b>		<b>8</b>	<b>\$17.37</b>	<b>\$23.16</b>	<b>75.0%</b>	
	Div Of Professional-Technical Education	G	2	\$12.06	\$14.37	83.9%	
		H	1	\$13.26	\$16.54	80.2%	
	<b>Div Of Professional-Technical Education Total</b>		<b>3</b>	<b>\$12.46</b>	<b>\$15.09</b>	<b>82.5%</b>	
	Division Of Veterans Services	E	8	\$8.79	\$11.25	78.1%	



**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>	
FY 2014		F	44	\$9.73	\$12.66	76.9%	
		G	3	\$11.55	\$14.42	80.1%	
		H	9	\$13.99	\$16.58	84.4%	
		I	9	\$16.49	\$19.33	85.3%	
		J	3	\$17.25	\$21.79	79.2%	
		K	2	\$19.72	\$24.41	80.8%	
		L	6	\$22.75	\$27.55	82.6%	
		M	8	\$24.62	\$31.19	78.9%	
		N	2	\$30.75	\$34.42	89.3%	
		<b>Division Of Veterans Services Total</b>		<b>94</b>	<b>\$13.76</b>	<b>\$17.14</b>	<b>80.3%</b>
		Eastern Idaho Health District VII	G	5	\$10.39	\$14.37	72.3%
			H	1	\$12.75	\$16.54	77.1%
			I	4	\$15.20	\$19.33	78.6%
			K	3	\$18.11	\$24.49	73.9%
			L	4	\$21.32	\$27.62	77.2%
			M	1	\$24.60	\$31.15	79.0%
		<b>Eastern Idaho Health District VII Total</b>		<b>18</b>	<b>\$16.10</b>	<b>\$21.16</b>	<b>76.1%</b>
		Eastern Idaho Tech College	G	1	\$12.25	\$14.37	85.2%
			H	5	\$12.55	\$16.61	75.6%
			J	1	\$15.00	\$21.79	68.8%
			K	1	\$18.00	\$24.41	73.7%
		<b>Eastern Idaho Tech College Total</b>		<b>8</b>	<b>\$13.50</b>	<b>\$17.95</b>	<b>75.2%</b>
		Endowment Fnd Investment Bd	L	1	\$30.00	\$27.55	108.9%
		<b>Endowment Fnd Investment Bd Total</b>		<b>1</b>	<b>\$30.00</b>	<b>\$27.55</b>	<b>108.9%</b>
		Idaho Commission For Libraries	E	2	\$9.72	\$11.24	86.5%
			L	1	\$24.00	\$27.55	87.1%
		<b>Idaho Commission For Libraries Total</b>		<b>3</b>	<b>\$14.48</b>	<b>\$16.68</b>	<b>86.8%</b>
		Idaho Public Television	G	1	\$12.15	\$14.37	84.6%
			K	1	\$22.00	\$24.41	90.1%
			L	1	\$21.00	\$27.55	76.2%
		<b>Idaho Public Television Total</b>		<b>3</b>	<b>\$18.38</b>	<b>\$22.11</b>	<b>83.1%</b>
		Idaho State Lottery	F	1	\$11.00	\$12.65	87.0%
		<b>Idaho State Lottery Total</b>		<b>1</b>	<b>\$11.00</b>	<b>\$12.65</b>	<b>87.0%</b>
		Idaho State Police	G	7	\$11.17	\$14.39	77.6%
			H	7	\$12.14	\$16.54	73.4%
			I	4	\$13.88	\$19.38	71.6%
			J	2	\$21.65	\$21.79	99.4%
			K	1	\$18.00	\$24.41	73.7%
			L	19	\$19.78	\$27.55	71.8%
			M	1	\$24.00	\$31.15	77.0%
		<b>Idaho State Police Total</b>		<b>41</b>	<b>\$16.58</b>	<b>\$22.36</b>	<b>74.2%</b>
		Idaho State University	E	19	\$9.71	\$11.25	86.3%
		F	10	\$10.29	\$12.65	81.3%	
		G	20	\$11.12	\$14.38	77.3%	
		H	21	\$12.57	\$16.56	75.9%	
		I	10	\$15.05	\$19.35	77.8%	
		J	2	\$17.07	\$21.79	78.3%	
		K	1	\$18.49	\$24.65	75.0%	
	<b>Idaho State University Total</b>		<b>83</b>	<b>\$11.77</b>	<b>\$14.91</b>	<b>78.9%</b>	
	Idaho Transportation Dept	G	55	\$12.24	\$14.37	85.2%	
		H	24	\$13.40	\$16.58	80.8%	
		I	6	\$15.46	\$19.36	79.8%	
		J	9	\$18.57	\$21.81	85.1%	
		K	3	\$20.51	\$24.41	84.0%	

**Appendix I - Continued**

**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

Fiscal Year	Agency	Pay Grade	Number of New Hires	Average Pay Rate at Time of Hire	Average Policy Rate	Compa-ratio at Time of Hire	
FY 2014		L	7	\$22.12	\$27.55	80.3%	
		M	9	\$28.44	\$31.15	91.3%	
		N	2	\$27.88	\$34.42	81.0%	
		O	1	\$32.00	\$37.30	85.8%	
		<b>Idaho Transportation Dept Total</b>		<b>116</b>	<b>\$15.65</b>	<b>\$18.57</b>	<b>84.3%</b>
		Industrial Commission	G	6	\$12.43	\$14.37	86.5%
			H	5	\$13.32	\$16.54	80.5%
			K	1	\$20.00	\$24.41	81.9%
		<b>Industrial Commission Total</b>		<b>12</b>	<b>\$13.43</b>	<b>\$16.11</b>	<b>83.4%</b>
		Juvenile Corrections	G	6	\$10.96	\$14.37	76.3%
			H	15	\$12.44	\$16.56	75.1%
			I	38	\$14.63	\$19.36	75.6%
			K	9	\$18.93	\$24.41	77.6%
			L	2	\$22.83	\$27.55	82.9%
			M	1	\$24.00	\$31.46	76.3%
			N	1	\$26.60	\$34.42	77.3%
		<b>Juvenile Corrections Total</b>		<b>72</b>	<b>\$14.93</b>	<b>\$19.60</b>	<b>76.2%</b>
		Lava Hot Springs Foundation	E	1	\$9.00	\$11.24	80.1%
		<b>Lava Hot Springs Foundation Total</b>		<b>1</b>	<b>\$9.00</b>	<b>\$11.24</b>	<b>80.1%</b>
		Lewis-Clark State College	E	3	\$8.70	\$11.24	77.4%
			F	2	\$10.20	\$12.65	80.6%
			G	3	\$11.31	\$14.37	78.7%
			H	10	\$12.61	\$16.56	76.1%
			I	4	\$14.76	\$19.33	76.3%
		<b>Lewis-Clark State College Total</b>		<b>22</b>	<b>\$12.07</b>	<b>\$15.68</b>	<b>77.0%</b>
		North Central Health District II	G	2	\$12.00	\$14.37	83.5%
			K	2	\$17.50	\$24.41	71.7%
		<b>North Central Health District II Total</b>		<b>4</b>	<b>\$14.75</b>	<b>\$19.39</b>	<b>76.1%</b>
		Office Of Brd Of Education	I	2	\$15.30	\$19.33	79.2%
		<b>Office Of Brd Of Education Total</b>		<b>2</b>	<b>\$15.30</b>	<b>\$19.33</b>	<b>79.2%</b>
		Panhandle Health District I	G	10	\$11.66	\$14.37	81.2%
			H	3	\$14.44	\$16.54	87.3%
			I	2	\$16.50	\$19.33	85.4%
			K	2	\$20.33	\$24.41	83.3%
			L	2	\$22.00	\$27.55	79.9%
			N	1	\$28.44	\$34.42	82.6%
		<b>Panhandle Health District I Total</b>		<b>20</b>	<b>\$15.30</b>	<b>\$18.52</b>	<b>82.6%</b>
		Pub Employee Retirement Sys	H	2	\$11.62	\$16.54	70.3%
			J	1	\$17.00	\$21.79	78.0%
		<b>Pub Employee Retirement Sys Total</b>		<b>3</b>	<b>\$13.41</b>	<b>\$18.29</b>	<b>73.3%</b>
		Public Utilities Comm	K	1	\$17.00	\$24.41	69.6%
			L	2	\$23.50	\$27.55	85.3%
		M	1	\$22.46	\$31.15	72.1%	
	<b>Public Utilities Comm Total</b>		<b>4</b>	<b>\$21.62</b>	<b>\$27.67</b>	<b>78.1%</b>	
	South Central Public Health District V	G	7	\$10.91	\$14.37	75.9%	
		J	1	\$16.59	\$21.79	76.1%	
		K	2	\$20.16	\$24.41	82.6%	
		L	3	\$20.66	\$27.55	75.0%	
	<b>South Central Public Health District V Total</b>		<b>13</b>	<b>\$15.02</b>	<b>\$19.53</b>	<b>76.9%</b>	
	Southeast Health District VI	G	3	\$11.00	\$14.37	76.5%	
		K	4	\$17.55	\$24.47	71.7%	
		L	4	\$20.72	\$27.69	74.8%	
		M	1	\$25.00	\$31.15	80.3%	
		N	1	\$32.63	\$34.76	93.9%	

**Appendix I - Continued**

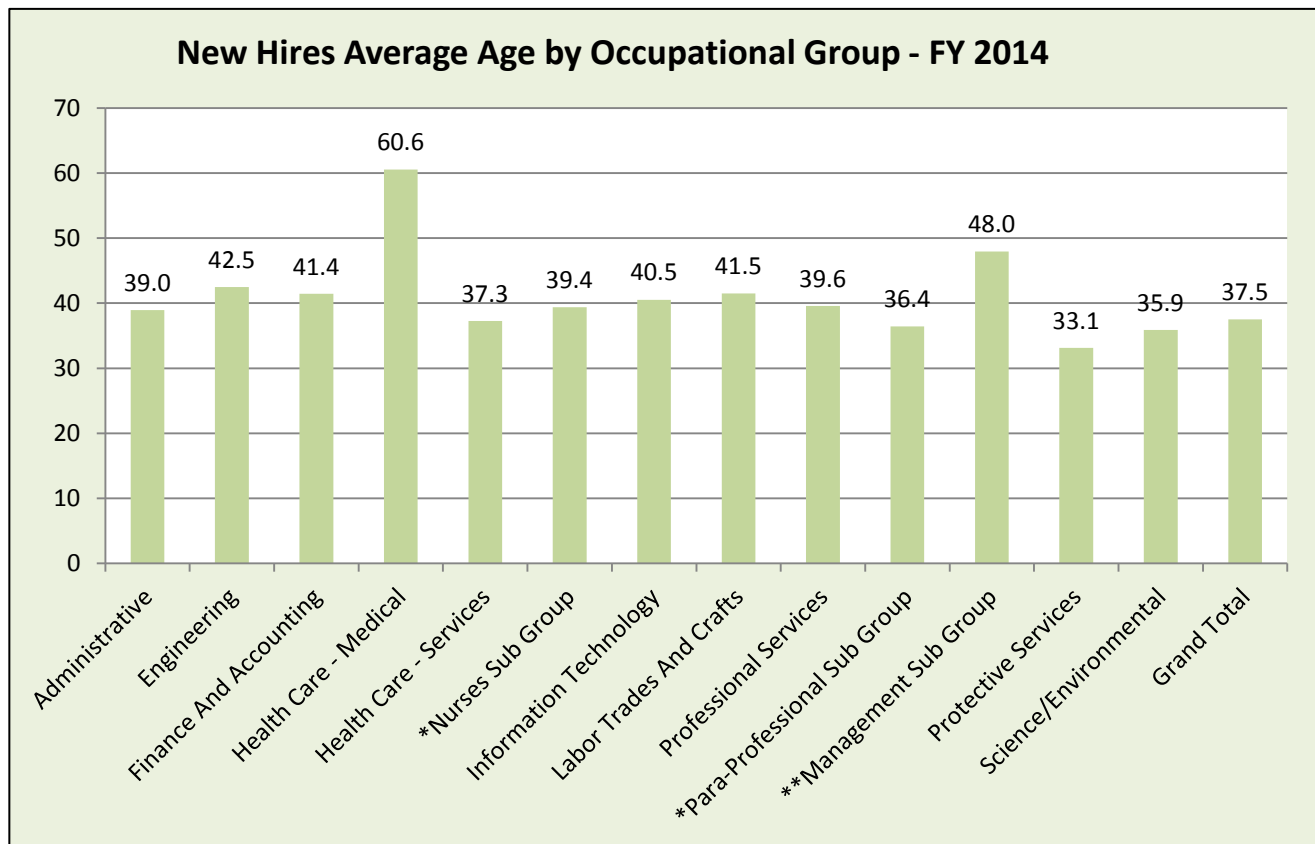
**Classified New Hires by Agency and Pay Grade - FY 2009 to FY2014**

<b>Fiscal Year</b>	<b>Agency</b>	<b>Pay Grade</b>	<b>Number of New Hires</b>	<b>Average Pay Rate at Time of Hire</b>	<b>Average Policy Rate</b>	<b>Compa-ratio at Time of Hire</b>
FY 2014	<b>Southeast Health District VI Total</b>		<b>13</b>	<b>\$18.75</b>	<b>\$24.44</b>	<b>76.7%</b>
	Southwest Health District III	G	5	\$11.50	\$14.37	80.0%
		J	1	\$17.43	\$21.79	80.0%
		K	1	\$19.53	\$24.41	80.0%
		N	2	\$33.50	\$34.59	96.8%
	<b>Southwest Health District III Total</b>		<b>9</b>	<b>\$17.94</b>	<b>\$20.80</b>	<b>86.2%</b>
	State Board Of Nursing	G	1	\$10.50	\$14.37	73.1%
		J	1	\$21.79	\$22.01	99.0%
	<b>State Board Of Nursing Total</b>		<b>2</b>	<b>\$16.15</b>	<b>\$18.19</b>	<b>88.8%</b>
	State Board Of Pharmacy	J	1	\$16.85	\$21.79	77.3%
	<b>State Board Of Pharmacy Total</b>		<b>1</b>	<b>\$16.85</b>	<b>\$21.79</b>	<b>77.3%</b>
	State Board Of Tax Appeals	G	1	\$11.83	\$14.37	82.3%
	<b>State Board Of Tax Appeals Total</b>		<b>1</b>	<b>\$11.83</b>	<b>\$14.37</b>	<b>82.3%</b>
	State Historical Society	G	1	\$10.81	\$14.37	75.2%
		H	1	\$12.29	\$16.54	74.3%
		J	1	\$15.87	\$21.79	72.8%
		K	2	\$18.96	\$24.41	77.7%
	<b>State Historical Society Total</b>		<b>5</b>	<b>\$15.38</b>	<b>\$20.30</b>	<b>75.7%</b>
	State Liquor Division	F	41	\$10.10	\$12.68	79.7%
		G	4	\$11.40	\$14.37	79.3%
		L	1	\$25.00	\$27.55	90.7%
	<b>State Liquor Division Total</b>		<b>46</b>	<b>\$10.54</b>	<b>\$13.15</b>	<b>80.1%</b>
	State Tax Commission	G	1	\$10.46	\$14.37	72.8%
		H	23	\$12.05	\$16.54	72.9%
		I	2	\$14.08	\$19.33	72.8%
		K	14	\$17.78	\$24.44	72.7%
		L	3	\$20.71	\$27.55	75.2%
		M	4	\$25.83	\$31.15	82.9%
	<b>State Tax Commission Total</b>		<b>47</b>	<b>\$15.53</b>	<b>\$20.91</b>	<b>74.3%</b>
	Vocational Rehabilitation	H	2	\$12.41	\$16.54	75.0%
		I	6	\$14.19	\$19.33	73.4%
<b>Vocational Rehabilitation Total</b>		<b>8</b>	<b>\$13.75</b>	<b>\$18.63</b>	<b>73.8%</b>	
<b>FY 2014 Total</b>			<b>2061</b>	<b>\$15.30</b>	<b>\$20.04</b>	<b>76.3%</b>

## Appendix J

### Classified New Hires by Occupational Group - FY 2014

Occupational Group	Number of New Hires	% of Total New Hires	Average Age at Time of Hire
Administrative	411	19.9%	39.0
Engineering	64	3.1%	42.5
Finance And Accounting	70	3.4%	41.4
Health Care - Medical	1	0.0%	60.6
Health Care - Services	203	9.8%	37.3
*Nurses Sub Group	119	5.8%	39.4
Information Technology	51	2.5%	40.5
Labor Trades And Crafts	176	8.5%	41.5
Professional Services	192	9.3%	39.6
*Para-Professional Sub Group	165	8.0%	36.4
**Management Sub Group	2	0.1%	48.0
Protective Services	557	27.0%	33.1
Science/Environmental	50	2.4%	35.9
<b>Grand Total</b>	<b>2061</b>		<b>37.5</b>



**Appendix K**

**Total Separations of Classified Employees by Category - FY 2014**

<b>Separation Category</b>	<b>Change Reason Title</b>	<b>Number of FY 2014 Separations</b>	<b>% of Total Separations</b>	<b>Average Years of Service</b>	<b>Average Age</b>
Entrance Probation Separation	Separation - City Job	3	0.2%	0.2	36.1
	Separation - County Job	5	0.3%	0.7	28.5
	Separation - Federal Job	5	0.3%	0.6	35.7
	Separation - Personal	161	8.8%	1.0	38.4
	Separation - Private Sector Job	49	2.7%	0.9	37.3
	Separation - School District Job	1	0.1%	0.8	50.7
	Separation - State Job (Excluding Idaho)	2	0.1%	0.7	31.0
	Transfer To Other Agency	6	0.3%	1.2	34.3
<b>Entrance Probation Separation Total</b>		<b>232</b>	<b>12.7%</b>	<b>0.9</b>	<b>37.7</b>
Involuntary	Failure To Complete Entr Prob	90	4.9%	0.7	37.3
	Separation - Appt Expires/Temporary	3	0.2%	6.3	47.9
	Separation - Death	13	0.7%	11.0	48.8
	Separation - Entrance Probation/RIF	2	0.1%	0.8	42.8
	Separation - Layoff/Budget Restriction	7	0.4%	5.7	45.0
	Separation - Layoff/Medical	101	5.5%	10.6	51.0
	Separation - Layoff/Shortage Of Work	12	0.7%	9.5	53.5
	Separation - Military	4	0.2%	2.4	32.6
	Termination - Dismissal	55	3.0%	8.4	45.2
<b>Involuntary Total</b>		<b>287</b>	<b>15.7%</b>	<b>6.7</b>	<b>45.1</b>
Retirement	Separation - Medical Retirement	5	0.3%	9.5	57.2
	Separation - Retirement	414	22.6%	21.4	63.0
<b>Retirement Total</b>		<b>419</b>	<b>22.9%</b>	<b>21.2</b>	<b>62.9</b>
Voluntary	Separation - City Job	7	0.4%	4.8	38.0
	Separation - County Job	15	0.8%	6.9	36.1
	Separation - Federal Job	19	1.0%	5.2	36.5
	Separation - Personal	508	27.7%	5.9	40.4
	Separation - Private Sector Job	213	11.6%	5.0	37.8
	Separation - School District Job	8	0.4%	4.2	38.4
	Separation - State Job (Excluding Idaho)	24	1.3%	6.5	35.6
Transfer To Other Agency	101	5.5%	7.5	41.5	
<b>Voluntary Total</b>		<b>895</b>	<b>48.8%</b>	<b>5.8</b>	<b>39.6</b>
<b>Grand Total</b>		<b>1833</b>		<b>8.9</b>	<b>45.6</b>

## Appendix K - Continued

### Total Turnover of Classified Employees by Agency - FY 2014

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

Note: sorted alphabetically by agency

Agency Name	July 2013 Employee Count	July 2014 Employee Count	FY 2014 Separations	Turnover Rate FY 2014	Turnover Rate FY 2013
Accountancy Bd	3	3	0	0.0%	0.0%
Administration	116	120	16	13.6%	11.9%
Agriculture	166	167	27	16.2%	12.7%
Boise State University	605	580	94	15.9%	10.5%
Brand Inspector	26	28	2	7.4%	3.8%
Building Safety	100	102	6	5.9%	8.4%
Central Health District IV	112	107	18	16.4%	11.8%
Comm-Blind & Visual Impair	39	38	2	5.2%	12.8%
Commerce	37	32	10	29.0%	18.7%
Commission For Libraries	34	32	5	15.2%	5.9%
Commission on Aging	12	12	0	0.0%	0.0%
Correction	1,489	1,834	267	16.1%	17.5%
Dentistry Bd	1	1	0	0.0%	0.0%
Eastern Id Tech College	39	37	7	18.4%	13.0%
Eastern Idaho Health District VII	85	89	17	19.5%	22.1%
Education Bd	2	2	2	100.0%	0.0%
Endowment Fnd Investment Bd	2	2	1	50.0%	0.0%
Environmental Quality	325	322	24	7.4%	8.9%
Finance	60	61	9	14.9%	5.1%
Financial Management	1	1	0	0.0%	0.0%
Fish & Game	529	527	36	6.8%	7.9%
Health & Welfare	2,643	2,632	452	17.1%	15.0%
Hispanic Commission	1	1	0	0.0%	0.0%
Historical Society	40	40	7	17.5%	17.3%
Human Resources	10	8	4	44.4%	11.8%
Idaho State University	623	634	63	10.0%	11.6%
Independent Living Council	3	3	0	0.0%	33.3%
Industrial Comm	75	75	13	17.3%	22.5%
Insurance	58	57	13	22.6%	13.7%
Juvenile Corrections	379	387	71	18.5%	14.5%
Labor	596	576	72	12.3%	12.9%
Lands	238	248	21	8.6%	7.2%
Lava Hot Springs	12	12	1	8.3%	0.0%
Lewis & Clark St College	127	124	33	26.3%	16.4%
Liquor Division	196	198	41	20.8%	18.0%
Lottery	11	9	3	30.0%	9.5%
Medicine Bd	8	8	0	0.0%	0.0%
North Central Health District II	42	42	3	7.1%	12.0%
Nursing Bd	6	4	3	60.0%	50.0%
Occupational Licenses	33	32	3	9.2%	15.4%
Outfitters & Guides	4	4	0	0.0%	0.0%
Panhandle Health District I	109	106	24	22.3%	11.0%
Pardons & Parole Comm	29	28	9	31.6%	21.4%
Parks & Recreation	140	132	19	14.0%	12.4%
PERSI	56	53	8	14.7%	5.5%
Pharmacy Bd	10	10	1	10.0%	21.1%

## Appendix K - Continued

### Total Turnover of Classified Employees by Agency - FY 2014

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

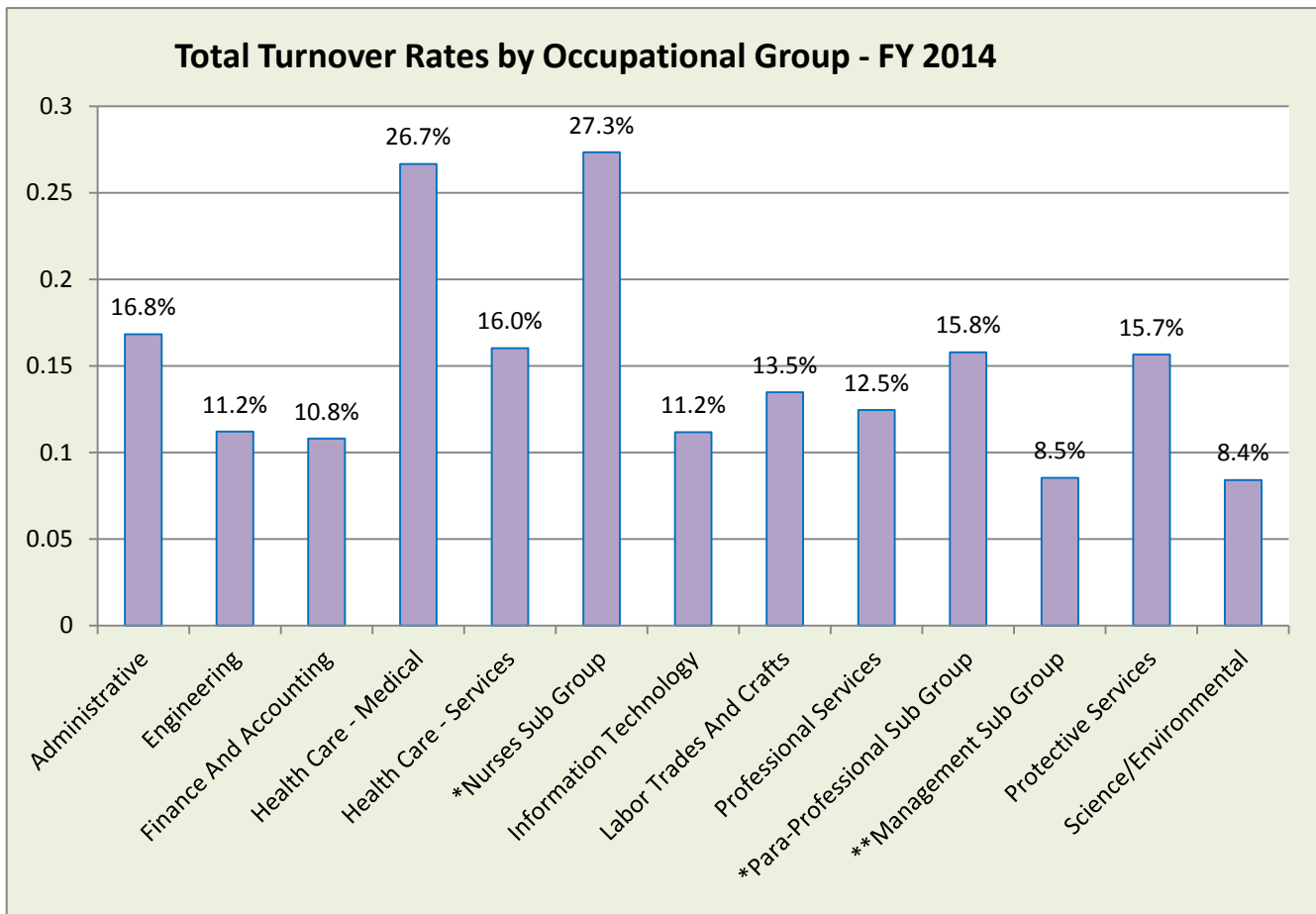
Note: sorted alphabetically by agency

Agency Name	July 2013 Employee Count	July 2014 Employee Count	FY 2014 Separations	Turnover Rate FY 2014	Turnover Rate FY 2013
Prof Eng & Land Surv Bd	2	2	0	0.0%	0.0%
Prof-Tech Education	10	11	3	28.6%	26.1%
Public Television	47	48	3	6.3%	14.4%
Public Utilities Comm	35	35	6	17.1%	5.7%
Racing Comm	2	1	1	66.7%	100.0%
Real Estate Comm	11	11	0	0.0%	0.0%
Soil & Water Conservation	15	15	0	0.0%	6.9%
South Central Health District V	68	68	16	23.5%	15.8%
Southeast Health District VI	72	77	12	16.1%	10.8%
Southwest Health District III	85	82	12	14.4%	14.9%
State Police	465	477	36	7.6%	11.5%
Tax Appeals Bd	2	3	0	0.0%	50.0%
Tax Comm	415	424	41	9.8%	10.1%
Transportation	1,638	1,585	171	10.6%	10.8%
Veterans Services	303	296	94	31.4%	29.5%
Veterinary Med Bd	2	1	1	66.7%	0.0%
Vocational Rehab	54	54	8	14.8%	35.5%
Water Resources	137	131	22	16.4%	11.3%
<b>Totals</b>	<b>12,595</b>	<b>12,841</b>	<b>1,833</b>	<b>14.4%</b>	<b>13.5%</b>

## Appendix K - Continued

### Classified Total Turnover by Occupational Group - FY 2014

Occupational Group	Average Number of Employees FY 2014	FY 2014 Separations	Turnover Rate FY 2014	Average Years of Service of Separations	Average Age of Separations
Administrative	2298	387	16.8%	8.1	47.8
Engineering	937	105	11.2%	15.8	52.0
Finance And Accounting	657	71	10.8%	10.8	50.2
Health Care - Medical	8	2	26.7%	10.3	47.5
Health Care - Services	1279	205	16.0%	8.1	43.4
*Nurses Sub Group	428	117	27.3%	5.3	44.4
Information Technology	573	64	11.2%	10.9	47.5
Labor Trades And Crafts	1120	151	13.5%	8.8	47.4
Professional Services	2063	257	12.5%	11.4	49.0
*Para-Professional Sub Group	937	148	15.8%	7.2	42.5
**Management Sub Group	188	16	8.5%	23.4	55.6
Protective Services	1686	264	15.7%	5.5	36.6
Science/Environmental	547	46	8.4%	12.5	46.5
<b>Grand Total</b>	<b>12718</b>	<b>1833</b>	<b>14.4%</b>	<b>8.9</b>	<b>45.6</b>





## Appendix K - Continued

### Voluntary Turnover of Classified Employees by Agency - FY 2014

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

Note: **excludes** entrance probation separations

Agency Name	July 2013 Employee Count	July 2014 Employee Count	FY 2014 Separations	Turnover Rate FY 2014	Turnover Rate FY 2013
Accountancy Bd	3	3	0	0.0%	0.0%
Administration	116	120	9	7.6%	4.2%
Agriculture	166	167	14	8.4%	7.9%
Boise State University	605	580	47	7.9%	5.8%
Brand Inspector	26	28	1	3.7%	0.0%
Building Safety	100	102	1	1.0%	2.1%
Central Health District IV	112	107	13	11.9%	6.4%
Comm-Blind & Visual Impair	39	38	1	2.6%	5.1%
Commerce	37	32	5	14.5%	16.0%
Commission For Libraries	34	32	1	3.0%	2.9%
Commission on Aging	12	12	0	0.0%	0.0%
Correction	1,489	1,834	124	7.5%	8.2%
Dentistry Bd	1	1	0	0.0%	0.0%
Eastern Id Tech College	39	37	5	13.2%	7.8%
Eastern Idaho Health District VII	85	89	4	4.6%	4.7%
Education Bd	2	2	2	100.0%	0.0%
Endowment Fnd Investment Bd	2	2	0	0.0%	0.0%
Environmental Quality	325	322	14	4.3%	5.8%
Finance	60	61	5	8.3%	0.0%
Financial Management	1	1	0	0.0%	0.0%
Fish & Game	529	527	15	2.8%	2.8%
Health & Welfare	2,643	2,632	237	9.0%	7.2%
Hispanic Commission	1	1	0	0.0%	0.0%
Historical Society	40	40	3	7.5%	7.4%
Human Resources	10	8	3	33.3%	11.8%
Idaho State University	623	634	40	6.4%	6.0%
Independent Living Council	3	3	0	0.0%	33.3%
Industrial Comm	75	75	7	9.3%	17.2%
Insurance	58	57	9	15.7%	6.8%
Juvenile Corrections	379	387	37	9.7%	9.2%
Labor	596	576	27	4.6%	4.3%
Lands	238	248	13	5.3%	4.2%
Lava Hot Springs	12	12	1	8.3%	0.0%
Lewis & Clark St College	127	124	15	12.0%	9.4%
Liquor Division	196	198	20	10.2%	6.7%
Lottery	11	9	1	10.0%	9.5%
Medicine Bd	8	8	0	0.0%	0.0%
North Central Health District II	42	42	2	4.8%	7.2%
Nursing Bd	6	4	2	40.0%	33.3%
Occupational Licenses	33	32	0	0.0%	9.2%
Outfitters & Guides	4	4	0	0.0%	0.0%
Panhandle Health District I	109	106	11	10.2%	6.4%
Pardons & Parole Comm	29	28	7	24.6%	17.9%
Parks & Recreation	140	132	10	7.4%	7.3%
PERSI	56	53	2	3.7%	0.0%

## Appendix K - Continued

### Voluntary Turnover of Classified Employees by Agency - FY 2014

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

Note: **excludes** entrance probation separations

Agency Name	July 2013 Employee Count	July 2014 Employee Count	FY 2014 Separations	Turnover Rate FY 2014	Turnover Rate FY 2013
Pharmacy Bd	10	10	0	0.0%	0.0%
Prof Eng & Land Surv Bd	2	2	0	0.0%	0.0%
Prof-Tech Education	10	11	3	28.6%	26.1%
Public Television	47	48	1	2.1%	8.2%
Public Utilities Comm	35	35	1	2.9%	2.9%
Racing Comm	2	1	1	66.7%	50.0%
Real Estate Comm	11	11	0	0.0%	0.0%
Soil & Water Conservation	15	15	0	0.0%	6.9%
South Central Health District V	68	68	9	13.2%	5.8%
Southeast Health District VI	72	77	7	9.4%	2.7%
Southwest Health District III	85	82	6	7.2%	6.9%
State Police	465	477	15	3.2%	4.4%
Tax Appeals Bd	2	3	0	0.0%	0.0%
Tax Comm	415	424	21	5.0%	5.9%
Transportation	1,638	1,585	67	4.2%	4.2%
Veterans Services	303	296	40	13.4%	12.6%
Veterinary Med Bd	2	1	0	0.0%	0.0%
Vocational Rehab	54	54	4	7.4%	26.2%
Water Resources	137	131	12	9.0%	2.8%
<b>Totals</b>	<b>12,595</b>	<b>12,841</b>	<b>895</b>	<b>7.0%</b>	<b>6.4%</b>

**Appendix K - Continued**

**Classified Voluntary Turnover by Agency - FY 2014 to FY 2007**

Includes **voluntary separations**: Better Job, City Job, Compensation, County Job, Dissatisfied, Federal Job, Other, Personal, Private Sector Job, School District Job, State Job (excluding Idaho), Transfer to Other Agency  
 Separation codes included FY 2012 to FY 2007 but no longer used are: Better Job, Compensation, Dissatisfied, Other  
 Note: **excludes** entrance probation separations

Agency Name	Turnover Rate FY 2014	Turnover Rate FY 2013	Turnover Rate FY 2012	Turnover Rate FY 2011	Turnover Rate FY 2010	Turnover Rate FY 2009	Turnover Rate FY 2008	Turnover Rate FY 2007
Accountancy Bd	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administration	7.6%	4.2%	5.9%	1.6%	3.2%	2.4%	3.3%	30.3%
Agriculture	8.4%	7.9%	4.3%	5.0%	11.6%	9.4%	7.5%	6.5%
Boise State University	7.9%	5.8%	6.6%	5.0%	4.4%	10.9%	6.3%	10.6%
Brand Inspector	3.7%	0.0%	0.0%	14.3%	0.0%	0.0%	9.8%	6.1%
Building Safety	1.0%	2.1%	6.2%	4.6%	5.8%	4.6%	2.9%	11.5%
Central Health District IV	11.9%	6.4%	11.0%	2.7%	6.2%	13.6%	10.6%	17.3%
Comm-Blind & Visual Impair	2.6%	5.1%	5.1%	0.0%	5.0%	2.4%	2.5%	10.1%
Commerce	14.5%	16.0%	0.0%	7.2%	2.4%	6.9%	2.4%	9.8%
Commission For Libraries	3.0%	2.9%	2.8%	5.4%	7.8%	10.1%	2.6%	2.6%
Commission on Aging	0.0%	0.0%	31.6%	35.3%	19.0%	0.0%	15.4%	7.4%
Correction	7.5%	8.2%	6.9%	5.4%	6.4%	5.1%	6.5%	8.3%
Dentistry Bd	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Eastern Id Tech College	13.2%	7.8%	7.7%	2.6%	2.8%	2.9%	11.9%	6.1%
Eastern Idaho Health District VII	4.6%	4.7%	2.4%	3.7%	5.8%	5.6%	1.1%	7.7%
Education Bd	100.0%	0.0%	0.0%	50.0%	33.3%	0.0%	0.0%	0.0%
Endowment Fnd Investment Bd	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Environmental Quality	4.3%	5.8%	5.9%	4.0%	3.3%	3.2%	4.7%	7.6%
Finance	8.3%	0.0%	5.5%	5.9%	4.0%	2.1%	8.2%	0.0%
Financial Management	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	18.2%
Fish & Game	2.8%	2.8%	3.4%	3.1%	2.0%	1.8%	4.6%	2.6%
Health & Welfare	9.0%	7.2%	7.3%	5.9%	5.8%	5.4%	7.1%	8.2%
Hispanic Commission	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
Historical Society	7.5%	7.4%	12.0%	4.7%	4.6%	13.8%	6.8%	7.1%
Human Resources	33.3%	11.8%	26.7%	11.1%	19.0%	0.0%	32.3%	52.8%
Idaho State University	6.4%	6.0%	6.4%	6.6%	7.1%	7.5%	9.2%	8.6%
Independent Living Council	0.0%	33.3%	33.3%	75.0%	0.0%	0.0%	0.0%	66.7%
Industrial Comm	9.3%	17.2%	8.1%	6.7%	11.8%	7.9%	9.4%	13.7%
Insurance	15.7%	6.8%	7.0%	10.3%	6.7%	8.2%	6.4%	9.8%
Juvenile Corrections	9.7%	9.2%	6.1%	8.2%	6.8%	6.3%	6.1%	8.8%
Labor	4.6%	4.3%	5.5%	2.2%	0.8%	3.4%	4.5%	13.5%
Lands	5.3%	4.2%	5.5%	3.5%	3.8%	4.1%	4.9%	5.7%
Lava Hot Springs	8.3%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%
Lewis & Clark St College	12.0%	9.4%	3.1%	4.6%	7.8%	10.7%	4.5%	14.2%
Liquor Division	10.2%	6.7%	1.6%	3.7%	1.0%	1.5%	3.2%	4.5%
Lottery	10.0%	9.5%	9.5%	0.0%	0.0%	0.0%	0.0%	16.0%
Medicine Bd	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
North Central Health District II	4.8%	7.2%	7.3%	7.2%	11.5%	6.5%	6.3%	10.1%
Nursing Bd	40.0%	33.3%	16.7%	0.0%	0.0%	18.2%	0.0%	0.0%
Occupational Licenses	0.0%	9.2%	3.2%	3.2%	6.5%	0.0%	7.3%	0.0%
Outfitters & Guides	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
Panhandle Health District I	10.2%	6.4%	6.5%	7.4%	7.4%	8.7%	14.9%	5.9%
Pardons & Parole Comm	24.6%	17.9%	7.3%	11.1%	0.0%			
Parks & Recreation	7.4%	7.3%	5.9%	4.5%	9.8%	1.9%	4.0%	12.3%
PERSI	3.7%	0.0%	3.7%	9.0%	3.5%	0.0%	7.0%	5.3%
Pharmacy Bd	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
Prof Eng & Land Surv Bd	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prof-Tech Education	28.6%	26.1%	7.1%	0.0%	0.0%	11.4%	0.0%	7.4%
Public Television	2.1%	8.2%	4.1%	2.1%	2.1%	2.0%	2.0%	10.5%
Public Utilities Comm	2.9%	2.9%	8.7%	5.7%	0.0%	0.0%	0.0%	14.5%
Racing Comm	66.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Real Estate Comm	0.0%	0.0%	9.5%	8.0%	7.1%	0.0%	13.3%	21.4%
Soil & Water Conservation	0.0%	6.9%	24.0%	16.0%	0.0%			

## Appendix K - Continued

### Classified Voluntary Turnover by Agency - FY 2014 to FY 2007

Includes **voluntary separations**: Better Job, City Job, Compensation, County Job, Dissatisfied, Federal Job, Other, Personal, Private Sector Job, School District Job, State Job (excluding Idaho), Transfer to Other Agency  
 Separation codes included FY 2012 to FY 2007 but no longer used are: Better Job, Compensation, Dissatisfied, Other  
 Note: **excludes** entrance probation separations

Agency Name	Turnover Rate FY 2014	Turnover Rate FY 2013	Turnover Rate FY 2012	Turnover Rate FY 2011	Turnover Rate FY 2010	Turnover Rate FY 2009	Turnover Rate FY 2008	Turnover Rate FY 2007
South Central Health District V	13.2%	5.8%	10.9%	1.3%	9.3%	10.2%	5.0%	0.0%
Southeast Health District VI	9.4%	2.7%	6.4%	1.2%	5.8%	3.4%	11.6%	5.9%
Southwest Health District III	7.2%	6.9%	8.0%	4.6%	6.6%	2.1%	6.2%	10.3%
State Police	3.2%	4.4%	3.3%	1.3%	1.9%	3.1%	4.4%	4.9%
Tax Appeals Bd	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Tax Comm	5.0%	5.9%	5.6%	3.2%	5.4%	3.4%	3.6%	7.3%
Transportation	4.2%	4.2%	3.3%	2.8%	1.6%	1.9%	4.1%	4.5%
Veterans Services	13.4%	12.6%	5.8%	7.9%	9.8%	11.3%	11.9%	18.1%
Veterinary Med Bd	0.0%	0.0%	0.0%	0.0%	0.0%	200.0%	0.0%	0.0%
Vocational Rehab	7.4%	26.2%	18.3%	1.8%	1.7%	11.7%	8.9%	10.7%
Water Resources	9.0%	2.8%	2.1%	4.9%	2.0%	3.2%	15.3%	12.8%
<b>Totals</b>	<b>7.0%</b>	<b>6.4%</b>	<b>5.8%</b>	<b>4.7%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>6.2%</b>	<b>8.4%</b>

## Appendix K - Continued

### Classified Retirement Turnover by Agency FY 2014

Includes medical and regular retirements

Agency Name	July 2013 Employee Count	July 2014 Employee Count	Average Number of Employees FY 2014	FY 2014 Separations	Turnover Rate FY 2014	Turnover Rate FY 2013
Accountancy Bd	3	3	3.0	0	0.0%	0.0%
Administration	116	120	118.0	5	4.2%	4.2%
Agriculture	166	167	166.5	5	3.0%	4.2%
Boise State University	605	580	592.5	19	3.2%	1.9%
Brand Inspector	26	28	27.0	1	3.7%	0.0%
Building Safety	100	102	101.0	4	4.0%	3.2%
Central Health District IV	112	107	109.5	3	2.7%	0.9%
Comm-Blind & Visual Impair	39	38	38.5	1	2.6%	7.7%
Commerce	37	32	34.5	4	11.6%	2.7%
Commission For Libraries	34	32	33.0	3	9.1%	2.9%
Commission on Aging	12	12	12.0	0	0.0%	0.0%
Correction	1,489	1,834	1,661.5	38	2.3%	2.3%
Dentistry Bd	1	1	1.0	0	0.0%	0.0%
Eastern Id Tech College	39	37	38.0	0	0.0%	5.2%
Eastern Idaho Health District VII	85	89	87.0	7	8.0%	7.0%
Education Bd	2	2	2.0	0	0.0%	0.0%
Endowment Fnd Investment Bd	2	2	2.0	1	50.0%	0.0%
Environmental Quality	325	322	323.5	9	2.8%	2.2%
Finance	60	61	60.5	4	6.6%	1.7%
Financial Management	1	1	1.0	0	0.0%	0.0%
Fish & Game	529	527	528.0	17	3.2%	4.3%
Health & Welfare	2,643	2,632	2,637.5	80	3.0%	3.0%
Hispanic Commission	1	1	1.0	0	0.0%	0.0%
Historical Society	40	40	40.0	4	10.0%	7.4%
Human Resources	10	8	9.0	1	11.1%	0.0%
Idaho State University	623	634	628.5	9	1.4%	2.4%
Independent Living Council	3	3	3.0	0	0.0%	0.0%
Industrial Comm	75	75	75.0	3	4.0%	2.6%
Insurance	58	57	57.5	3	5.2%	3.4%
Juvenile Corrections	379	387	383.0	9	2.3%	1.3%
Labor	596	576	586.0	24	4.1%	3.8%
Lands	238	248	243.0	6	2.5%	2.5%
Lava Hot Springs	12	12	12.0	0	0.0%	0.0%
Lewis & Clark St College	127	124	125.5	8	6.4%	3.9%
Liquor Division	196	198	197.0	10	5.1%	3.6%
Lottery	11	9	10.0	2	20.0%	0.0%
Medicine Bd	8	8	8.0	0	0.0%	0.0%
North Central Health District II	42	42	42.0	0	0.0%	4.8%
Nursing Bd	6	4	5.0	0	0.0%	16.7%
Occupational Licenses	33	32	32.5	1	3.1%	3.1%
Outfitters & Guides	4	4	4.0	0	0.0%	0.0%
Panhandle Health District I	109	106	107.5	6	5.6%	4.6%
Pardons & Parole Comm	29	28	28.5	0	0.0%	0.0%
Parks & Recreation	140	132	136.0	9	6.6%	5.1%
PERSI	56	53	54.5	3	5.5%	3.6%
Pharmacy Bd	10	10	10.0	0	0.0%	21.1%
Prof Eng & Land Surv Bd	2	2	2.0	0	0.0%	0.0%

**Appendix K - Continued**

**Classified Retirement Turnover by Agency FY 2014**

Includes medical and regular retirements

<b>Agency Name</b>	<b>July 2013 Employee Count</b>	<b>July 2014 Employee Count</b>	<b>Average Number of Employees FY 2014</b>	<b>FY 2014 Separations</b>	<b>Turnover Rate FY 2014</b>	<b>Turnover Rate FY 2013</b>
Prof-Tech Education	10	11	10.5	0	0.0%	0.0%
Public Television	47	48	47.5	2	4.2%	4.1%
Public Utilities Comm	35	35	35.0	5	14.3%	2.9%
Racing Comm	2	1	1.5	0	0.0%	50.0%
Real Estate Comm	11	11	11.0	0	0.0%	0.0%
Soil & Water Conservation	15	15	15.0	0	0.0%	0.0%
South Central Health District V	68	68	68.0	4	5.9%	2.9%
Southeast Health District VI	72	77	74.5	3	4.0%	6.8%
Southwest Health District III	85	82	83.5	1	1.2%	5.7%
State Police	465	477	471.0	8	1.7%	3.5%
Tax Appeals Bd	2	3	2.5	0	0.0%	0.0%
Tax Comm	415	424	419.5	10	2.4%	1.6%
Transportation	1,638	1,585	1,611.5	68	4.2%	4.2%
Veterans Services	303	296	299.5	10	3.3%	2.7%
Veterinary Med Bd	2	1	1.5	0	0.0%	0.0%
Vocational Rehab	54	54	54.0	2	3.7%	3.7%
Water Resources	137	131	134.0	7	5.2%	6.4%
<b>Totals</b>	<b>12,595</b>	<b>12,841</b>	<b>12,718.0</b>	<b>419</b>	<b>3.3%</b>	<b>3.2%</b>

## Appendix K - Continued

### Classified Involuntary Turnover by Agency FY 2014

Includes **involuntary separations**: appointment expires, death, dismissal, entrance probation/RIF, failure to complete entrance probation, layoff-budget, layoff-medical, layoff-shortage of work, military

Agency Name	July 2013 Employee Count	July 2014 Employee Count	Average Number of Employees FY 2014	FY 2014 Separations	Turnover Rate FY 2014	Turnover Rate FY 2013
Accountancy Bd	3	3	3.0	0	0.0%	0.0%
Administration	116	120	118.0	2	1.7%	3.4%
Agriculture	166	167	166.5	8	4.8%	0.0%
Boise State University	605	580	592.5	13	2.2%	1.9%
Brand Inspector	26	28	27.0	0	0.0%	3.8%
Building Safety	100	102	101.0	1	1.0%	3.2%
Central Health District IV	112	107	109.5	1	0.9%	1.8%
Comm-Blind & Visual Impair	39	38	38.5	0	0.0%	0.0%
Commerce	37	32	34.5	1	2.9%	0.0%
Commission For Libraries	34	32	33.0	1	3.0%	0.0%
Commission on Aging	12	12	12.0	0	0.0%	0.0%
Correction	1,489	1,834	1,661.5	46	2.8%	3.6%
Dentistry Bd	1	1	1.0	0	0.0%	0.0%
Eastern Id Tech College	39	37	38.0	1	2.6%	0.0%
Eastern Idaho Health District VII	85	89	87.0	1	1.1%	5.8%
Education Bd	2	2	2.0	0	0.0%	0.0%
Endowment Fnd Investment Bd	2	2	2.0	0	0.0%	0.0%
Environmental Quality	325	322	323.5	1	0.3%	0.3%
Finance	60	61	60.5	0	0.0%	0.0%
Financial Management	1	1	1.0	0	0.0%	0.0%
Fish & Game	529	527	528.0	2	0.4%	0.6%
Health & Welfare	2,643	2,632	2,637.5	92	3.5%	3.6%
Hispanic Commission	1	1	1.0	0	0.0%	0.0%
Historical Society	40	40	40.0	0	0.0%	2.5%
Human Resources	10	8	9.0	0	0.0%	0.0%
Idaho State University	623	634	628.5	7	1.1%	1.8%
Independent Living Council	3	3	3.0	0	0.0%	0.0%
Industrial Comm	75	75	75.0	1	1.3%	2.6%
Insurance	58	57	57.5	1	1.7%	1.7%
Juvenile Corrections	379	387	383.0	10	2.6%	2.4%
Labor	596	576	586.0	11	1.9%	3.3%
Lands	238	248	243.0	0	0.0%	0.0%
Lava Hot Springs	12	12	12.0	0	0.0%	0.0%
Lewis & Clark St College	127	124	125.5	6	4.8%	2.3%
Liquor Division	196	198	197.0	8	4.1%	3.1%
Lottery	11	9	10.0	0	0.0%	0.0%
Medicine Bd	8	8	8.0	0	0.0%	0.0%
North Central Health District II	42	42	42.0	0	0.0%	0.0%
Nursing Bd	6	4	5.0	1	20.0%	0.0%
Occupational Licenses	33	32	32.5	1	3.1%	3.1%
Outfitters & Guides	4	4	4.0	0	0.0%	0.0%
Panhandle Health District I	109	106	107.5	3	2.8%	0.0%
Pardons & Parole Comm	29	28	28.5	1	3.5%	3.6%
Parks & Recreation	140	132	136.0	0	0.0%	0.0%
PERSI	56	53	54.5	2	3.7%	1.8%
Pharmacy Bd	10	10	10.0	1	10.0%	0.0%

## Appendix K - Continued

### Classified Involuntary Turnover by Agency FY 2014

Includes **involuntary separations**: appointment expires, death, dismissal, entrance probation/RIF, failure to complete entrance probation, layoff-budget, layoff-medical, layoff-shortage of work, military

Agency Name	July 2013 Employee Count	July 2014 Employee Count	Average Number of Employees FY 2014	FY 2014 Separations	Turnover Rate FY 2014	Turnover Rate FY 2013
Prof Eng & Land Surv Bd	2	2	2.0	0	0.0%	0.0%
Prof-Tech Education	10	11	10.5	0	0.0%	0.0%
Public Television	47	48	47.5	0	0.0%	2.1%
Public Utilities Comm	35	35	35.0	0	0.0%	0.0%
Racing Comm	2	1	1.5	0	0.0%	0.0%
Real Estate Comm	11	11	11.0	0	0.0%	0.0%
Soil & Water Conservation	15	15	15.0	0	0.0%	0.0%
South Central Health District V	68	68	68.0	0	0.0%	5.8%
Southeast Health District VI	72	77	74.5	1	1.3%	1.4%
Southwest Health District III	85	82	83.5	2	2.4%	2.3%
State Police	465	477	471.0	7	1.5%	0.9%
Tax Appeals Bd	2	3	2.5	0	0.0%	0.0%
Tax Comm	415	424	419.5	6	1.4%	2.1%
Transportation	1,638	1,585	1,611.5	26	1.6%	1.3%
Veterans Services	303	296	299.5	18	6.0%	7.1%
Veterinary Med Bd	2	1	1.5	1	66.7%	0.0%
Vocational Rehab	54	54	54.0	2	3.7%	3.7%
Water Resources	137	131	134.0	1	0.7%	2.1%
<b>Totals</b>	<b>12,595</b>	<b>12,841</b>	<b>12,718.0</b>	<b>287</b>	<b>2.3%</b>	<b>2.4%</b>



## Appendix L

### Workforce Demographics by Agency - 10/16/2014

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

Agency Name	Number of Employees	Average Hourly Pay Rate	Average Years of Service
Accountancy Bd	4	\$21.36	13.6
Administration	135	\$23.28	11.5
Agriculture	245	\$21.06	12.4
Appellate Public Defender	21	\$27.34	6.2
Attorney General	189	\$32.73	11.4
Boise State University	582	\$13.91	8.8
Brand Inspector	34	\$17.22	17.0
Building Safety	108	\$21.99	10.5
Central Health District IV	114	\$21.17	10.1
Comm-Blind & Visual Impair	39	\$20.97	11.6
Commerce	43	\$25.52	7.9
Commission For Libraries	34	\$20.82	12.7
Commission on Aging	13	\$27.18	11.2
Commission on the Arts	9	\$22.29	11.1
Controller	90	\$27.70	12.6
Correction	1879	\$17.75	7.2
Correctional Industries	32	\$19.27	5.6
Dentistry Bd	4	\$21.04	11.4
Eastern Id Tech College	40	\$14.56	8.5
Eastern Idaho Health District VII	90	\$19.65	8.9
Education Bd	25	\$31.86	8.9
Endowment Fnd Investment Bd	4	\$40.46	10.6
Environmental Quality	334	\$25.67	12.7
Finance	61	\$28.23	10.6
Financial Management	14	\$31.77	10.4
Fish & Game	537	\$23.75	14.7
Governor	18	\$28.00	6.8
Health & Welfare	2679	\$21.24	9.3
Hispanic Commission	3	\$17.82	13.3
Historical Society	39	\$19.60	10.7
House	2	\$26.32	23.1
Human Resources	10	\$31.52	16.1
Idaho State University	649	\$14.17	9.9
Independent Living Council	3	\$22.47	15.0
Industrial Comm	130	\$20.69	10.6
Insurance	69	\$22.37	9.4
Judicial Branch	162	\$29.02	0.9
Juvenile Corrections	397	\$18.55	9.1
Labor	590	\$22.21	12.7
Lands	257	\$23.76	12.9
Lava Hot Springs	14	\$15.42	9.7
Legislative Services	64	\$30.56	11.2
Lewis-Clark State College	125	\$13.30	8.2
Lieutenant Governor	2	\$17.35	1.8
Liquor Division	202	\$15.00	8.2
Lottery	43	\$20.91	9.2
Medicine Bd	14	\$20.67	13.1
Military Division	288	\$25.00	8.3
North Central Health District II	46	\$21.71	10.9

## Appendix L - Continued

### Workforce Demographics by Agency - 10/16/2014

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

<b>Agency Name</b>	<b>Number of Employees</b>	<b>Average Hourly Pay Rate</b>	<b>Average Years of Service</b>
Nursing Bd	9	\$22.20	12.3
Occupational Licenses	33	\$18.63	11.9
Office of Drug Policy	6	\$25.75	1.9
Office of Energy Resources	7	\$25.60	9.8
Outfitters & Guides	5	\$17.45	14.1
Panhandle Health District I	109	\$21.15	9.1
Pardons & Parole Comm	30	\$19.45	9.9
Parks & Recreation	141	\$19.68	12.5
Performance Evaluations	9	\$29.38	6.4
PERSI	58	\$21.85	11.0
Pharmacy Bd	13	\$23.03	7.6
Prof Eng & Land Surv Bd	4	\$28.56	10.7
Prof-Tech Education	29	\$25.88	11.9
Public Defense Comm	1	\$34.61	4.2
Public Television	55	\$20.78	14.6
Public Utilities Comm	43	\$25.36	15.1
Racing Comm	2	\$26.80	13.4
Real Estate Comm	13	\$21.55	8.9
Secretary of State	24	\$21.14	15.6
Senate	3	\$22.70	9.9
Soil & Water Conservation	15	\$23.67	13.8
South Central Health District V	67	\$20.45	11.0
Southeast Health District VI	73	\$20.65	11.6
Southwest Health District III	87	\$19.77	9.1
Species Conservation	11	\$27.19	9.9
State Police	476	\$26.04	12.1
Supt of Public Instruction	129	\$26.75	6.7
Tax Appeals Bd	5	\$25.92	8.8
Tax Comm	427	\$20.69	11.5
Transportation	1582	\$21.78	14.0
Treasurer	26	\$27.13	10.7
Veterans Services	312	\$16.89	7.2
Veterinary Med Bd	2	\$21.30	10.5
Vocational Rehab	142	\$20.88	10.1
Water Resources	137	\$24.38	12.7
<b>Grand Total</b>	<b>14571</b>	<b>\$20.89</b>	<b>10.3</b>

## Appendix M

### Workforce Demographics by County - 10/16/2014

Note: classified, and non-classified employees excluding board members, elected officials, judges, commissioners, higher education, State Insurance Fund, and temporaries; 2 employees are located out of state

<b>Work County</b>	<b>Number of Employees</b>	<b>Average Hourly Pay Rate</b>	<b>Average Years of Service</b>
Ada	7705	\$21.98	10.0
Adams	12	\$19.50	15.1
Bannock	1327	\$17.59	10.5
Bear Lake	20	\$18.17	12.1
Benewah	59	\$20.22	14.2
Bingham	365	\$20.04	9.8
Blaine	26	\$20.01	11.0
Boise	16	\$18.28	9.7
Bonner	140	\$20.52	13.1
Bonneville	631	\$20.61	10.3
Boundary	31	\$17.80	10.3
Butte	8	\$19.35	16.1
Camas	6	\$17.92	8.7
Canyon	742	\$19.16	10.1
Caribou	17	\$17.63	8.5
Cassia	82	\$19.51	13.1
Clark	7	\$16.77	10.4
Clearwater	301	\$19.13	9.4
Custer	28	\$18.42	9.9
Elmore	35	\$18.02	10.3
Franklin	20	\$18.70	12.1
Fremont	236	\$18.11	10.3
Gem	16	\$21.11	14.2
Gooding	21	\$19.69	15.6
Idaho	117	\$18.43	10.8
Jefferson	115	\$22.42	14.2
Jerome	87	\$23.25	11.0
Kootenai	803	\$21.66	10.6
Latah	89	\$20.11	11.0
Lemhi	71	\$21.00	10.9
Lewis	36	\$20.85	11.6
Lincoln	83	\$22.64	15.2
Madison	43	\$19.49	10.3
Minidoka	26	\$18.55	13.4
Nezperce	604	\$19.67	10.9
Oneida	10	\$18.62	13.7
Owyhee	27	\$17.42	7.7
Payette	45	\$20.35	11.0
Power	22	\$17.56	11.7
Shoshone	80	\$20.38	9.2
Teton	9	\$22.14	13.0
Twin Falls	388	\$20.93	10.6
Valley	53	\$21.87	14.8
Washington	10	\$18.70	16.4
<b>Grand Total</b>	<b>14569</b>	<b>\$20.89</b>	<b>10.3</b>

## Appendix N

### Workforce Demographics by Pay Grade Reflecting 74% of Employees - 10/16/2014

Note: Listing pay grades with 74% of the workforce and listing only classifications with 50 or more employees; totals include all the workforce in the pay grade; classified, and non-classified employees excluding board members, elected officials, judges, commissioners, higher education, State Insurance Fund, and temporaries

Pay Grade	Class Code	Class Title	Number of Employees	% of Total Workforce	Average Hourly Pay Rate	Average Years of Service
H	1235	Administrative Assistant 1	432	3.0%	\$14.15	10.1
H	1104	Technical Records Specialist 1	417	2.9%	\$14.14	9.6
H	3638	Transportation Technician	313	2.1%	\$15.73	8.5
H	4248	Financial Technician	140	1.0%	\$14.71	10.4
H	1120	Customer Service Representative 2	74	0.5%	\$12.85	4.0
H	6632	Maintenance Craftsman, Senior	67	0.5%	\$14.07	7.2
<b>H Total</b>			<b>1785</b>	<b>12.3%</b>	<b>\$14.41</b>	<b>9.1</b>
I	9212	Correctional Officer	768	5.3%	\$14.45	4.3
I	1231	Administrative Assistant 2	259	1.8%	\$16.32	11.9
I	1103	Technical Records Specialist 2	217	1.5%	\$15.62	10.7
I	9275	Rehabilitation Technician, DJC	120	0.8%	\$15.71	6.7
I	7779	Psychiatric Technician	108	0.7%	\$14.53	10.1
I	7676	Nurse, Licensed Practical	102	0.7%	\$17.86	7.6
I	8552	Port-Of-Entry Inspector	62	0.4%	\$18.45	13.1
I	1108	Vocational Rehabilitation Assistant	52	0.4%	\$15.21	9.9
<b>I Total</b>			<b>2246</b>	<b>15.4%</b>	<b>\$15.72</b>	<b>8.3</b>
J	7000	Self-Reliance Specialist	398	2.7%	\$17.35	6.9
J	8854	Workforce Consultant, Senior	196	1.3%	\$18.15	11.2
J	3641	Transportation Technician Senior	176	1.2%	\$19.68	16.8
J	9214	Correctional Corporal	115	0.8%	\$17.03	8.2
J	5272	Management Assistant	107	0.7%	\$19.82	15.9
J	1582	Liquor Store Manager	64	0.4%	\$18.67	12.1
<b>J Total</b>			<b>1664</b>	<b>11.4%</b>	<b>\$18.35</b>	<b>11.0</b>
K	9356	Probation and Parole Officer, Senior	188	1.3%	\$18.92	8.7
K	9210	Correctional Sergeant	111	0.8%	\$18.92	10.4
K	9424	Psychosocial Rehabilitation Specialist	86	0.6%	\$18.97	8.5
K	3643	Transportation Technician Principal, Engineering	81	0.6%	\$22.29	19.9
K	1662	IT Information Systems Technician, Senior	73	0.5%	\$21.30	10.0
K	8521	Building Safety Inspector/Advisor	61	0.4%	\$21.86	9.8
K	4246	Financial Specialist	59	0.4%	\$20.41	11.2
K	9423	Social Worker	59	0.4%	\$20.94	9.8

**Appendix N - Continued**

**Workforce Demographics by Pay Grade Reflecting 74% of Employees - 10/16/2014**

Note: Listing pay grades with 74% of the workforce and listing only classifications with 50 or more employees; totals include all the workforce in the pay grade; classified, and non-classified employees excluding board members, elected officials, judges, commissioners, higher education, State Insurance Fund, and temporaries

Pay Grade	Class Code	Class Title	Number of Employees	% of Total Workforce	Average Hourly Pay Rate	Average Years of Service
K	9284	Drug and Alcohol Rehabilitation Specialist	58	0.4%	\$18.70	5.4
K	3642	Transportation Technician Principal, Maintenance	51	0.4%	\$22.59	21.5
<b>K Total</b>			<b>1612</b>	<b>11.1%</b>	<b>\$20.37</b>	<b>10.8</b>
L	6820	Clinician	216	1.5%	\$23.67	7.8
L	9426	Child Welfare Social Worker 2	152	1.0%	\$19.82	5.3
L	8016	ISP Trooper	123	0.8%	\$24.60	7.9
L	4245	Financial Specialist, Senior	80	0.5%	\$24.53	11.2
L	7606	Nurse, Registered	78	0.5%	\$24.13	6.5
L	863	Conservation Officer, Senior	75	0.5%	\$23.30	13.8
L	1074	Lands Resource Specialist, Senior	63	0.4%	\$21.98	13.9
L	3012	Engineering Assistant, Transportation Staff	55	0.4%	\$26.54	24.8
L	835	Biologist, Wildlife Regional	54	0.4%	\$23.25	12.9
L	9058	Program Specialist - DHW	50	0.3%	\$22.64	11.8
<b>L Total</b>			<b>2029</b>	<b>13.9%</b>	<b>\$23.40</b>	<b>10.7</b>
M	7574	Nurse, Registered Senior	102	0.7%	\$26.66	9.0
M	7044	Analyst 3	93	0.6%	\$24.23	10.7
M	1640	IT Systems Integration Analyst, Senior	77	0.5%	\$31.27	9.9
M	9201	Correctional Manager 1	73	0.5%	\$23.85	13.7
M	8015	ISP Specialist	68	0.5%	\$30.16	15.0
M	3704	Engineer, Staff	56	0.4%	\$30.28	6.7
<b>M Total</b>			<b>1425</b>	<b>9.8%</b>	<b>\$27.33</b>	<b>12.6</b>
<b>Grand Total</b>			<b>10761</b>	<b>73.9%</b>	<b>\$19.59</b>	<b>10.2</b>

<b>Number of Classified Employees</b>	<b>12888</b>
<b>Number of Non-classified Employees</b>	<b>1683</b>
<b>Total Workforce - Classified and Non-classified</b>	<b>14571</b>

## Appendix O

### Workforce Demographics by Gender - 10/16/2014

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

Gender	Generation	Number of Employees	% of Total Workforce	Average Hourly Pay Rate	Average Years of Service	Average Age as of 10/16/2014
Female	Baby Boomer (1946-1964)	3359	23.1%	\$20.45	14.5	57.3
	Gen X (1965-1979)	2584	17.7%	\$20.03	8.0	42.7
	Millennial (1980-2000)	1460	10.0%	\$17.32	3.1	29.6
	Traditionalist (1933-1945)	60	0.4%	\$17.28	19.3	71.5
<b>Female Total</b>		<b>7463</b>	<b>51.2%</b>	<b>\$19.66</b>	<b>10.1</b>	<b>47.0</b>
Male	Baby Boomer (1946-1964)	2993	20.5%	\$24.27	15.9	57.4
	Gen X (1965-1979)	2571	17.6%	\$22.44	8.8	42.3
	Millennial (1980-2000)	1494	10.3%	\$17.50	3.1	29.4
	Traditionalist (1933-1945)	50	0.3%	\$23.77	15.0	71.6
<b>Male Total</b>		<b>7108</b>	<b>48.8%</b>	<b>\$22.18</b>	<b>10.6</b>	<b>46.2</b>
<b>Grand Total</b>		<b>14571</b>		<b>\$20.89</b>	<b>10.3</b>	<b>46.6</b>

## Appendix P

### Market Related Changes to Address Specific Occupational Inequities - October 16, 2014

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

Class Code	Title	Number of Classified Employees	Pay Grade	Temporary Pay Grade
8930	Actuary	0	N	O
8521	Building Safety Inspector/Advisor	61	J	K
7203	Clinical Specialist	15	M	N
8021	Communications Supervisor	9	I	J
7433	ISP Forensic Scientist 2	14	K	L
8020	ISP Regional Communications Officer	30	H	I
8014	ISP Sergeant	43	L	M
8015	ISP Specialist	68	L	M
8016	ISP Trooper	123	K	L
6572	Locksmith	5	G	H
7584	Nurse, Advanced Practice	10	M	N
7676	Nurse, Licensed Practical	102	H	I
7606	Nurse, Registered	78	K	L
7572	Nurse, Registered Manager	37	M	N
7574	Nurse, Registered Senior	102	L	M
7476	Pharmacist, Clinical	6	L	Q
7478	Pharmacy Services Specialist	2	K	P
7474	Pharmacy Services Supervisor	3	L	R
7209	Physician, Clinical Director - Community	*	Q	V
7211	Physician, Epidemiologist - State	1	Q	V
7207	Physician, Medical Clinic - Institution	2	Q	V
7208	Physician, Medical Director - Institution	2	R	V
7206	Physician, Psychiatric Specialty	2	O	V
7205	Physician, Public Health	*	P	V
5210	Strategic Business Analyst	1	O	P
7727	Therapist	1	L	M
7710	Therapist, Early Intervention	8	L	M
4556	Utilities Division Deputy Administrator	1	O	Q
		<b>726</b>		* Hired as Temporary Employees

## **Appendix Q**

### **Glossary**

Compa-ratio: The relationship between an employee's salary and the policy pay rate (market) of their job. For example: If an employee in pay grade K earns \$16.59 per hour, and the policy pay rate (market) for pay grade K is \$24.41, their compa-ratio is 68% (hourly rate divided by policy rate equals compa-ratio).

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

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

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

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

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

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

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

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

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

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

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

Specific Occupational Inequity: See Payline Exception.

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