

MILLIMAN REPORT

# State of Idaho

## Custom Compensation Survey

Pay Practices Report

August 2024



## SURVEY PARTICIPANTS

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Ada County   Boise, ID	J.R. Simplot   Boise, ID
Bonner General Health   Sandpoint, ID	Kootenai Health   Coeur d'Alene, ID
Buck Knives   Post Falls, ID	Lewiston Independent School District No. 1   Lewiston, ID
Canyon County   Caldwell, ID	Micron Technology   Boise, ID
City of Boise   Boise, ID	Nezperce Jt. School District #302   Nezperce, ID
City of Lewiston   Lewiston, ID	North Idaho College   Coeur d'Alene, ID
City of Meridian   Meridian, ID	Saint Alphonsus Health System   Boise, ID
City of Pocatello   Pocatello, ID	Scentsy, Inc.   Meridian, ID
City of Twin Falls   Twin Falls, ID	St. Luke's Health System   Boise, ID
Clearwater Analytics   Boise, ID	State of Montana   Helena, MT
D&B Supply   Caldwell, ID	State of Nevada   Carson City, NV
Delta Dental of Idaho   Boise, ID	State of Oregon   Salem, OR
Gonzaga University   Spokane, WA	State of Utah   Salt Lake City, UT
Gritman Medical Center   Moscow, ID	State of Washington   Olympia, WA
Heritage Health   Hayden, ID	State of Wyoming   Cheyenne, WY
Idaho National Laboratory   Idaho Falls, ID	The College of Idaho   Caldwell, ID
Idaho Power Company   Boise, ID	Valley County   Cascade, ID
Idahoan Foods   Idaho Falls, ID	WinCo Foods   Boise, ID

**MARKET PAY PRACTICES**

Milliman surveyed the different methodologies in the market pertaining to delivering pay and pay increases. A summary of those findings is in the table below.

	PAY PRACTICES					
	ALL PARTICIPANTS		PUBLIC SECTOR		PRIVATE SECTOR	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Annual operating budget	\$4,075.7M	\$168.7M	\$6,886.3M	\$81.81M	\$832.6M	\$371.0M
Number of FTEs	7,100	1,269	10,624	870	3,947	1,383
Standard hours per year	2,080	2,080	2,080	2,080	2,080	2,080
Average Percent of Base Pay Increase Budget, 2022	3.9%	3.0%	3.5%	3.0%	4.3%	3.0%
Average Percent of Base Pay Increase Budget, 2023	5.0%	5.0%	6.2%	5.0%	3.9%	4.1%
Average Percent of Base Pay Increase Budget, 2024	3.5%	3.0%	3.3%	3.0%	3.7%	3.8%
Average Percent of Base Pay Increase Budget, 2025 Projected	3.4%	3.0%	3.3%	3.0%	3.5%	3.3%
Percent Increase to Salary Structure, 2022	2.9%	2.1%	3.0%	3.0%	2.7%	2.0%
Percent Increase to Salary Structure, 2023	3.5%	3.0%	4.8%	4.4%	2.3%	2.4%
Percent Increase to Salary Structure, 2024	2.8%	3.0%	3.6%	3.0%	2.0%	2.6%
Percent Increase to Salary Structure, 2025 Projected	2.4%	2.0%	2.6%	2.0%	2.2%	2.6%
	YES		% WITHIN PUBLIC SECTOR		% WITHIN PRIVATE SECTOR	
Utilize Cost of Living Adjustments	15		60%		40%	
Utilize Market Based Adjustments	22		36%		64%	
Utilize Performance (Merit) Based Adjustments	15		27%		73%	
Utilize Competency Based Adjustments	4		0%		100%	
Utilize Step Increases	15		67%		33%	
Shift Differential Pay	25		48%		52%	
Longevity Pay	15		80%		20%	
Multiple Salary Structures	24		62.5%		37.5%	
Professional Certification Pay	26		38%		58%	



**CONTACT**

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