

National Compensation Association of State Governments 2014 Pay Structures and Practices Survey

Table 16 - Pay Range Structure

\*Place an "x" in the cell(s) that apply to your state's pay structure.

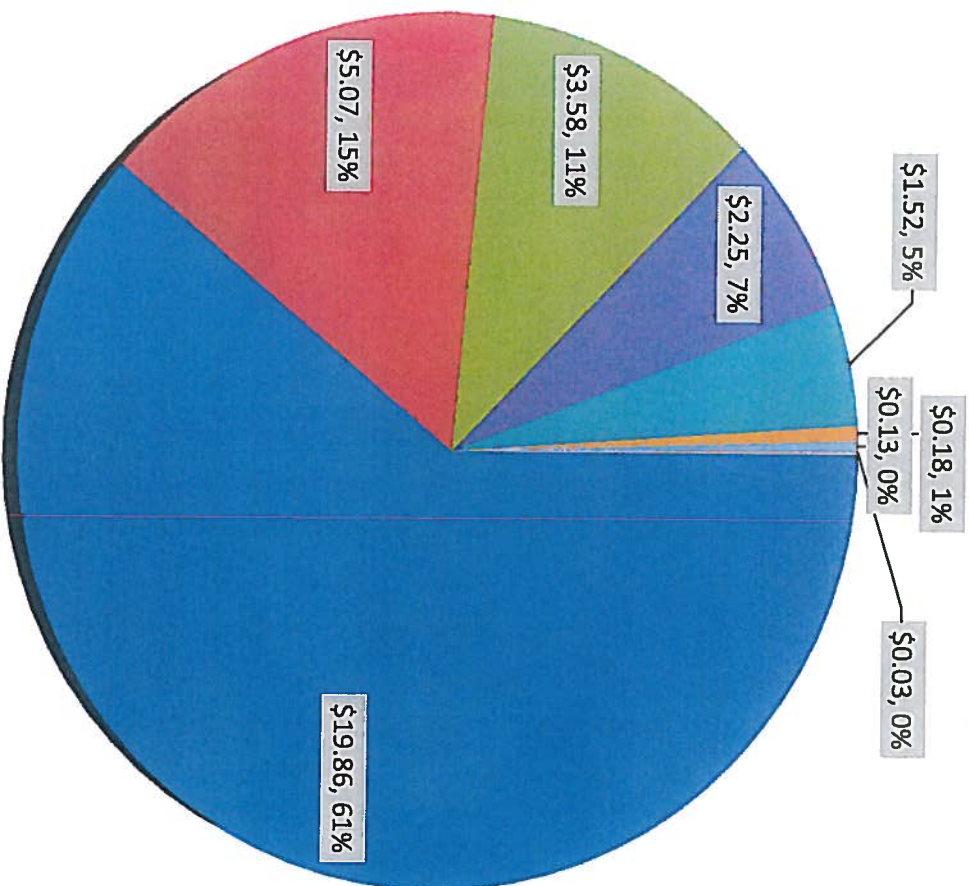
State	Average Pay Range Width %	Range Width Varies by Occupational Group	Range Width Varies by Functional Level (e.g., narrower for entry and wider for managerial positions?)	Fixed range width unless justified to change?
Alabama	42.5%			X
Alaska	Due to pay increments, there isn't an end to calculate this.			
Arkansas	40% Career Service Pay Plan		X	
	20% Professional and Executive Pay Plan		X	
Colorado		X		X
Florida	1		2	
Hawaii	32.0%	X		
Idaho	84.0%			
Indiana	71.0%	X		
Iowa	45.0%		X	
Kansas	40.0%			X
Kentucky	33% Min to Midpt			
Louisiana	107.2%			
Minnesota	47.0%	X	X	
Missouri	40.8%	X	X	
Montana	47.0%	X	X	
Nebraska		X		
New Mexico	74.0%			
North Carolina	graded: 59%		X	X
North Carolina	banded: 118%	X		X
North Dakota	66.0%			
Ohio	28.0%	X	X	X
Oklahoma	67.5%			X
Oregon	45.0%			X
South Carolina	85.0%			
South Dakota	50.0%	X	X	
Tennessee	Preferred: 60% Executive: 80%			X
Utah	57.7%	X	X	X
Virginia	121.4%			X
Washington	30.0%		X-1	
West Virginia	85.0%		X	
Wisconsin	(non broadband) 61.1%	X		
	(broadband) 125.5%	X		
Wyoming	50.0%			X
<b>Mean Average:</b>	<b>60.3%</b>			
<b>Median:</b>	<b>50.0%</b>			

Florida - <sup>1</sup> Has a broadband pay bands that are from 166% to 342% in range width. <sup>2</sup> Managerial positions are generally assigned to the pay bands with the largest widths.

Kentucky - Employee can move beyond midpoint with no max.

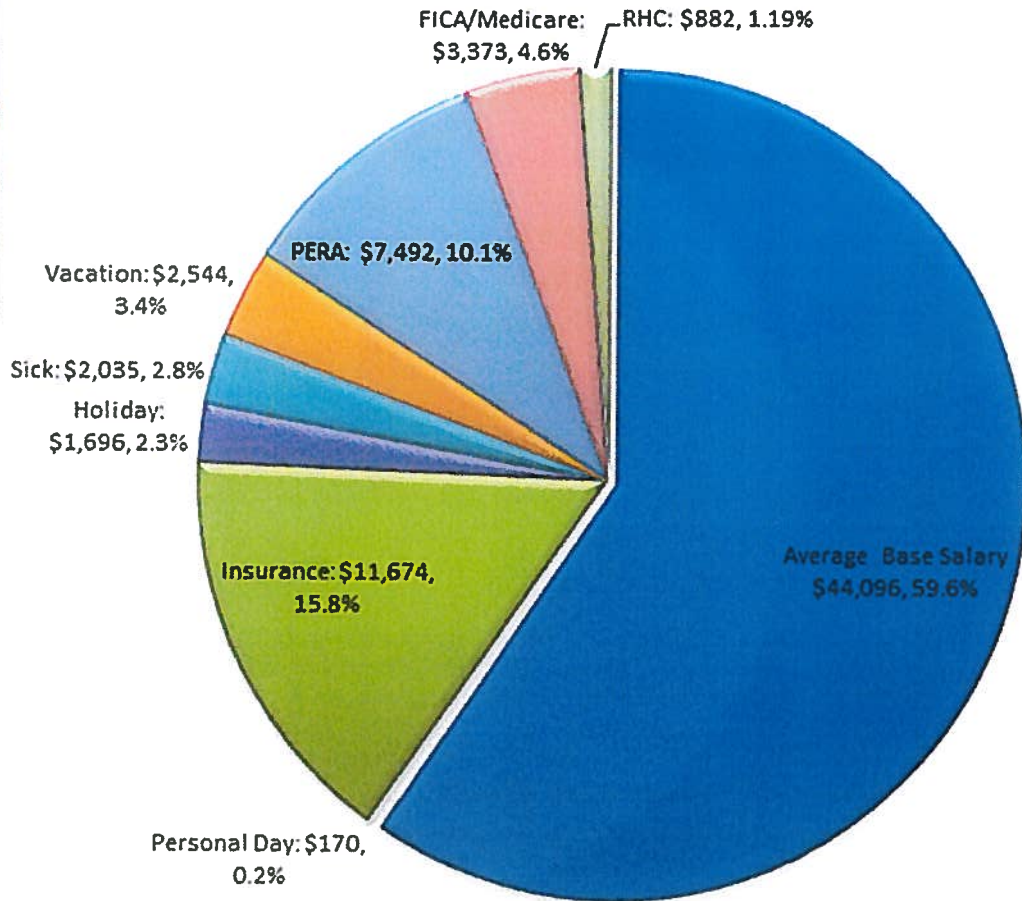
Washington - X-1 Exempt and mid- management pay structure is broad banded and is different from our standard progression salary schedules.

# Idaho Total Compensation as of October 2014 - Annual Salary \$41,308

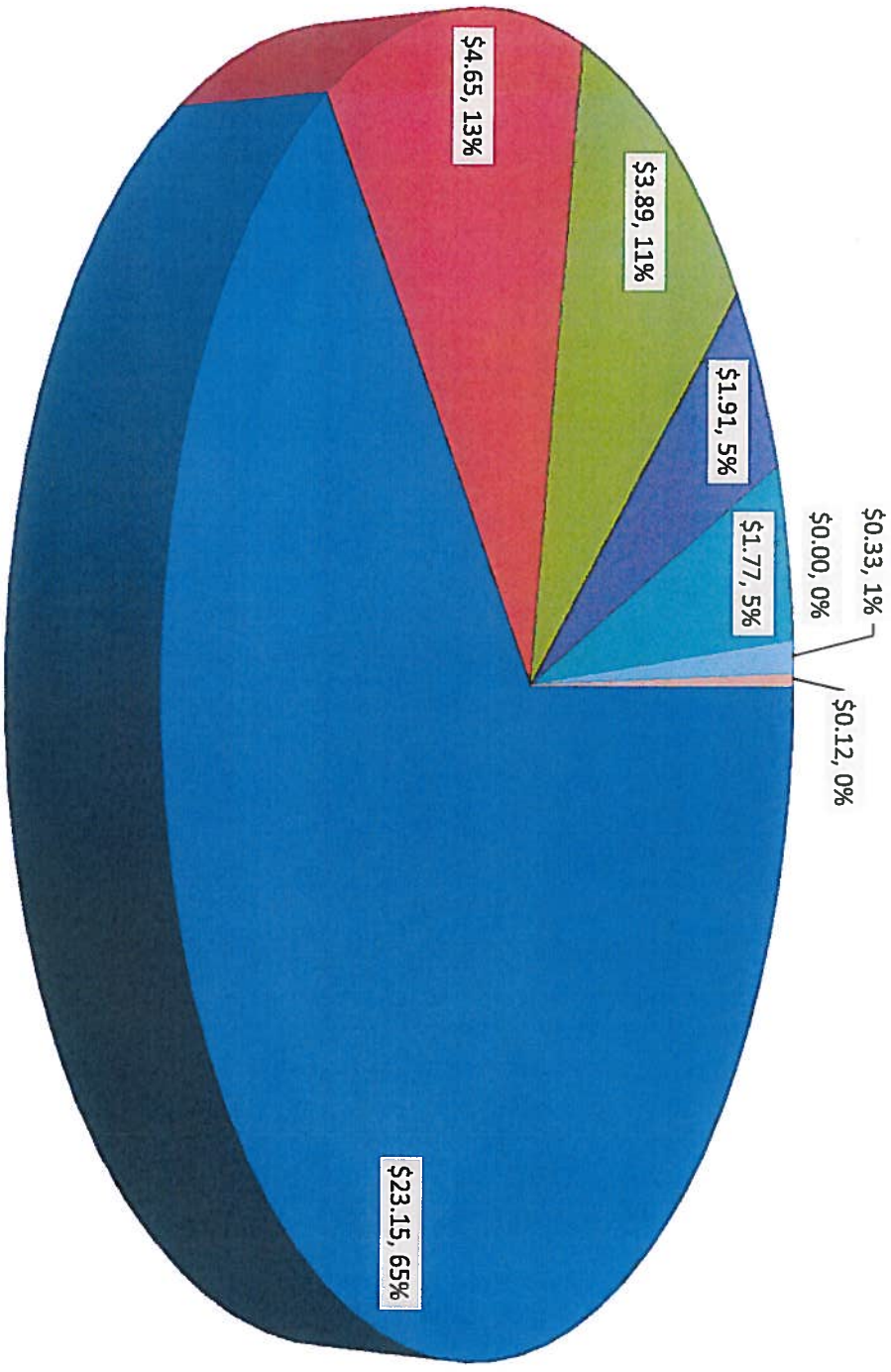


- Wage
- Medical
- Time-Off
- Retirement
- Social Security
- Workers Comp
- Life Insurance
- Unemployment

# New Mexico SPO - Total Compensation, October 1, 2014



# Montana Total Compensation as of January 7, 2015 - Annual Salary \$48,152

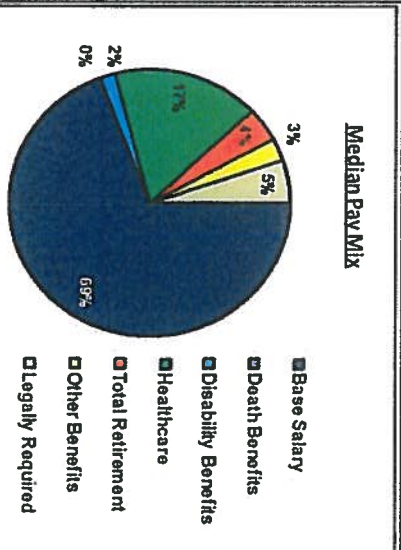
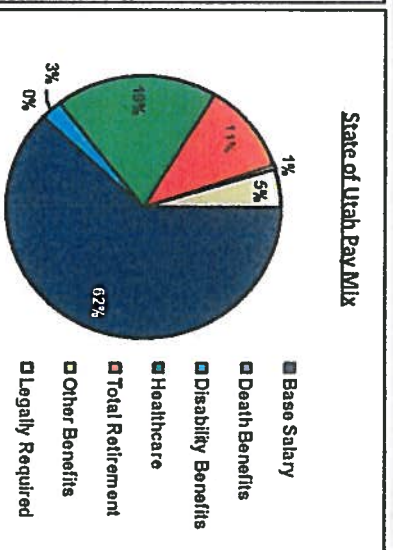
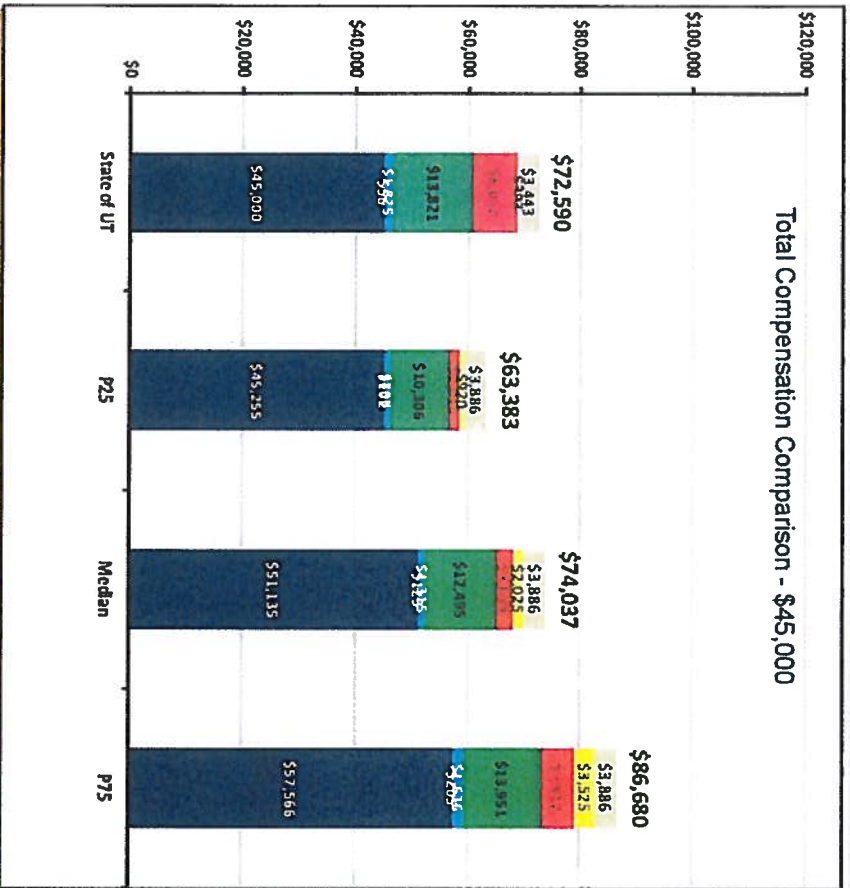


- Wage
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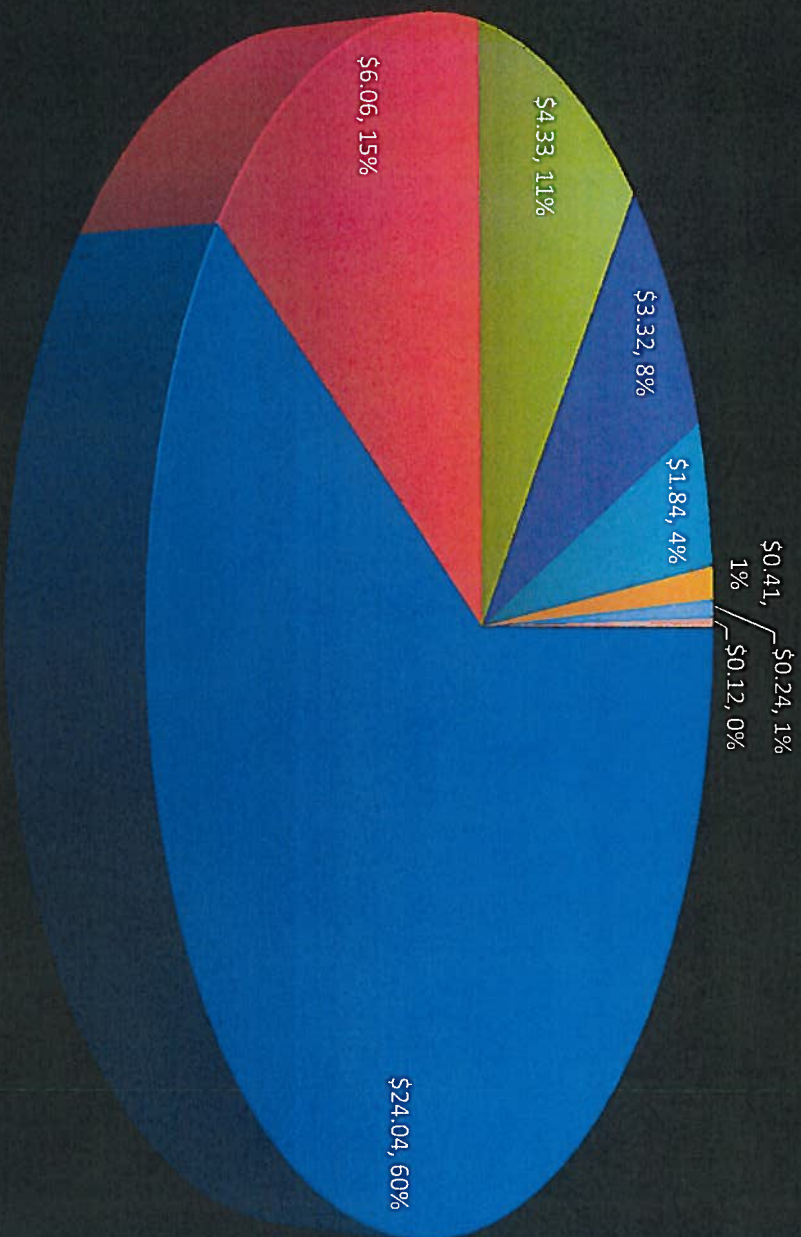


# Market Competitiveness – Total Compensation

STATE OF UTAH VS. HAY GROUP MARKET (UT) - \$45,000 SALARY



# Wyoming Total Compensation as of October 2014 - Annual Salary \$50,003



- Wage
- Medical
- Time-Off
- Retirement
- Social Security
- Workers Comp
- Life Insurance
- Unemployment

### Salary Surveys Wage Analysis by Pay Grade - 2014

Note: 224 jobs matched in the five surveys

Pay Grade	Number of Classified Employees July 2014	% Idaho Wages are above or below market (Average of all Market Differences)	% Idaho Policy is above or below market (Average of all Market Differences)
E	239	-22.0%	-14.1%
F	221	-21.6%	-13.6%
G	508	-19.9%	-8.1%
H	1581	-23.3%	-10.1%
I	1580	-23.2%	-11.2%
J	730	-23.4%	-12.9%
K	933	-22.2%	-8.9%
L	1079	-17.3%	-3.1%
M	678	-14.8%	-5.3%
N	210	-23.1%	-17.2%
O	119	-12.6%	-10.5%
P	30	-13.8%	-11.3%
Q	13	-15.5%	-22.4%
R	3	-24.2%	-22.2%
V	4	-5.4%	-7.1%
<b>Grand Total</b>	<b>7928</b>	<b>-19.8%</b>	<b>-9.5%</b>

### Salary Surveys Wage Analysis by Pay Grade and Classification - 2014

Note: 224 jobs matched in the five surveys

Pay Grade	Classification	Number of Classified Employees July 2014	% Idaho Wages are above or below market (Average of all Market Differences)	% Idaho Policy is above or below market (Average of all Market Differences)
E	Custodian	198	-15.2%	-1.7%
	Dietary Aide, Senior	30	-28.0%	-14.7%
	Laundry Worker	1	-20.6%	-19.8%
	Receptionist	10	-24.2%	-20.1%
<b>E Total</b>		<b>239</b>	<b>-22.0%</b>	<b>-14.1%</b>
F	Cook	4	-29.9%	-13.0%
	Liquor Store Clerk	104	-11.6%	5.7%
	Nursing Assistant, Certified	78	-24.8%	-12.9%
	Pharmacy Assistant, Senior	3	-26.6%	-29.5%
	Physical/Occupational Therapy Aide	10	-10.8%	-10.1%
	Security Officer	3	-24.2%	-16.7%
	Shipping and Receiving Materials Handler	19	-23.6%	-18.3%
<b>F Total</b>		<b>221</b>	<b>-21.6%</b>	<b>-13.6%</b>
G	Customer Service Representative 1	105	-12.6%	1.6%
	Financial Support Technician	44	-18.1%	-10.1%
	Home Health Services Aide	1	-34.7%	-17.6%
	Maintenance Craftsman	10	-20.5%	-5.3%
	Office Specialist 2	323	-12.8%	2.9%
	Printing Copy Center Technician	1	-12.4%	-8.7%
	Security Officer, Senior	24	-28.0%	-19.7%
<b>G Total</b>		<b>508</b>	<b>-19.9%</b>	<b>-8.1%</b>
H	Administrative Assistant 1	434	-20.3%	-6.2%
	Carpenter	9	-24.9%	-19.6%
	Customer Service Representative 2	67	-30.9%	-10.4%
	Dental Assistant 2	6	-34.8%	-15.1%
	Developmental Disabilities Technician, SWITC	71	-17.0%	-2.1%
	Financial Technician	136	-11.6%	0.4%
	ISP Forensic Evidence Specialist	5	-17.4%	-15.1%
	Laboratory Technician	3	-35.7%	-15.2%
	Library Assistant 2	27	-25.6%	-15.5%
	Maintenance Craftsman, Senior	69	-25.6%	-12.0%
	Mechanical Systems Operator	6	-38.1%	-30.8%
	Medical Assistant, Registered	5	-13.1%	-7.3%
	Psychiatric Technician Trainee	23	-16.3%	18.3%
Technical Records Specialist 1	413	-24.0%	-10.5%	
Transportation Technician	307	-14.8%	-10.0%	



### Salary Surveys Wage Analysis by Pay Grade and Classification - 2014

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Pay Grade	Classification	Number of Classified Employees July 2014	% Idaho Wages are above or below market (Average of all Market Differences)	% Idaho Policy is above or below market (Average of all Market Differences)	
J	IT Systems Operations Supervisor	2	-42.2%	-39.8%	
	Legal Assistant	17	-24.9%	-12.2%	
	Safety and Loss Control Specialist	1	-25.6%	-13.1%	
	Self-Reliance Specialist	392	0.3%	27.2%	
	Technical Writer	12	-37.0%	-30.8%	
	Trainer, Associate	8	-14.8%	1.1%	
	Workforce Consultant, Senior	209	-7.4%	12.6%	
	<b>J Total</b>		<b>730</b>	<b>-23.4%</b>	<b>-12.9%</b>
	K	Agriculture Investigator, Senior	43	-15.0%	5.5%
		Archivist	3	-15.8%	8.5%
Building Safety Inspector/Advisor		62	-17.4%	-7.6%	
Buyer, Division of Purchasing		2	-7.2%	0.9%	
Buyer, Senior		9	-27.4%	-12.6%	
Chemist, Senior		5	-28.3%	-11.3%	
Correctional Sergeant		107	-23.4%	0.0%	
Dental Hygienist		4	-27.4%	-24.4%	
Dietitian, Clinical		1	-14.6%	-6.5%	
Disability Claims Adjudicator		14	-25.0%	-5.3%	
Drug and Alcohol Rehabilitation Specialist		59	-26.7%	-3.4%	
Environmental Health Specialist 2		27	-33.1%	-25.1%	
Financial Specialist		54	-16.5%	0.9%	
Grants/Contracts Operations Analyst		3	-28.6%	-6.7%	
Health Education Specialist		11	-15.1%	8.6%	
Health Information Manager		2	-26.6%	-21.7%	
Historic Preservation Review Officer		1	-9.8%	13.0%	
Human Resource Specialist		18	-29.7%	-12.2%	
Instructor Specialist, DJC		42	-20.4%	-4.6%	
ISP Forensic Scientist 2		16	-2.6%	-15.3%	
IT Database Analyst, Associate	1	-24.7%	-17.5%		
IT Information Systems Technician, Senior	72	-29.5%	-18.5%		
IT Programmer Analyst	15	-36.0%	-33.5%		
Labor Compliance Officer	5	-20.3%	-5.6%		
Librarian	4	-29.5%	-11.5%		
Microbiologist, Senior	3	-34.0%	-16.9%		
Office Services Supervisor 2	16	-26.4%	-10.9%		
Probation and Parole Officer, Senior	184	-18.0%	6.3%		
PTV Director of Major Gifts	1	-45.8%	-37.1%		

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Pay Grade	Classification	Number of Classified Employees July 2014	% Idaho Wages are above or below market (Average of all Market Differences)	% Idaho Policy is above or below market (Average of all Market Differences)	
L	Planner	12	-13.1%	8.4%	
	Project Coordinator	19	-20.1%	-5.9%	
	Purchasing Officer, Division of Purchasing	4	-23.5%	-19.9%	
	Quality Assurance Auditor	1	3.3%	24.0%	
	Records Program Manager	1	-37.1%	-30.5%	
	Religious Activities Coordinator	3	-14.2%	2.5%	
	Research Analyst, Senior	15	-17.1%	6.3%	
	Right-of-Way Agent	7	-3.2%	5.5%	
	Scientist 2	1	-12.8%	7.4%	
	Tax Appraiser	1	11.6%	43.2%	
	Tax Auditor 2	19	-6.9%	19.8%	
	Training Specialist	21	-16.1%	-0.2%	
	Web Developer	6	-36.4%	-21.7%	
	<b>L Total</b>		<b>1079</b>	<b>-17.3%</b>	<b>-3.1%</b>
	M	Administrative Services Manager	4	-11.0%	-8.7%
		Analyst 3	92	-9.2%	17.7%
		Business Analyst	13	-25.5%	-8.2%
Correctional Manager 1		72	-1.0%	30.2%	
DPW Project Manager		7	-22.3%	-14.6%	
Engineer, Staff		55	-24.1%	-20.9%	
Facility Services Manager		1	-22.4%	-26.5%	
Financial Specialist, Principal		28	-4.5%	5.2%	
Geologist, Engineering		5	35.3%	34.6%	
Human Resource Specialist, Senior		37	-28.5%	-10.6%	
ISP Sergeant		44	-7.1%	-12.5%	
ISP Specialist		66	8.7%	14.0%	
IT Database Analyst, Senior		15	-29.4%	-28.4%	
IT Network Analyst, Senior		24	-34.6%	-31.2%	
IT Systems Analyst		31	-12.9%	-4.8%	
IT Systems Programmer, Senior		10	-30.7%	-27.7%	
IT Systems Security Analyst, Senior		10	-30.3%	-27.4%	
Management Analyst, Senior	5	-2.6%	20.6%		
Manager 1, Labor	12	-4.0%	20.8%		
Nurse, Registered Senior	104	-7.8%	8.8%		
Organizational Development Specialist	1	-29.4%	-21.9%		
Right-of-Way Agent, Senior	10	-23.4%	-16.0%		
Scientist 3	20	-28.7%	-6.2%		

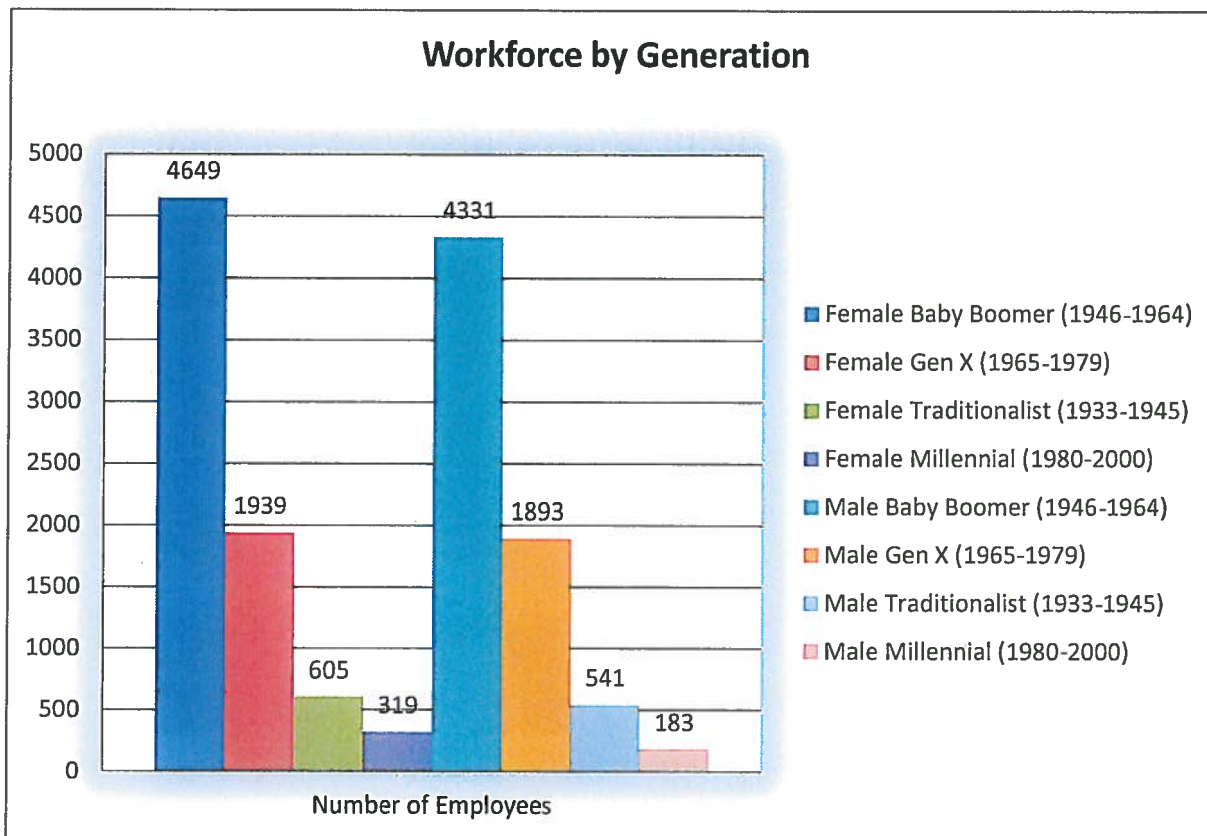
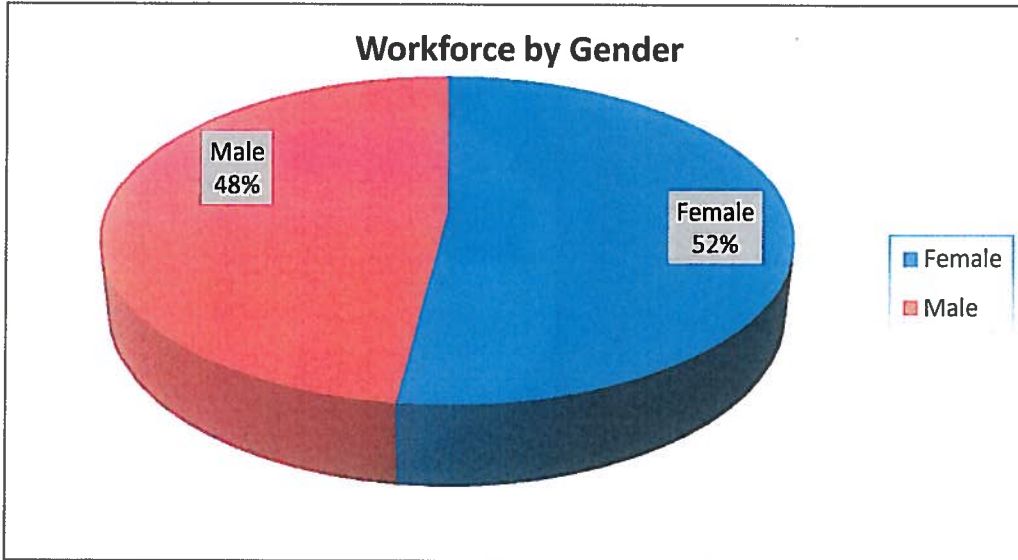
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O	Nursing Services Director	2	-24.4%	-24.9%
	Project Manager 2	12	-28.7%	-15.5%
<b>O Total</b>		<b>119</b>	<b>-12.6%</b>	<b>-10.5%</b>
P	Analyst 5	12	-15.4%	-2.6%
	Fish and Game Regional Supervisor	6	32.6%	36.7%
	Human Resource Manager	2	-31.7%	-24.4%
	IT Information Services Manager, Senior	3	-29.1%	-36.5%
	Project Manager 3	7	-25.5%	-30.0%
<b>P Total</b>		<b>30</b>	<b>-13.8%</b>	<b>-11.3%</b>
Q	Engineer, Manager 3	6	-9.8%	-13.4%
	IT Information Services Manager - ITD/DOL	1	-24.2%	-37.1%
	Pharmacist, Clinical	6	-12.5%	-16.5%
<b>Q Total</b>		<b>13</b>	<b>-15.5%</b>	<b>-22.4%</b>
R	Pharmacy Services Supervisor	3	-24.2%	-22.2%
<b>R Total</b>		<b>3</b>	<b>-24.2%</b>	<b>-22.2%</b>
V	Physician, Medical Clinic - Institution	2	0.1%	-1.4%
	Physician, Psychiatric Specialty	2	-10.9%	-12.8%
<b>V Total</b>		<b>4</b>	<b>-5.4%</b>	<b>-7.1%</b>
<b>Grand Total</b>		<b>7928</b>	<b>-19.8%</b>	<b>-9.5%</b>

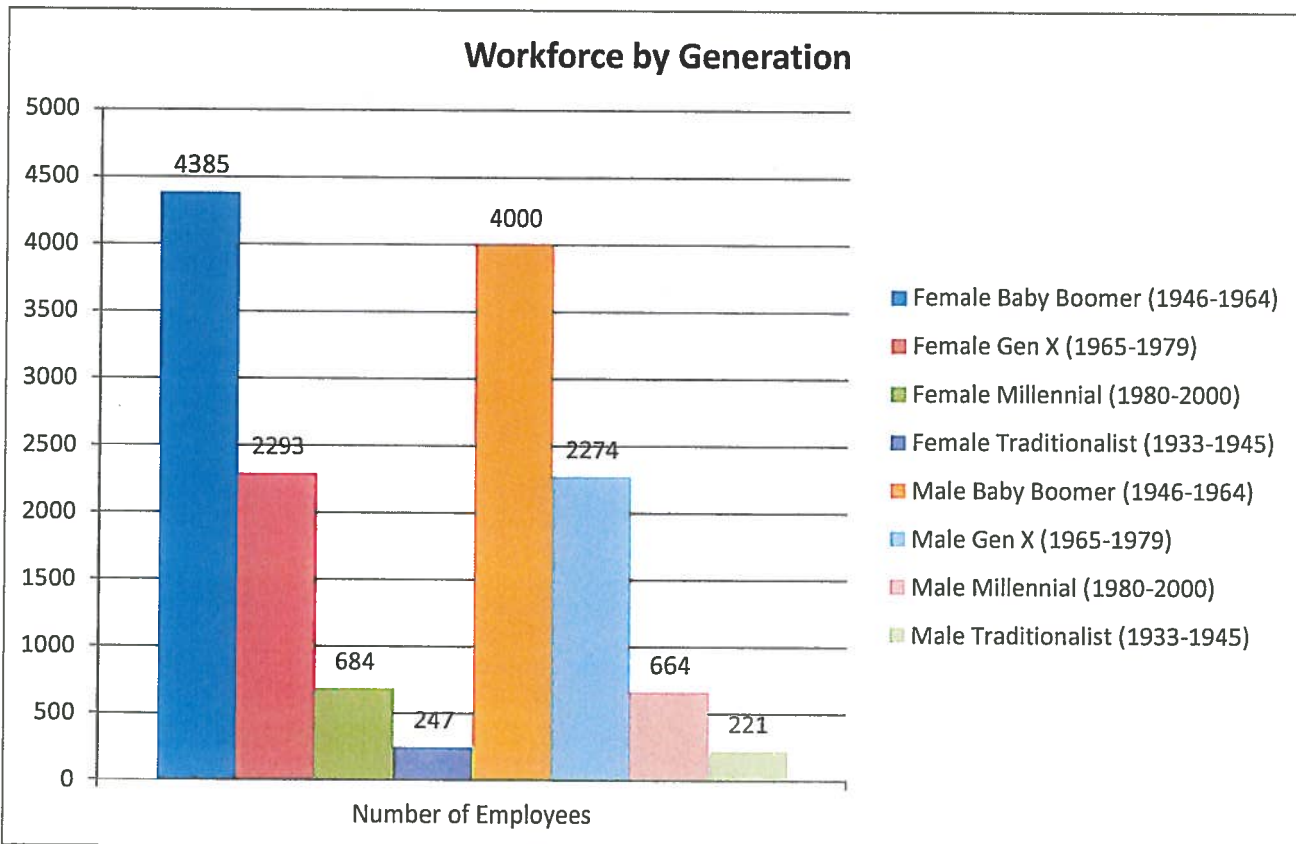
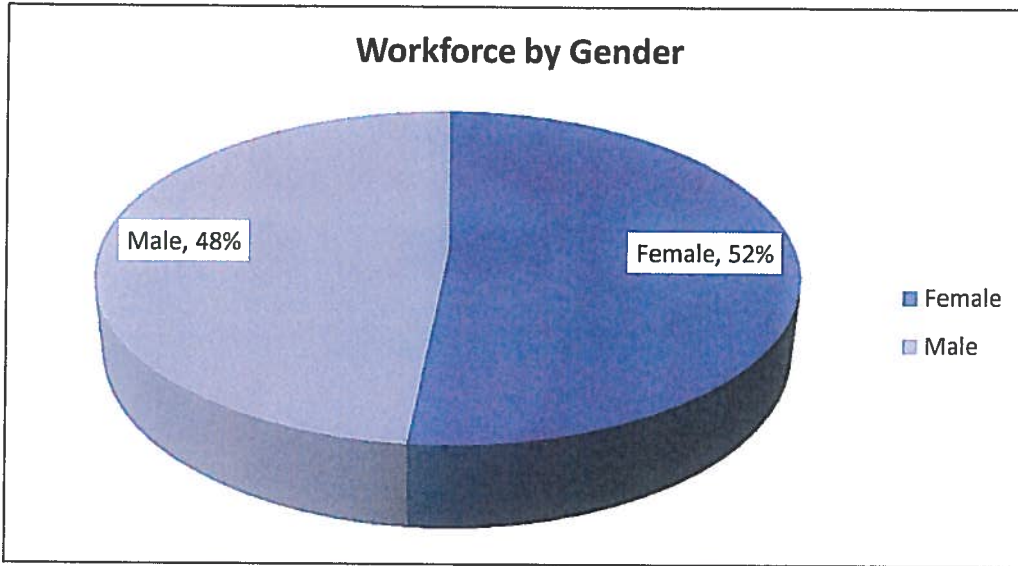
# Workforce Demographics by Gender and Generation - October 2005

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



# Workforce Demographics by Gender and Generation - October 2009

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

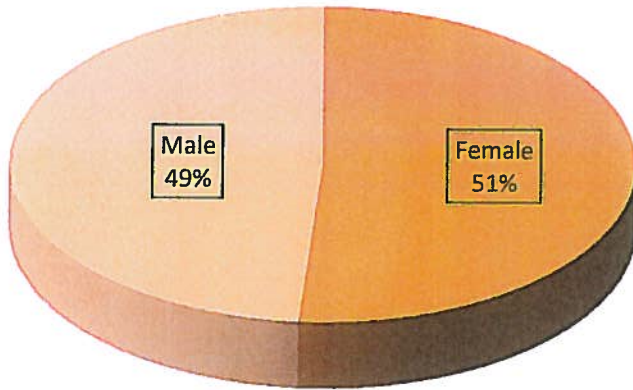




## Workforce Demographics by Gender and Generation - October 2014

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

### Workforce by Gender



### Workforce by Generation

