

NEWS RELEASE

Office of Performance Evaluations
Idaho Legislature
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FOR IMMEDIATE RELEASE

Date: January 30, 2013

FOR MORE INFORMATION:

Rakesh Mohan, Director
208-332-1470

Meeting Location: State Capitol, Capitol Auditorium

Meeting Time: 4:30 p.m.

(BOISE) In a report to the Joint Legislative Oversight Committee, legislative evaluators said that classified employees in Idaho state government earn an average of 85 percent of the state's benchmark pay rates intended to represent comparable pay rates for jobs in the external market. The evaluators found that 90 percent of classified employees are paid below the state's established benchmark rates for their position. Of those employees, 45 percent are paid more than 20 percent below their benchmark rate.

In a survey of more than 17,000 state employees (classified and nonclassified) and 11,000 responses, evaluators reported that about one-fourth of the respondents said they are likely to leave their current employment within the next two years. The respondents identified poor pay and lack of opportunities for career advancement as the most common reasons for their intention.

The report asks policymakers to consider two key questions:

1. What would be an acceptable number of classified employees who earn less than their policy pay rate?
2. How evenly should these employees be distributed below their policy pay rate?

The report includes formal responses from the Governor, the State Controller, and the Division of Human Resources' director. In his response, the Governor said that he has asked the Division of Human Resources' director "to form and lead an advisory task force to discuss various human resources issues, including employee compensation." State Controller Brandon Woolf, in his response, said "Given my agency's custodial role over the state's employment data, and subject matter expertise, it makes a great deal of sense for the State Controller's Office to participate in a technical advisory capacity on such a task force." He further said "As an administrator overseeing an agency comprised entirely of non-classified employees, I'm keenly aware of the retention and compensation challenges that apply to non-classified employees as well."

Performance audits or evaluations are an essential function of legislative oversight to ensure that taxpayer dollars are spent efficiently, effectively, and in accordance with Idaho law. The eight-member committee is equally divided between the two political parties and the two chambers of the Legislature. Senator Dean Mortimer and Representative Shirley Ringo cochair the committee. The report is available on the evaluation office's website at <http://www.legislature.idaho.gov/ope>.