

State Employee Compensation and Turnover

Follow-up report highlights

December 2015

Legislative efforts in the past three years have resulted in some improvements in state classified employee compensation.

Fewer employees are paid below policy pay rates.

90%
2012

86%
2015

The average pay rate of employees in relation to the policy rate has improved.

85%
2012

87%
2015

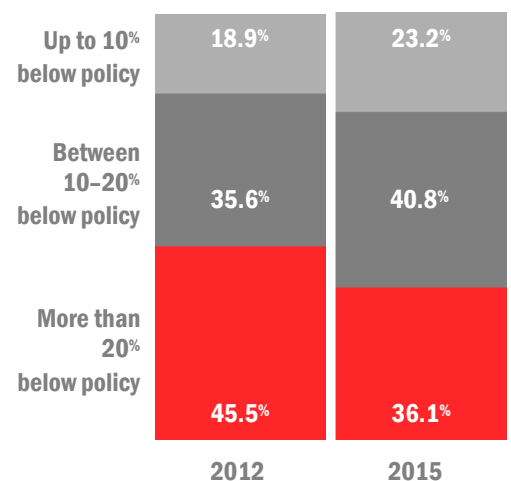
Legislative intent

Fund a competitive employee compensation and benefits package that attracts qualified applicants and retains employees who have a commitment to public service excellence.

Policy pay rates

Meant to represent average competitive market pay rates.

Of employees earning less than the policy pay rate, a smaller percentage was near the bottom of the pay grade in 2015 than was in 2012.



Legislative response

After a five-year hiatus, the Change in Employee Compensation Committee met in 2014 and 2015.

The joint budget committee added intent language to FY 2014 agency appropriations bills that encouraged agencies to use salary savings where funds were available.

The Legislature has increased appropriated dollars for changes in employee compensation in FYs 2015 and 2016.

At the request of the CEC Committee, we conducted an additional study and released the report *Use of Salary Savings to Fund Employee Compensation*.

Agency response

DHR has requested that the Hay Group evaluate the job classification of information technology.

Through an exit interview, DHR now captures why an employee leaves state employment.

View the full report:
www.legislature.idaho.gov/opec/

