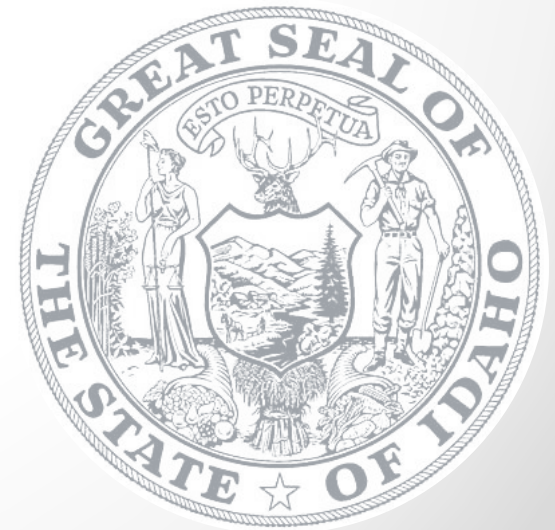


# FY 2015 CEC Recommendation

January 8, 2014

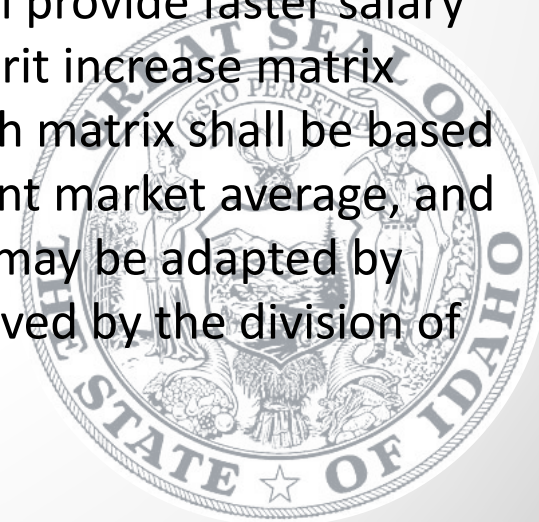
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# Salary Plans

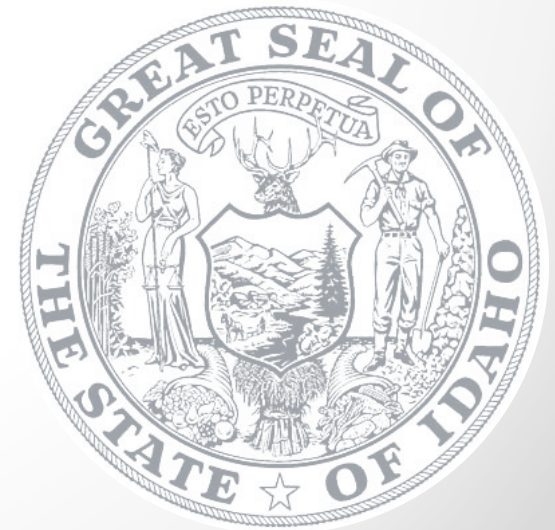
- Idaho Code 67-5309B (3) Advancement in pay shall be based on performance and market changes and be provided in a variety of delivery methods, including ongoing increases, temporary increases and market related payline moves. Market related payline moves may advance all eligible employees as well as the structure to avoid compression in the salary system.
- Idaho Code 67-5309B (4) Pay for performance shall provide faster salary advancement for higher performers based on a merit increase matrix developed by the division of human resources. Such matrix shall be based upon the employee's proximity to the state midpoint market average, and the employee's relative performance. Such matrix may be adapted by each agency to meet its specific needs when approved by the division of human resources.



# FY 2013 Pay Changes

- 13,256 employees received a pay increase
- Average increase 5.61%

\*does not include elected officials



# FY 2013 Pay Changes

- 5,519 employees (41%) received a pay increase
- Average increase 6.68%

\*removes elected officials, State Insurance Fund, and higher education

\*removes 2% statewide CEC



# FY 2013 Pay Changes - Salary Savings (after March 1)

- 3,934 employees (approx. 30%) received a pay increase
  - 170 were promotions or position re-classifications
- Average increase 6.32%
  - Drops to 5.89% when promotions and position re-classifications are removed

\*removes elected officials, State Insurance Fund,  
and higher education

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# FY 2013 One-Time Salary Savings (After March 1)

- One-Time Pay Includes
  - Short-term pay increases (salary savings distributions only)
  - One-Time performance bonuses
- 8,273 employees impacted
- \$8,893,905 in one-time distributions
- Average per employee \$1075



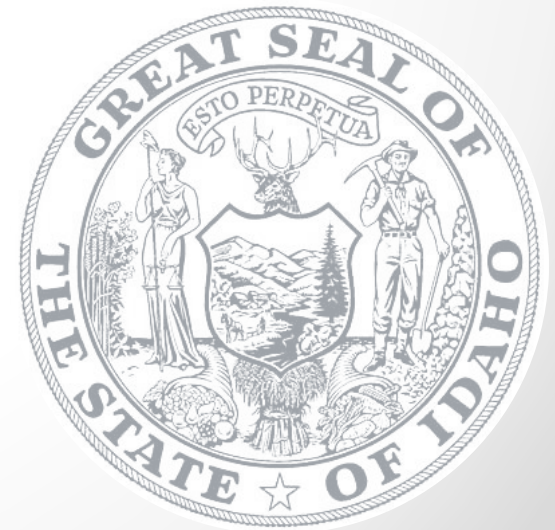
# FY 2013 One-Time Salary Savings Excluding Higher Ed

- One-Time Pay Includes
  - Short-term pay increases (salary savings distributions only)
  - One-Time performance bonuses
- 7,932 employees impacted
- \$8,700,424 in one-time distributions
- Average per employee \$1096



# Salary Structure Adjustment

- Maintain current salary structure
- Agency challenges
  - Compression
  - Low entry salaries





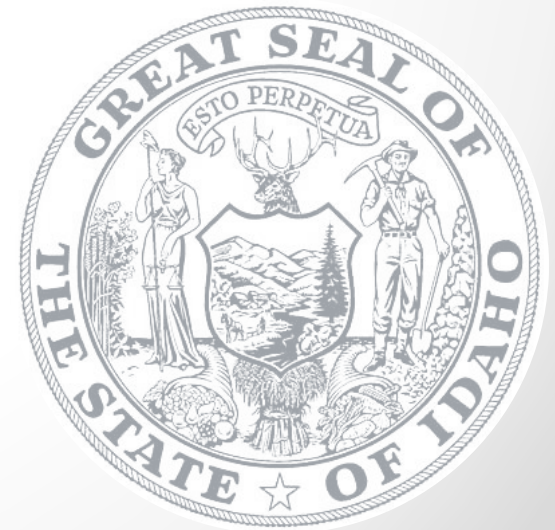
# Specific Occupational Inequity

- Maintain current payline exceptions



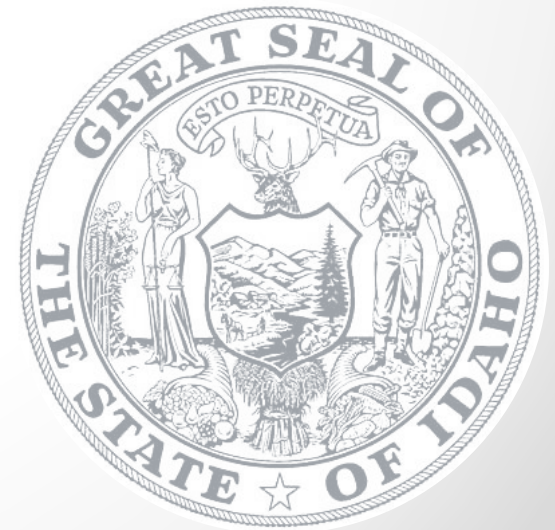
# Merit Increase

- The Governor does not recommend a CEC.



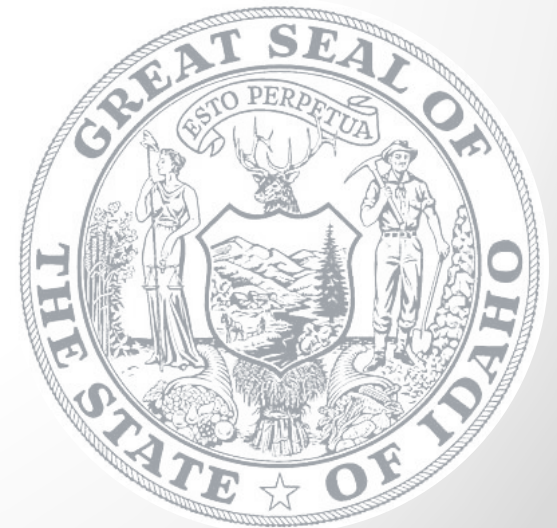
# Employee Benefit Package

- \$12.7 million General Fund for health insurance benefits
- thriveidaho



# Challenges

- Health insurance costs
- Salary compression
- Retention
- Aging workforce
- Declining federal funds
- Inequity between agencies
- CEC for education



# Thank You

- Get regular updates from the Governor at:  
[gov.idaho.gov](http://gov.idaho.gov)
- Get additional budget information at:  
[dfm.idaho.gov](http://dfm.idaho.gov)

