

**Permanent Statewide Pay Changes
March 1, 2014 - December 31, 2014**

Department/Agency Name	Median and Average Pay Changes							Types of Pay Changes and the Average Increase Associated with Each Type																				
	Total Number of Pay Rate Changes	Median Salary March 1, 2014	Median Change (\$)	Median Change (%)	Average Salary March 1, 2014	Average Change (\$)	Average Change (%)	Rehires (AX)			CEC (CC)			Pay Set in Idaho Code (CZ)			Equity Adjustments (EA)			Promotions (PO)			Other (28 additional misc. change reasons)					
								#	\$	%	#	\$	%	#	\$	%	#	\$	%	#	\$	%	#	\$	%			
Education																												
1	Public School Support																											
2	Agricultural Research & Extension Service																											
3	College and Universities: BSU, UI, ISU, LCSC																											
4	Community Colleges: CSI, CWI, NIC																											
5	Ag Research & Extension (within UI)																											
6	20	\$31.23	\$1.69	5.4%	\$31.86	\$1.89	5.9%				19	\$1.94	6.0%									1	\$1.00	3.5%				
7	Health Education Programs (within Univs)																											
8	18	\$14.82	\$0.87	5.8%	\$18.46	\$1.15	6.2%				13	\$0.73	4.7%				2	\$2.36	8.9%	2	\$1.96	8.6%	1	\$2.45	8.0%			
9	122	\$19.23	\$0.23	1.2%	\$18.85	\$0.33	1.8%	10	(\$3.49)	(14.5%)	93	\$0.50	2.6%				3	\$0.75	5.3%	3	\$5.82	30.1%	13	\$0.71	5.0%			
10	93	\$15.75	\$0.19	1.2%	\$17.05	\$0.23	1.4%	2	\$2.28	16.3%	91	\$0.19	1.1%															
11	Special Programs (within Univs)																											
12	126	\$26.14	\$0.28	1.1%	\$24.75	\$0.94	3.8%				119	\$0.80	3.2%									7	\$3.17	13.3%				
13	136	\$19.19	\$0.20	1.0%	\$20.87	\$0.50	2.4%	1	\$7.49	33.3%	124	\$0.26	1.2%									11	\$2.59	13.0%				
Health and Human Services																												
14	Catastrophic Health Care Program (all T&B)																											
15	3,129	\$19.10	\$0.25	1.3%	\$20.19	\$0.59	2.9%	51	\$3.50	20.1%	2,440	\$0.33	1.6%				250	\$0.36	2.2%	168	\$2.73	14.4%	220	\$1.45	9.4%			
16	Public Health Districts:																											
17	119	\$20.59	\$0.32	1.6%	\$21.03	\$0.44	2.1%	3	(\$0.13)	(0.7%)	107	\$0.34	1.6%				3	\$0.72	2.0%	2	\$4.00	21.0%	4	\$1.56	7.2%			
18	55	\$21.50	\$0.48	2.2%	\$20.55	\$0.49	2.4%				53	\$0.48	2.3%									2	\$0.77	5.2%				
19	90	\$15.56	\$0.32	2.0%	\$18.19	\$0.55	3.0%	1	\$3.65	46.5%	77	\$0.41	2.2%				6	\$0.11	1.0%	3	\$2.60	10.3%	3	\$1.92	14.9%			
20	125	\$19.53	\$0.46	2.4%	\$21.08	\$0.54	2.6%	1	(\$1.23)	(10.5%)	111	\$0.47	2.2%									2	\$1.26	7.5%	11	\$1.23	6.5%	
21	77	\$17.50	\$0.43	2.5%	\$19.90	\$0.53	2.7%				73	\$0.52	2.6%				2	\$0.04	0.4%	2	\$1.41	5.0%						
22	88	\$17.57	\$0.45	2.5%	\$19.14	\$0.63	3.3%				79	\$0.47	2.4%									1	\$1.97	16.0%	8	\$2.03	13.6%	
23	109	\$17.08	\$0.45	2.6%	\$18.49	\$0.68	3.7%	3	\$6.15	63.7%	97	\$0.48	2.5%									9	\$0.97	5.9%				
24	2	\$17.75	\$0.18	1.0%	\$17.75	\$0.18	1.0%				2	\$0.18	1.0%															
Public Safety																												
25	1,713	\$16.86	\$0.21	1.2%	\$17.83	\$0.45	2.5%	20	\$0.09	0.6%	1,332	\$0.29	1.5%				1	\$0.38	2.9%	132	\$2.39	14.8%	228	\$0.28	1.9%			
26	30	\$19.55	\$0.71	3.6%	\$20.40	\$0.96	4.7%				26	\$0.77	3.8%									3	\$2.24	11.1%	1	\$1.90	9.5%	
27	27	\$19.10	\$0.60	3.1%	\$18.48	\$0.81	4.4%				22	\$0.76	4.0%									1	\$2.05	20.1%	4	\$0.79	4.7%	
28	310	\$52.14	\$1.30	2.5%	\$41.04	\$1.76	4.3%				134	\$0.56	2.0%	142	\$2.65	4.9%												
29	377	\$16.81	\$0.58	3.5%	\$18.06	\$0.68	3.8%	2	\$2.03	15.4%	351	\$0.63	3.4%				1	\$0.49	3.8%	9	\$3.34	23.1%	14	\$0.24	1.4%			
30	969	\$26.79	\$0.30	1.1%	\$26.39	\$0.38	1.4%	4	(\$2.74)	(14.0%)	881	\$0.36	1.3%									27	\$2.35	9.2%	57	\$0.04	0.2%	
31	57	\$16.40	\$0.16	1.0%	\$15.92	\$0.15	1.0%				51	\$0.17	1.0%									6	\$0.02	0.2%				
32	4	\$19.53	\$2.73	14.0%	\$20.24	\$2.93	14.5%				2	\$1.54	6.1%				1	\$2.65	19.1%	1	\$5.97	36.1%						

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								#	\$	%	#	\$	%	#	\$	%	#	\$	%	#	\$	%	#	\$	%	
Natural Resources																										
33	Environmental Quality, Department of	367	\$24.70	\$0.47	1.9%	\$25.05	\$0.65	2.6%	1	\$0.15	1.0%	340	\$0.48	1.9%				2	\$1.47	6.7%	18	\$3.22	14.1%	6	\$2.68	11.3%
34	Fish and Game, Department of	923	\$21.07	\$0.50	2.4%	\$20.34	\$0.71	3.5%	70	\$1.30	10.8%	781	\$0.55	2.6%				15	\$3.88	17.0%				57	\$1.24	7.4%
35	Endowment Fund Investment Board	4	\$32.46	\$1.28	3.9%	\$37.85	\$2.62	6.9%				4	\$2.62	6.9%												
36	Lands, Department of	322	\$20.66	\$0.26	1.3%	\$21.95	\$0.64	2.9%	15	\$2.76	16.5%	280	\$0.37	1.6%							2	\$4.52	21.4%	25	\$2.10	10.1%
37	Parks and Recreation, Department of	201	\$16.50	\$0.39	2.4%	\$17.27	\$0.51	2.9%	13	\$0.31	3.1%	141	\$0.39	2.1%				35	\$0.57	3.5%	5	\$3.12	19.2%	7	\$1.06	7.3%
38	Lava Hot Springs Foundation	45	\$8.65	\$0.25	2.9%	\$10.54	\$0.38	3.6%	6	\$0.61	7.3%	38	\$0.34	3.1%							1	\$0.48	5.0%			
39	Water Resources, Department of	128	\$24.38	\$0.22	0.9%	\$24.16	\$0.56	2.3%				111	\$0.34	1.4%				1	\$2.09	6.8%	3	\$2.92	13.8%	13	\$1.80	8.4%
Economic Development																										
40	Agriculture, Department of	268	\$17.76	\$0.15	0.8%	\$19.74	\$0.36	1.8%	6	\$0.98	7.6%	238	\$0.18	0.9%				1	\$3.17	7.2%	7	\$3.29	17.9%	16	\$1.41	10.0%
41	Soil and Water Conservation Commission	13	\$24.67	\$0.19	0.8%	\$23.18	\$0.16	0.7%				13	\$0.16	0.7%												
42	Commerce, Department of	42	\$20.79	\$0.42	2.0%	\$22.70	\$0.63	2.8%				38	\$0.46	2.0%				1	\$2.41	11.7%	1	\$5.03	33.6%	2	\$0.95	3.7%
43	Finance, Department of	62	\$26.01	\$0.55	2.1%	\$27.46	\$1.13	4.1%				52	\$0.50	1.8%							1	\$0.30	1.5%	9	\$4.85	20.1%
44	Industrial Commission	148	\$19.90	\$0.39	2.0%	\$20.71	\$0.50	2.4%				139	\$0.40	2.0%	3	\$0.88	2.0%	2	\$0.23	1.3%	2	\$2.60	10.7%	2	\$5.08	26.9%
45	Insurance, Department of	85	\$20.51	\$0.29	1.4%	\$21.27	\$0.62	2.9%				70	\$0.42	2.0%				10	\$0.82	4.2%	1	\$2.31	11.7%	4	\$3.13	11.9%
46	State Insurance Fund																									
47	Labor, Department of	668	\$18.66	\$0.51	2.7%	\$20.98	\$0.72	3.4%				589	\$0.65	3.0%							22	\$2.37	11.2%	57	\$0.77	5.0%
48	Public Utilities Commission	43	\$24.75	\$0.37	1.5%	\$27.64	\$0.58	2.1%	1	(\$0.50)	(4.8%)	38	\$0.55	2.1%	3	\$0.91	2.0%						1	\$2.02	8.0%	
49	Self-Governing Agencies:																									
50	Building Safety, Division of	122	\$21.06	\$0.23	1.1%	\$21.82	\$0.34	1.6%	1	(\$2.89)	(13.5%)	103	\$0.23	1.1%				13	\$1.07	4.9%	3	\$3.24	21.5%	2	(\$1.38)	(6.6%)
51	Hispanic Affairs, Commission on	3	\$15.48	\$0.12	0.8%	\$17.68	\$0.15	0.8%				3	\$0.15	0.8%												
52	Historical Society, Idaho State	59	\$18.14	\$0.19	1.0%	\$17.69	\$0.50	2.8%				47	\$0.27	1.4%				3	\$0.66	3.7%	3	\$3.87	24.4%	6	\$0.55	4.6%
53	Libraries, Commission for	31	\$19.92	\$0.38	1.9%	\$20.58	\$0.41	2.0%				30	\$0.37	1.8%							1	\$1.49	14.7%			
54	Lottery, State	58	\$16.90	\$0.18	1.1%	\$19.58	\$0.32	1.6%				57	\$0.29	1.5%							1	\$2.00	14.3%			
55	Medical Boards:																									
56	Board of Dentistry	3	\$19.48	\$0.27	1.4%	\$23.53	\$0.27	1.1%				3	\$0.27	1.1%												
57	Board of Medicine	13	\$14.54	\$0.21	1.4%	\$18.39	\$0.22	1.2%				11	\$0.24	1.2%							2	\$0.10	0.8%			
58	Board of Nursing	5	\$23.74	\$0.27	1.1%	\$23.78	\$0.91	3.8%				4	\$0.26	1.1%									1	\$3.52	14.7%	
59	Board of Pharmacy	13	\$18.47	\$0.27	1.5%	\$22.61	\$0.49	2.2%				11	\$0.24	1.0%							2	\$1.92	14.3%			
60	Board of Veterinary Medicine	2	\$20.48	\$0.82	4.0%	\$20.48	\$0.82	4.0%				2	\$0.82	4.0%												
61	Regulatory Boards:																									
62	Board of Accountancy	3	\$18.44	\$0.46	2.5%	\$16.61	\$0.42	2.5%				3	\$0.42	2.5%												
63	Board of Engineers & Surveyors	4	\$27.76	\$0.34	1.2%	\$28.23	\$0.33	1.2%				4	\$0.33	1.2%												
64	Bureau of Occupational Licenses	46	\$15.98	\$0.31	1.9%	\$16.72	\$0.40	2.4%	1	(\$0.04)	(0.3%)	40	\$0.30	1.7%				3	\$0.70	5.9%	2	\$2.15	16.7%			
65	Outfitters & Guides Licensing Board	6	\$15.44	\$0.16	1.0%	\$17.97	\$0.17	0.9%				6	\$0.17	0.9%												
66	Real Estate Commission	12	\$19.99	\$0.54	2.7%	\$21.60	\$0.58	2.7%				12	\$0.58	2.7%												
67	Office of State Appellate Public Defender	32	\$24.76	\$1.14	4.6%	\$25.66	\$1.18	4.6%	1	\$1.23	4.2%	13	\$0.37	1.3%										18	\$1.77	7.3%
68	Public Defense Commission																									
69	Veterans Services, Division of	288	\$13.95	\$0.72	5.1%	\$15.96	\$0.90	5.6%	7	\$2.85	32.0%	265	\$0.85	5.2%							6	\$1.36	10.5%	10	\$0.58	4.3%
70	Transportation Department, Idaho	1,608	\$19.42	\$0.53	2.7%	\$21.16	\$0.73	3.4%	9	\$0.21	1.4%	1,461	\$0.59	2.8%				34	\$0.46	2.5%	46	\$3.64	16.6%	58	\$2.09	13.8%

