

Hello my name is Alan and I work at nights here along with other night custodians. And I really like my job its hard work at times but I never let this job stress me out. A raise would be greatly appreciated not only for cost of living but for satisfaction and being able to feel rewarded and compensated of the work being done. I know that certain things takes time and this doesn't happen overnight but I do appreciate in taking the time to write to you.

Sincerely yours; alantaketa@boisestate.edu taketaalan@yahoo.com

Dear Mr. Chairman and Committee members,

My name is Bradley Adams and I am from Rexburg. I have been employed at the Juvenile Corrections Center in St. Anthony for the past 5 1/2 years. I am writing to express my concerns for what I would like to label as an epidemic of high staff turnover rates. There are two major reasons that most staff leave our facility; the schedule and money. We understand that working at our facility with the clients that we do requires working odd hours including nights and weekends. I feel that the current pay scale is not enough incentive for people to stay long term, especially ones with families like I do. I currently have a part time job as well and my wife works fulltime just to be able to support my family. I love this job and really enjoy working with the youth that I do. It is tough though, to try and justify staying when thinking about the best way to support my family. I have been here for over 5 years and barley make more than a new hire. Another incentive to help keep people is the rule of 80. As far as I know we are the only department that is required to be P.O.S.T. certified that only offers rule of 90 instead of the rule of 80. Thank you for this opportunity for my voice to be heard.

Bradley Adams
Rehabilitation Technician
JCC-SA

In the Idaho Transportation Department, there are personnel that put themselves in harm's way on a regular basis. These personnel are the Transportation Technician Operators. They are on duty, braving the cold and notoriously snowy weather of the Idaho winters. These personnel are often the first person on scene when there are traffic incidents and accidents. They check for the injured, help motorists who have slid off the roadways, provide traffic control for law enforcement. And sometimes, they have to repair their snow plows, All of this in weather where most people would stay home.

ITD is planning on terminating the special clothing allowance that these personnel depend upon to keep safe. Not everyone in ITD qualified for the special allowance, which reimbursed those personnel who routinely work in the highway right of way 80% of the purchase price of special clothing, with a limit of \$150 dollars reimbursement. ITD management has stated that with the increase in pay that personnel in the TTO series received that the clothing allowance is no longer needed. That these personnel should bear the burden of purchasing the needed safety clothing.

First, not all the personnel that were placed in the TTO series received a raise, nor will they for the next couple of years. These personnel were the transportation technician seniors. These personnel had additional responsibilities, as lead workers or Construction Inspectors. Now that they are in the TTO program, the removal of the special clothing allowance is in effect a pay decrease.

Secondly, winter safety clothing, with a class 3 retro-reflective rating is expensive. A coat will range nearly \$250, winter over pants, with the same safety rating, is nearly \$100.

ITD management stated that the department provides a safety vest (light weight, designed for summer weather) to wear over any coat. An issue is most winter coats or parkas are not designed for the rigorous conditions that these personnel experience on a daily basis in the winter. They are not nearly as durable, additionally, they are often bulky, restricting the movements of the snowplow operators.

ITD states that it wants its personnel to be well paid and safe. That ITD will be the best DOT in the nation. If this is the case, the department should consider the special clothing allowance a critical part of being the best in the nation. Safe employees are happy employees. Maintaining the special allowance will send a clear message that the state does consider its employees to be its greatest resource.

Thank you

Fred Tucker