Permanent Statewide Pay Changes
March 1, 2016 - December 15, 2016

	Department/Agency Name	Total Number of Active Employees	Active Employees with a Pay Rate Change	Total Number of Pay Rate Changes	Median Salary on March 1, 2016	Median Change ($)	Median Change (%)	Average Salary March 1, 2016	Average Change ($)	Average Change (%)	Rehires (AX)			CEC (CC)			Pay Statutorily Set in Idaho Code (CZ)			Equity Adjustments (EA)			Promotions (PO)			Other (27 additional misc. change reasons)		
				Median and Average Pay Changes							Types of Pay Changes and the Average Increase Associated with Each Type																	
											#	$	%	#	$	%	#	$	%	#	$	%	#	$	%	#	$	%
	Education																											
1	**Public School Support**																											
2	**Agricultural Research & Extension Service: see bottom of worksheet**																											
3	**College and Universities: BSU, UI, ISU, LCSC: see bottom of worksheet**																											
4	**Community Colleges: CSI, CWI, NIC: see bottom of worksheet**																											
5	Ag Research & Extension (within UI)																											
6	Education, Office of the State Board of	28	21	21	$30.89	$1.00	3.2%	$33.99	$1.16	3.4%				21	$1.16	3.4%												
7	Health Education Programs (within Univs)																											
8	Professional-Technical Education	41	33	42	$29.56	$1.03	3.5%	$27.17	$1.69	6.4%	1	$11.16	38.2%	29	$0.85	3.0%				7	$3.32	10.1%				5	$2.39	15.1%
9	Eastern Idaho Technical College	233	112	122	$20.20	$0.81	4.0%	$20.73	$1.40	6.3%	4	$0.59	19.1%	104	$1.10	4.9%				1	$5.00	25.0%	4	$2.55	18.9%	9	$4.29	10.1%
10	Public Television, Idaho	74	59	62	$21.56	$0.66	3.1%	$21.30	$0.75	3.9%	1	$2.25	22.5%	55	$0.68	3.1%				3	$0.32	2.0%				3	$2.02	14.6%
11	Special Programs (within Univs)																											
12	Superintendent of Public Instruction	133	122	130	$28.38	$0.88	3.1%	$28.04	$0.99	3.7%				125	$0.87	3.1%							4	$3.55	19.3%	1	$5.36	20.7%
13	Vocational Rehabilitation	145	130	155	$20.46	$0.64	3.1%	$22.37	$0.82	3.8%	2	$0.88	3.5%	135	$0.67	3.0%										18	$1.96	9.8%
	Health and Human Services																											
14	Catastrophic Health Care Program (all T&B)																											
15	Health and Welfare, Department of	2,811	2,467	2,779	$22.00	$0.74	3.4%	$22.05	$0.96	4.7%	49	$5.15	30.6%	2,387	$0.75	3.3%				89	$1.06	5.6%	104	$2.71	14.8%	150	$1.63	10.2%
16	**Public Health Districts:**																											
17	Panhandle Health District 1	127	105	123	$21.16	$0.71	3.4%	$21.49	$0.71	3.4%				103	$0.73	3.4%				7	$0.91	4.7%	5	$1.44	9.5%	8	($0.26)	(0.7%)
18	North Central Health District 2	55	51	65	$22.00	$0.72	3.3%	$22.67	$0.81	3.6%				64	$0.79	3.5%										1	$2.39	11.9%
19	Southwest Health District 3	100	91	131	$16.84	$0.57	3.4%	$19.05	$0.81	4.3%	1	$0.45	3.9%	124	$0.72	3.7%							2	$5.30	34.7%	4	$1.33	6.4%
20	Central Health District 4	128	106	119	$17.68	$0.63	3.6%	$21.16	$0.91	4.6%	1	$3.97	31.4%	106	$0.70	3.2%							5	$2.96	18.0%	7	$2.17	11.9%
21	South Central Public Health District 5	75	69	85	$17.51	$0.55	3.1%	$20.14	$0.63	3.1%				83	$0.64	3.2%							1	$0.80	3.0%	1	($0.44)	(3.0%)
22	Southeast Health District 6	83	78	83	$19.55	$0.64	3.3%	$20.45	$0.81	4.4%				70	$0.70	3.2%				7	$0.84	7.6%	3	$2.63	18.6%	3	$1.45	10.7%
23	Eastern Idaho Health District 7	112	99	117	$17.60	$0.63	3.6%	$19.23	$0.79	4.4%				103	$0.65	3.3%							1	$1.67	15.2%	13	$1.83	12.5%
24	Independent Living Council, State	4	3	3	$20.32	$0.61	3.0%	$23.30	$0.70	3.0%				3	$0.70	3.0%												
	Public Safety																											
25	Correction, Department of	1,949	1,760	3,202	$17.27	$0.61	3.5%	$18.36	$0.69	3.7%	9	($0.51)	(0.5%)	1,771	$0.66	3.5%				1,288	$0.65	3.6%	87	$2.11	11.4%	47	$0.62	3.6%
26	Correctional Industries	27	21	25	$19.10	$0.69	3.6%	$21.92	$0.76	3.4%				23	$0.73	3.2%							1	$1.59	9.1%	1	$0.74	4.3%
27	Pardons and Parole, Commission of	32	32	36	$20.17	$0.66	3.3%	$19.60	$0.80	4.6%				32	$0.67	3.3%				1	$1.64	9.7%				3	$1.97	17.2%
28	Judicial Branch	337	292	320	$42.76	$1.75	4.1%	$42.20	$1.76	4.6%	2	$8.70	7.1%	140	$0.92	3.1%	137	$2.17	3.9%				3	$3.64	12.4%	38	$2.88	11.9%
29	Juvenile Corrections, Department of	400	355	492	$16.69	$0.80	4.8%	$18.50	$0.82	4.6%	1	$3.09	24.7%	345	$0.77	3.9%				117	$0.95	6.2%	9	$2.26	14.9%	20	$0.13	1.5%
30	Police, Idaho State and POST	507	465	919	$27.86	$0.80	2.9%	$27.77	$0.86	3.4%	2	$2.47	19.4%	834	$0.79	3.0%				34	$1.52	7.9%	23	$2.46	8.8%	26	$0.97	3.5%
31	Idaho Brand Commission	52	48	52	$16.48	$0.51	3.1%	$16.41	$0.55	3.4%				51	$0.53	3.2%										1	$1.34	9.8%
32	Idaho Racing Commission	2	1	1	$23.91	$1.08	4.5%	$23.91	$1.08	4.5%				1	$1.08	4.5%												

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				Total Number of Pay Rate Changes	Median Salary on March 1, 2016	Median Change ($)	Median Change (%)	Average Salary March 1, 2016	Average Change ($)	Average Change (%)	Rehires (AX)			CEC (CC)			Pay Statutorily Set in Idaho Code (CZ)			Equity Adjustments (EA)			Promotions (PO)			Other (27 additional misc. change reasons)		
											#	$	%	#	$	%	#	$	%	#	$	%	#	$	%	#	$	%
	Natural Resources																											
33	Environmental Quality, Department of	357	332	397	$25.70	$0.90	3.5%	$26.27	$1.00	4.3%	5	$5.90	46.7%	369	$0.90	3.4%							9	$2.37	9.8%	14	$1.00	8.4%
34	Fish and Game, Department of	720	612	682	$22.80	$0.91	4.0%	$22.58	$1.11	5.8%	57	$2.00	18.4%	561	$0.88	3.6%							20	$3.62	15.3%	44	$1.80	13.6%
35	Endowment Fund Investment Board	4	4	4	$33.46	$1.72	5.1%	$41.05	$2.05	5.0%				4	$2.05	5.0%										0	$0.00	0.0%
36	Lands, Department of	305	276	310	$22.51	$0.98	4.3%	$23.34	$1.24	5.6%	19	$1.25	9.4%	255	$0.98	4.0%							12	$5.21	20.4%	24	$2.05	12.4%
37	Parks and Recreation, Department of	192	160	196	$17.37	$0.58	3.3%	$18.52	$1.05	7.1%	18	$3.61	28.7%	142	$0.67	3.3%				24	$0.55	4.4%	2	$2.80	16.5%	10	$2.74	26.6%
38	Lava Hot Springs Foundation	51	36	41	$9.15	$0.25	2.7%	$10.98	$0.53	5.3%	8	$0.34	6.7%	28	$0.51	4.1%				2	$0.19	1.8%				3	$1.48	15.1%
39	Water Resources, Department of	152	137	254	$23.61	$0.66	2.8%	$24.16	$0.79	3.3%	1	$2.18	14.5%	146	$1.03	4.2%				92	$0.14	0.6%	4	$3.71	13.9%	11	$1.92	9.4%
	Economic Development																											
40	Agriculture, Department of	299	258	298	$17.14	$0.51	3.0%	$19.60	$0.86	5.1%	12	$2.57	26.6%	263	$0.60	2.9%							10	$4.78	28.9%	13	$1.57	11.8%
41	Soil and Water Conservation Commission	17	16	21	$20.60	$0.63	3.1%	$23.05	$0.84	3.9%				20	$0.85	3.9%				1	$0.65	3.4%						
42	Commerce, Department of	37	34	48	$24.00	$1.21	5.0%	$25.99	$1.28	5.1%				44	$1.19	4.6%							1	$5.74	22.5%	3	$1.26	6.7%
43	Finance, Department of	66	56	57	$31.77	$1.15	3.6%	$30.91	$1.25	4.2%	1	$1.70	14.8%	53	$1.14	3.6%										3	$3.02	10.6%
44	Industrial Commission	128	115	125	$22.02	$0.66	3.0%	$22.31	$0.81	3.7%				117	$0.65	3.0%	3	$1.37	3.0%				4	$3.88	19.1%	1	$5.14	18.4%
45	Insurance, Department of	70	62	66	$22.26	$0.85	3.8%	$23.44	$0.93	3.9%				65	$0.93	3.9%										1	$0.55	4.8%
46	State Insurance Fund																											
47	Labor, Department of	542	498	560	$20.15	$0.61	3.0%	$22.50	$0.79	3.7%				520	$0.69	3.0%				4	$1.19	5.0%	18	$3.26	17.2%	18	$1.40	8.4%
48	Public Utilities Commission	48	45	50	$24.67	$1.09	4.4%	$27.41	$1.09	4.1%				45	$1.00	3.9%	3	$1.41	3.0%				1	$4.21	15.5%	1	$1.10	5.0%
49	**Self-Governing Agencies:**																											
50	Building Safety, Division of	151	118	125	$22.30	$0.69	3.1%	$22.78	$1.29	5.5%	1	$0.37	2.0%	114	$0.71	3.1%				2	$1.46	6.2%	2	$1.86	7.6%	6	$12.31	51.2%
51	Hispanic Affairs, Commission on	3	3	3	$16.07	$0.48	3.0%	$18.38	$0.59	3.2%				3	$0.59	3.2%												
52	Historical Society, Idaho State	63	48	53	$18.96	$0.54	2.8%	$18.15	$0.48	2.7%				49	$0.56	2.9%				2	$0.13	0.8%				2	($1.06)	(0.5%)
53	Libraries, Commission for	37	34	36	$22.23	$0.89	4.0%	$21.70	$1.02	4.6%				35	$0.96	4.4%							1	$3.12	11.4%	0	$0.00	0.0%
54	Lottery, State	46	40	41	$18.30	$0.59	3.2%	$22.14	$0.80	3.5%				40	$0.77	3.3%							1	$1.63	11.0%			
55	**Medical Boards:**																											
56	Board of Dentistry	4	3	3	$20.57	$0.72	3.5%	$23.83	$0.92	3.8%				3	$0.92	3.8%												
57	Board of Medicine	17	13	14	$14.94	$1.49	9.9%	$18.54	$1.67	9.5%				13	$1.72	9.7%										1	$1.03	7.0%
58	Board of Nursing	14	10	12	$12.62	$0.64	5.0%	$19.58	$1.51	10.0%				11	$0.84	4.1%							1	$8.83	75.0%			
59	Board of Pharmacy	20	18	18	$19.63	$0.62	3.1%	$31.43	$14.41	29.9%				18	$14.41	29.9%												
60	Board of Veterinary Medicine	4	2	2	$21.43	$0.65	3.0%	$21.43	$0.65	3.0%				2	$0.65	3.0%												
61	**Regulatory Boards:**																											
62	Board of Accountancy	5	3	3	$21.57	$0.70	3.2%	$23.22	$0.85	3.5%				3	$0.85	3.5%												
63	Board of Engineers & Surveyors	5	4	4	$29.50	$0.94	3.2%	$30.62	$0.95	3.1%				4	$0.95	3.1%												
64	Bureau of Occupational Licenses	47	32	67	$18.15	$0.52	2.9%	$18.80	$0.64	3.6%	1	$3.24	30.9%	55	$0.58	3.0%				11	$0.70	4.2%						
65	Outfitters & Guides Licensing Board	5	4	4	$16.39	$0.73	4.5%	$17.27	$2.88	15.4%	1	$0.92	4.0%	2	$0.41	3.0%										1	$9.80	51.4%
66	Real Estate Commission	12	9	14	$21.55	$0.86	4.0%	$22.34	$1.68	6.8%				12	$0.85	3.9%										2	$6.66	24.0%
67	Office of State Appellate Public Defender	22	21	24	$26.83	$0.87	3.2%	$29.09	$1.00	3.5%	1	$3.09	8.5%	21	$0.89	3.2%										2	$1.13	4.4%
68	Public Defense Commission	4	1	1	$15.00	$0.53	3.5%	$15.00	$0.53	3.5%				1	$0.53	3.5%												
69	Veterans Services, Division of	343	273	302	$15.24	$1.15	7.6%	$17.27	$1.38	8.5%	11	$1.34	13.3%	257	$1.33	7.5%							9	$4.16	31.0%	25	$0.98	8.3%
70	Transportation Department, Idaho	1,494	1,351	1,628	$19.26	$0.77	4.0%	$21.44	$0.94	4.7%	10	$2.23	20.1%	1,484	$0.83	3.9%				22	$0.56	2.7%	56	$3.32	18.3%	56	$1.53	11.0%

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	General Government																											
71	Administration, Department of	131	119	141	$22.60	$0.94	4.2%	$23.34	$1.11	4.9%	1	$2.00	20.0%	130	$0.99	4.2%				1	$0.92	5.7%	7	$3.34	16.6%	2	$0.79	5.2%
72	Attorney General	198	175	272	$34.47	$0.97	2.8%	$33.78	$0.94	2.9%	1	$6.44	43.2%	261	$0.94	2.8%							7	$1.95	5.1%	3	($3.45)	(7.7%)
73	Controller, State	92	83	112	$26.77	$0.99	3.7%	$27.97	$1.11	4.5%				92	$0.95	3.4%				4	$1.70	4.8%	9	$3.46	17.6%	7	($0.23)	2.2%
74	**Governor, Office of the:**																											
75	Aging, Commission on	13	12	12	$28.87	$0.90	3.1%	$29.22	$0.85	2.9%				12	$0.85	2.9%												
76	Arts, Commission on the	10	9	9	$21.75	$0.99	4.6%	$23.29	$1.08	4.7%				9	$1.08	4.7%												
77	Blind and Visually Impaired, Commission for	40	39	42	$19.77	$0.97	4.9%	$20.99	$1.12	5.4%				39	$1.00	4.9%				1	$1.23	5.4%	1	$3.92	21.1%	1	$2.61	12.2%
78	Drug Policy, Office of	6	6	6	$27.47	$1.06	3.8%	$27.69	$0.85	3.1%				5	$1.08	3.9%										1	($0.33)	(1.3%)
79	Energy Resources, Office of	8	8	11	$24.04	$1.30	5.4%	$25.15	$2.11	9.6%	1	$7.00	41.2%	8	$1.46	5.7%										2	$2.25	9.1%
80	Financial Management, Division of	13	10	14	$34.43	$1.50	4.4%	$36.32	$1.64	5.0%				13	$1.70	5.2%										1	$0.86	2.9%
81	Governor, Executive Office of	19	16	20	$26.98	$1.11	4.1%	$28.41	$2.22	10.0%				17	$1.35	5.3%							2	$7.79	47.8%	1	$5.77	12.7%
82	Human Resources, Division of	8	8	12	$26.57	$1.19	4.5%	$32.18	$1.45	4.8%				9	$1.16	3.6%							1	$3.68	15.0%	2	$1.65	5.0%
83	Liquor Division, State	364	282	292	$10.54	$0.65	6.2%	$13.14	$0.90	8.3%	9	$1.12	13.3%	173	$0.51	3.1%				98	$1.23	13.9%	6	$5.94	53.2%	6	$1.26	13.6%
84	Military Division	338	303	441	$23.27	$0.42	1.8%	$24.78	$0.71	2.8%	8	$3.78	13.3%	393	$0.49	1.9%							14	$3.63	15.0%	26	$1.50	7.1%
85	Public Employee Retirement System	57	44	53	$17.98	$0.63	3.5%	$23.15	$1.31	5.7%				47	$0.97	3.8%							3	$3.56	21.4%	3	$4.44	19.7%
86	Species Conservation, Office of	12	12	13	$27.16	$0.84	3.1%	$27.27	$0.90	3.3%				13	$0.90	3.3%												
87	STEM Action Center	3	2	2	$44.45	($1.21)	(2.7%)	$44.45	($1.21)	(4.1%)				1	$1.59	3.0%										1	($4.00)	(11.1%)
88	**Legislative Branch:**																											
89	Senate	40	33	33	$8.02	$0.16	2.0%	$8.96	$0.32	2.9%	1	$3.25	25.5%	1	$2.30	7.1%	31	$0.16	2.0%									
90	House of Representatives	79	62	63	$8.02	$0.16	2.0%	$9.15	$0.31	2.8%	2	$1.01	8.4%	5	$1.68	9.2%	56	$0.16	2.0%									
91	Legislative Services Office	67	54	62	$28.89	$1.62	5.6%	$30.21	$1.82	5.7%	2	($2.31)	(7.8%)	53	$1.78	5.6%										7	$3.31	10.3%
92	Office of Performance Evaluations	9	8	11	$30.73	$1.39	4.5%	$31.89	$1.46	4.6%				11	$1.46	4.6%												
93	Lieutenant Governor																											
94	**Revenue and Taxation, Department of:**																											
95	Tax Appeals Board	5	5	5	$30.78	$1.39	4.5%	$26.62	$1.18	4.3%				5	$1.18	4.3%												
96	Tax Commission	461	428	493	$19.91	$0.73	3.7%	$20.81	$0.93	4.8%	5	$2.65	19.8%	425	$0.76	3.6%	4	$1.31	3.0%				31	$1.72	9.2%	28	$2.29	16.7%
97	Secretary of State	26	24	24	$19.66	$0.67	3.4%	$21.18	$0.76	3.7%				24	$0.76	3.7%												
98	Treasurer, State	24	22	23	$24.19	$1.00	4.1%	$25.98	$0.92	4.2%				21	$1.18	4.8%										2	($1.88)	(1.9%)
	GRAND TOTALS	**14,762**	**12,912**	**16,713**	**$21.06**	**$0.75**	**3.6%**	**$22.05**	**$0.93**	**4.5%**	**249**	**$2.73**	**20.0%**	**13,235**	**$0.80**	**3.5%**	**234**	**$1.39**	**3.1%**	**1,818**	**$0.72**	**4.4%**	**484**	**$2.92**	**15.5%**	**693**	**$1.70**	**10.1%**

The data above excludes BSU, UI, ISU, LCSC, CWI, CSI, ARES, EITC, and the State Insurance Fund. Data was queried from the State Controller's accounting and personnel systems.

Department/Agency Name	FY 2016 FTP Authorization	FY 2017 FTP Authorization	% Change in FTP Authorization	FY 2016 Original Personnel Cost Appropriation	FY 2017 Original Personnel Cost Appropriation	$ Amount Change in Personnel Cost Appropriation	% Change in Personnel Cost Appropriation
Boise State University	1,443.51	1,584.20	9.7%	$143,672,200	$155,677,800	$ 12,005,600	8.4%
Idaho State University	1,146.07	1,182.38	3.2%	$105,946,300	$115,136,300	$ 9,190,000	8.7%
University of Idaho	1,282.62	1,269.48	-1.0%	$119,237,900	$127,802,100	$ 8,564,200	7.2%
Lewis-Clark State College	343.57	350.77	2.1%	$25,265,500	$27,690,400	$ 2,424,900	9.6%
Agricultural Research & Extension Service (ARES)	292.74	297.01	1.5%	$24,991,900	$26,752,100	$ 1,760,200	7.0%
College of Western Idaho	n/a	n/a	n/a	$6,843,200	$7,729,700	$ 886,500	13.0%
College of Southern Idaho	n/a	n/a	n/a	$10,296,200	$11,200,800	$ 904,600	8.8%
North Idaho College	n/a	n/a	n/a	$9,829,300	$10,485,300	$ 656,000	6.7%

The Higher Education personnel cost appropriations include salary, health insurance, retirement, and variable benefit costs.