

Division of Human Resources FY2019 Change in Employee Compensation & Benefits

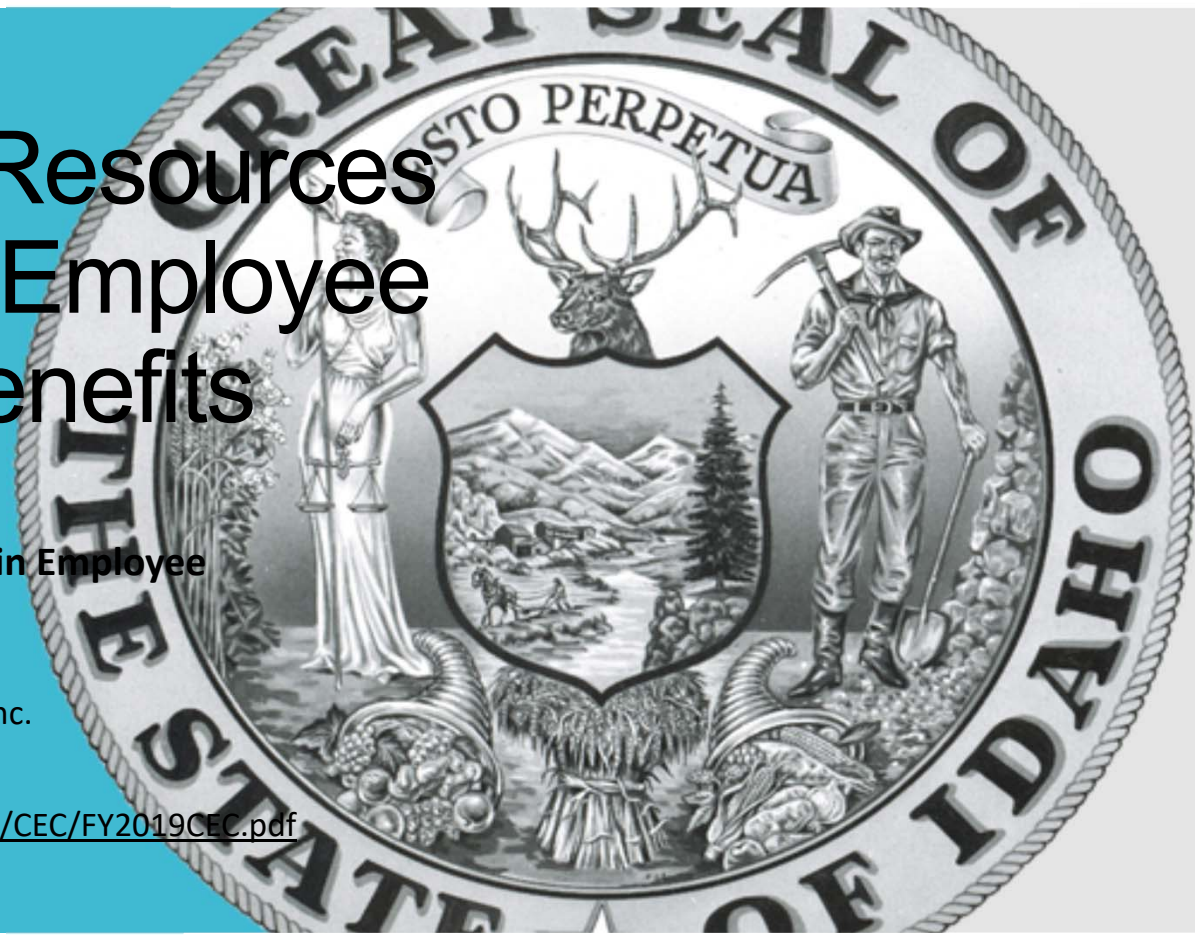
**Presentation to Idaho State Legislature, Change in Employee
Compensation Committee, January 11, 2018**

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FY2019 CEC Report Available online at: dhr.idaho.gov/PDFs/CEC/FY2019CEC.pdf



FY 2019 CEC Executive Summary

- The State of Idaho's Compensation Plan
- Market Factors Reviewed for CEC Report
- Custom Local Salary Survey
- Total Compensation Report
- DHR CEC Recommendations

State Employee Compensation Philosophy

State Employee Compensation Philosophy: Idaho Code 67-5309A.

(1)...the intent of the legislature of the State of Idaho that the goal of a total compensation system for state employees shall be to fund a competitive employee compensation and benefit package that will attract qualified applicants to the work force; retain employees who have a commitment to public service excellence; motivate employees to maintain high standards of productivity; and reward employees for outstanding performance.

Top Five Contributors to Employee Job Satisfaction



*Source: 2017 Employee Job Satisfaction and Engagement Report from the Society for Human Resource Management (SHRM)

Local Custom Survey Conducted

- 2017 Legislative Session, CEC Committee and the Senate and House Human Resource Committees encouraged a local statewide survey
- Milliman Custom Idaho Survey
- Survey Results

Total Compensation Market Analysis

- In November, 2017, DHR surveyed and analyzed the State's total employee compensation as required by Idaho Code § 67-6309A and IDAPA 15.04.01.070.04(a.c)
- Total Compensation Survey Results

DHR Recommendations

FOUR COMPONENTS OF DHR'S CEC RECOMMENDATION:

1. Salary structure adjustment
 - 3% increase to entire pay structure to move toward target policy rate
2. Specific occupational inequity/payline exception component
 - Maintain the current payline exceptions (Appendix H; pg.120)
3. Merit increase component
 - 3% salary increase budget
4. Employee benefit package
 - Maintain current benefit package

Thank You

For additional information or
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