

January 15, 2018

**Testimony to the Idaho Compensation Committee
regarding support of the Governor's FY 2019
Budget Recommendation of a 3% CEC for state
employees**

**Sen. Patrick, Rep. Anderson and Committee
Members:**

I am pleased to present testimony on behalf of the Idaho State Historical Society in support of Governor Otter's FY2019 recommended 3% CEC increase in employee compensation and adjustment of the pay line structure.

The Idaho State Historical Society is an extraordinary system of cultural and historic resources comprised of the Idaho State Museum, State Archives and Records Center, State Historic Preservation Office, and Historic Sites Program.

Our mission is to preserve and promote Idaho history. The ISHS contributes value to Idaho by stewarding irreplaceable state owned collections, providing information and understanding about Idaho

history, stipulating local voice to federal decision making with regard to the National Historic Preservation Act (NHPA), supporting Idaho's educational and curriculum needs through informal and applied learning opportunities, and serving as the official repository for permanent State records.

The State Historical Society has 55 full time professional staff. The average compa ratio is 80%, well under the overall average of 89% for state agencies. We very much value and applaud the Governor's recommendation for a compensation increase to help us move employees closer to policy for each position and solve costly recruitment and retention challenges.

This year, the Idaho State Historical Society has experienced significant difficulty recruiting the State Museum Director. After a national search and multiday interview process, our chosen highly qualified candidate turned down the position noting the salary as a factor in their decision.

The incumbent who retired from this position worked for the state for over 30 years. The recruitment range

was \$50,000 to \$65,000 and we received 8 qualified applicants. This salary level is comparable to a senior curator at other relevant state historical societies, so the prime candidates are at best looking at a lateral move, which has not been sufficient incentive to attract the best candidate for this vital agency position. We are in the second recruitment effort, which has been costly, time consuming and has caused a gap in needed human resources at a critical time of launching our new state museum.

The State Archives employs both Archivists and Librarians that manage and provide access to government records, state owned manuscript and archival collections, and photographic resources. Within the last month, we have lost our digital librarian who moved to the Meridian Library District for a 16% or \$7,000 increase in salary. What this experience has taught us is that at our salary level, we can recruit talented people just out of school. Then we have to invest about 3 years of internal and external training to get them truly up to a level of excellence necessary to meet the technical and customer service standards we

expect and need. This experience and training in turn makes them very desirable to others; we lose them and we start this inefficient and costly cycle over.

The State Historic Preservation Office employs personnel, whose credentials are mandated by federal law, fulfilling the requirements of the National Historic Preservation Act. The Agency employs 3-4 archeologists at any one time, each assigned to one or more federal agencies pursuant to work required for federal project review. A GS 9 (equivalent to a Section 106 reviewer position) can make \$49,000 to \$64,000 a year; while entry level for State Historic Preservation Office Archeologist positions is typically \$41,600.

It is extremely difficult to attract and retain the Maintenance Craftsman Sr. position when our Agency can make an entry offer of \$12.37 per hour. We had only three applicants this year for a recent recruitment. In comparison to other state agencies that have recently hired for this position at a rate of \$13.50 to \$16.00 per hour, it makes our position more difficult to fill.

Actions by the CEC committee to support the Governor's CEC increase and pay line move moving salaries closer to policy are highly endorsed by the Idaho State Historical Society and its Board.

We expect our employees to be high functioning, experts in their field, customer focused, creative, entrepreneurial, problem solvers, data driven, and business savvy. We also expect them to be conversant with our state government enterprise, its policies, procedures, practices and work with grace, discipline, and patience in serving the public. Further, we expect them to work independently, on multi-faceted teams, and engage with a wide range of stakeholders to do their work.

All of these attributes are derived from skills gained through formal credentials, continued self-improvement, and ability to adapt, continually, to new practices in an ever changing world. Our employees deserve salaries commensurate with our expectations for high level responsiveness and skills. Our agencies need talent to ensure that our missions are fulfilled and our government

services are the most cost effective. Thank you for your thoughtful consideration.

Respectfully Submitted,

Janet L. Gallimore

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