



State of Idaho

DIVISION OF HUMAN RESOURCES

Executive Office of the Governor


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January 17, 2018

TO: Robyn Lockett
LSO Analyst
Legislative Services Office

Change in Compensation Committee Members

FROM: Susan E. Buxton 
Administrator
Division of Human Resources

SUBJECT: Responses to the Change in Employee Compensation Committee (CEC) Requests

1) 2017 Milliman Survey Interview Participants:

Senator Grant Burgoyne
Senator Jim Guthrie
Senator Todd M. Lakey
Representative Neil A. Anderson
Representative Stephen Hartgen
Department of Correction Director, Henry Atencio
State Board of Education Executive Director, Matt Freeman
Department of Finance Interim Director, Mary Hughes
State Tax Commissioner/Chairman, Ken Roberts
Department of Commerce Director, Megan Ronk
Department of Water Resources Director, Gary Spackman
Idaho State Police Director, Colonel Kedrick Wills

Survey Participants Invited Who Could Not Participate:

Senator Fred S. Martin
Senator Jim L. Patrick
Representative Fred Wood
Department of Health & Welfare Director, Russell Barron
Department of Administration Director, Bob Geddes
Department of Agriculture Director, Celia Gould
Department of Labor Interim Director, Paul Spannkebel
Department of Environmental Quality Director, John Tippetts
Public Utilities Commissioner, Paul Kjellander

- 2) Compa ratio data. The compa ratio data is calculated using weighted averages¹. Because these averages are assigned different weights based on incumbent numbers, it is not always possible to accurately calculate the weighted average compa ratio each year by dividing the average pay rate by the average policy rate. This data is automatically calculated in an IBIS report utilizing payroll data from the State Controller's Office for classified employees only.

The 5-year history is as follows:

FY2017

Weighted Average Pay Rate: \$21.87
Weighted Average Policy Pay Rate: \$24.41
Weighted Compa Ratio: 89% (Reported with tenths as 88.9%)

FY2016

Weighted Average Pay Rate: \$21.17
Weighted Average Policy Pay Rate: \$23.51
Weighted Compa Ratio: 89.6% (Reported rounded-up as 90%)

FY2015

Weighted Average Pay Rate: \$20.55
Weighted Average Policy Pay Rate: \$23.46
Weighted Compa Ratio: 87.1%

FY2014

Weighted Average Pay Rate: \$19.86
Weighted Average Policy Pay Rate: \$23.37
Weighted Compa Ratio: 85%

FY2013

Weighted Average Pay Rate: \$19.56
Weighted Average Policy Pay Rate: \$23.03
Weighted Compa Ratio: 85%

- 3) Payline Exception Report. A payline exception occurs when a higher pay grade is assigned to a job class, generally due to recruitment or retention issues for classified employees. The classification is temporarily moved to a higher pay grade based on review and approval by the Administrator of the Division of Human Resources. This review is in accordance with Section 67-5309D (5), Idaho Code, which states that "when necessary to obtain or retain qualified personnel in a particular classification, upon petition of the department to the administrator containing acceptable reasons therefore, a higher temporary pay grade may be authorized by the administrator which, if granted, shall be reviewed annually to determine the need for continuance." All of the salaries related to the classifications on payline exception are covered in agency budgets. No additional appropriation is necessary.

¹ Weighted Average: defined by Investor words as "An average that takes into account the proportional relevance of each component, rather than treating each component equally."

Payline Exception Table: Total of Classified Salaries Over Pay Grade Maximum

Title	Number of Classified Employees in Classification	Pay Grade	Temporary Pay Grade	# of Employees Over Pay Grade Max	Total of Salaries over Pay Grade Max
Clinical Specialist	21	M	O	18	\$ 174,250.28
Instructor	28	K	L	1	\$ 136.45
ISP Forensic Scientist 2	19	K	L	12	\$ 31,339.80
Locksmith	4	G	H	0	\$ -
Pharmacist, Clinical	5	O	Q	4	\$ 37,122.17
Pharmacy Services Specialist	2	M	P	2	\$ 34,778.84
Pharmacy Services Supervisor	3	P	R	2	\$ 12,012.83
Physician, Clinical Director - Community	0*	Q	V	1	\$ 43,284.80
Physician, Epidemiologist - State	1	Q	V	1	\$ 96,969.18
Physician, Medical Clinic - Institution	2	Q	V	2	\$ 145,453.98
Physician, Medical Director - Institution	2	R	V	2	\$ 173,862.20
Physician, Psychiatric Specialty	2	Q	V	2	\$ 145,453.98
Physician, Public Health	1*	P	V	6	\$ 184,548.00
Psychologist	2	M	O	1	\$ 5,949.42
Psychologist, Chief of	3	O	P	3	\$ 4,419.58
Therapist	1	L	M	1	\$ 7,272.51
Therapist, Early Intervention	12	L	M	4	\$ 8,713.53
Utilities Division Deputy Administrator	1	O	Q	1	\$ 20,232.99
	109	* Hired as Temporary Employees		63	\$ 1,125,800.54

- 4) Turnover Percentages for Pay Grades D – I. The following information represents the turnover percentages for pay grades D – I. The turnover percentage of these pay grades represent approximately 50% of the total turnover percentage of classified employees.

PAY GRADE	Classified Employee Count	FY 2017 Classified Employee Separation Count	FY 2017 Weighted Turnover Rate By Pay Grade	Percentage of Total Classified Turnover Rate
D	1	0	0.0%	0.0%
E	234	68	26.0%	1.7%
F	281	106	37.0%	2.4%
G	700	144	19.3%	1.2%
H	1,601	306	17.7%	1.1%
I	2,240	422	18.3%	1.2%

- 5) Milliman Geographical Adjustment. The following represents the geographical adjustment for an administrative position:

State	Adj % to Idaho	Raw Value	Adj Value
WA	-18%	\$55,000	\$45,100
NV	-14%	\$35,000	\$30,100
OR	-10%	\$50,000	\$45,000
UT	-2%	\$40,000	\$39,200
MT	0%	\$30,000	\$30,000

Geographically Adjusted Median: \$39,200

State Average: \$37,000

State v. Median: 94%

SB/sd