



January 17, 2018

THE IDAHO LEGISLATURE'S 2018 CEC COMMITTEE

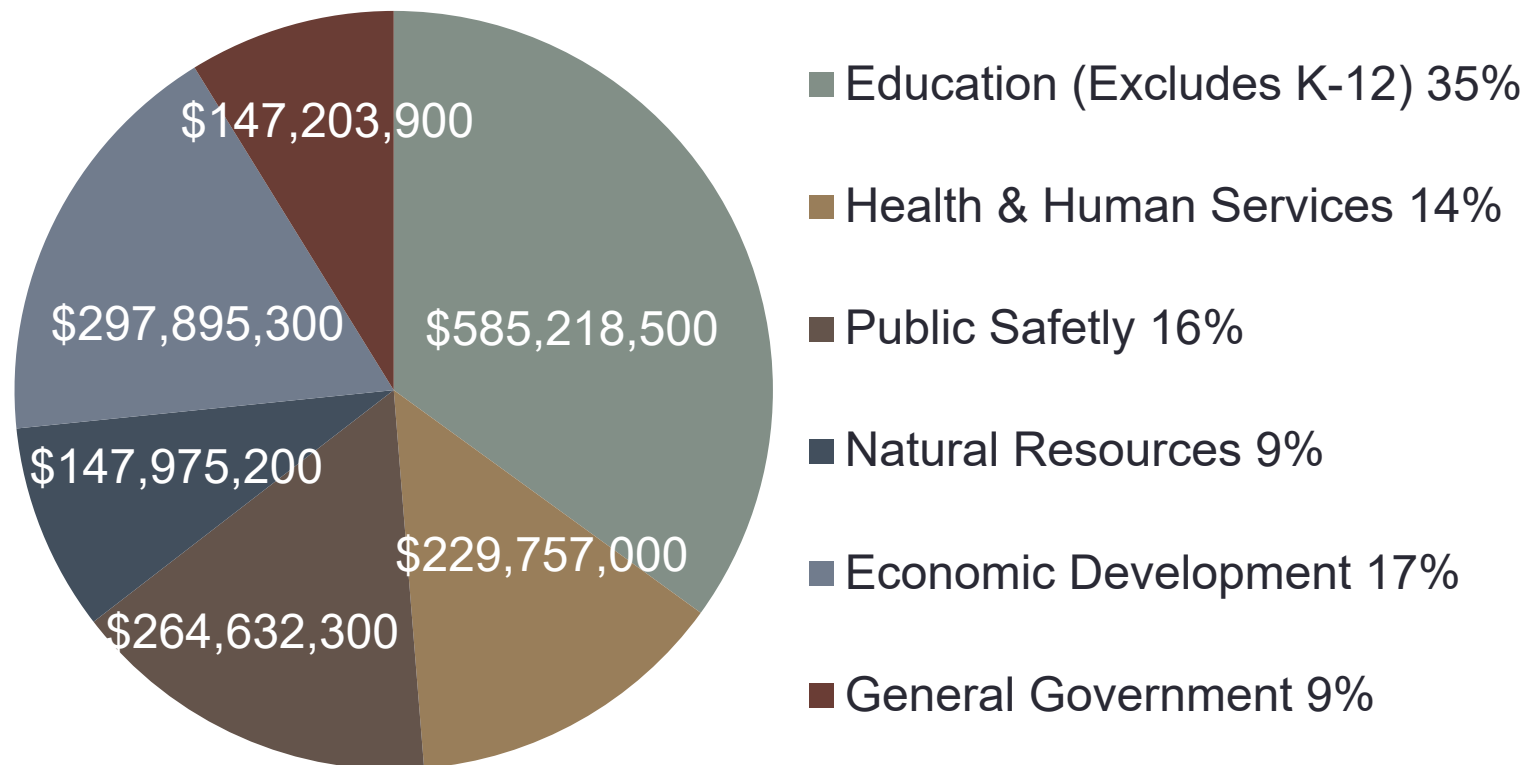
FY 2018 SALARY ADJUSTMENTS FOR STATE EMPLOYEES

Legislative Services Office, Budget & Policy Analysis

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FY 2018 State Agency Personnel Cost Appropriations...

PC Appropriation of \$1.67 Billion



Including a CEC...

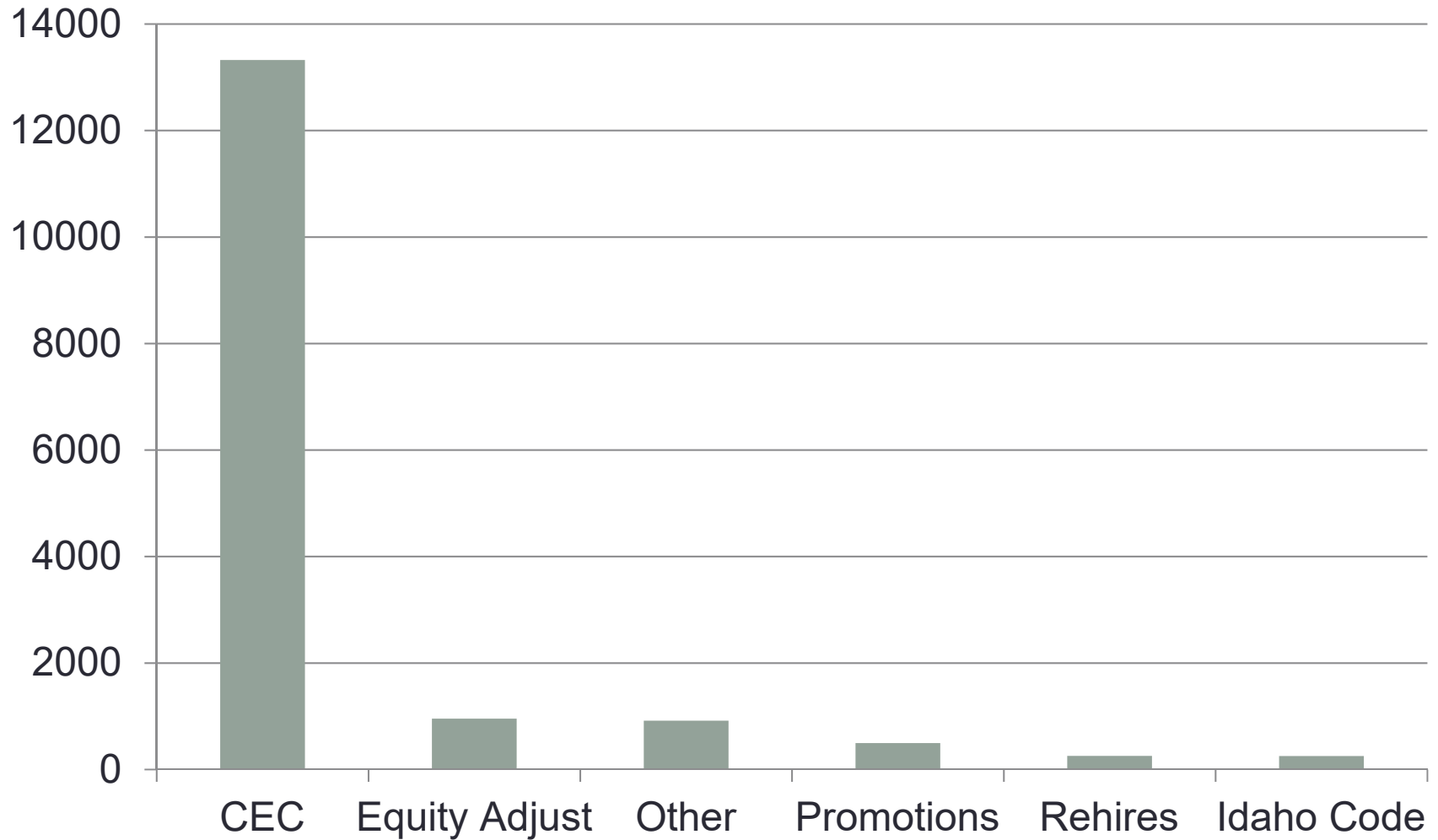
- CEC Committee Recommended and Legislature Supported Funding for a 3% ongoing CEC based on merit and to be distributed at the discretion of the agency head and institution presidents
- Agency Compensation Plans were approved by DFM before increases could be implemented

Pay Change Reports by Agency

FY 2017 – FY 2018 Permanent Statewide Pay Changes

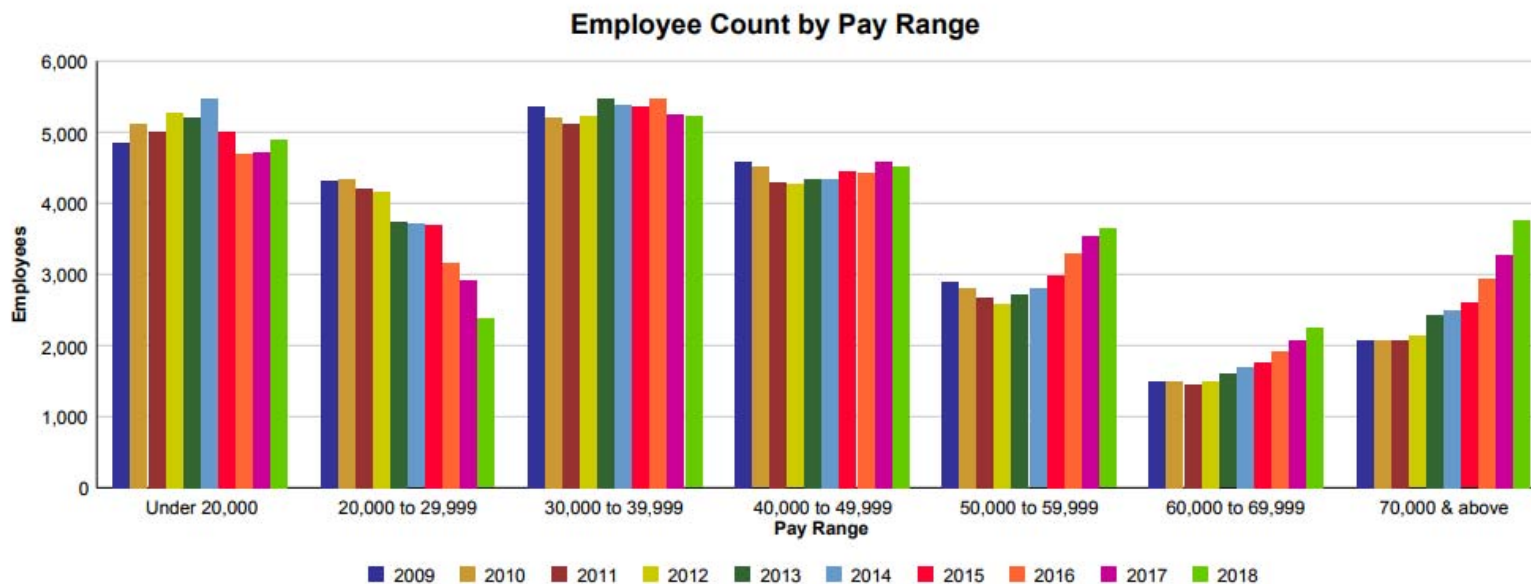
- March 1, 2017 – December 15, 2017
 - The dates capture any early implementation of a CEC, when applicable
- Shows median and average pay increases by agency
- Reasons for the pay changes

Permanent Pay Changes



Employee Count by Pay Range in 2017

- About 1 in 5 employees, or 18%, earn less than \$20,000
- 28% earn between \$20,000 and \$39,999
- 31% earn between \$40,000 and \$59,999
- Remaining 23% make more than \$60,000



Elected Officials' Salary Changes

Calendar Year	Statewide Elected Officials	Attorney General	Lt Gov	Governor	Legislators**
1998	0.0%	0.0%	0.0%	0.0%	0.0%
1999	11.1%	10.0%	8.8%	8.8%	0.0%
2000	3.3%	3.0%	3.0%	3.2%	19.4%
2001	3.2%	4.1%	2.9%	3.1%	0.0%
2002	0.0%	0.0%	0.0%	0.0%	6.0%
2003	0.0%	0.0%	0.0%	0.0%	0.0%
2004	0.0%	0.0%	0.0%	0.0%	0.0%
2005	0.0%	0.0%	0.0%	0.0%	0.0%
2006	3.1%	3.3%	2.8%	3.0%	0.0%
2007	4.0%	4.0%	4.0%	4.0%	0.0%
2008	3.0%	3.0%	3.0%	3.0%	2.9%
2009	2.9%	2.9%	2.9%	2.9%	0.0%
2010	3.0%	3.0%	3.0%	3.0%	0.0%
2011	-3.9%	-3.9%	-4.0%	-4.0%	0.0%
2012	4.1%	4.1%	4.1%	4.1%	5.0%
2013	6.1%	1.3%	15.5%	1.4%	0.0%
2014	1.7%	1.7%	1.7%	1.7%	2.0%
2015	1.5%	15.8%	18.4%	1.5%	0.0%
2016	1.5%	0.0%	1.5%	1.5%	1.5%
2017	1.5%	0.0%	1.5%	1.5%	1.5%
2018	1.5%	0.0%	1.5%	1.5%	1.5%
Avg Chg***	2.27%	2.49%	3.36%	1.92%	1.90%

**Legislators pay changes effective December 1, 2016 for two years (one term).

***Average annual change (Elected Officials' increase for 2015 auth. by the 2014 Legislature, Session Laws Chapt 356).



Questions?