

## FY 2020 Change in Employee Compensation & Benefits


25,541 State of Idaho employees




 **12,912**  
classified employees

 **12,629**  
non-classified employees

 **67** state agencies

 **47,000**  
lives covered by state  
medical insurance

**3.1%**  
of the State's workforce  
retired in 2018 


 Traditionalists  
[born '33-'46]  
**1.24%**


 Baby Boomers  
[born '47-'64]  
**29.14%**



 Generation X  
[born '65-'79]  
**35.27%**

 Millennials  
[born '80-'00]  
**34.29%**

Generation Z  
[born '01-'15]  
**0.06%**

State of Idaho total compensation  
is **10.7%** lower than  
public sector total compensation. 

Idaho's  
unemployment rate **2.7%** 

classified employee  
turnover rates  
 **7.8%** voluntary\*  
 **4.1%** involuntary  
\*does not include retirements

 ...and **12.4%** lower than private sector.


The healthy job market in Idaho presents challenges to state government which needs skilled, experienced, and dedicated employees to properly undertake its government functions.

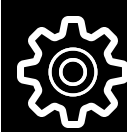
The State has and continues to seek employees with skill sets that foster good, efficient government.



### DHR Recommendations

 Increase salary structure **2%**  
toward market average  
Increase merit-based  
salary component by **3%**

Continue current payline exceptions  
for job classifications which target  
specific recruitment and retention  
situations. 

 Maintain same funding  
levels and percentages  
for employee benefits.