

Sent: Saturday, January 5, 2019 3:11 PM

Subject: employee compensation committee meeting

I would like to comment on the Employee Compensation Committee. I enjoy my position as a Rehabilitation Technician for four years now. I would like to comment that I also work part-time for the county as a Juveniles Detention Officer for two years. When I get a raise from the county, I get an increase from 5 – 8 percent raise. When I get an increase from the state I get a 3 percent raise. The State and the county are having trouble recruiting qualified individuals for this position, and then also retaining them.

I was a Mayor of small town in Washington state 3 miles from the Idaho border for 8 years. I managed a part-time Police Chief and also two part-time officers. I knew that if I hired a new young recruit fresh out of college, put him through the academy, he would be gone in a year or two, and hired off to another department. I believe with the standard 3 percent raise, Idaho is not keeping up with inflation. Idaho is also spending money training good officers for other states, because the income vs tax revenue is not enough to retain them. I have witnessed this first hand as an employee of Idaho's law enforcement community. Idaho is saving money on salaries, but loosing on training and retention. Increase in POST costs, to the point of causing disunity over costs. Interagencies question the validity of POST because of the outlying expense. Not increasing salaries is costing Idaho, in more than employee turnover, it is effecting the standards in which they operate.

Thank You,

David Smith

January 6, 2019

Dear Members of the CECC,

I would like to personally thank all the members of the committee and the other staff involved in this process. Very few things in life rise to or above that of public service and I appreciate the new members as well as those from years past for their continuing dedication to the people and State of Idaho. I myself have enjoyed my experience working for this great State in my small corner and it is my prayer and hope that this committee and continue to serve with integrity and respect as you all take on this difficult task.

It is difficult to write this letter as my inadequacies and fears pressure me to revise, delete, and recompose this letter over and over again. I want nothing more than to share my opinion and belief with the committee but don't want my words to proverbially bite the hand that feeds me and my young family. However, it is my personal experience of working for the State that compels me to share and let known my belief that the current road to recovery is not sufficient for all involved.

The recommendation for 3% increase to the Salary structure is great and it would be my hope that this 3%, or if needs be less, but something more secure and sure each year. Such a change in compensation would make a difference to myself and others when contemplating employment with the State. I have seen the reports and felt the impact that the State is competitively behind in its compensation to its servants. I believe I read at some point that 3% Salary structure increases with another up to 3% up to the department's discretions was enough to stop the hemorrhaging but not sufficient to make gains on the gap that does exist. I would agree with this statement over and over again if I could.

It is discouraging to say the least for how I feel when it comes to how this state plans to bridge this gap when it is anticipated that other states, especially in these years of economic growth, are asking for the same recommendations. While I appreciate the cautious, prudent, and conservative approach to at least stop the bleeding, it will in no way make the State competitive or comparable in its mission to compensate its employees. All of this was said without mention to the benefits, specifically healthcare, that the State of Idaho Employees receive. While the benefits surely are great and I have enjoyed my health coverage experience greatly, it will become increasingly difficult to afford the deductibles if something else isn't done about bridging the gap that makes this State even relevant to its neighbors.

Working for the State of Idaho has been enjoyable. I work in a particular area that is filled with wonderful people working with some of Idaho's most challenging individuals and they work not so much for the money but because they feel like the can make a difference in the lives of others. They are a caring and dedicated workforce, to which I would argue, would be some of Idaho's finest citizens and they would never ask for something that should be given. They are a humble and salt on Idaho's potato kind of people. I would feel safe in applying my personal experience to the many different departments within the State and its dedicated workforce. I would encourage you to read between the lines of this letter and the petition of others like mine. These sentiments are represented in your data/reports as well. Something more can and ought to be done so as to alieve the burden placed on those dedicated to the State's service. Thank you for your time.

Respectfully,

Dawson Chapman

Sent: Tuesday, January 8, 2019 4:01 PM
Subject: CEC committee benefits thoughts

As a state employee, I have filled out all the surveys concerning CEC and benefits that have been sent to us this past year. But it seems that the legislators are looking for more personal opinions?

The bottom line is that the **only reason most state employees stay in their state jobs instead of leaving for better paying private sector jobs is for the benefits packages.** The health, dental and PERSI benefits are definitely the best in the state (except I hear the Boise City and federal benefits are better than ours). Our wages are definitely lower than private sector jobs in just about every area. The benefits are the only thing that makes it worth the lesser salaries and minimal raises. Although we are grateful to at least be getting raises. When I first started there were none for several years.

The benefits are especially important to someone like me who has an autoimmune disorder and is only surviving and able to work because of access to affordable health care coverage. Otherwise, I'd probably be on the other kind of state benefits like Medicaid and food stamps. It's easier to find a second source of income than it is to find good health care benefits.

Thank you!

Heather L. Dyer

Legal Assistant

January 8th, 2019

Change in Employee Compensation Committee

Dear Change in Employee Compensation Committee Personnel:

Thank you reading my written testimony about my desire and want for Change in Employee compensation. I have worked for the Idaho Department of Juvenile Corrections (IDJC) for going on 8 years. I feel my work and experience has been undercompensated. I desire more for me and my family received, in that the State Department can provide more for its employee's.

My family and I appreciate the insurance coverage offered for our area. Though more can be offered to those with good health, perhaps in the way of dental coverage and not having co-pay and having more coverage benefits, in having to pay less at the dental offices for preventative maintenance. More I mean in lower bi-monthly rates for a family of four (4).

Another request is in the percentage rate in which raises have accumulated for me over these years, in my personal opinion, it has been slow and low. I began working at about \$15.00 dollars an hour, I am currently earning \$17.83 an hour. My yearly reviews have always been Solid Sustained and each year received a 3% increase as did others within the same rating bracket. Due to the long hours away from my home life and the stress it has caused on my growing family, this rate of compensation increase needs to be thoroughly increased on a few measures. My work in providing safety for the community and providing support to create productive citizens within the youth, who come from nothing majority of the time, has been rewarding work but it has been under appreciated. In this measure I have provided them the confidence and strength to deal with the realities of the world. Also I am very proficient at it.

Another measure that should be addressed needs to be more in the way of "Exceeds Excellence" in my current position, to attain this rating is near impossible, in my understanding. Also I feel there needs to be an hourly pay increase in employees who have shown longevity and commitment to the department. I have found a way to work well with the youth I serve and the co-workers I trust. All of which have concerns and reasons for increased pay. Another reason is that as a Rehabilitation Technician I am the first responder for safety, if a situation turn volatile I am at risk together with other youth. When a situation goes south it is my responsibility! Being willing to work with delinquent youth in a confined space, alone most of the time, can be scary, not to mention weekends and holidays where other coworkers want to the time off. Being willing to work for a department in a location of risk, needs to have more value to its personnel in the front of the line.

Please consider my written testimony to increase the pay rate based on the individual's qualities and not combine them with a group of individuals to fall on to get the same percentage, but give credit to where it is due, separately, independently and to the individual.

Sincerely,

Jeffrey L. Grisham
Rehabilitation Technician Professional

Sent: Wednesday, January 9, 2019 2:16 PM
Subject: CEC Committee Testimony

Hello,

This year I had two abscessed teeth, one right after the other. This was not for lack of tooth care or of visiting my dentist every 6 months. I have always followed that plan. It was just bad luck.

My State of Idaho Employee dental insurance paid a portion of the first and none of the second. I had to come up with over \$6,000. When your annual pay is less than \$29,000, that is a huge chunk! I am supporting two college students and helping pay for their schooling too, so you can imagine, as a single mom, how hard I work to come up with financial solutions. I take extra work whenever I can.

I don't have the luxury of going places or doing things for entertainment or self-care. I have made peace with a frugal life and make the most of what I can do with it.

I would like you to understand that I am a terrific asset to the students of Boise State University and my coworkers are very pleased with my resourcefulness, responsiveness and problem-solving, as well as my cheery disposition.

So, please, look at your lifestyle and what you are able to give your family and yourself and what I am able to provide and ask: Is this fair? Do you work any harder than I do for your money? Are you more skilled? Are you better with people or money? Can you perform better with computer programs? I challenge you to any of those.

I suggest that our pay system is not at all fair and that it is getting worse every day.

Please increase our pay rate as high as possible and allow your neighbors to have a better chance at enjoying life without living each day in stress about how to pay basic, necessary bills.

Thank you.

Beverly Sherman
Technical Records Specialist 2

Sent: Wednesday, January 9, 2019 12:57 PM
Subject: CEC Committee testimony

To the CEC committee,

Thank you for your consideration of my testimony. I am a young BSU employee and while the position has offered me much in terms of benefits and personal growth, I feel my compensation is not enough to match the rising cost of living and especially rental costs in Boise. With the city growing, rental prices have skyrocketed and young employees at BSU are certainly being affected. A modest pay raise would go a long way to ensure that BSU continues to attract young talent and are able to offer a compensation that keeps driven young individuals in Boise.

Thank you,

Emily Berg
Administrative Assistant, Geosciences Department

Sent: Wednesday, January 9, 2019 9:38 PM
Subject: raise

We need to be making more money first to keep up with cost of living and persi goes up and our insurance is up too. Some pepole work a second job just to get by and some have families to support.

Bart Owens

Sent: Thursday, January 10, 2019 8:19 AM
Subject: your voice

I recently moved from mountain home, and it took us 3 months to find a place to live due to we did not qualify financially to move in the city of boise. I think its sad that we work in boise but we do not make enough per month to live here. Don't you?

Thank you for your time.

Randy Ostberg

Sent: Thursday, January 10, 2019 8:45 AM
Subject: Idaho State Employee Raises

My name is Olgie Castillo. I am an Administrative Assistant II here at Boise State University. I work for the Idaho State Director here at Idaho Small Business Development Center. I support 13 members of the ISBDC State staff. In my suite of office we also house ISBDC Region III, who have four people on their staff. They have their own Admin here to assist them, however that Admin has many duties outside the office which leaves me here alone in this position much of each day. This also means I am each and every day supporting anywhere from 13-17 people...and I earn less than 37K a year. What is wrong with this picture?

I have people coming from all directions, giving me directions each and every day. My hours are 40 per week, but I really need to be here 50 hours a week. I am not allowed to earn overtime so any overtime I do goes unpaid and unappreciated. Time and again I have asked for a raise, time and again I have been told we are working on it.

I ask you to think about all the low paid classified help that give all they have to support all professional staff. Each and every one of us work our tails off for far less pay than we are worth. And believe me we all appreciate an occasional 'pat on the back,' but having a nice 'hourly pay' to go to work for would sure make it easy to drag ourselves out of bed each day.

Perhaps it is time to give more money to the classified help, and a little less money to those who are already on the top of the feed chain. It seems every time this idea of raises comes up, the professionals at the top of the food chain get far larger raises than the people who actually support them to make sure they stay on top! I appreciate you at the very least giving this some thought. I know there are those who will laugh at my suggestion...but I guarantee none of the Classified staff will be laughing at this email. Truth is...I am tired of being handed a bone!

Thank you,

Olgie

Olgie Castillo
Administrative Assistant

Sent: Thursday, January 10, 2019 12:46 PM
Subject: CEC Committee

As an employee of Boise State University I find that with every 3% raise we get our benefits also increased (including parking on campus). Having been employed since 2006 until I recently took a new position (a promotion) my take home (net) pay never increased for 12 years. What is wrong with that picture?

Sharon Miller
Box Office Manager

Sent: Thursday, January 10, 2019 5:14 PM
Subject: Testimony for CEC discussions

My name is Esther Lynne Given and I have worked for the State of Idaho since February 2011.

When my job in the private sector ended and I came to work for the State, my wages were higher in the private sector 8 years ago, \$17.50 per hour, than I make, right now, after nearly 8 years with the state, \$17.06 per hour. I had insurance through Regence Blue Shield, with better benefits, at no cost to me, than I have with the State. I recognize that I am older and insurance rates go up as we age. The one thing that I have with the State that I did not have in the private sector, is that we have PERSI. I would like to encourage a close look at full compensation and benefit packages for the jobs that we all do as State employees. I think the State would find that the rate of attrition and discontent among employees would decrease if our compensation were brought closer to equity with what is offered in the private sector.

In addition, I believe there should be consideration made for the amount of raises in wages versus the cost increases in medical/dental/vision insurance. I appreciate that the State has not passed the extra cost of our healthcare benefits on to us for the past few years. When the decision is made to begin passing that cost on, please consider the net pay effect. In the past, the 3% raise I received, did not cover the increased healthcare benefits cost and my net pay after my raise was actually less than before the raise and healthcare benefit increase. When your pay goes backwards year after year, it becomes demoralizing.

Thank you for your time and consideration

Esther Lynne Given

Sent: Thursday, January 10, 2019 2:43 PM

Subject: Rise salaries

My name is Emilio Amaro and I work for Boise State University in the landscape area.

I would like to have your advice how can we be heard in order to obtain a fair raise to our salary, because since five years ago I have been giving my testimony in person before the committee and I not even have had a response why always is just 3% increase and Health insurance rise is 7% as an example, leaving my increase erased and behind every year.

As different surveys show that Idaho government employees are behind the private sector and BSU is behind other government entities in at least 30% such as University of Idaho or Parks and recreation as just two examples.

Surveys done in 2000, 2007 and 2011 have shown that 17% BSU employees need a second job to get the minimum wage and 30% living under the line of poverty, going deep on debit in order to complement the basic necessities. This contradicts the government purpose of high quality employees and retention.

Therefore, please advise me if I am knocking the wrong door before the CEC.

Respectfully,

Emilio Amaro.

Sent: Thursday, January 10, 2019 10:25 PM
Subject: State Employee Compensation testimony

Hi, my name is Shauna Christiansen and I work at the State Hospital South. In this statement I am speaking for myself and not as a representative of the Department of Health and Welfare.

I think that it is great that we employees get raises each year based off our performance, however, each time the base pay is raised, long time employees get nothing. I have worked for the state for over 5 years and I make as much as someone who has been here for over 15 years. I also make the same as someone who has only been here for 3 years. This type of practice makes long time employees feel unimportant.

For the last round of raises, I feel that none of us really got a raise based off performance. We did get raises but not based off performance. We found out that we were all being underpaid so we were just bumped up to the base pay. That is technically not a raise based off performance. We were also not compensated for the time that we were apparently being underpaid. Now, most of us make the same amount. Please don't try to fool us like that. We need to be compensated for our commitment to the company that we work for. It's a real shame when someone new is hired and they make just as much, sometimes more, then the people who have dedicated their life for their employer.

Thank you for your time.

Shauna Christiansen

Sent: Friday, January 11, 2019 7:39 AM
Subject: have your voice heard

I was wondering if we could mention the wages and benefits. We are the lowest paid State Agency in a high stress and paced environment. Most of us not in Management positions have two jobs to make ends meet. The benefits help but are no longer high quality, as the years have gone by Our benefits have lowered to standard. The wages are lower than standard for what we do here as Tax Collectors. Why can we not elect to work the non- major holidays and get comp time to help with the sick leave (voluntary only). Working in a building with sick people, because they no longer have leave time left to stay home and not spread their illnesses. This would help to stop the sick spreading their illnesses like wild fire. It is worse than being on an airplane breathing diseased air. Certain times of the year the work load gets very hectic and no overtime allowed. This does not help the stress at getting the Taxpayers taken care of in a fair and timely manner.

Thank you for your time.

Connie Morris
Tax Compliance Technician

Sent: Thursday, January 10, 2019 10:56 PM
Subject: Written testimony for the CEC.

Hello,

I would first like to say I am blessed to have this job, I appreciate it more than you know. I have been with the state for almost 5 years and enjoy what I do.

Even though I am in complete agreement with being able to move anywhere you chose you would like to live, how does this have anything to do with compensation?

Well, I am a native Idahoan and was born on the Air Force base here.

Just recently after my Mom passed I began looking for somewhere to live. I spent close to 5 years taking care of her. When it came time to move, being a single parent I found I don't make enough money to support myself and one child.

Everyone that has moved into the state, with not enough supply for the demand, has made the prices for housing and rentals too far out of my reach. Obviously that's not the only reason prices are changing. But just as more places are being built to cover the growing population, we need more income to cover the cost of living changes happening in the state.

I work hard for my money, and it wasn't too many years ago I owned my own house until the recession hit.

I have been diligent in working to get myself a home again and the prices are far above the money I need to make to get by. I have been working on getting a place for over a year now and it's been a very exhausting & difficult struggle.

It would be wonderful if a huge raise came from this, however I know we are all struggling financially. But it would be a great help to me if I receive a raise this year and can maybe get my own place soon. I don't want or need a mansion, just a small place to call home.

Please help us all to get a little better off financially for those whose paychecks don't always make it to the next payday.

Thank you and sincerely,

Donna Caldwell
Custodial Lead Worker East Side

Sent: Friday, January 11, 2019 7:28 AM

Subject: State Employee Compensation Testimony

Dear Change in Employee Compensation (CEC) Committee:

My testimony is very simple:

I really like my job, but I always keep my eye out for opportunities elsewhere because my pay could fairly easily increase elsewhere. I consider my overall compensation mostly worth it due to other benefits. A larger raise than the standard 3% would overall boost employee morale, and for me, would really help me feel confident that I can continue to work for the state longer term and make the kind of money I could elsewhere. I do not represent the Department of Health and Welfare, only myself.

Thank you for your time.

Zach Wixom

Sent: Friday, January 11, 2019 7:03 AM
Subject: Submission of Written Testimony

Dear Idaho Legislature 2019 Change in Employee Compensation Committee,

I'd like to thank you for your efforts in fairly evaluating the salaries of Idaho state employees, and working to keep these salaries at a rate that will ensure the quality of the personnel that are recruited and retained remains at a standard high enough to well serve the great state of Idaho and its citizens.

Please note that with the increased costs of living in the Treasure Valley, state government workers are being priced out of the market as state government salaries are not increasing at nearly the rate of housing costs. While it may be decided to ignore this fact in the short term with, at first, minimal noticeable consequences to the quality of personnel that the state is able to recruit at the current salary levels, please envision the long term consequences of ignoring this disparity. Several times each year, I reevaluate the practicality of remaining in my current position with the Idaho state government. As a former IT employee for the State of New Mexico, my salary was considerably higher – and that was over a decade ago. I'm well aware of what the private sector pays for my skillset and, as I ponder the best way to provide for my family, I continue to have faith that our state government pay rates will eventually realign more closely with our private sector counterparts.

I find great satisfaction in working with such a great team of coworkers and in providing the highest possible level of contribution to our great state and its residents.

Please consider a pay increase which will ensure the retention of our state's dedicated government employees.

Thank you, in advance, for your consideration.

Respectfully,

Keith Lench | Tax Automated Systems Specialist

Sent: Thursday, January 10, 2019 11:19 PM
Subject: State Hospital North

Nursing at State Hospital North are always under great stress between paperwork, patient behavior and staffing. We have wonderful staff as well as staff that are prn's. The pay scale for the prn nurses are so below the standards anywhere. If you would consider these as traveling nurses, they would have a proper pay scale but unfortunately that is not the case here.

I am asking if we could up the Prn Nurses payscale , this way we can keep them here and they will not need to move on to a better paying job. They are nurses whether they work full time or part time they should have adequate and respectable pay.

Leadee Miller

Sent: Friday, January 11, 2019 11:24 AM
Subject: CEC Written Comments

To whom it may concern,

First, I would like to thank the legislature for the CEC they have given the last couple of years. I was here for the 5 or 6 years during the recession that we saw no raises, and it is a great relief to have seen something during this time.

That said, our employees--specifically those who work in jobs in facilities or in support roles like administrative assistants--are still underpaid, and living below the poverty level. At least half of my crew uses support services such as food stamps, Medicaid, or sliding scale housing. A third have second jobs or work odd jobs on the side, and these aren't people living beyond their means.

Even in a supervisory role, I find myself living paycheck to paycheck. This was the first time in five years that I made it through the holidays without taking out a loan, and that isn't because of wage growth, it is because of an unexpected scholarship that I earned at school. Those of us in lower-end management roles are in the awkward position of not being eligible for benefits, not desirable for overtime due to our higher pay rates, and yet not actually out of the bottom when it comes to trying to break the payday survival cycle.

I continue to hear how great Idaho is doing. I understand that frugality is a part of that success. However, it is time to not only keep us at the same rate, adjusted for inflation, but to make an investment in your workforce.

Thank you,

John Barrie
Custodial Supervisor

Sent: Thursday, January 10, 2019 7:29 PM

Subject: 2019 State Raises

Dear CEC Committee:

Once again we are asking you to give us a raise. They call it a 3% raise so the media "thinks" we are all getting 3%, when in fact we do not "all" even get a 3% raise, except for probably management; most get 2%. We are at such a low pay scale that I am making about what I was making back in 1996 for the School District in California in an opening position. Sure, you say, "but that was California"...but...that was 1996!!! We need to step it up, but I have mentioned this before. We have a swinging door policy. We train the local population so they can then go get a better job elsewhere, after we have invested in them. I appreciate the job and the work, don't get me wrong, but I need some respect given back to me for the time and actual devotion I give to this job. That comes in the form of remuneration. I get that we are now getting the cheapest toilet paper and facial tissue that are made on this earth, as you are trying to save, save, save money. This week the toilet paper actually shredded into streamers as it is pulled off the roll. The clients have been heard saying they don't want to use our Kleenex when they are crying. Fine, we can bring our own tissue, but we need to be compensated properly.

Again, I say, quit with all the traveling, airline tickets and hotels and car rentals, parking lot fees and meals. Do video conferencing and spend a little more directly on our pay.

I am not sure who is in control of the funds for the above mentioned travel...so if it is better not to mention it to the CEC and someone else fixes that problem, then leave it out...otherwise leave it in. But someone needs to fix something. 3% might be sounding good to you people deciding on this, but do you realize 3% of my pay is around 40 cents an hour. Maybe you need to look at what the actual amounts are...not 3% of "your" salaries....3% of OUR salaries. Not so impressive.

Thank you for your consideration, and all the hard work I hope you are doing on my tax dollars....although my tax contribution would be larger if I made more money. Ha Ha.

[Name withheld at request of commenter]

Sent: Friday, January 11, 2019 8:03 AM

Subject: Legislative Input for the Change in Employee Compensation Committee

To Whom It May Concern:

My name is Cynthia Orr and I am the Education Program Director for the Idaho Department of Juvenile Corrections (IDJC). The Education Program Director position is equivalent to a school district Superintendent. I started this position on October 23, 2017. I remember the date because this is the first day of a position that I absolutely love. I love ensuring that our students in our three correctional centers have a good education and that we prepare them for their next steps when they leave our custody. This is a position that I could see myself remaining in until I retire. This is not my first time working for the State. I was also the Multi-Tiered Systems of Support Coordinator for the Idaho State Department of Education (ISDE). I worked there for a year.

When I worked for the ISDE, I enjoyed my position. I left to go back to be a principal for Kuna School District. It was a large pay raise and I would have summer and school breaks off, so from a financial and life balance position, it was the right decision. When I saw the position of Education Program Director for IDJC, I immediately applied. As principal for a school in Kuna, I was working with at-risk youth, and I found a passion for helping these students succeed. However, when I was told the pay scale, I would be making the same amount of money as my current principal position; however, I would be working for 30 more days. As a principal, I had a 200-day contract. In this position, I work every work day, except for vacation time and federal holidays. It is a difference of 30 work days. This means I am making less in this position per hour than I was making as an elementary principal. So why take the position? The kids, plain and simple. I wanted to ensure that our kids were getting the best education possible. I have 27 years' experience and I have held every position from a teacher to a superintendent to working at the state level, and I wanted to bring my understanding to this position to ensure our students were successful in education. I did remember the benefits, and the current benefits are worth making less money. The insurance alone is why I am staying in this position. The insurance is much better than any school district I have worked for, with the exception of when I first started teaching. I have worked in Idaho as an education since 2005. I have many years vested in PERSI, so that is also a reason to stay. I also appreciate the life insurance policies for both myself and family. The benefits are why I am staying and not applying for the Cambridge Superintendent/Principal position. I would make more money and have more time off, but the medical insurance would not be the same. I expect much higher deductibles and out of pocket expenses.

If the State of Idaho is looking to save money, there are different options. My brother-in-law works for the State of Washington in the HR division. He works at home for three days a week and comes into the office for two. Because he is an employee that works from home, he does not have an office or cubicle. When he comes in for two days a week, he works in a guest cubicle. A position, like mine would be perfect for this solution. I am in the facilities six days out of the month. (I go to Lewiston, St. Anthony, and Nampa 2 days a month). Other than meetings, I am working in an office. The work I do in the office could be done from anywhere. For State employees that work in their office or cubical and rarely interact with the public, this would be a cost saving solution. You could have less office space and less people driving in the morning commute. I also know that there are people looking for that solution. This would not only attract your experienced workers who are looking for a little more work/life balance, but it also would be very attractive to millennials. They are looking for this type of flexibility in their workplace, and it might help with retention.

Another solution would be flexible working hours for staff members who do not interact with the public or have a position where you are working face to face with your clients. Having state workers work a 4-day work week could help with electricity, heat, and other office measures. My daughter works for the federal government and she works 9-hour days, with every other Friday off. That would also meet the needs of working mom's. Again, flexibility in work hours and places are attractive to both veteran and new employees alike. Providing choice when available also helps with staff morale. I appreciate you taking the time to listen to my thoughts and ideas. If you have further questions, please do not hesitate to contact me.

Thank you for your time.

Cynthia "Cindy" Orr, Ed. D.
Education Program Director

Sent: Friday, January 11, 2019 8:04 AM

Subject: State Employee Compensation Under Discussion – Public Testimony is Welcome

It's my personal opinion that 3% is not enough and or how its distributed needs looked at, State Employee wages for the "labor type positions" are low in comparison to most jobs in the private sector. I am appreciative for the raises we have seen in the past years but the practice of 3% across the board needs looked at in my opinion. For example 3% for someone making \$30.00 an hour works out to be a sizable increase in pay but the worker that makes \$10.00 an hour does not see much of a raise at all.

Its seems like my facility is trying to get the wages up for some of our lower paid positions by hiring new employees at a higher starting wages. This is great but on the other hand the people that have been here longer and have earned past merit based wage increases are making the same wages as the new person and even in some cases less than the new hires. I'm not sure if this practice is state wide or just here at the State Hospital South but some of our greatest resources "experienced work force" are leaving for better jobs.

Mathew Dolan
Materials Management

Sent: Friday, January 11, 2019 8:12 AM

Subject: Public Testimony for State Employee Compensation

I am a Pharmacy Services Specialist (licensed pharmacist) employed in the Pharmacy Unit of Idaho Medicaid representing myself in this written testimony.

I am requesting that the legislature review salaries within my department as compared to other licensed pharmacists employed by the State of Idaho in other capacities as well as other licensed pharmacists in Idaho working in the private sector.

I took a very significant pay cut (over 20%) when I moved from the private sector (employed as a long-term care consultant pharmacist) to this position ten years ago.

Besides my doctorate degree in pharmacy (PharmD), I completed an ASHP (American Society of Health System Pharmacists) residency program and also have my certification as a BCGP (board certified geriatric pharmacist) and am also a Fellow of the American Society of Consultant Pharmacist (FASCP).

My current position with the state gives me the opportunity to impact drug therapy for Medicaid participants on a statewide level. This position is very much a clinical pharmacist position which should be reflected in the pay range. I have been a pharmacist for over 30 years now and bring a wealth of experience to this position. It is a source of frustration for me that a newly graduated pharmacist going to work in retail pharmacy earns more than I do.

The on average 2-3% merit increases on a statewide level that state employees receive some years are inadequate when the entire pay range for my position is so below the standard pay scale for a full-time licensed pharmacist, especially one with many years of experience working in an important position to impact patient care on a statewide level. Therefore, I am requesting the legislature to conduct a salary survey for licensed pharmacists with advanced training (e.g. residencies and fellowships) and evaluate the inequality of the pay range for my position.

I would also like to point out that my salary is funded 90% by federal money and 10% by state money so that a salary increase for the three pharmacists in my department would have very little impact on the overall state budget.

Thank you.

Jane Gennrich, PharmD, BCGP, FASCP
Pharmacy Services Specialist

Sent: Friday, January 11, 2019 8:24 AM

Subject: State's Personnel System & Employee Compensation

To whom it may concern,

I have found that the employee compensation system works well enough & should not be downsized to save money or make someone feel like they accomplished a major feat by changing an unbroken system.

As far as the personnel system, if that includes I-Perform then I-Perform needs to disappear as it is an inadequate program that creates ulcers & discontent amongst the supervisors. Before introducing changes to how things are accomplished or updated maybe having a "sand box" to test the program for a year or so would be a better idea before introducing it to everyone all at once.

The other item, if it is part of the personnel system, is how individuals are hired. I believe the supervisors should be the ones to review the candidates' package(s) & determine who qualifies for an interview instead of Human Resources (HR). The supervisor knows exactly what they are looking in a new employee whereas HR only has an overview of each career field.

Thank you!

Tracy Varelmann
Technical Records Specialist 2

Sent: Friday, January 11, 2019 1:13 PM

Subject: CEC Input

Respectfully requesting that whatever increase is decided for the employee insurance premiums be taken into consideration when the CEC is determined. The CEC should be an actual change in compensation that we see in our take-home pay; not an increase that is absorbed by increases in health insurance premiums.

Thank You

Marla Richardson

Sent: Friday, January 11, 2019 8:31 AM
Subject: pay in ISTC audit division

I am an audit manager with the ISTC Sales Tax Audit Bureau. I have been employed with the Tax Commission since 1983, and have been an audit manager since 1986.

The current pay level is so low at the ISTC that we are getting very few qualified applicants for our open position, because accountants can make so much more money elsewhere, that most do not even bother applying for state jobs. I had an opening in the Lewiston field office last year, and the register had only one applicant.

Quick oil change companies are paying their new employees \$15 per hour, plus benefits. Pizza delivery people are making \$18 per hour. Starting pay for an Auditor 1, with a five year accounting degree, is only \$18.31. This is not enough.

Many of our experienced staff have left the ISTC because they could make much more money elsewhere. Some of these people went to work for other state agencies for job that are very similar, but the other agencies started them at the Policy pay line. As a general fund agency, we cannot compete with them on pay.

Another problem is that pay increases given in recent years are at rates that are lower than inflation. Long term employees actually fall behind in purchasing power because the cost of living increases faster than their wages. I currently have nine employees reporting to me, and only two of them have been with sales tax audit for more than 5 years. All the rest are newer, and turnover has been high. It takes about 3 to 4 years to learn this job, and we are losing many of our newer employees to other employers at about the time they get trained. It feels like a revolving door.

Currently, the audit division has about 11 openings in the auditor 1 position. I understand that a recent announcement for auditor 1 resulted in a register with only 6 or 7 names on it. We used to get at least 20 for one opening. We also have similar problems in the technical records and clerical support jobs. Many of our open positions are left open because everyone who applied for the job already got better paying jobs elsewhere.

Please consider increasing the pay raise by at least 5% this year, with a 5% pay line move, so that we have some hope of attracting and keeping good employees. An adjustment of pay for the auditor classes would also help.

Please call if you have any questions.

Leland Wassmuth
CPA-Tax Audit Manager

Sent: Friday, January 11, 2019 8:35 AM
Subject: CEC

Thank you for taking time to read this email. The state needs to get salaries increased closer to the public and private sectors. The state has a great retirement program, but some state employees are leaving after only a few years on the job to work elsewhere for more salary. The benefits are not keeping employees from seeking other employment. The benefit package is good but not considered so great that it is a reason to keep working for the State of Idaho. I plan on working for the state another 15 years but would not turn down another position with another organization if the salary was at least 10% higher than my current salary.

Thank you,

Philip Johnson
Tax Auditor

Sent: Friday, January 11, 2019 8:37 AM
Subject: CEC

I wanted to take a moment to thank the CEC committee for considering the Governor's proposal for merit-based pay raises. I worked for the state many years ago at the beginning of my career, and it was partly because of the benefits the state offered. I then returned to the state 15 years later with the goal of finishing my next 15 years of my career with this agency. Again that decision was not because of the pay rate, because I took a significant pay cut for this job, but it was because of the other amazing benefits the state has to offer. Although State wages are not at all competitive with the private sector, the other benefits certainly do compensate for the lower wages. Any pay increases are so greatly appreciated by all of the employees, and it is often what keeps us from leaving the state for higher paying jobs elsewhere. As a licensed counselor, there are currently many openings in the community agencies due to the demand for services. Counselors at the state are frequently sought out to fill those positions which pay significantly more. I know it is costly for the state when an employee leaves and the position has to be filled and I believe it is important for the state to continue to do what it can to retain qualified, trained, dedicated employees by allowing for pay increases when possible.

Thank you for your time reading this email. I am proud to be a state employee and I enjoy my job very much, and especially the people that I work with. I hope that a merit based pay raise will be one way to help retain all of these wonderful workers we currently have!!!

Dedra Sanna, LCPC
Clinician

Sent: Friday, January 11, 2019 9:46 AM
Subject: CEC Committee Written Comments

I was hired April 2017 at \$10.25. I grew up on the farm, so I know how to get work done. I was the only one to earn a 3 on my CEC Evaluation. After a year, my pay increased to \$10.59 an hour. As a result of the 2018 legislative session, the starting wage increased to 10.50. Pretty discouraging to work my very best for 14 months to be earning .09 cents more an hour than new hires.

The crew I work on has 20 people when fully staffed. In the last 6 months I have worked with two people who were homeless. One of which was a family of five with three elementary aged children. Both were consistently reliable and easy to work with. People tend to think that they do not encounter homelessness, because those people are on the fringe, dirty, and huddled up somewhere. In truth the thousands of faculty and professional staff at Boise State could have brush encounters with a staff member who is homeless.

Donita Martin

Sent: Friday, January 11, 2019 10:22 AM
Subject: CEC input

I would like to share my thoughts regarding this issue. I've been employed with the State of Idaho for nearly 23 years and have served in a supervisory role for 6 years. I've hired staff and I know without a doubt, the pay and benefits are always a deciding factor for prospective employees. With employees that have been with the state for a few years, pay and benefits become even more important to them as they compare what they are getting paid and what some of their friends in the private sector are getting paid. Often times, turnover is the result of the pay disparity. I think it's urgent that pay becomes as close to the private sector rates as possible. I appreciate that the governor has recommended an increase and if it's at all possible I would encourage even larger increases. I believe this is crucial to retain current staff to attract talented and quality new staff.

Thank you for your consideration.

Terry Folks

Sent: Friday, January 11, 2019 9:24 AM

Subject: State employee personnel system and employee compensation

Thanks for receiving the written comments on the state's personnel system and employee compensation. My primary concern with making any changes to the state's compensation system is that it will have an overall negative effect on a state employee's total compensation.

As I understand it, the State already pays its workers considerably less than what workers receive in other states for providing similar services. I also understand that a comparison between states is a little apples-to-oranges because of the difference in living expenses between states.

A more accurate comparison is between a state employee and an employee in Idaho in a comparable profession. In making this comparison, Idaho's state employees also lag considerably behind private-sector employees.

The one bright spot for state employees as compared to private-sector employees is the considerable non-wage benefits, such as relatively cheap health insurance, generous vacation and sick leave policies, and an excellent retirement system. Any modification to any of these programs that make them similar to the lesser benefits of a private-sector employee—without an attendant significant increase in pay—would financially harm state employees.

Additionally, any reduction of state-employee benefit programs at this time makes little sense. The job market is tightening. Employers—including governmental employers—are having a difficult time finding qualified candidates. Candidates that a few years ago would otherwise apply for a governmental job are finding higher paying jobs in the private sector. Why would the state drive more qualified candidates away by making its benefit package demonstrably worse?

It is my opinion that the state should not make any modification to its generous benefit package as there is a risk that it would do financial harm to employees and make the state less able to attract higher qualified employees.

Thank you,

Nathan Nielson

Sent: Friday, January 11, 2019 1:10 PM

Subject: Written Testimony for CEC

Dear Members of the CEC,

I want to first say thank you for the 3% rate increase for this coming year. When I graduated college I wanted to work for a public agency because I wanted to do something for the people in my state. I currently work at the Idaho State Tax Commission which is one of the most secure and important agencies in the state. I am still baffled that we are one of the lowest paid agencies in the state but yet we are very vital and need every employee to maintain security for all taxpayers. Not a single person at this agency minus commissioners are at the policy rate.

Currently, just in the audit staff, or other departments that need a college degree, we have only a handful of people who have been with the agency for more than 5 years because everyone else left for other state agencies or even other states like Washington who offer more money. The department is running on bare minimum staff to make due for all the issues in the state and we are competing with other state agencies for the best employees. At the current rate none of us can afford to live on this income alone and we have to start seeking outside employment on the side. Everyone should be able to make enough to afford to live on the basics without having two jobs but at this rate and the cost of living going up in the treasure valley and the rest of Idaho means what we make won't even make a dent in what we need to survive. The 3% is nice but it doesn't match with what is happening around us in the valley. If you work for the county or city you will make more than the state, which is pretty pathetic since we are all public employees.

I know that the CEC helps make sure that all employees for every agency are making the same starting rate available but there are the other agencies that get extra funding so they can pay even more. Currently Idaho's revenue is in the positive and has been so for a few years. This extra money should go towards the employees who need it because their agencies don't get special extra funding. I know there needs to be a rainy day fund for emergencies or for low years but for the state to function you need the best people. I ask you all to please consider this when you make changes for the coming years that will affect how each and every one of us can afford to live in Idaho. I do know that some of the difference is made up with the medical insurance but when the vision, hearing, and dental are nothing compared to the bills it doesn't equal out.

I love Idaho and working for the state but I would like to be able to survive with one full-time income. I know once this is addressed Idaho will have the best employees across the board and not just in one or two agencies.

Thanks and have a good day,

Ronnie Winks
Contract Desk Specialist

Sent: Friday, January 11, 2019 3:26 PM
Subject: Public Testimony for State Employee Compensation Discussion

Dear CEC Chairman and Members of the Committee,

My name is Gina H. Judd. I have been a Licensed Professional Counselor in Pocatello, Idaho since July of 2009. Until February of 2018, when I became a clinician at Region 6 Children's Mental Health, I was employed in the private and non-profit sectors. The thing that drew me to become a State employee was primarily the benefits offered to full-time workers. It truly is something I very much value.

Even with that valuable compensation, however, the wage decrease I have experienced has been significant and difficult. I was very grateful for the generous surprise of the health benefit premiums being covered for the months of November and December this year, especially as I was not yet past the new-employee probation period and did not benefit from the wage increase more seasoned employees received in June.

There is currently a shortage of mental health providers in Idaho, and especially in Pocatello. Qualified mental health providers are in very high demand, and as such, wages have become a negotiation point. There is a growing disparity between compensation in the public and private sectors, and the productivity and training costs of losing well-trained and experienced State employees to higher paying jobs in the public sector could well be more costly than a wage increase.

I appreciate you for taking the time to hear my comments. Thank you for your service to our great state!

Gina H. Judd, M.Coun, LPC
Clinician, Children's Mental Health

Sent: Friday, January 11, 2019 2:22 PM

Subject: Employee Compensation

I work at the Idaho State Tax Commission, I am a Tax Auditor 2. I came to the commission with a Masters in Business Administration, over 25 hours of accounting credits, Enrolled Agent credentials and 6 years preparing individual and small business taxes and representing taxpayers before the IRS and the states. According to the hiring interview, the Commission was limited to offer a starting salary of \$17.88 per hour.

I like what I do, and I have retired military pay so I can afford to take lower paying "service" positions.

However, as I look at the college graduates entering service with the state tax commission with required accounting degrees or bachelor degrees with 25 accounting credit hours - it is hard to imagine how they can accept the pay and make their student loan repayments, housing, vehicle, and raise families. It is as if the Idaho Legislature purposely expects degreed and credentialed employees to be a part of two income families. I have observed an extremely talented and knowledgeable young lady - who graduated from BSU with an accounting degree and attained her CPA designation limited in salary growth with her credentials and experience because we have a limited number of Tax Auditor 4 positions. In another example an auditor started with a Masters in Accounting and had to work a second job as a security person to provide for his wife and newborn child. He left after receiving two offers from different employers offering better benefits and significantly higher pay than the \$17.44 we started him with. In a third example, a state employee was continuously searching for state positions that paid higher. He finally was accepted by Finance Department and increased his pay from his Tax Auditor 2 position.

From my perspective, being retired military. The State says my compensation plan is worth over \$60,000 per year. In reality my compensation plan is my annual wages (\$42,816) plus the state's contribution to my retirement plan, unemployment, insurance, retired sick leave pay, and group life.

My actual compensation is far less because I do not participate in the state medical and dental benefits. There is no provision for the state to pay my Tri-Care premiums or my wife's social security premiums that are far less expensive than the current medical benefits included in my State Compensation Plan. I am sure there are many other state employees that forgo the state's medical benefits plan because their spouse or military/federal service provides equal or better medical benefits. This needs to be fixed.

Regular pay needs to reflect the required professional degree, time in service with the state in a position that has the requirement for the professional degree. Additional pay should be granted for State employees that achieve professional certifications relative to their current position. Recent Chanel 7 news reported our salaries are behind 11% with the legislature offering a 3% merit increase this year. I'd recommend the higher increase. The State would be well served if it could be more competitive and hire and retain people that take private positions for higher pay and benefits.

Jeff Morris

Sent: Friday, January 11, 2019 2:26 PM

Subject: CEC

To Whom It May Concern:

I am not representing the Department of Health and Welfare these testimonies are my own. I would begin by saying I would push for a straight across the board raise of 3% for all employees. The following is the reasoning for this.

At State Hospital North we count on the dependability and flexibility of our PRN staff to help run this 24 hour facility. They have the same intense, specialized training as the full time staff but are paid far less. The fact that these employees do not qualify for the raises afforded other staff is because generally the raises are based on merit. PRN staffs do not get evaluations and therefore do not qualify for the raises. We have lost some very good employees to the fact that the cost of living is going up and their wages are not. Another reason we have lost a lot of PRN workers is the fact that the base pay goes up and their pay stays the same. We have people that have worked as a PRN for many years making any were from .35 cents to \$1.60 less per hour then people coming in off the street and into the same job. That is significant when our own PRN's with many years' experience are now being devalued or at least feel as though they are less valuable to the facility. I would suggest making bring all PRN workers up to the same pay grade and/or a straight across the board raise of 3% to all employees regardless of merit.

Thank You for Your Consideration,

Angela Mielke

PT, SHN

Sent: Friday, January 11, 2019 1:39 PM
Subject: Idaho Employee Wage Increase Needed

To the Employee Compensation Committee,

Idaho's wage disparity when compared with other Western states will only continue to increase in coming years, unless we take dramatic steps to increase wages in Idaho. We cannot afford to lose even more of our academically prepared staff, due to low compensation.

Idaho's conservative approach to governance has determined that we must not increase minimum wage, while our neighbors have decidedly increased wages. Neighboring states have cemented that in coming years wages across the board in their states will continue to increase while Idaho wages have always been below western averages. With this increased wage disparity Idaho is sure to lose workforce to more well paying states, if we do not do something rapidly to increase wages.

Our state's overall approach to wages impacts not just the private sector, but government pay. Government should take the lead in wage increases, recognizing all sectors must increase pay, if our state is to continue to grow and prosper.

The State of Idaho needs to increase its wages at every level, and they need to do so aggressively, or we will not be able to retain employees or attract highly qualified new employees.

Additionally, the State of Idaho needs to do away with the practice of stagnating existing employee's pay, by only offering minimal raises to existing employees, while raising starting wages for new hires in the same position. Compression decreases retention as well as moral, and is unethical. The state of Idaho would be wise to look to the private sector (Costco for example) to see that companies who value their workforce and would never expect a lower wage earning employee to train a new employee who earns more than they do, while performing the same job. Compression is unfair and does not produce a productive workforce.

State wages most assuredly need to increase, at every level.

Annette Welburn
Evaluator

Sent: Monday, January 14, 2019 10:01 AM
Subject: State wage increase

I have been with the state for 4 years. I very much enjoy my job and the people I work with. I plan to stay here until I retire in 10 years. However, I do believe that state workers are paid too little. I was offered a job at higher pay, but the benefits here at the state outweighed theirs. At the same time, I have a college degree and have been in my profession for over 20 years. I do not feel that I am paid what I am worth. I have seen a lot of turnover in the State and many people are leaving for higher paid position. If I were offered another job, in my field, with comparable benefits and a higher wage I would probably take it.

Also, in my position, I help with hiring. With the wages we offer it is difficult to get qualified people to apply for our positions.

With the cost of living rising, in Idaho, it is becoming more and more difficult to make ends meet at home. I live alone and with the rise of the cost of utilities, housing and such, I am barely making ends meet, a 3% pay increase would help me a lot.

I have heard that other people, not State employees, have complained about giving us pay increases. I guess I would ask them, if you worked for the state or a relative of yours, would you want them to be paid good with comparable wages?

Please think about keeping quality people that produce quality work and the ability to keep them.

Thank you,
Dea Kellom
Administrative Assistant

Sent: Friday, January 11, 2019 4:42 PM

Subject: CEC Committee

Hello,

I'm writing this email in support of a CEC increase.

My name is Martha Plascencia, I been working for Boise State University for fifteen years as an administrative assistant. I commute every day from South Meridian to Boise, own a small home and small car and yet my current job does not cover my living expenses. For almost two years now, I had to start working at Walgreens on weekends to be able to keep up with my mortgage taxes, utilities and car payment. I work seven days a week, I'm tired, getting old and just barely making a living. I consider myself a good employee and enjoy my work here at Boise State yet, my work performance and work ethic does not show in my pay. I have lived in Idaho for 30 years now and have seen how much it has grown but, I feel sometimes that the growth has force us Idahoans to be resentful of the growth and those bringing so much change to our state. I feel that I shouldn't have to write this letter in support of a pay increase, it should be obvious that our wages are so low that this increase is not just necessary but crucial.

Thank you for your time.

Martha Plascencia

Jan 11, 2019

Hello,

My name is Dallas Selig, and I am a custodian at BSU, and I have had the pleasure of working there for a year this month. This has been the first job that I have ever had in my life that I look forward to going to work, I enjoy my coworkers, and everyone in our department are like a family.

All of the custodians in our department work 40 hours a week and in the summer work 54 hours to make sure that everything is taken care of for the students to return in the fall, I would say that we all earn the money we make by the amount of physical work that we do. We not only clean public bathrooms, take out trash, and vacuum. We also clean all common spaces that students use, we do move furniture, adjust beds, and just all around maintain all of the dorms.

I make \$10.50 an hour and a full paycheck of 80 hours gives me a gross paycheck of \$840, but after taxes, insurance, and parking (since anyone who works for the university has to purchase a parking pass), my take home pay for 80 hours is \$530.

My rent is \$600 a month and my car payment (so I can make it to work) is \$300, that's only \$160 less than what I make a month. That means I have \$160 a month to pay all utilities, auto insurance, gas, and food. I beg of you to please consider raising wages for blue collar workers to a more livable wage so we all don't have to struggle so much.

Thank you for your time,

Dallas S.

Jan 11, 2019

Good afternoon Members of The Committee,

My name is Rochelle Cunningham. I reside in Boise, Idaho where I currently work as a Management Assistant / Office Manager for Boise State University's Department of Communication and Media. I'm nearly 50 years old, and sadly after 3 degrees, the state wage I earn in this position is barely more than I was making 25 years ago (in Idaho) at an administrative role.

A common phrase I hear among other state workers is, "I've never had a job where I worked so hard for so little money!" It is difficult to complain when EVERYONE seems to be in the same situation. When attempting to negotiate for a better wage, management reasons that "everyone is paid very little and these are set wages."

Every year I'm reminded how truly unacceptable and demoralizing the wage situation remains. For instance, a silent auction gift basket is auctioned off at Christmas and the majority of the proceeds are, "given to BSU employees who did not have enough money for groceries between pay periods." Shocking!

Here is a sad confirmation of a significant problem, NOT being addressed. Although several people from our department donate to the worthy cause, many continue to point out the obvious: "Wouldn't a better solution be for the State to pay a livable wage?"

I think our great state of Idaho should be ashamed of the stagnated minimum wage - meanwhile, we watch many grow rich from the growth that ultimately keep the poor, remaining poor.

I truly hope this committee can appreciate the seriousness of the situation.

Respectfully,

Rochelle Cunningham
BSU Dept. of Communication

January 14, 2019

Senator Patrick
Representative Anderson

President Fox has asked that I provide information to you regarding CEC and its impact to the College of Southern Idaho’s Budget. The college historically has followed the recommendation of the Governor’s office in providing his recommended CEC increases to employees. Funding from JFAC in the chart below shows that CSI’s cost for fund CEC in the past five years amounted to \$ 2,924,800. State funding to assist in providing CEC for the same five years snapshot was \$1,211,100. The cumulative shortfall in CEC awarded to employees amounts to \$1,713,700. This shortfall has been made up by tuition increases charged to students. Tuition and Fees have increased from \$115 per credit in FY15 to the current \$140 per credit for FY19 or over 20%. While CSI appreciates the funding of CEC, much of the financial obligation is carried by the students.

I am planning on attending your hearing scheduled for Tuesday at 3:00pm. If you have any questions, please feel free to contact me.

College of Southern Idaho
CEC Recommended and
Funded

	FY20	FY19	FY18	FY17	FY16	Five Year
10.61 Salary Multiplier						
General	\$266,800	\$255,200	\$246,600	\$222,300	\$220,200	\$1,211,100
Other	\$365,100	\$346,300	\$345,600	\$331,500	\$325,200	\$1,713,700
Total	\$631,900	\$601,500	\$592,200	\$553,800	\$545,400	\$2,924,800
From State	42.22%	42.43%	41.64%	40.14%	40.37%	41.41%
From CSI Tuition	57.78%	57.57%	58.36%	59.86%	59.63%	58.59%

Jeffrey M. Harmon
Vice President of Finance and Administration
College of Southern Idaho
(W) 208-732-6210

Members of the Joint Change in Employee Compensation Committee (1/15/2019 testimony):

It is an honor to be able to submit testimony on behalf of Lewis-Clark State College, and to express our sincere gratitude for the important work that you do.

Founded in 1893, LCSC has a long and rich history of serving Idaho students and serving them well. Our mission, focused on **preparing students to become successful leaders, engaged citizens, and lifelong learners**, could not be more relevant for today’s world. With the lowest tuition among Idaho’s public four-year institutions, the ability to serve students from GED completion to the achievement of a baccalaureate degree, and excellent academic and career-technical programs, our institution is expertly positioned to help Idaho achieve its higher education goals and meet its industry workforce needs.

Central to LCSC’s success is, of course, its faculty and staff. With this in mind, Lewis-Clark State College enthusiastically supports and applauds Governor Brad Little’s recommendation to increase CEC by 3 percent. As is noted in the adjacent tables, **83 percent of our employees receive less than 100 percent of the current policy standard**. As such, **a fully funded CEC increase of 3%** would make a significant difference as LCSC pursues its strategic goal of recruiting and retaining highly qualified and diverse faculty and staff.

Percentage of LCSC employees earning less than 80% of policy/median	
Faculty	49% (93/191)
Professional/Admin	27% (45/165)
Classified	29% (37/129)
Overall	36% (175/485)

Percentage of LCSC employees earning less than 100% of policy/median	
Faculty	92% (175/191)
Professional/Admin	72% (119/165)
Classified	84% (108/129)
Overall	83% (402/485)

Teaching is what we do, and what we’re about; and people are what make quality teaching and learning possible. As such, through this testimony, LCSC offers support for the Governor’s proposed CEC increase, and urges the Legislature to fully fund the increase. With 376 employees funded through our General Education budget, it would require \$728,000 to meet the full implementation for the change in employee compensation for those employees. In the past, approximately half of CEC increases have been funded by appropriations and, as a result, it has been necessary for LCSC to raise tuition in order to fund the balance. This year would be no different.

LCSC and the Idaho Legislature have a shared goal of keeping tuition as affordable as possible for Idahoans. While some tuition increase will be unavoidable, we can minimize the increase if CEC is fully funded. The plain fact of the matter is that, at a teaching-focused, student-centered college like LCSC, CEC increases that are not fully funded by appropriations are the primary driver of tuition increases.

Thank you for the opportunity to express our support and challenges.

Sincerely,



Cynthia Pemberton, Ed.D.

President -- Lewis-Clark State College

Sent: Monday, January 14, 2019 8:41 AM

Subject: Hope this works.

I am hoping this gets viewed and shows what I would like to you to understand. What it typical life is for single dedicated person working for state last 14 years looks like. Keep in mind I am employee but a mother and grandmother too.

When I first started I didn't take the medical ins. But after 6 mo. started getting medical insurance for family. Over the years that I have been given an increase in pay it all seems to be going to pay my hiked up medical insurance in the last 10 years. So it never seems like we get a raise. It certainly doesn't improve my very un-lavish life style.

I'm a practical person and have to budget my pay the way you all have to budget for state employees and programs. But you all have the power to make a difference in lives. Where I am dependent on you all making good decisions on the behalf of us employees and our families in that same way you think of the public we serve. (keep in mind we can't ask for help gross says we get paid a lot more but we don't take it home.)

So I am hoping seeing the numbers helps you all understand and try a little harder to help the families that work for Idaho. I include our families in this because we make sacrifices, the hours we spend here impact us greatly. I've missed a lot of my 4 daughters' lives, and their high school softball games and extra curriculans. These game were very important to one in particular. It is not a great feeling to hear her peers and parents of those peers say oh! you do have a mom. referring to why I was never present for her games. But I needed to make ends meet and had to keep them insured. Not to mention the department in which I worked was not very fond of giving time off.

I now you all like seeing numbers so I am showing you my numbers, my take home pay at the beginning and currently. I started at 9.15 an hour and the following month they changed the new hire rate to higher than I was making and everyone hired after me was making more than me for quite a while. Probation periods kept me from getting raises and then there was a freeze on raises. It took me applying for another position to get a raise to get where everyone was at.

I am really hoping you see the numbers. Because they don't lie and they show a very clear picture that we don't make enough. We struggle the same if not more than some the people we service in community.

I am attaching my budget it doesn't include clothes or any type of luxury. This is my one and only job, finding a second has proved difficult due to the hours I am here.

Keep in mind I pay a mortgage. If I was paying rent it would be much higher the way rents are so high today. Some months I have higher utilities and vehicle gas prices fluctuate, and household necessities can change making it higher as well. and then there are HOA's and Irrigation. At the beginning of the year I change my w4 to get less taxes taken out so I can pay up the HOA's and Irrigation then change it again.

I am sure there are other workers in my situation. It would be nice and help us to feel more appreciated if our raises actually improved our living situation, not a way to keep us in that same stagnate place,

also I feel we shouldn't have to lose the level of medical coverage to keep the insure at the same rates. Every raise I have gotten has gone to "BIG INSURANCE BLUE CROSS OF IDAHO".

Thank you for your time

Sincerely,

"Dedicated Idaho State Worker"

	lower
House payments	700
Vehicle Insurance	94.61
Power	100
Gas	35
Water/ Garbage	70
Cell	75
Gas for work / month	200
House hold needs	40
Groceries - whatever is left	over
	1314.61

	higher
	700
	94.61
	150
	100
	94
	75
	260
	75
	1548.61

YEARLY PAYEMENTS	
HOA	300
Irrigation	130
NO CABLE INTERNET	
NO GYM	
NO LUXURY	
NO NEW CAR	
CAN'T AFFORD GETTING SICK HOSPITALIZED	

Hourly at time no ins. \$ REG PAY 9.17 no medical ins. Being paid for.

12/30/2005	\$631.78
12/16/2005	\$631.78
12/2/2005	\$631.78
11/18/2005	\$631.78
11/4/2005	\$631.78
10/21/2005	\$592.28
10/7/2005	\$631.79
9/23/2005	\$631.78

12/29/2006	\$688.92
12/15/2006	\$826.75
12/1/2006	\$826.75
11/17/2006	\$826.75
11/3/2006	\$826.75
10/20/2006	\$688.92
10/6/2006	\$826.75
9/22/2006	\$493.94
9/8/2006	\$631.79
8/25/2006	\$493.94
8/11/2006	\$631.79
7/28/2006	\$493.95
7/14/2006	\$631.78
6/30/2006	\$493.94
6/16/2006	\$631.79
6/2/2006	\$631.78
5/19/2006	\$631.77
5/5/2006	\$631.78
4/21/2006	\$631.79
4/7/2006	\$631.77

12/28/2007	\$893.77
12/14/2007	\$813.97
11/30/2007	\$701.44
11/16/2007	\$813.98
11/2/2007	\$818.37
10/19/2007	\$893.78
10/5/2007	\$813.98
9/21/2007	\$704.70
9/7/2007	\$813.98
8/24/2007	\$893.78
8/10/2007	\$813.98
7/27/2007	\$705.80
7/13/2007	\$813.98
6/29/2007	\$893.78
6/15/2007	\$813.98
6/1/2007	\$813.98
5/18/2007	\$877.14
5/4/2007	\$813.98
4/20/2007	\$877.14
4/6/2007	\$768.75

12/31/2015	\$796.51
12/18/2015	\$704.35
12/4/2015	\$704.35
11/20/2015	\$704.35
11/6/2015	\$704.35
10/23/2015	\$704.35
10/9/2015	\$704.35
9/25/2015	\$704.35
9/11/2015	\$704.35
8/28/2015	\$703.35
8/14/2015	\$703.35
7/31/2015	\$794.51
7/17/2015	\$703.35
7/2/2015	\$703.35
6/19/2015	\$731.87
6/5/2015	\$708.13
5/22/2015	\$824.90
5/8/2015	\$599.84
4/24/2015	\$824.82
4/10/2015	\$800.36

2019 CEC WRITTEN TESTIMONY

3/24/2006	\$831.79
3/10/2006	\$831.79
2/24/2006	\$833.34
2/10/2006	\$831.78
1/27/2006	\$831.79
1/13/2006	\$831.78

3/23/2007	\$828.91
3/9/2007	\$828.75
2/23/2007	\$888.93
2/9/2007	\$828.75
1/26/2007	\$888.91
1/12/2007	\$828.75

3/27/2015		\$587.72
3/13/2015		\$850.01
2/27/2015		\$577.47
2/13/2015		\$873.04
1/30/2015		\$544.30
1/16/2015		\$90.99
1/2/2015		\$428.39

12/30/2016	\$815.90
12/16/2016	\$725.76
12/2/2016	\$725.74
11/18/2016	\$725.76
11/4/2016	\$725.74
10/21/2016	\$725.75
10/7/2016	\$725.74
9/23/2016	\$725.75
9/9/2016	\$725.74
8/26/2016	\$725.75
8/12/2016	\$725.75
7/29/2016	\$815.91
7/15/2016	\$725.74
7/1/2016	\$725.75
6/17/2016	\$704.34
6/3/2016	\$704.35
5/20/2016	\$704.35
5/6/2016	\$704.35
4/22/2016	\$704.35
4/8/2016	\$704.35
3/25/2016	\$704.35
3/11/2016	\$704.35
2/26/2016	\$704.35
2/12/2016	\$704.35
1/29/2016	\$704.35
1/15/2016	\$704.35

12/29/2017	\$875.33
12/15/2017	\$747.41
12/1/2017	\$747.40
11/17/2017	\$747.40
11/3/2017	\$747.40
10/20/2017	\$747.41
10/6/2017	\$747.39
9/22/2017	\$747.40
9/8/2017	\$747.40
8/25/2017	\$747.41
8/11/2017	\$747.40
7/28/2017	\$747.40
7/14/2017	\$747.40
6/30/2017	\$816.92
6/16/2017	\$717.97
6/2/2017	\$717.97
5/19/2017	\$725.75
5/5/2017	\$725.74
4/21/2017	\$725.75
4/7/2017	\$725.74
3/24/2017	\$725.75
3/10/2017	\$725.74
2/24/2017	\$725.76
2/10/2017	\$725.74
1/27/2017	\$725.75
1/13/2017	\$725.74

12/28/2018	\$820.34
12/14/2018	\$820.33
11/30/2018	\$820.35
11/16/2018	\$820.34
11/2/2018	\$820.34
10/19/2018	\$753.10
10/5/2018	\$753.08
9/21/2018	\$753.10
9/7/2018	\$753.08
8/24/2018	\$753.10
8/10/2018	\$753.08
7/27/2018	\$753.10
7/13/2018	\$753.08
6/29/2018	\$806.98
6/15/2018	\$739.70
6/1/2018	\$739.71
5/18/2018	\$783.79
5/4/2018	\$842.61
4/20/2018	\$754.40
4/6/2018	\$754.41
3/23/2018	\$863.40
3/9/2018	\$863.40
2/23/2018	\$863.39
2/9/2018	\$863.41
1/26/2018	\$863.40
1/12/2018	\$856.40

Just over 15.
now

2019 CEC WRITTEN TESTIMONY

January 2019, A comparison of state employee and private sector employee monthly health insurance premiums
 Idaho Freedom Foundation, 802 W. Bannock St., Suite
 405, Boise, ID 83702 Analysis by Fred Birnbaum

Idaho State Health Plan - fiscal year 2019 - state employees ¹			
	PPO	Traditional	High Deductible
Monthly premiums for single employee - all ages	\$55	\$68	\$44
Deductible	\$250	\$350	\$2,000
Co-Insurance	15%	20%	30%
Out of Pocket	\$3,250	\$4,300	\$5,000
Co-Pay (primary/spec)	\$20 - Primary Doctor \$20 - Specialist	20% - after deductible	30% - after deductible
Rx Plan	Generic - \$10 Preferred - \$25 Non-preferred - \$50 Specialty - \$50	Generic - \$10 Preferred - \$25 Non-preferred - \$50 Specialty - \$50	Generic - \$10 Preferred - \$25 Non-preferred - \$50 Specialty - \$50

Idaho Small Business Plan Options - for private sector - employee only ²			
Monthly premiums for single employee	Regence - platinum 500	Blue Cross Gold 500	Blue Cross Gold 2,000
Age 25	\$113	\$91	\$91
Age 35	\$137	\$111	\$111
Age 45	\$162	\$131	\$131
Age 55	\$250	\$202	\$202
Age 64	\$337	\$272	\$272

Variance (\$) compared to state plan		
\$ (58)	\$ (23)	\$ (47)
\$ (82)	\$ (43)	\$ (67)
\$ (107)	\$ (63)	\$ (87)
\$ (195)	\$ (134)	\$ (158)
\$ (282)	\$ (204)	\$ (228)

Variance (%) to state plan		
205%	134%	207%
250%	163%	252%
295%	193%	297%
455%	298%	459%
613%	400%	618%

	\$500	\$500	\$2,000
Deductible	\$500	\$500	\$2,000
Co-Insurance	10%	30%	20%
Out of Pocket Maximum	\$3,000	\$5,750	\$3,500
Office Visits (Primary /Specialist)	\$20 / \$50	\$40 / \$60	\$20 / \$40
RX Drug Benefits	\$0 - Preventative \$4 - Tier 1 25% - Tier 2 \$25 - Tier 3 50% - Tier 4 20% - Tier 5 20% - Tier 6	\$0 - Preventative \$5 - Pref Gen \$10 - Non-Pref Gen \$30 - Pref brand \$50 - Non-Pref Brand 30% - Pref Specialty 50% - Non-Pref Spec	\$0 - Preventative \$5 - Pref Gen \$10 - Non-Pref Gen \$30 - Pref brand \$500 ded. then \$50 - Non-Pref Brand 30% - Pref Specialty 50% - Non-Pref Spec

Idaho Individual Plan Options - for self employed - employee only ³			
Monthly premiums for single employee	MHC Link Gold St. Luke's Hospital Only	Pacific Source Gold St. Luke's Hospital Only	Blue Cross Gold St. Al's Hospital Only
Age 25	\$377	\$448	\$425
Age 35	\$458	\$545	\$518
Age 45	\$542	\$644	\$612
Age 55	\$837	\$994	\$945
Age 64	\$1,126	\$1,338	\$1,271

\$ (322)	\$ (380)	\$ (381)
\$ (403)	\$ (477)	\$ (474)
\$ (487)	\$ (576)	\$ (568)
\$ (782)	\$ (926)	\$ (901)
\$ (1,071)	\$ (1,270)	\$ (1,227)

Variance (%) to state plan		
685%	659%	967%
834%	801%	1176%
985%	947%	1390%
1521%	1462%	2147%
2046%	1968%	2888%

	\$900	\$750	\$2,000
Deductible	\$900	\$750	\$2,000
Co-Insurance	30%	30%	10%
Out of Pocket Maximum	\$5,500	\$5,750	\$5,500
Office Visits (Primary /Specialist)	\$25 / \$35	\$25 / \$40	\$25 / \$50
RX Drug Benefits	Generic: \$5 Ded then: Pref. Brand: 35% Non-Pref. Brand: 50% Non-Pref. Spec: 40%	Generic: \$10 Ded then: Pref. Brand: 35% Non-Pref. Brand: 50% Non-Pref. Spec: 40%	Generic: \$10 Ded then: Pref. Brand: \$30 Non-Pref. Brand: \$50 Non-Pref. Spec: 50%

Notes: Columns are designed to line up similar state and private sector plans.
 1. Unlike many private plans, state employees are NOT age banded, they pay the same premium at all ages.
 2. Small businesses generally pay a 70% share of health care premiums, so these numbers assume employees pay 30%.
 3. The self-employed are at a huge disadvantage when compared to state employees as they don't get over 90% of premiums paid by taxpayers.