

## FY 2021 Change in Employee Compensation & Benefits

25,423 State of Idaho employees



 **13,070**  
classified employees

 **12,353**  
non-classified employees

 **67** Executive branch state agencies  
**89** classified & non-classified agencies total

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

**3.2%** of the State's workforce retired in 2018 

 Traditionalists [born '33-'46] **1%**

 Baby Boomers [born '47-'64] **26%**

 Generation X [born '65-'79] **35%**

 Millennials [born '80-'00] **37%**

Generation Z [born '01-'15] **0.3%**

State of Idaho total compensation is **11.7%** lower than public sector total compensation. 

Idaho's unemployment rate **2.9%** 

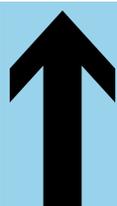
classified employee turnover rates  
 **7.9%** voluntary\*  
**3.8%** involuntary  
\*does not include retirements

 ...and **12%** 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 merit-based salary component by **2%**  
Increase salary structure **3%** toward market average

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

 Maintain same funding levels and percentages for employee benefits.