

Change in Employee Compensation (CEC): FY 2017 to FY 2021

Section 67-5309C, Idaho Code, requires the Division of Human Resources (DHR) to conduct salary and benefit surveys within relevant labor markets and submit a recommendation of proposed changes and their estimated costs to the Governor. The Governor must then submit his or her own recommendations to the Legislature. The Legislature may accept, modify, or reject those recommendations. Failure by the Legislature to act constitutes approval of the Governor's recommendations.

FY 2021

The DHR and the Governor recommended a 2% salary increase for state employees to be distributed based on merit for permanent state employees and did not include a compensation increase for group and temporary employees. They also recommended that the salary structure be shifted upwards by 3% at the minimum, the policy, and the maximum pay rates in each pay grade. The Legislature funded those recommendations as well as adding additional funding for hard to fill positions as outlined in DHR's CEC report. For benefits the Governor recommended and the Legislature funded \$11,650 per eligible FTP for health insurance, which is the same as FY 2020 due to fewer claims than expected and changes to federal tax policies. The employee-paid share of the health insurance increased \$30 to \$160 per year, depending on plan type and number of enrolled dependents. Additionally, PERSI's regular retirement rates remain unchanged at 11.94% for employers and 7.14% for employees. Appointed officials in the Public Utilities Commission, Tax Commission, and Industrial Commission received a 2% CEC. Funding for judicial salaries increased by approximately 2%.

FY 2020

The DHR and the Governor recommended a 3% salary increase for state employees to be distributed based on merit for permanent state employees and did not include a compensation increase for group and temporary employees. They also recommended that the salary structure be shifted upwards by 2% at the minimum, the policy, and the maximum pay rates. The Legislature funded the equivalent of a 3% change in employee compensation for permanent employees, with a minimum increase of \$550 for each employee and the remaining amount to be distributed based on merit and shifted the salary structure upwards by 3%. For benefits the Governor recommended a decrease of \$630, or 5.4%, from the previous year. If funded at that level, the year-end reserve fund balance was projected to be drawn down to the minimum amount allowed by the state's contract, which was calculated as 10% of the expected premium costs annually (approximately \$31 million). The Legislature maintained the current appropriated amount for health insurance at \$11,650 per eligible FTP, provided a 5.5% increase for the employer's share of PERSI contributions from 11.32% to 11.94% (the employee-paid rates were also increased by 5.5%, from 6.79% to 7.14%); and temporarily reduced the rate agencies pay the Division of Human Resources for its services. The seven constitutional officers received annualizations to fund the salary increases authorized during the 2018 legislative session from July through December 2019, but no further increases will be provided through December 2022. Appointed officials in the Public Utilities Commission, Tax Commission, and Industrial Commission received a 3% CEC. Funding for judicial salaries increased by approximately 3%.

FY 2019

The DHR and the Governor recommended a 3% salary increase for state employees to be distributed based on merit for permanent state employees and did not include a compensation increase for group and temporary positions. They also recommended that the pay schedule be shifted upwards by 3% at the minimum, the policy, and the maximum pay rates in each pay grade. The Legislature funded those recommendations. For benefits, the Legislature removed \$1,450 per eligible FTP to bring the annual employer contribution for health insurance down to \$11,650 by including a two-month employee and employer premium holiday. PERSI retirement contribution rates remained at 11.32% for employers and 6.79% for employees. Except for the Attorney General, whose salary matched state district judges' pay, the constitutional officers received an annualization for the 1.5% pay increase authorized during the 2014 legislative session. However, commencing January 2019, all seven of the constitutional officers' salaries are set pursuant to Section 59-501, Idaho Code, with a 9.5% salary increase (8% for the Attorney General) funded through June 2019. Appointed officials in the Public Utilities Commission, Tax Commission, and Industrial Commission received a 3% CEC. Funding for judicial salaries increased by 3.2%.

FY 2018

The DHR and the Governor recommended a 3% salary increase for state employees to be distributed on merit for permanent state employees. They also recommended that the pay schedule be shifted upwards by 3% in each pay grade. The Governor's recommendation provided funding for a 7% increase for the cost of health insurance, for a total employer-paid premium of \$13,100 per eligible FTP. The CEC Committee recommended compensation and health insurance increases, as well, and the Legislature funded those recommendations. The health insurance premium costs also increased for state employees. Except for the Attorney General, constitutional officers received a 1.5% pay increase in January 2018, as authorized during the 2014 legislative session. The Attorney General's pay was adjusted to match state district judges' pay at the beginning of his term of office. PERSI retirement contribution rates remained at 11.32% for employers and 6.79% for employees.

FY 2017

The Governor recommended a 3% salary increase for permanent state employees to be distributed at the discretion of each agency head. The Legislature funded the recommendations. In addition to the CEC, JFAC funded targeted pay increases at approximately 20 agencies where compensation issues were the greatest. The Legislature authorized and funded a 3% increase in the annual salary for appointed officials and paid commissioners. Employer health insurance premiums increased \$1,240 per employee (a 9.3% increase over FY 2016).

Change in Employee Compensation (CEC) Historical Comparison

Fiscal Year	Gen Fund Original Approp	% Chg	DHR Recommend	Agency CEC Funded	Judges CEC Funded	CPI % Change*
2011	\$ 2,383,836,000	-4.9%	3.0%	0.0%	0.0%	2.0%
2012	\$ 2,528,960,600	6.1%	3.0%	0.0%	0.0%	2.9%
2013	\$ 2,702,105,700	6.8%	3.0%	2.0%	2.0%	1.7%
2014	\$ 2,781,023,800	2.9%	0.0%	0.0%	0.0%	1.6%
2015	\$ 2,936,096,600	5.6%	2.0%	2.0%	10.7%	0.7%
2016	\$ 3,071,860,500	4.6%	3.0%	3.0%	3.7%	0.7%
2017	\$ 3,272,991,000	6.5%	3.0%	3.0%	3.7%	1.9%
2018	\$ 3,450,575,300	5.4%	3.0%	3.0%	3.9%	2.3%
2019	\$ 3,652,724,800	5.9%	3.0%	3.0%	3.0%	2.1%
2020	\$ 3,910,354,400	7.1%	3.0%	3.0%	2.9%	1.6%
2021	\$ 4,062,091,300	3.9%	2.0%	2.0%	1.9%	NA
Avg Annual Chg		4.54%	2.55%	1.91%	2.89%	1.73%

* U.S. Department of Labor, Bureau of Labor Statistics: <https://www.bls.gov/cpi/>

Calendar Year	Statewide Elected Officials	Attorney General	Lt Gov	Governor	Legislator Salary	Legislator % Change
2011	-4.0%	-4.0%	-4.0%	-4.0%	\$ 16,116	0.0%
2012	4.2%	4.2%	4.2%	4.2%	\$ 16,116	
2013	6.1%	1.3%	15.5%	1.4%	\$ 16,438	2.0%
2014	1.7%	1.7%	1.7%	1.7%	\$ 16,438	
2015	1.5%	15.8%	18.4%	1.5%	\$ 16,684	1.5%
2016	1.5%	0.0%	1.5%	1.5%	\$ 16,684	
2017	1.5%	0.0%	1.5%	1.5%	\$ 17,017	2.0%
2018	1.5%	0.0%	1.5%	1.5%	\$ 17,358	2.0%
2019	9.5%	8.1%	9.5%	9.5%	\$ 17,879	3.0%
2020	0.0%	0.0%	0.0%	0.0%	\$ 18,415	3.0%
2021	0.0%	0.0%	0.0%	0.0%	\$ 18,691	1.5%
2022	0.0%	0.0%	0.0%	0.0%	\$ 18,875	2.5%**
Avg Annual Chg	1.96%	2.25%	4.15%	1.57%		1.87%