

Change in Employee Compensation (CEC) Historical Comparison

Fiscal Year	Gen Fund Original Approp	% Chg from Previous	DHR Recommend	Agency CEC Funded	Judges CEC Funded	CPI % Change*
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%	1.8%
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%	2.3%
2022	\$ 4,222,572,600	4.0%	2.0%	2.0%	1.8%	7.2%
2023**	\$ 4,624,520,500	9.5%	5.0%	7.8%	0.0%	2.6%
2024**	\$ 5,181,036,700	12.0%	4.0%	4.0%	6.7%	3.5%
2025	\$ 5,266,863,200	1.7%	4.5%	3.0%	2.9%	Not Available
Avg Annual Change		6.54%	3.11%	3.42%	3.07%	2.67%

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

**FY 2023 & FY 2024 agency funded CEC is the average amount funded statewide. The total CEC percentage varied by agency. In FY 2023, the Legislature approved a 3% fully-funded shift in the pay structure and \$1.25/hour/FTP to be distributed based on merit. In FY 2024, the Legislature approved an 8.5% average shift in the pay structure and did not fund that shift, and \$1.20/hour/FTP to be distributed based on merit.

Calendar Year	Statewide Elected Officials	Attorney General	Lt Gov	Governor	Legislator Salary	Legislator % Change
2016	1.5%	0.0%	1.5%	1.5%	\$ 16,684	0.0%
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	1.0%
2023	9.5%	9.5%	9.5%	9.5%	\$ 18,875	0.0%
2024	0.0%	0.0%	0.0%	0.0%	\$ 19,394	2.7%
2025	0.0%	0.0%	0.0%	0.0%	\$ 19,913	2.7%
Avg Annual Chg		2.23%	2.93%	3.63%	2.23%	1.79%

Change in Employee Compensation (CEC): FY 2021 to FY 2025

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 recommendation.

FY 2025

The Division of Human Resources (DHR) recommends an increase in employee compensation of 4.5% distributed on merit and an additional 6% for law enforcement employees. DHR also recommends new salary schedules for nursing/healthcare, and IT/engineering. The Governor recommends an increase in employee compensation of 3% and does not recommend a compensation increase for group and temporary employees. The Governor does recommend the changes to the salary schedule. The Governor recommends \$13,000 per eligible FTP for health insurance, which is a reduction of \$750 per FTP from FY 2024 for the employer. PERSI's regular retirement rate is increased by a 0.78 percentage point for general members, a 0.79 percentage point increase for school employees, and a 1.39 percentage point increase for police and fire.

FY 2024

The Legislature shifted the pay schedule by an average of 8.5% and did not fund that shift as recommended by the Governor. The Legislature funded \$1.20/hour per permanent employee to be distributed based on merit with the flexibility for agency heads and institution presidents to distribute funds for recruitment and retention purposes and did not include a compensation increase for group and temporary positions. For benefits the Legislature funded \$13,750 per eligible FTP for health insurance, which is an increase of \$1,250 per FTP from FY 2023. The employee-paid share for health and dental insurance ranged from a decrease of \$170 to an increase of \$549 per year, depending on plan type and number of enrolled dependents. Additionally, PERSI's regular retirement rates decreased to 11.18% for employers and 6.71% for employees. Appointed officials in the Public Utilities Commission, Tax Commission, and Industrial Commission received a \$1.20/per hour CEC through S1200 and the judges received an increase in pay in H348.

FY 2023

The Legislature provided for a pay schedule shift upward by 3% at the minimum, the policy, and the maximum pay rates in each pay grade except for the lowest paygrade which remains at minimum wage, which was fully funded. Additionally, the Legislature provided the equivalent of \$1.25/hour for permanent employee to be distributed based on merit with the flexibility for agency heads and institution presidents to distribute funds for recruitment and retention purposes. This did not include a compensation increase for group and temporary positions. For benefits the Legislature funded \$12,500 per eligible FTP for health insurance, which is an

increase of \$850 per FTP from FY 2022. The employee-paid share for health and dental insurance ranged from a decrease of \$224 to an increase of \$1,707 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 5% CEC. The constitutional officers received a salary increase in H747.

FY 2022

The Legislature provided funding for a 2% salary increase for state employees to be distributed based on merit for permanent state employees and does not include a compensation increase for group and temporary employees. Additionally, the legislature shifted the salary structure upwards by 2% at the minimum, the policy, and the maximum pay rates for each pay grade. For benefits the Legislature funded \$11,650 per eligible FTP for health insurance, which is the same as FY 2021. The employee-paid share of health insurance increased ranging from \$24 to \$312 per year, depending on the plan type and number of enrolled dependents. PERSI's regular retirement rate remains the same 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 2021

The Legislature provided for 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. The Legislature also shifted the salary structure upwards by 3% at the minimum, the policy, and the maximum pay rates in each pay grade. Additionally, the Legislature provided additional funding for hard to fill positions as outlined in DHR's CEC report. For benefits 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 ranging from \$30 to \$190 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%.