

# Idaho's Employee Compensation System

**Classified vs. Non-Classified Employees**

**Statutory Review of the Merit Based System**

**Salary Structure**

## Purpose of the Compensation System

Idaho Code § 67-5301: "...is to provide a means whereby classified employees of the state of Idaho shall be examined, selected, retained and promoted on the basis of merit and their performance of duties, thus effecting economy and efficiency in the administration of state government. The legislature declares that, in its considered judgment, the public good and the general welfare of the citizens of this state require enactment of this measure, under the powers of the state.

# Employee Types

## Classified:

State employees who are subject to merit examination, selection, retention, promotion, and dismissal requirements outlined in Idaho Code §67-53

## Non-Classified:

Any person appointed to or holding a position in any department of the state of Idaho, which position is exempted from the provisions Idaho Code §67-53

Legislative Handbook, as known as the Rainbow Report, published by the State Controller, provides detail on employees

# Idaho Compensation Plan

Idaho Code § 67-5309B:

- (1) DHR...“shall establish benchmark job classifications and shall assign all classifications to a pay grade utilizing the Hay profile method in combination with market data. Pay grades established or revised by the administrator shall appropriately weigh Hay points and market data to ensure internal equity and market equity within the classified service.”
- (2) It shall be the responsibility of each department director to prepare a department salary administration plan and corresponding budget plan that supports the core mission of the department and is consistent with the provisions of section [67-5309A](#), Idaho Code.
- (3) Advancement in pay shall be based on performance and market changes and be provided in a variety of delivery methods, including ongoing increases, temporary increases and market related payline moves. Market related payline moves may advance all eligible employees as well as the structure to avoid compression in the salary system.
- (4) Pay for performance shall provide faster salary advancement for higher performers based on a merit increase matrix developed by the division of human resources. Such matrix shall be based upon the employee's proximity to the state midpoint market average, and the employee's relative performance. Such matrix may be adapted by each agency to meet its specific needs when approved by the division of human resources.

# Compensation Plan cont...

(5) No employee shall advance in a salary range without a performance evaluation on file certifying that the employee meets the performance criteria of the assigned position.

(6) Each employee's work performance shall be evaluated through a format and process approved by the department and the division of human resources. The employee shall be evaluated 1,040 hours...and thereafter be evaluated after each 2,080 hours of credited state service. Employees may be eligible for advancement in pay if certified as meeting the performance requirements of this section. However, such in-grade advancement shall not be construed as a vested right. The department director shall designate in writing whether such in-grade advancement is temporary, conditional or permanent. It shall be the specific responsibility of the employee's immediate supervisor to effect the evaluation process. Such evaluation shall be approved by the department director or the director's designee.

(7) All supervisors who evaluate state employees shall receive training in the evaluation format and process to assure fairness and consistency in the evaluation process.

(8) Notwithstanding any other provision of Idaho Code, it is hereby declared to be the policy of the legislature of the state of Idaho that all classified employees of like classification and pay grade allocation shall be treated in a substantially similar manner with reference to personnel benefits.

# Salary Structure & Hay Methodology

## Job Classifications

[https://labor.idaho.gov/dhr/ats/  
statejobs/ClassificationData.aspx](https://labor.idaho.gov/dhr/ats/statejobs/ClassificationData.aspx)

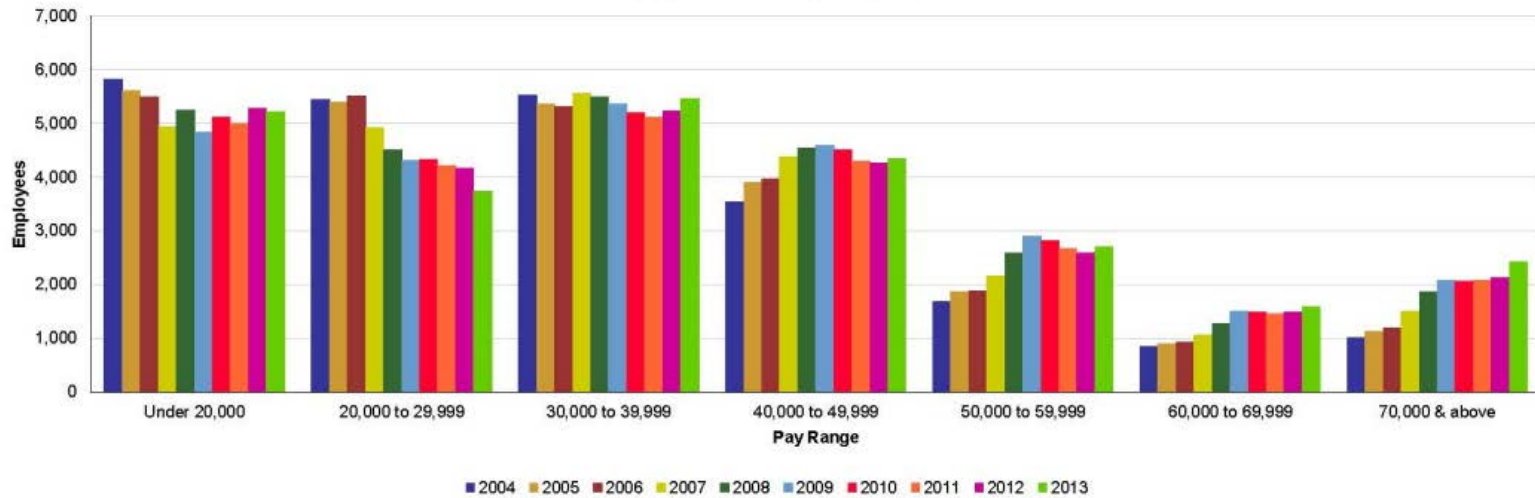
## Pay Grades

# Compensation Schedule

Pay Grade	Minimum Points	Grade Points	Maximum Points	Hourly			Annual		
				Minimum	Policy	Maximum	Minimum	Policy	Maximum
D	Below 110 Points			\$7.25	\$10.06	\$12.58	\$15,080	\$20,925	\$26,166
E	110	119	130	\$7.64	\$11.24	\$14.05	\$15,891	\$23,379	\$29,224
F	131	142	154	\$8.60	\$12.65	\$15.81	\$17,888	\$26,312	\$32,885
G	155	169	184	\$9.77	\$14.37	\$17.96	\$20,322	\$29,890	\$37,357
H	185	201	219	\$11.24	\$16.54	\$20.68	\$23,379	\$34,403	\$43,014
I	220	240	262	\$13.14	\$19.33	\$24.16	\$27,331	\$40,206	\$50,253
J	263	286	312	\$14.81	\$21.79	\$27.24	\$30,805	\$45,323	\$56,659
K	313	341	372	\$16.59	\$24.41	\$30.51	\$34,507	\$50,773	\$63,461
L	373	406	443	\$18.73	\$27.55	\$34.44	\$38,958	\$57,304	\$71,635
M	444	485	528	\$21.17	\$31.15	\$38.94	\$44,034	\$64,792	\$80,995
N	529	578	630	\$23.39	\$34.42	\$43.03	\$48,651	\$71,594	\$89,502
O	631	688	750	\$25.35	\$37.30	\$46.63	\$52,728	\$77,584	\$96,990
P	751	828	904	\$27.71	\$40.78	\$50.98	\$57,637	\$84,822	\$106,038
Q	905	998	1090	\$30.51	\$44.89	\$56.11	\$63,461	\$93,371	\$116,709
R	1091	1176	1292	\$33.85	\$49.80	\$62.25	\$70,408	\$103,584	\$129,480
S	1293	1399	1531	\$37.96	\$55.86	\$69.83	\$78,957	\$116,189	\$145,246
T	1532	1665	1822	\$42.88	\$63.09	\$78.86	\$89,190	\$131,227	\$164,029
U	1823	1980	2166	\$48.72	\$71.69	\$89.61	\$101,338	\$149,115	\$186,389
V	2167	2354	2575	\$55.69	\$81.95	\$102.44	\$115,835	\$170,456	\$213,075



# Employee Count by Pay Range



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013*
Under 20,000	5,831	5,617	5,490	4,946	5,253	4,845	5,116	5,000	5,282	5,215
20,000 to 29,999	5,452	5,405	5,520	4,926	4,509	4,319	4,337	4,215	4,170	3,733
30,000 to 39,999	5,535	5,371	5,321	5,569	5,503	5,370	5,205	5,120	5,230	5,466
40,000 to 49,999	3,551	3,909	3,963	4,374	4,540	4,593	4,508	4,302	4,262	4,346
50,000 to 59,999	1,682	1,865	1,890	2,165	2,585	2,897	2,816	2,675	2,589	2,712
60,000 to 69,999	855	898	940	1,072	1,285	1,500	1,489	1,456	1,494	1,597
70,000 & above	1,019	1,138	1,189	1,516	1,867	2,075	2,071	2,079	2,130	2,432

\* Updated December, 2013



## **In Summary....**

**Idaho Code directs the compensation system, the compensation plan, and the compensation schedule.**