



C.L. "BUTCH" OTTER

GOVERNOR

March 24, 2017

The Honorable Brad Little  
President  
Idaho Senate  
State Capitol  
Boise, ID 83702

Dear Mr. President,

I hereby advise you that I have returned without my approval, disapproved and vetoed, the following Senate Bill, to wit:

**S1057**

within the time limited by law, the same having arrived in the Office of the Governor at the hour of 10:53 a.m. on March 20, 2017.

I understand and appreciate the concerns that this measure was designed to address by removing references to the "Hay" company in Idaho Code and ensuring that our annual salary comparison surveys include both private- and public-sector data from the Idaho market.

However, the term "Hay profile" in § 67-5309B refers specifically to the State's methodology for setting the value of its classified jobs. It is not a reference to a specific vendor. Removing the term could have the unintended consequence of misleading some State agencies into believing they should create their own unique job classification and compensation processes.

The Hay job evaluation system provides uniformity and consistency. It is meeting the needs of our classified employee system, and most State agencies have no desire to change it. Before the Legislature reconvenes, the Division of Human Resources will seek to remove all references to "Hay Management Consultants" in its rules. But this bill would not remove statutory references to that or any other specific vendor as it purports to do.

I also have directed the Division of Human Resources to ensure that Idaho market data is more prevalent in future Change in Employee Compensation (CEC) reports. So I veto S 1057 in favor of those executive actions that will more directly, specifically and effectively resolve the concerns that the legislation sought to address.

As Always – Idaho, "Esto Perpetua"

A handwritten signature in black ink, appearing to read "C.L. Butch Otter".

C.L. "Butch" Otter  
Governor of Idaho