

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 591

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE DIVISION OF HUMAN RESOURCES FOR FISCAL YEAR
2 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT PO-
3 SITIONS; PROVIDING LEGISLATIVE INTENT; AND PROVIDING GUIDANCE FOR
4 EMPLOYEE COMPENSATION.
5

6 Be It Enacted by the Legislature of the State of Idaho:

7 SECTION 1. There is hereby appropriated to the Division of Human Re-
8 sources from the Division of Human Resources Fund, the following amounts to
9 be expended for the designated expense classes, for the period July 1, 2014,
10 through June 30, 2015:

11 FOR:

12 Personnel Costs	\$1,055,000
13 Operating Expenditures	<u>668,600</u>
14 TOTAL	\$1,723,600

15 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
16 Idaho Code, the Division of Human Resources is authorized no more than twelve
17 (12) full-time equivalent positions at any point during the period July 1,
18 2014, through June 30, 2015, unless specifically authorized by the Governor.
19 The Joint Finance-Appropriations Committee will be notified promptly of any
20 increased positions so authorized.

21 SECTION 3. LEGISLATIVE INTENT. Of the amount appropriated in Section 1
22 of this act, the Division of Human Resources shall pay the Division of Pro-
23 fessional-Technical Education for the cost of providing statewide manage-
24 ment and human resources training. The payment amount shall be equal to the
25 Miscellaneous Revenue Fund expenditures in fiscal year 2015 within the Re-
26 lated Services Program of the Division of Professional-Technical Education,
27 less any unencumbered balance remaining on June 30, 2014.

28 SECTION 4. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
29 working cooperatively with the Governor's Office, the Division of Human Re-
30 sources, and the Division of Financial Management, to progress toward the
31 goal of funding a competitive salary and benefit package that will attract
32 qualified applicants, retain employees committed to public service excel-
33 lence, motivate employees to maintain high standards of productivity, and
34 reward employees for outstanding performance by:

- 35 1) Adjusting the compensation schedule upwards by 1% to move the salary
36 structure toward market; and

- 1 2) Continuing the job classifications that are currently on payline
2 exception to address specific recruitment or retention issues; and
- 3 3) Funding an ongoing 1% salary increase for state employees, and funding
4 the equivalent of a one-time 1% bonus for state employees, based upon
5 employee merit, with flexibility in distribution as determined by
6 the agency directors.

7 The Legislature also finds that investing in state employee compensa-
8 tion should remain a high priority even in tough economic times, and there-
9 fore strongly encourages agency directors, institution executives and the
10 Division of Financial Management to approve the use of salary savings to pro-
11 vide either one-time or ongoing merit increases for deserving employees and
12 also to target employees who are below policy compensation. Such salary sav-
13 ings could result from turnover and attrition, or be the result of innova-
14 tion and reorganization efforts that create savings. Such savings should be
15 reinvested in employees. Agencies are cautioned to use one-time funding for
16 one-time payments and ongoing funding for permanent pay increases.