#### LEGISLATURE OF THE STATE OF IDAHO

Sixty-second Legislature

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Second Regular Session - 2014

# IN THE HOUSE OF REPRESENTATIVES

## HOUSE BILL NO. 596

#### BY APPROPRIATIONS COMMITTEE

1	AN ACT
2	APPROPRIATING MONEYS TO THE STATE BOARD OF EDUCATION AND THE BOARD OF REGENTS
3	OF THE UNIVERSITY OF IDAHO FOR SPECIAL PROGRAMS FOR FISCAL YEAR 2015;
4	LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; AND
5	PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.

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

SECTION 1. There is hereby appropriated to the State Board of Education and the Board of Regents of the University of Idaho, the following amounts to be expended according to the designated programs and expense classes, from the listed funds for the period July 1, 2014, through June 30, 2015:

11					FOR	
12		FOR	FOR	FOR	TRUSTEE AND	
13		PERSONNEL	OPERATING	CAPITAL	BENEFIT	
14		COSTS	EXPENDITURES	OUTLAY	PAYMENTS	TOTAL
15	I. FOREST UTILIZATION	N RESEARCH:				
16	FROM:					
17	General					
18	Fund	\$693,500	\$109,300	\$84,300		\$887,100
19	II. GEOLOGICAL SURVEY	<i>:</i>				
20	FROM:					
21	General					
22	Fund	\$777 <b>,</b> 700	\$22,000	\$21,400		\$821,100
23	III. SCHOLARSHIPS AND	CRANTS.				
		GIVANIS.				
24	FROM:					
25	General					
26	Fund	\$60,100			\$6,663,300	\$6,723,400
27	Federal Grant					
28	Fund	17,500	\$1,000		1,704,600	1,723,100
29	TOTAL	\$77,600	\$1,000		\$8,367,900	\$8,446,500

				FOR					
	FOR	FOR	FOR	TRUSTEE AND					
	PERSONNEL	OPERATING	CAPITAL	BENEFIT					
	COSTS	EXPENDITURES	OUTLAY	PAYMENTS	TOTAL				
IV. MUSEUM OF NATURAL	HISTORY:								
FROM:									
General									
Fund	\$460,600	\$13,800	\$29 <b>,</b> 500		\$503,900				
V SMALL RUSINESS DEVELOPMENT CENTERS.									
General									
Fund	\$260 500				\$260 <b>,</b> 500				
	¥200 <b>,</b> 300				7200 <b>,</b> 300				
VI. TECHHELP:									
FROM:									
General									
Fund	\$150,400				\$150,400				
GRAND TOTAL	\$2,420,300	\$146,100	\$135,200	\$8,367,900	\$11,069,500				
SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, each of the programs in the State Board of Education and the Board of Regents of the University of Idaho specified in this section is authorized no more than the number of full-time equivalent positions shown at any point during the period July 1, 2014, through June 30, 2015, unless specifically authorized by the Governor. The Joint Finance-Appropriations Committee will be notified promptly of any increased positions so authorized.  Forest Utilization Research									
SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature, working cooperatively with the Governor's Office, the Division of Human Resources, and the Division of Financial Management, to progress toward the goal of funding a competitive salary and benefit package that will attract qualified applicants, retain employees committed to public service excellence, motivate employees to maintain high standards of productivity, and reward employees for outstanding performance by:									
	FROM: General Fund  V. SMALL BUSINESS DEVER FROM: General Fund  VI. TECHHELP: FROM: General Fund  GRAND TOTAL  SECTION 2. Idaho Code, each of of Regents of the Unit of the Un	PERSONNEL COSTS  IV. MUSEUM OF NATURAL HISTORY: FROM: General Fund \$460,600  V. SMALL BUSINESS DEVELOPMENT CENTER FROM: General Fund \$260,500  VI. TECHHELP: FROM: General Fund \$150,400  GRAND TOTAL \$2,420,300  SECTION 2. FTP AUTHOR Idaho Code, each of the progrator of Regents of the University of no more than the number of full during the period July 1, 20 authorized by the Governor. Will be notified promptly of a Forest Utilization Research Geological Survey Section 3. EMPLOYEE COMM Working cooperatively with the sources, and the Division of goal of funding a competitive qualified applicants, retain lence, motivate employees to go the control of the program of the	PERSONNEL OPERATING COSTS EXPENDITURES  IV. MUSEUM OF NATURAL HISTORY: FROM: General Fund \$460,600 \$13,800  V. SMALL BUSINESS DEVELOPMENT CENTERS: FROM: General Fund \$260,500  VI. TECHHELP: FROM: General Fund \$150,400  GRAND TOTAL \$2,420,300 \$146,100  SECTION 2. FTP AUTHORIZATION. In a Idaho Code, each of the programs in the Stat of Regents of the University of Idaho specino more than the number of full-time equivaduring the period July 1, 2014, through July authorized by the Governor. The Joint Will be notified promptly of any increased of Forest Utilization Research Geological Survey Scholarships and Grants Museum of Natural History Small Business Development Centers TechHelp  SECTION 3. EMPLOYEE COMPENSATION. It working cooperatively with the Governor's sources, and the Division of Financial Magoal of funding a competitive salary and kagoal of funding a competitive sala	PERSONNEL OPERATING CAPITAL COSTS EXPENDITURES OUTLAY  IV. MUSEUM OF NATURAL HISTORY: FROM: General Fund \$460,600 \$13,800 \$29,500  V. SMALL BUSINESS DEVELOPMENT CENTERS: FROM: General Fund \$260,500  VI. TECHHELP: FROM: General Fund \$150,400  GRAND TOTAL \$2,420,300 \$146,100 \$135,200  SECTION 2. FTP AUTHORIZATION. In accordance Idaho Code, each of the programs in the State Board of Regents of the University of Idaho specified in the Normal Month of The Period July 1, 2014, through June 30, 2 authorized by the Governor. The Joint Finance-A will be notified promptly of any increased position. Forest Utilization Research. Geological Survey. Scholarships and Grants Museum of Natural History Small Business Development Centers TechHelp.  SECTION 3. EMPLOYEE COMPENSATION. It is the in working cooperatively with the Governor's Office, sources, and the Division of Financial Management goal of funding a competitive salary and benefit pupulaified applicants, retain employees committed lence, motivate employees to maintain high standa	FOR FOR FOR TRUSTEE AND PERSONNEL OPERATING CAPITAL BENEFIT COSTS EXPENDITURES OUTLAY PAYMENTS  IV. MUSEUM OF NATURAL HISTORY: FROM: General Fund \$460,600 \$13,800 \$29,500  V. SMALL BUSINESS DEVELOPMENT CENTERS: FROM: General Fund \$260,500  VI. TECHHELP: FROM: General Fund \$150,400  GRAND TOTAL \$2,420,300 \$146,100 \$135,200 \$8,367,900  SECTION 2. FTP AUTHORIZATION. In accordance with Section is no more than the number of full-time equivalent positions shown aduring the period July 1, 2014, through June 30, 2015, unless squathorized by the Governor. The Joint Finance-Appropriations will be notified promptly of any increased positions so authorize Forest Utilization Research Geological Survey Scholarships and Grants Museum of Natural History Small Business Development Centers TechHelp  SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Leworking cooperatively with the Governor's Office, the Division of sources, and the Division of Financial Management, to progress goal of funding a competitive salary and benefit package that w qualified applicants, retain employees committed to public ser lence, motivate employees to maintain high standards of produc				

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

38 39 2) Continuing the job classifications that are currently on payline exception to address specific recruitment or retention issues; and

3) Funding an ongoing 1% salary increase for state employees, and funding the equivalent of a one-time 1% bonus for state employees, based upon employee merit, with flexibility in distribution as determined by the agency directors.

The Legislature also finds that investing in state employee compensation should remain a high priority even in tough economic times, and therefore strongly encourages agency directors, institution executives and the Division of Financial Management to approve the use of salary savings to provide either one-time or ongoing merit increases for deserving employees and also to target employees who are below policy compensation. Such salary savings could result from turnover and attrition, or be the result of innovation and reorganization efforts that create savings. Such savings should be reinvested in employees. Agencies are cautioned to use one-time funding for one-time payments and ongoing funding for permanent pay increases.