

IN THE SENATE

SENATE BILL NO. 1172

BY FINANCE COMMITTEE

AN ACT

RELATING TO THE APPROPRIATION TO THE DIVISION OF HUMAN RESOURCES FOR FISCAL YEAR 2020; APPROPRIATING MONEYS TO THE DIVISION OF HUMAN RESOURCES FOR FISCAL YEAR 2020; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; PROVIDING GUIDANCE FOR PREMIUM HOLIDAYS; AND PROVIDING GUIDANCE FOR THE IMPLEMENTATION OF EMPLOYEE COMPENSATION.

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

SECTION 1. There is hereby appropriated to the Division of Human Resources the following amounts to be expended according to the designated expense classes from the Division of Human Resources Fund for the period July 1, 2019, through June 30, 2020:

FOR:

Personnel Costs	\$1,593,000
Operating Expenditures	782,000
Capital Outlay	<u>14,500</u>
TOTAL	\$2,389,500

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Division of Human Resources is authorized no more than sixteen (16.00) full-time equivalent positions at any point during the period July 1, 2019, through June 30, 2020, unless specifically authorized by the Governor. The Joint Finance-Appropriations Committee will be notified promptly of any increased positions so authorized.

SECTION 3. PREMIUM HOLIDAYS. The administrator of the Division of Human Resources shall use excess reserves in the Division of Human Resources Fund in fiscal year 2020 for six (6) premium holidays for agencies.

SECTION 4. EMPLOYEE COMPENSATION. In accordance with Section 67-5309A, Idaho Code, the Legislature's goal for the total compensation system for state employees is to fund a competitive employee compensation and benefit package that will attract qualified applicants to the workforce, retain employees who have a commitment to public service excellence, motivate employees to maintain high standards of productivity, and reward employees for outstanding performance. In pursuit thereof, the Division of Human Resources shall shift the salary structure upward by three percent (3%) beginning on July 1, 2019, with the exception of the minimum wage of \$7.25 per hour at pay grade D. The division shall also maintain the job classifications that are currently on payline exception to address specific employee recruitment or retention issues. Further, notwithstanding the provisions of Section 67-5309, Idaho Code, and any other provision of law to the contrary,

1 state agencies shall increase the ongoing annual salaries of their permanent
2 state employees by no less than five hundred fifty dollars (\$550) effective
3 by July 1, 2019, with the appropriation provided as a three percent (3%)
4 increase in employee compensation. The remaining amounts so appropriated
5 shall be distributed to state employees based on merit at the discretion of
6 agency heads and institution presidents, subject to confirmation of suffi-
7 cient funding pursuant to Section 67-5304, Idaho Code.