

IN THE SENATE

SENATE BILL NO. 1413

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE STATE TAX COMMISSION FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.

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

SECTION 1. There is hereby appropriated to the State Tax Commission, 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:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	TOTAL
I. GENERAL SERVICES:				
FROM:				
General				
Fund	\$4,524,900	\$2,764,200	\$366,400	\$7,655,500
Multistate Tax Compact				
Fund		396,700	109,600	506,300
Administration and Accounting				
Fund	52,300	42,000	2,500	96,800
Administration Services for Transportation				
Fund	467,100	489,600	147,900	1,104,600
Seminars and Publications				
Fund	<u>0</u>	<u>9,100</u>	<u>0</u>	<u>9,100</u>
TOTAL	\$5,044,300	\$3,701,600	\$626,400	\$9,372,300

II. AUDIT DIVISION:

FROM:

General

Fund	\$6,714,200	\$949,600		\$7,663,800
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	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	
	COSTS	EXPENDITURES	OUTLAY	TOTAL
1				
2				
3				
4	Multistate Tax Compact			
5	Fund	1,361,200	483,700	1,844,900
6	Administration and Accounting			
7	Fund	104,100	34,400	138,500
8	Administration Services for Transportation			
9	Fund	1,591,000	345,500	1,936,500
10	Federal Grant			
11	Fund	<u>0</u>	<u>8,000</u>	<u>8,000</u>
12	TOTAL	\$9,770,500	\$1,821,200	\$11,591,700
13	III. COLLECTIONS DIVISION:			
14	FROM:			
15	General			
16	Fund	\$6,202,400	\$989,900	\$7,192,300
17	Administration Services for Transportation			
18	Fund	<u>176,600</u>	<u>22,600</u>	<u>199,200</u>
19	TOTAL	\$6,379,000	\$1,012,500	\$7,391,500
20	IV. REVENUE OPERATIONS:			
21	FROM:			
22	General			
23	Fund	\$3,651,900	\$1,509,300	\$5,161,200
24	Multistate Tax Compact			
25	Fund		4,000	4,000
26	Administration and Accounting			
27	Fund	139,100	73,800	212,900
28	Administration Services for Transportation			
29	Fund	580,900	254,300	\$2,300
30	Seminars and Publications			
31	Fund	<u>0</u>	<u>14,400</u>	<u>0</u>
32	TOTAL	\$4,371,900	\$1,855,800	\$2,300
33	V. PROPERTY TAX:			
34	FROM:			
35	General			
36	Fund	\$2,859,600	\$423,100	\$3,282,700

	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	
	COSTS	EXPENDITURES	OUTLAY	TOTAL
1				
2				
3				
4	Seminars and Publications			
5	Fund	<u>0</u>	<u>\$8,800</u>	<u>139,800</u>
6	TOTAL	\$2,859,600	\$554,100	\$8,800
7	GRAND TOTAL	\$28,425,300	\$8,945,200	\$637,500
				\$38,008,000

8 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
9 Idaho Code, the State Tax Commission is authorized no more than four hundred
10 forty-seven (447) full-time equivalent positions at any point during the pe-
11 riod July 1, 2014, through June 30, 2015, unless specifically authorized by
12 the Governor. The Joint Finance-Appropriations Committee will be notified
13 promptly of any increased positions so authorized.

14 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
15 working cooperatively with the Governor's Office, the Division of Human Re-
16 sources, and the Division of Financial Management, to progress toward the
17 goal of funding a competitive salary and benefit package that will attract
18 qualified applicants, retain employees committed to public service excel-
19 lence, motivate employees to maintain high standards of productivity, and
20 reward employees for outstanding performance by:

- 21 1) Adjusting the compensation schedule upwards by 1% to move the salary
22 structure toward market; and
- 23 2) Continuing the job classifications that are currently on payline
24 exception to address specific recruitment or retention issues; and
- 25 3) Funding an ongoing 1% salary increase for state employees, and funding
26 the equivalent of a one-time 1% bonus for state employees, based upon
27 employee merit, with flexibility in distribution as determined by
28 the agency directors.

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