

LEGISLATURE OF THE STATE OF IDAHO
Sixty-second Legislature Second Regular Session - 2014

IN THE SENATE

SENATE BILL NO. 1388

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE SECRETARY OF STATE FOR FISCAL YEAR 2015; LIMIT-
ING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; AND PRO-
VIDING GUIDANCE FOR EMPLOYEE COMPENSATION.

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

SECTION 1. There is hereby appropriated to the Secretary of State, 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. SECRETARY OF STATE:				
FROM:				
General				
Fund	\$1,738,100	\$567,600	\$25,200	\$2,330,900
II. COMMISSION ON UNIFORM LAWS:				
FROM:				
General				
Fund		\$41,000		\$41,000
GRAND TOTAL	\$1,738,100	\$608,600	\$25,200	\$2,371,900

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
Idaho Code, the Secretary of State is authorized no more than twenty-seven
(27) full-time equivalent positions 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.

SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
working cooperatively with the Governor's Office, the Division of Human Re-
sources, 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 excel-
lence, motivate employees to maintain high standards of productivity, and
reward employees for outstanding performance by:

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