## 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. 592

## BY APPROPRIATIONS COMMITTEE

AN ACT 1 APPROPRIATING MONEYS TO THE COMMISSION ON THE ARTS FOR FISCAL YEAR 2015; LIM-2 ITING 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: 5

SECTION 1. There is hereby appropriated to the Commission on the Arts, the following amounts to be expended for the designated expense classes, from the listed funds for the period July 1, 2014, through June 30, 2015:

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10		FOR	FOR	TRUSTEE AND	
11		PERSONNEL	OPERATING	BENEFIT	
12		COSTS	EXPENDITURES	PAYMENTS	TOTAL
13	FROM:				
14	General				
15	Fund	\$315,500	\$136,800	\$249,700	\$702 <b>,</b> 000
16	Miscellaneous Revenue				
17	Fund		89,800	16,300	106,100
18	Federal Grant				
19	Fund	361,200	<u>219,000</u>	<u>450,200</u>	<u>1,030,400</u>
20	TOTAL	\$676,700	\$445,600	\$716 <b>,</b> 200	\$1,838,500

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Commission on the Arts is authorized no more than ten (10) 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 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:

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.