

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

IN THE SENATE

SENATE BILL NO. 1365

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE IDAHO STATE LOTTERY FOR FISCAL YEAR 2015; LIMIT-  
ING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; PROVIDING  
LEGISLATIVE INTENT; 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 Idaho State Lottery from  
the State Lottery Fund, the following amounts to be expended for the desig-  
nated expense classes, for the period July 1, 2014, through June 30, 2015:

FOR:

|                        |                |
|------------------------|----------------|
| Personnel Costs        | \$2,890,400    |
| Operating Expenditures | 2,616,600      |
| Capital Outlay         | <u>120,700</u> |
| TOTAL                  | \$5,627,700    |

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,  
Idaho Code, the Idaho State Lottery is authorized no more than forty-seven  
(47) 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. LEGISLATIVE INTENT. It is the intent of the Legislature that  
amounts necessary to pay prizes, retailer commissions, advertising and pro-  
motional costs and gaming supplier vendor fees based on sales shall be con-  
tinuously appropriated to the Idaho State Lottery under the provisions of  
Section 67-7428, Idaho Code.

SECTION 4. 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

- 1       2)     Continuing the job classifications that are currently on payline  
2             exception to address specific recruitment or retention issues; and
- 3       3)     Funding an ongoing 1% salary increase for state employees, and  
4             funding the equivalent of a one-time 1% bonus for state employees,  
5             based upon employee merit, with flexibility in distribution as  
6             determined by the agency directors.

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