First Regular Session - 2015

## IN THE SENATE

## SENATE BILL NO. 1114

## BY FINANCE COMMITTEE

AN ACT 1 2

APPROPRIATING MONEYS TO THE DIVISION OF HUMAN RESOURCES FOR FISCAL YEAR 2016; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT PO-SITIONS; 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 Division of Human Resources from the Division of Human Resources Fund, the following amounts to be expended for the designated expense classes, for the period July 1, 2015, through June 30, 2016:

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12 Personnel Costs

\$1,081,300

Operating Expenditures 651,500

TOTAL 14 \$1,732,800

15 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Division of Human Resources is authorized no more than twelve 16 (12) full-time equivalent positions at any point during the period July 1, 17 2015, through June 30, 2016, unless specifically authorized by the Governor. 18 The Joint Finance-Appropriations Committee will be notified promptly of any 19 20 increased positions so authorized.

SECTION 3. LEGISLATIVE INTENT. Of the amount appropriated in Section 1 of this act, the Division of Human Resources shall pay the Division of Professional-Technical Education for the cost of providing statewide management and human resources training. The payment amount shall be equal to the Miscellaneous Revenue Fund expenditures in fiscal year 2016 within the Related Services Program of the Division of Professional-Technical Education, less any unencumbered balance remaining on June 30, 2015.

SECTION 4. EMPLOYEE COMPENSATION. It is the intent of the Legislature 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. Consequently, the Division of Human Resources shall adjust the minimum amounts on the compensation schedule to seventy percent (70%) of policy in order to move the salary structure closer to market rates. The division shall also continue the job classifications that are currently on payline exception to address specific employee recruitment or retention issues.