

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

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 625

BY APPROPRIATIONS COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE DIVISION OF FINANCIAL MANAGEMENT FOR FISCAL YEAR
2015; LIMITING THE NUMBER OF 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 Division of Financial
Management, 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:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	TOTAL
FROM:			
General			
Fund	\$1,462,800	\$164,400	\$1,627,200
Miscellaneous Revenue			
Fund	<u>35,000</u>	<u>7,100</u>	<u>42,100</u>
TOTAL	\$1,497,800	\$171,500	\$1,669,300

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
Idaho Code, the Division of Financial Management is authorized no more than
sixteen (16) 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

- 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 funding
4 the equivalent of a one-time 1% bonus for state employees, based upon
5 employee merit, with flexibility in distribution as determined by
6 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.