

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 504

BY COMMERCE AND HUMAN RESOURCES COMMITTEE

AN ACT

1 RELATING TO THE PERSONNEL SYSTEM; REPEALING SECTION 67-5339, IDAHO CODE, RE-
2 LATING TO AN EDUCATIONAL LOAN REPAYMENT PROGRAM; AMENDING CHAPTER 53,
3 TITLE 67, IDAHO CODE, BY THE ADDITION OF A NEW SECTION 67-5339, IDAHO
4 CODE, TO PROVIDE FOR AN EDUCATIONAL REIMBURSEMENT PROGRAM; AND DECLAR-
5 ING AN EMERGENCY AND PROVIDING AN EFFECTIVE DATE.
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7 Be It Enacted by the Legislature of the State of Idaho:

8 SECTION 1. That Section [67-5339](#), Idaho Code, be, and the same is hereby
9 repealed.

10 SECTION 2. That Chapter 53, Title 67, Idaho Code, be, and the same is
11 hereby amended by the addition thereto of a NEW SECTION, to be known and des-
12 ignated as Section 67-5339, Idaho Code, and to read as follows:

13 67-5339. EDUCATIONAL REIMBURSEMENT PROGRAM. (1) There is hereby cre-
14 ated an educational reimbursement program for eligible state employees.

15 (2) For purposes of this section, the following definitions shall ap-
16 ply:

17 (a) "Education-related expenses" means costs of tuition, books, or re-
18 quired educational materials.

19 (b) "Eligible state employee" means a state employee requesting reim-
20 bursement for education-related expenses who has:

21 (i) Completed at least one thousand forty (1,040) hours of cred-
22 ited state service;

23 (ii) Obtained satisfactory performance; and

24 (iii) Received approval from the employee's appointing authority
25 to participate in the program.

26 (3) The educational reimbursement program shall be limited to the reim-
27 bursement of costs incurred for undergraduate, graduate, or medical school
28 programs by state employees who are eligible under the provisions of this
29 section. Postsecondary certification programs may be considered for eligi-
30 bility by the employee's appointing authority.

31 (4) (a) Employees eligible for educational reimbursement under the
32 provisions of this section shall be required to enter into an educa-
33 tional reimbursement agreement with the employee's appointing author-
34 ity each year an educational reimbursement payment is offered. Such
35 agreement shall include but not be limited to the following:

36 (i) Disclosure of the employee's current education-related ex-
37 penses;

38 (ii) Affirmation that the employee has provided at least one thou-
39 sand forty (1,040) credited state service hours prior to the first
40 reimbursement payment and that the employee has obtained satis-
41 factory performance standards during this time; and

1 (iii) Agreement on the schedule of any reimbursement payments and
2 confirmation that any prior reimbursement payments made pursuant
3 to this section were used to pay eligible education-related ex-
4 penses.

5 (b) The educational reimbursement agreement must be approved by the ad-
6 ministrador of the division of human resources before it is presented to
7 the employee for signing.

8 (5) Annual reimbursement limits shall be set by the agency based on
9 agency appropriation and specific job classifications requesting reim-
10 bursement.

11 (6) The division of human resources is authorized and directed to ad-
12 minister the provisions of this section.

13 (7) The appointing authority and the administrator of the division of
14 human resources are authorized to seek legal remedies available, including
15 deductions from an employee's accrued vacation funds, from an employee who
16 resigns during the designated period of time after receipt of a reimburse-
17 ment payment set forth in the educational reimbursement agreement. An ap-
18 pointing authority shall submit a report to the division of financial man-
19 agement by October 1 regarding all such awards granted during the preceding
20 fiscal year.

21 SECTION 3. An emergency existing therefor, which emergency is hereby
22 declared to exist, this act shall be in full force and effect on and after
23 July 1, 2022.