

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 582

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE PUBLIC HEALTH DISTRICTS FOR FISCAL YEAR 2015;
2 AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.
3

4 Be It Enacted by the Legislature of the State of Idaho:

5 SECTION 1. There is hereby appropriated to the Public Health Districts
6 \$8,531,200 from the General Fund to be transferred to the Public Health Trust
7 Fund in accordance with the provisions of Section 39-425, Idaho Code, for the
8 period July 1, 2014, through June 30, 2015.

9 SECTION 2. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
10 working cooperatively with the Governor's Office, the Division of Human Re-
11 sources, and the Division of Financial Management, to progress toward the
12 goal of funding a competitive salary and benefit package that will attract
13 qualified applicants, retain employees committed to public service excel-
14 lence, motivate employees to maintain high standards of productivity, and
15 reward employees for outstanding performance by:

- 16 1) Adjusting the compensation schedule upwards by 1% to move the salary
17 structure toward market; and
18 2) Continuing the job classifications that are currently on payline
19 exception to address specific recruitment or retention issues; and
20 3) Funding an ongoing 1% salary increase for state employees, and funding
21 the equivalent of a one-time 1% bonus for state employees, based upon
22 employee merit, with flexibility in distribution as determined by
23 the agency directors.

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