

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 583

BY APPROPRIATIONS COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE COMMISSION ON AGING FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; 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 Commission on Aging, 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	FOR	FOR	
	PERSONNEL	OPERATING	TRUSTEE AND	
	COSTS	EXPENDITURES	BENEFIT	TOTAL
			PAYMENTS	
FROM:				
General				
Fund	\$468,200	\$37,900	\$3,977,100	\$4,483,200
Federal Grant				
Fund	<u>616,800</u>	<u>326,200</u>	<u>7,520,300</u>	<u>8,463,300</u>
TOTAL	\$1,085,000	\$364,100	\$11,497,400	\$12,946,500

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Commission on Aging is authorized no more than thirteen (13) 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 Resources, 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 excellence, 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.