

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 596

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE STATE BOARD OF EDUCATION AND THE BOARD OF REGENTS
 2 OF THE UNIVERSITY OF IDAHO FOR SPECIAL PROGRAMS FOR FISCAL YEAR 2015;
 3 LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; AND
 4 PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.
 5

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

7 SECTION 1. There is hereby appropriated to the State Board of Education
 8 and the Board of Regents of the University of Idaho, the following amounts to
 9 be expended according to the designated programs and expense classes, from
 10 the listed funds for the period July 1, 2014, through June 30, 2015:

		FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	BENEFIT	TOTAL
	COSTS	EXPENDITURES	OUTLAY	PAYMENTS		
15	I. FOREST UTILIZATION RESEARCH:					
16	FROM:					
17	General					
18	Fund	\$693,500	\$109,300	\$84,300		\$887,100
19	II. GEOLOGICAL SURVEY:					
20	FROM:					
21	General					
22	Fund	\$777,700	\$22,000	\$21,400		\$821,100
23	III. SCHOLARSHIPS AND GRANTS:					
24	FROM:					
25	General					
26	Fund	\$60,100		\$6,663,300		\$6,723,400
27	Federal Grant					
28	Fund	<u>17,500</u>	<u>\$1,000</u>	<u>1,704,600</u>		<u>1,723,100</u>
29	TOTAL	\$77,600	\$1,000	\$8,367,900		\$8,446,500

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
5	IV. MUSEUM OF NATURAL HISTORY:				
6	FROM:				
7	General				
8	Fund	\$460,600	\$13,800	\$29,500	\$503,900
9	V. SMALL BUSINESS DEVELOPMENT CENTERS:				
10	FROM:				
11	General				
12	Fund	\$260,500			\$260,500
13	VI. TECHHELP:				
14	FROM:				
15	General				
16	Fund	\$150,400			\$150,400
17	GRAND TOTAL	\$2,420,300	\$146,100	\$135,200	\$8,367,900
					\$11,069,500

18 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
 19 Idaho Code, each of the programs in the State Board of Education and the Board
 20 of Regents of the University of Idaho specified in this section is authorized
 21 no more than the number of full-time equivalent positions shown at any point
 22 during the period July 1, 2014, through June 30, 2015, unless specifically
 23 authorized by the Governor. The Joint Finance-Appropriations Committee
 24 will be notified promptly of any increased positions so authorized.

25	Forest Utilization Research	7.68
26	Geological Survey	10.28
27	Scholarships and Grants	1.35
28	Museum of Natural History	7.20
29	Small Business Development Centers	3.87
30	TechHelp	1.75

31 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
 32 working cooperatively with the Governor's Office, the Division of Human Re-
 33 sources, and the Division of Financial Management, to progress toward the
 34 goal of funding a competitive salary and benefit package that will attract
 35 qualified applicants, retain employees committed to public service excel-
 36 lence, motivate employees to maintain high standards of productivity, and
 37 reward employees for outstanding performance by:

- 38 1) Adjusting the compensation schedule upwards by 1% to move the salary
- 39 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.