

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 614

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE SOIL AND WATER CONSERVATION COMMISSION FOR FIS-  
2 CAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT  
3 POSITIONS; PROVIDING LEGISLATIVE INTENT; AND PROVIDING GUIDANCE FOR  
4 EMPLOYEE COMPENSATION.  
5

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

7 SECTION 1. There is hereby appropriated to the Soil and Water Conser-  
8 vation Commission, the following amounts to be expended for the designated  
9 expense classes, from the listed funds for the period July 1, 2014, through  
10 June 30, 2015:

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
11 FROM:					
12 General					
13 Fund	\$1,043,300	\$240,500	\$44,000	\$1,203,200	\$2,531,000
14 Administration and Accounting Services					
15 Fund		20,000			20,000
16 Resource Conservation and Rangeland Development					
17 Fund	151,400	146,100			297,500
18 Clean Water Revolving Loan (SCC)					
19 Fund	<u>0</u>	<u>30,000</u>	<u>0</u>	<u>0</u>	<u>30,000</u>
20 TOTAL	\$1,194,700	\$436,600	\$44,000	\$1,203,200	\$2,878,500

25 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,  
26 Idaho Code, the Soil and Water Conservation Commission is authorized no more  
27 than sixteen (16) full-time equivalent positions at any point during the pe-  
28 riod July 1, 2014, through June 30, 2015, unless specifically authorized by  
29 the Governor. The Joint Finance-Appropriations Committee will be notified  
30 promptly of any increased positions so authorized.

31 SECTION 3. LEGISLATIVE INTENT. It is the intent of the Legislature that  
32 \$50,000 of the amount appropriated in Section 1 of this act for trustee and  
33 benefit payments is to be distributed equally between the 50 soil and water  
34 conservation districts in addition to the amounts authorized under Section  
35 22-2727, Idaho Code.

1           SECTION 4. EMPLOYEE COMPENSATION. It is the intent of the Legislature,  
2 working cooperatively with the Governor's Office, the Division of Human Re-  
3 sources, and the Division of Financial Management, to progress toward the  
4 goal of funding a competitive salary and benefit package that will attract  
5 qualified applicants, retain employees committed to public service excel-  
6 lence, motivate employees to maintain high standards of productivity, and  
7 reward employees for outstanding performance by:

- 8       1) Adjusting the compensation schedule upwards by 1% to move the salary  
9       structure toward market; and
- 10      2) Continuing the job classifications that are currently on payline  
11      exception to address specific recruitment or retention issues; and
- 12      3) Funding an ongoing 1% salary increase for state employees, and funding  
13      the equivalent of a one-time 1% bonus for state employees, based upon  
14      employee merit, with flexibility in distribution as determined by  
15      the agency directors.

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