

IN THE SENATE

SENATE BILL NO. 1387

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE STATE INDEPENDENT LIVING COUNCIL FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; EXPRESSING LEGISLATIVE INTENT REGARDING THE TRANSFER OF MONEYS; 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 State Independent Living Council, 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 PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
FROM:				
General Fund	\$20,500	\$78,100		\$98,600
State Independent Living Council (Ded) Fund	166,700	86,700		253,400
Federal Grant Fund	<u>130,300</u>	<u>23,900</u>	<u>\$220,600</u>	<u>374,800</u>
TOTAL	\$317,500	\$188,700	\$220,600	\$726,800

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the State Independent Living Council is authorized no more than four (4) 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. LEGISLATIVE INTENT. It is the intent of the Legislature that the State Controller shall transfer all unexpended and unencumbered balances from the State Independent Living Council Federal Fund (0291-03) to the Federal Grant Fund (0348) on July 1, 2014, or as soon thereafter as is practicable.

SECTION 4. 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

1 goal of funding a competitive salary and benefit package that will attract
2 qualified applicants, retain employees committed to public service excel-
3 lence, motivate employees to maintain high standards of productivity, and
4 reward employees for outstanding performance by:

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

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