

IN THE SENATE

SENATE BILL NO. 1398

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE COMMISSION ON HISPANIC AFFAIRS 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 Hispanic Affairs, 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	TOTAL
FROM:			
General			
Fund	\$95,000	\$21,900	\$116,900
Miscellaneous Revenue			
Fund	52,200	48,700	100,900
Federal Grant			
Fund	<u>20,500</u>	<u>21,000</u>	<u>41,500</u>
TOTAL	\$167,700	\$91,600	\$259,300

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Commission on Hispanic Affairs is authorized no more than three (3) 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.