

IN THE SENATE

SENATE BILL NO. 1403

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE DEPARTMENT OF COMMERCE FOR FISCAL YEAR 2015;
LIMITING THE NUMBER OF 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 Department of Commerce,
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	\$2,329,900	\$960,100	\$2,600,000	\$5,890,000
Idaho Opportunity				
Fund			3,000,000	3,000,000
Tourism and Promotion				
Fund	752,200	3,882,400	3,764,900	8,399,500
Miscellaneous Revenue				
Fund	122,900	157,500	12,600	293,000
Small Business Assistance				
Fund			67,000	67,000
Seminars and Publications				
Fund		378,400		378,400
Federal Grant				
Fund	<u>518,900</u>	<u>249,300</u>	<u>15,620,800</u>	<u>16,389,000</u>
TOTAL	\$3,723,900	\$5,627,700	\$25,065,300	\$34,416,900

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
Idaho Code, the Department of Commerce is authorized no more than forty-nine
(49) 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.

1 SECTION 3. 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.