

IN THE SENATE

SENATE BILL NO. 1414

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE AGRICULTURAL RESEARCH AND COOPERATIVE EXTENSION SERVICE FOR FISCAL YEAR 2015; PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION; EXEMPTING APPROPRIATION OBJECT TRANSFER LIMITATIONS; AND PROVIDING NON-GENERAL FUND REAPPROPRIATION FOR FISCAL YEAR 2014.

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

SECTION 1. There is hereby appropriated to the Board of Regents of the University of Idaho for the Agricultural Research and Cooperative Extension Service, the following amounts to be expended from the listed funds for the period July 1, 2014, through June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	TOTAL
FROM:				
General				
Fund	\$22,734,400	\$3,569,300	\$150,000	\$26,453,700
Equine Education				
Fund	<u>0</u>	<u>25,700</u>	<u>0</u>	<u>25,700</u>
TOTAL	\$22,734,400	\$3,595,000	\$150,000	\$26,479,400

SECTION 2. 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
- 2) Continuing the job classifications that are currently on payline exception to address specific recruitment or retention issues; and
- 3) Funding an ongoing 1% salary increase for state employees, and funding the equivalent of a one-time 1% bonus for state employees, based upon employee merit, with flexibility in distribution as determined by the agency directors.

The Legislature also finds that investing in state employee compensation should remain a high priority even in tough economic times, and therefore strongly encourages agency directors, institution executives and the

1 Division of Financial Management to approve the use of salary savings to pro-
2 vide either one-time or ongoing merit increases for deserving employees and
3 also to target employees who are below policy compensation. Such salary sav-
4 ings could result from turnover and attrition, or be the result of innova-
5 tion and reorganization efforts that create savings. Such savings should be
6 reinvested in employees. Agencies are cautioned to use one-time funding for
7 one-time payments and ongoing funding for permanent pay increases.

8 SECTION 3. EXEMPTIONS FROM OBJECT TRANSFER LIMITATIONS. For fiscal
9 year 2015, the Agricultural Research and Cooperative Extension Service is
10 hereby exempted from the provisions of Section 67-3511(1) and (3), Idaho
11 Code, allowing unlimited transfers between object codes, for all moneys
12 appropriated to it for the period July 1, 2014, through June 30, 2015. Leg-
13 islative appropriations shall not be transferred from one fund to another
14 fund unless expressly approved by the Legislature.

15 SECTION 4. NON-GENERAL FUND REAPPROPRIATION AUTHORITY. There is hereby
16 reappropriated to the Agricultural Research and Cooperative Extension
17 Service any unexpended and unencumbered balances of moneys categorized as
18 dedicated funds and federal funds as appropriated for fiscal year 2014, to
19 be used for nonrecurring expenditures, for the period July 1, 2014, through
20 June 30, 2015.