

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 245

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE DIVISION OF HUMAN RESOURCES FOR FISCAL YEAR
2 2018; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSI-
3 TIONS; PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION; AND PROVIDING
4 GUIDANCE FOR THE IMPLEMENTATION OF EMPLOYEE COMPENSATION.
5

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

7 SECTION 1. There is hereby appropriated to the Division of Human Re-
8 sources from the Division of Human Resources Fund, the following amounts to
9 be expended for the designated expense classes, for the period July 1, 2017,
10 through June 30, 2018:

11 FOR:

12 Personnel Costs	\$1,402,100
13 Operating Expenditures	851,700
14 Capital Outlay	<u>10,000</u>
15 TOTAL	\$2,263,800

16 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
17 Idaho Code, the Division of Human Resources is authorized no more than fif-
18 teen (15) full-time equivalent positions at any point during the period July
19 1, 2017, through June 30, 2018, unless specifically authorized by the Gover-
20 nor. The Joint Finance-Appropriations Committee will be notified promptly
21 of any increased positions so authorized.

22 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature
23 to progress toward the goal of funding a competitive salary and benefit pack-
24 age that will attract qualified applicants, retain employees committed to
25 public service excellence, motivate employees to maintain high standards
26 of productivity, and reward employees for outstanding performance. In ac-
27 cordance with the direction given by the Legislature, and consistent with
28 the recommendation of the Governor, the Division of Human Resources shall
29 shift the salary structure upwards by three percent (3%) beginning in fiscal
30 year 2018 and shall continue the job classifications that are currently on
31 payline exception to address specific employee recruitment or retention
32 issues. It is also the intent of the Legislature to appropriate an ongoing
33 three percent (3%) increase in funding for state employee merit pay in-
34 creases.

35 SECTION 4. IMPLEMENTATION OF THE THREE PERCENT CHANGE IN EMPLOYEE COM-
36 PENSATION BY THE DIVISION OF HUMAN RESOURCES. It is the intent of the Leg-
37 islature that the Division of Human Resources shall develop a merit increase
38 matrix based upon an employee's proximity to the state midpoint market av-

1 erage, and the employee's relative performance, in accordance with Section
2 67-5309B(4), Idaho Code. Such matrix shall be adapted by each agency head
3 and institution president to meet their specific needs, as approved by the
4 Division of Human Resources, and increases shall be distributed to employees
5 based on merit at the discretion of agency heads and institution presidents,
6 subject to confirmation of sufficient funding pursuant to Section 67-5304,
7 Idaho Code.