

STATE EMPLOYEE COMPENSATION

INTERIM COMMITTEE

AGENDA

9:00 A.M. - 5:00 P.M.
Tuesday, October 25, 2005

Room 328 (JFAC Room)
State Capitol, Boise, Idaho

- 9:00 AM Call to order, roll call – Rep. Bob Schaefer, chairing
- 9:05 PM Compensation Philosophy and Examples – Mary Harker, ITD
(representing the Human Resource Directors Panel)
- 10:00 AM Board of Examiners: History, Role, and Function
Patrick Hodges, Office of the State Controller
- 10:20 AM **BREAK**
- 10:30 AM Legislative proposals – Matt Freeman, Legislative Services Office
- Redefine “holiday” for state employment purposes
 - Amend “bonus” provisions
 - Codify moving expenses
- 10:50 AM Examples of Benefit Plan Alternatives, Ann Heilman, Division of Human Resources
- Changing executives from comp-time to salaried
 - Pro-rate health benefits for part-time employees
- 11:45 AM **LUNCH** (no host)
- 1:00 PM Example of Bonuses for Cost-saving Employee Suggestions
Ann Heilman, Division of Human Resources
- 1:30 PM Should there be a limit on how much money appropriated to agencies for personnel costs can be used to cover operating expenses or capital outlay?
- Jeff Youtz, Supervisor, Budget & Policy Analysis, Legislative Services Office
 - Brad Foltman, Administrator, Division of Financial Management
 - Don Drum, Administrator, Support Division, Department of Correction
 - Karl Dreher, Director, Department of Water Resources
- 2:30 PM **BREAK**

- 2:40 PM Salary Schedule Structure Impact and Illustration – Jay Anderson, Division of Human Resources
- How the current Pay Schedule is intended to work.
 - Pay equity issues when Hay Points do not equate to Market Pay Rates.
- 3:30 PM Potential Solutions Examined – Ann Heilman and Jay Anderson, DHR
- Providing greater funding to agencies significantly below market.
 - Providing funding for all positions at 90% of market.
 - Directing agencies to award pay increases on performance and market basis.
- 4:30 PM Discuss items for next agenda
Determine next meeting date

ADJOURNMENT

COMMITTEE MEMBERS

Senator John Andreason, Co-chair
Senator Joe Stegner
Senator Dick Compton
Senator Michael Jorgenson
Senator John McGee
Senator Bert Marley
Senator Kate Kelly

Rep. Robert Schaefer, Co-chair
Rep. Larry Bradford
Rep. Ken Roberts
Rep. Rich Wills
Rep. Jana Kemp
Rep. Anne Pasley-Stuart
Rep. Shirley Ringo

Please call Matt Freeman (334-4740) with any questions. Any revisions to this agenda will be posted on the State of Idaho Legislative website at: <http://www.legislature.idaho.gov/>