

IN THE \_\_\_\_\_

\_\_\_\_\_ CONCURRENT RESOLUTION \_\_\_\_\_

BY \_\_\_\_\_

1 A CONCURRENT RESOLUTION  
2 STATING FINDINGS OF THE LEGISLATURE, ADOPTING A STATE EMPLOYEE COMPENSATION  
3 POLICY, ADOPTING FUNDING RECOMMENDATIONS, AND DIRECTING IMPLEMENTATION OF  
4 COMPENSATION POLICIES.

5 Be It Resolved by the Legislature of the State of Idaho:

6 WHEREAS, the Legislature has by law provided that the Governor and  
7 Division of Human Resources report to the Legislature their recommendations  
8 for proposed pay policies, together with the estimated costs thereof; and

9 WHEREAS, the Legislature has received and reviewed the report of the  
10 Governor dated January 7, 2008, and the report of the Division of Human  
11 Resources dated December 1, 2007.

12 NOW, THEREFORE BE IT RESOLVED by the members of the Second Regular  
13 Session of the Fifty-ninth Idaho Legislature, the Senate and the House of  
14 Representatives concurring therein, that:

15 1. It is the policy of the State of Idaho to provide a total compensation  
16 system that attracts, retains and recognizes state employees for their  
17 valuable service. The foundation of this system is to pay competitive  
18 job market average salaries, reward performance with a merit based  
19 compensation philosophy, and a quality benefits package.

20  
21 2. The Change in Employee Compensation Committee recommends no adjustments  
22 be made to the current payline or compensation structure.

23  
24 3. The committee recommends the following for state employee merit  
25 increase component:

26 (a) The Joint Finance Appropriations Committee is directed to provide  
27 funding for a 3% increase to be distributed as follows:

28 (1) Agencies and institutions are first directed to allocate to all  
29 eligible state employees a 1% salary increase.

30 (2) Agencies and institutions are required to review and target any  
31 needed funding, based on merit, toward high turnover  
32 classifications, individuals below midpoint within their agency, and  
33 individuals below ninety percent of the Compa-Ratio.

34 (3) Agencies and institutions are directed to target any remaining  
35 funding based on merit using the merit matrix required by Idaho  
36 Code.

37  
38 4. The committee recommends the following for active state employee  
39 benefit package:

40 (a) The Joint Finance Appropriations Committee is directed to provide  
41 funding of \$8,700 per full-time equivalent position for the employer

1 portion of the benefit premiums. The Department of Administration is  
2 directed to collect no more than \$16,400,000, equivalent to a 29% total  
3 employee premium increase for premiums from active state employees.

4 (b) State agencies and institutions are directed to remit all state  
5 funding for health insurance included in the appropriations for  
6 employees eligible to be enrolled in health insurance to the group  
7 insurance account created in 67-5771, Idaho Code.

8 (c) The Department of Administration is directed to institute an  
9 additional insurance plan option in order to provide state employees a  
10 choice that better meets the employee's individual needs and benefit  
11 coverage desires. The third plan must maintain premiums at the 2008  
12 premiums cost for both the employer and the employee.

13 (d) The Department of Administration is further directed to maintain  
14 the current active employee insurance plans with benefits substantially  
15 similar to current benefits coverage. If the Department of  
16 Administration is unable to maintain substantially similar coverage  
17 within the FY 2009 benefit funding designated in section 4(a) above,  
18 the Department shall notify both the Change in Employee Compensation  
19 Committee and the Joint-Finance and Appropriations Committee of the  
20 changes required to maintain the current insurance plans within the  
21 benefit funding amounts.

22 (e) The Change in Employee Compensation committee recognizes that there  
23 are current subsidies within the active employee plans as well as  
24 within the active employee premium charges. In order to start to  
25 reverse the internal subsidies between benefit election categories, the  
26 Department of Administration shall cover all eligible active personnel  
27 only, without charging a premium; and as a condition of employment all  
28 active personnel shall accept health insurance coverage or provide  
29 evidence of a comparable alternative health insurance plan. The  
30 Department of Administration shall be given the appropriate flexibility  
31 to accomplish other inequities within the active employee insurance  
32 plans that are deemed appropriate by the Director.

- 33
- 34 5. The committee further recommends that elected officials, judges, and  
35 commissioners be treated in a similar manner as state employees.  
36
- 37 6. Agencies and institutions shall create compensation and distributions  
38 plans to ensure they are consistent with the policies contained herein.  
39 Agency directors and institutional presidents shall approve all  
40 compensation and distribution plans and ensure that implementation of  
41 the plans are consistent with policies contained herein. Each agency  
42 and institution shall forward, for informational purposes only, copies  
43 of the agency approved compensation and distribution plans to the  
44 Legislative Services Office and the Division of Financial Management by  
45 June 1, 2008.  
46
- 47 7. For fiscal year 2009 agencies and institutions are hereby directed to  
48 allocate salary savings to provide for employee salary needs based on  
49 performance, before other operational budget priorities are considered.  
50 Where applicable, employees whose salaries are below midpoint of their  
51 pay grade or occupational groups with significant turnover shall be  
52 considered first in the order of salary savings distributions.  
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1 8. The effective date of implementation of ongoing salary adjustments  
2 shall be June 15, 2008.

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4 BE IT FURTHER RESOLVED that appropriations measures to fund non-  
5 classified employees be prepared in as nearly as possible the same manner as  
6 for classified employees.