

### CEC Draft Resolution Effects

Section 1	States the Legislature's work force management philosophy.
Section 2 §67-5309C(a)	States that no adjustments are to be made in the pay structure or the payline.
Section 3 §67-5309C(b)(c)	<ol style="list-style-type: none"> <li>1. Add 3% funding increase for CEC.</li> <li>2. Requires a 1% increase across the board.</li> <li>3. Requires that state agencies review specific priorities and target increases as needed. (Priorities listed are: high turnover, below midpoint, below 90% of Compa-Ratio)</li> <li>4. Requires all remaining funding be distributed on merit using the merit matrix in Idaho Code.</li> </ol>
Section 4a §67-5309C(d)	<ol style="list-style-type: none"> <li>1. Adds \$8,700 per FTP (22% increase for the employer)</li> <li>2. Requires that employee premiums don't increase by a total of more than 29%. This doesn't mean that each premium will increase by 29%, but the total that Department of Administration can collect in cash from employees must stay below \$16,400,000 overall.</li> </ol>
Section 4b §67-5309C(d)	<ol style="list-style-type: none"> <li>1. Requires state agencies to pay all <u>state</u> funding appropriated in state agency budgets for benefits to the insurance fund.</li> </ol>
Section 4c §67-5309C(d)	<ol style="list-style-type: none"> <li>1. Maintains the same language as last year.</li> <li>2. Requests Department of Administration to add a third insurance plan option that does not increase cash premiums for the employee, but adjusts benefits. (i.e. High Deductible Plan)</li> </ol>
Section 4d §67-5309C(d)	<ol style="list-style-type: none"> <li>1. Requests Department of Administration to keep the PPO Plan and the Traditional Plan insurance coverage at the same benefit level as the plans are now.</li> <li>2. Allows Department of Administration to change the insurance coverage levels only if the bid is higher than the actuary's estimated increase for 2009.</li> <li>3. Requires Department of Administration to notify the CEC committee and the JFAC committee if they have to make major adjustments to the insurance coverage.</li> </ol>
Section 4e §67-5309C(d)	<ol style="list-style-type: none"> <li>1. Requires all state employees to take the medical insurance unless they show proof of insurance coverage elsewhere.</li> <li>2. Does not charge all active employees on the plan a premium.</li> <li>3. Allows Department of Administration the flexibility to adjust the premiums to fix any internal inequities that may be needed.</li> </ol>
Section 5	Recommends judges, commissioners, and elected officials get the same benefit funding and a 3% CEC.
Section 6	<ol style="list-style-type: none"> <li>1. Requires agencies to create distribution plans for the CEC.</li> <li>2. Requires that Directors and Presidents approve the plans.</li> <li>3. Requires agencies to submit the plans to LSO and DFM as information only, not for approval.</li> </ol>
Section 7	Requires agencies to use any salary savings towards pay increases first, before shifting any personnel funding to purchase capital items or pay for operating costs.
Section 8	Makes the effective date of the CEC June 15 <sup>th</sup> , 2008—which is the first payroll period to be paid in FY 2009.
Last Paragraph	Requires that non-classified employees be treated in the same manner as classified employees.