

## IN THE SENATE

## SENATE BILL NO. 1187

## BY FINANCE COMMITTEE

## AN ACT

1 APPROPRIATING MONEYS TO THE HUMAN RIGHTS COMMISSION FOR FISCAL  
 2 YEAR 2010; LIMITING THE NUMBER OF FULL-TIME EQUIVALENT POSITIONS;  
 3 PROVIDING LEGISLATIVE INTENT ON PERSONNEL COSTS; DIRECTING  
 4 SALARY REDUCTIONS; AND DECLARING AN EMERGENCY.  
 5

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

7 SECTION 1. There is hereby appropriated to the Office of the Governor for the Human  
 8 Rights Commission the following amounts to be expended according to the designated expense  
 9 classes from the listed funds for the period July 1, 2009, through June 30, 2010:

10	FOR	FOR	FOR	
11	PERSONNEL	OPERATING	CAPITAL	
12	COSTS	EXPENDITURES	OUTLAY	TOTAL
13	FROM:			
14	General Fund	\$530,900	\$65,500	\$596,400
15	Miscellaneous Revenue			
16	Fund		10,100	10,100
17	Federal Grant Fund	<u>120,600</u>	<u>142,200</u>	<u>\$10,700</u> <u>273,500</u>
18	TOTAL	\$651,500	\$217,800	\$10,700 \$880,000

19 SECTION 2. In accordance with Section 67-3519, Idaho Code, the Human Rights Com-  
 20 mission is authorized no more than eleven (11) full-time equivalent positions at any point  
 21 during the period July 1, 2009, through June 30, 2010, for the program specified in Section 1  
 22 of this act, unless specifically authorized by the Governor. The Joint Finance-Appropriations  
 23 Committee will be notified promptly of any increased positions so authorized.

24 SECTION 3. LEGISLATIVE INTENT. It is the intent of the Legislature to retain to the  
 25 extent possible, our capable, quality employees who support the essential services and statuto-  
 26 rily authorized programs that the citizens of Idaho expect. The Legislature finds these critical  
 27 essential services to be those that maintain the health and safety of our citizens and the ed-  
 28 ucation of our children. While extending flexibility to the Governor and agency directors to  
 29 manage the state workforce to the best of their ability during these difficult times, it remains the  
 30 responsibility of the Legislature to identify priorities for the state workforce. The Legislature  
 31 finds that reductions in personnel funding shall first be managed through salary reductions that  
 32 impact all personnel fairly; secondly, be mitigated by the use of existing salary savings; thirdly,  
 33 by using savings created by keeping newly vacated positions unfilled; fourth, by the use of fur-  
 34 loughs; and lastly, as a last resort, by reducing the workforce. It is the intent of the Legislature

1 that these policies shall be adhered to by the executive, legislative, and judicial branches to the  
2 extent allowed by law.

3 SECTION 4. SALARY REDUCTION. Inasmuch as salary reductions will save jobs; and  
4 inasmuch as a five percent (5%) reduction in personnel funding may create a reduction in force;  
5 and inasmuch as the state as a single employer of multiple departments and agencies is required  
6 by law to direct across the board salary adjustments; agencies and institutions shall reduce all  
7 salaries of classified and nonclassified employees, regardless of fund source, by three percent  
8 (3%) for fiscal year 2010, beginning on June 14, 2009, through June 12, 2010. Agencies shall  
9 use personnel cost savings, furloughs, and a reduction in force to manage the remaining two  
10 percent (2%) in funding reductions. The Division of Human Resources shall adjust all pay  
11 schedules for the classified personnel system downward to the extent that all beginning mini-  
12 mum salaries are three percent (3%) less than those in effect upon the date of passage of this  
13 law.

14 SECTION 5. An emergency existing therefor, which emergency is hereby declared to  
15 exist, Section 4 of this act shall be in full force and effect on and after passage and approval.