

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 555

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING ADDITIONAL MONEYS TO THE LAVA HOT SPRINGS FOUNDATION FOR
2 FISCAL YEAR 2014; APPROPRIATING MONEYS TO THE LAVA HOT SPRINGS FOUNDA-
3 TION FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME
4 EQUIVALENT POSITIONS; PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION;
5 AND DECLARING AN EMERGENCY.
6

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

8 SECTION 1. In addition to the appropriation made in Section 1, Chapter
9 309, Laws of 2013, and any other appropriation provided for by law, there is
10 hereby appropriated \$54,000 from the Lava Hot Springs Foundation Fund to the
11 Lava Hot Springs Foundation, to be expended for personnel costs, for the pe-
12 riod July 1, 2013, through June 30, 2014.

13 SECTION 2. There is hereby appropriated to the Lava Hot Springs Foun-
14 dation from the Lava Hot Springs Foundation Fund, the following amounts to
15 be expended for the designated expense classes, for the period July 1, 2014,
16 through June 30, 2015:

17 FOR:

18 Personnel Costs	\$1,085,500
19 Operating Expenditures	742,600
20 Capital Outlay	<u>546,300</u>
21 TOTAL	\$2,374,400

22 SECTION 3. FTP AUTHORIZATION. In accordance with Section 67-3519,
23 Idaho Code, the Lava Hot Springs Foundation is authorized no more than thir-
24 teen and eight-tenths (13.8) full-time equivalent positions at any point
25 during the period July 1, 2014, through June 30, 2015, unless specifically
26 authorized by the Governor. The Joint Finance-Appropriations Committee
27 will be notified promptly of any increased positions so authorized.

28 SECTION 4. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
29 working cooperatively with the Governor's Office, the Division of Human Re-
30 sources, and the Division of Financial Management, to progress toward the
31 goal of funding a competitive salary and benefit package that will attract
32 qualified applicants, retain employees committed to public service excel-
33 lence, motivate employees to maintain high standards of productivity, and
34 reward employees for outstanding performance by:

- 35 1) Adjusting the compensation schedule upwards by 1% to move the salary
36 structure toward market; and

- 1 2) Continuing the job classifications that are currently on payline
2 exception to address specific recruitment or retention issues; and
- 3 3) Funding an ongoing 1% salary increase for state employees, and funding
4 the equivalent of a one-time 1% bonus for state employees, based upon
5 employee merit, with flexibility in distribution as determined by
6 the agency directors.

7 The Legislature also finds that investing in state employee compensa-
8 tion should remain a high priority even in tough economic times, and there-
9 fore strongly encourages agency directors, institution executives and the
10 Division of Financial Management to approve the use of salary savings to pro-
11 vide either one-time or ongoing merit increases for deserving employees and
12 also to target employees who are below policy compensation. Such salary sav-
13 ings could result from turnover and attrition, or be the result of innova-
14 tion and reorganization efforts that create savings. Such savings should be
15 reinvested in employees. Agencies are cautioned to use one-time funding for
16 one-time payments and ongoing funding for permanent pay increases.

17 SECTION 5. An emergency existing therefor, which emergency is hereby
18 declared to exist, Section 1 of this act shall be in full force and effect on
19 and after passage and approval.