

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 612

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE OFFICE OF THE STATE APPELLATE PUBLIC DEFENDER  
2 FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF FULL-TIME EQUIVALENT POSI-  
3 TIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.  
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5 Be It Enacted by the Legislature of the State of Idaho:

6 SECTION 1. There is hereby appropriated to the Office of the State Ap-  
7 pellate Public Defender from the General Fund, the following amounts to be  
8 expended for the designated expense classes, for the period July 1, 2014,  
9 through June 30, 2015:

10 FOR:

11 Personnel Costs	\$1,923,400
12 Operating Expenditures	<u>315,200</u>
13 TOTAL	\$2,238,600

14 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,  
15 Idaho Code, the Office of the State Appellate Public Defender is authorized  
16 no more than twenty-three (23) full-time equivalent positions at any point  
17 during the period July 1, 2014, through June 30, 2015, unless specifically  
18 authorized by the Governor. The Joint Finance-Appropriations Committee  
19 will be notified promptly of any increased positions so authorized.

20 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,  
21 working cooperatively with the Governor's Office, the Division of Human Re-  
22 sources, and the Division of Financial Management, to progress toward the  
23 goal of funding a competitive salary and benefit package that will attract  
24 qualified applicants, retain employees committed to public service excel-  
25 lence, motivate employees to maintain high standards of productivity, and  
26 reward employees for outstanding performance by:

- 27 1) Adjusting the compensation schedule upwards by 1% to move the salary  
28 structure toward market; and
- 29 2) Continuing the job classifications that are currently on payline  
30 exception to address specific recruitment or retention issues; and
- 31 3) Funding an ongoing 1% salary increase for state employees, and funding  
32 the equivalent of a one-time 1% bonus for state employees, based upon  
33 employee merit, with flexibility in distribution as determined by  
34 the agency directors.

35 The Legislature also finds that investing in state employee compensa-  
36 tion should remain a high priority even in tough economic times, and there-  
37 fore strongly encourages agency directors, institution executives and the

1 Division of Financial Management to approve the use of salary savings to pro-  
2 vide either one-time or ongoing merit increases for deserving employees and  
3 also to target employees who are below policy compensation. Such salary sav-  
4 ings could result from turnover and attrition, or be the result of innova-  
5 tion and reorganization efforts that create savings. Such savings should be  
6 reinvested in employees. Agencies are cautioned to use one-time funding for  
7 one-time payments and ongoing funding for permanent pay increases.