

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 616

BY APPROPRIATIONS COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE DEPARTMENT OF LANDS FOR FISCAL YEAR 2015; LIMIT-
 2 ING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; EXEMPTING
 3 CERTAIN APPROPRIATION OBJECT TRANSFER LIMITATIONS; AND PROVIDING GUID-
 4 ANCE FOR EMPLOYEE COMPENSATION.
 5

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

7 SECTION 1. There is hereby appropriated to the Department of Lands, the
 8 following amounts to be expended according to the designated programs and
 9 expense classes, from the listed funds for the period July 1, 2014, through
 10 June 30, 2015:

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	
				PAYMENTS	TOTAL
15	I. SUPPORT SERVICES:				
16	FROM:				
17	General				
18	Fund	\$411,400	\$255,900	\$42,000	\$709,300
19	Department of Lands				
20	Fund	528,600	314,600	47,300	890,500
21	Indirect Cost Recovery				
22	Fund	89,800	128,200	6,700	224,700
23	Endowment Administrative				
24	Fund	<u>2,676,800</u>	<u>1,069,700</u>	<u>156,400</u>	<u>3,902,900</u>
25	TOTAL	\$3,706,600	\$1,768,400	\$252,400	\$5,727,400
26	II. FOREST RESOURCES MANAGEMENT:				
27	FROM:				
28	General				
29	Fund	\$651,700	\$293,900	\$86,300	\$1,031,900

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
1					
2					
3					
4					
5	Department of Lands				
6	Fund	700,800	367,100	49,400	1,117,300
7	Indirect Cost Recovery				
8	Fund	84,200	320,000		404,200
9	Endowment Administrative				
10	Fund	9,142,800	6,936,800	447,800	16,527,400
11	Community Forestry				
12	Fund		20,000	\$20,000	40,000
13	Federal Grant				
14	Fund	<u>524,200</u>	<u>962,700</u>	<u>0</u>	<u>1,306,300</u>
15	TOTAL	\$11,103,700	\$8,900,500	\$583,500	\$1,326,300
					\$21,914,000
16	III. LANDS AND WATERWAYS:				
17	FROM:				
18	General				
19	Fund	\$964,200	\$106,900	\$30,400	\$1,101,500
20	Department of Lands				
21	Fund	289,800	1,147,900	11,400	1,449,100
22	Endowment Administrative				
23	Fund	<u>2,193,700</u>	<u>3,799,300</u>	<u>105,600</u>	<u>6,098,600</u>
24	TOTAL	\$3,447,700	\$5,054,100	\$147,400	\$8,649,200
25	IV. FOREST AND RANGE FIRE PROTECTION:				
26	FROM:				
27	General				
28	Fund	\$1,215,100	\$459,100		\$757,300
29	Department of Lands				
30	Fund	2,765,700	766,200	\$268,000	873,000
31	Fire Suppression Deficiency				
32	Fund	129,500	22,100		151,600
33	Federal Grant				
34	Fund	<u>875,000</u>	<u>538,500</u>	<u>0</u>	<u>2,059,100</u>
35	TOTAL	\$4,985,300	\$1,785,900	\$268,000	\$3,689,400
					\$10,728,600

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
5	V. SCALING PRACTICES:				
6	FROM:				
7	Department of Lands				
8	Fund	\$188,400	\$46,700		\$235,100
9	GRAND TOTAL	\$23,431,700	\$17,555,600	\$1,251,300	\$5,015,700 \$47,254,300

10 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
 11 Idaho Code, the Department of Lands is authorized no more than two hundred
 12 sixty-four and forty-seven hundredths (264.47) full-time equivalent posi-
 13 tions at any point during the period July 1, 2014, through June 30, 2015,
 14 unless specifically authorized by the Governor. The Joint Finance-Appro-
 15 priations Committee will be notified promptly of any increased positions so
 16 authorized.

17 SECTION 3. EXEMPTIONS FROM OBJECT TRANSFER LIMITATIONS. For fiscal
 18 year 2015, the Department of Lands is hereby exempted from the provisions
 19 of Section 67-3511(1) and (3), Idaho Code, allowing unlimited transfers
 20 between object codes, for all moneys appropriated for the Forest and Range
 21 Fire Protection Program for the period July 1, 2014, through June 30, 2015.
 22 Legislative appropriations shall not be transferred from one fund to another
 23 fund unless expressly approved by the Legislature.

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

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

39 The Legislature also finds that investing in state employee compensa-
 40 tion should remain a high priority even in tough economic times, and there-
 41 fore strongly encourages agency directors, institution executives and the
 42 Division of Financial Management to approve the use of salary savings to pro-

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