

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 626

BY APPROPRIATIONS COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE EXECUTIVE OFFICE OF THE GOVERNOR FOR FISCAL YEAR
2015; LIMITING THE NUMBER OF FULL-TIME EQUIVALENT POSITIONS; EXEMPTING
APPROPRIATION OBJECT AND PROGRAM TRANSFER LIMITATIONS; AND PROVIDING
GUIDANCE FOR EMPLOYEE COMPENSATION.

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

SECTION 1. There is hereby appropriated to the Executive Office of the
Governor, the following amounts to be expended according to the designated
programs and expense classes, from the listed fund for the period July 1,
2014, through June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	TOTAL
I. ADMINISTRATION - GOVERNOR'S OFFICE:			
FROM:			
General			
Fund	\$1,771,200	\$198,300	\$1,969,500
II. ACTING GOVERNOR PAY:			
FROM:			
General			
Fund	\$18,200		\$18,200
III. EXPENSE ALLOWANCE:			
FROM:			
General			
Fund		\$5,000	\$5,000
IV. GOVERNOR ELECT TRANSITION:			
FROM:			
General			
Fund	\$15,000		\$15,000
GRAND TOTAL	\$1,804,400	\$203,300	\$2,007,700

1 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
2 Idaho Code, the Executive Office of the Governor is authorized no more than
3 twenty-two (22) full-time equivalent positions at any point during the pe-
4 riod July 1, 2014, through June 30, 2015, unless specifically authorized by
5 the Governor. The Joint Finance-Appropriations Committee will be notified
6 promptly of any increased positions so authorized.

7 SECTION 3. EXEMPTIONS FROM OBJECT AND PROGRAM TRANSFER LIMITATIONS.
8 For fiscal year 2015, the Executive Office of the Governor is hereby exempted
9 from the provisions of Section 67-3511(1), (2) and (3), Idaho Code, allow-
10 ing unlimited transfers between object codes and between programs, for all
11 moneys appropriated to it for the period July 1, 2014, through June 30, 2015.
12 Legislative appropriations shall not be transferred from one fund to another
13 fund unless expressly approved by the Legislature.

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

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

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