

STATEMENT OF PURPOSE

RS22372

Historical background. A legislative audit finding suggested inconsistent application of holiday paid leave for state employees working a flexible schedule versus those working a traditional work schedule. Idaho Code provisions pertaining to holiday paid leave were written with a traditional work schedule in mind. There have been collaborative attempts by the State Controller's Office, Division of Financial Management, and the Division of Human Resources (DHR) to develop a consistent and equitable policy for non-traditional work schedules. However, to facilitate statewide consistency in paid holiday leave, an amendment to Idaho Code is recommended.

This bill provides clarification on the definition and implementation of holiday paid leave for employees on a flexible schedule such as: agency required work schedule, employee requested work schedule, and for part-time employees. It also adds language specifically paying non-benefited exempt employees for hours worked on a holiday.

FISCAL NOTE

There will be a one-time cost in the FY 2015 DHR budget of approximately \$12,000 for programming changes to the State's payroll system. In addition it is estimated that the State may see an annual total funds cost increase of \$427,000. This estimated cost increase is based on information gathered from agencies that currently have employer mandated flexible schedules; but are only providing a maximum of 8 hours of holiday leave per holiday rather than holiday leave based on the employer mandated flexible schedule. It is expected that agencies will manage and pay holiday leave and holiday hours worked within their existing budgets.

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