

LEGISLATURE OF THE STATE OF IDAHO
Sixty-second Legislature Second Regular Session - 2014

IN THE SENATE

SENATE BILL NO. 1367

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE INDUSTRIAL COMMISSION FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; 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 Industrial Commission, the following amounts to be expended according to the designated programs and expense classes, from the listed funds for the period July 1, 2014, through June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
I. COMPENSATION:					
FROM:					
Industrial Administration					
Fund	\$3,274,700	\$1,060,000	\$72,200	\$1,185,100	\$5,592,000
Peace Officer and Detention Officer Temporary Disability					
Fund	7,800	3,800		156,100	167,700
Miscellaneous Revenue					
Fund	<u>0</u>	<u>35,500</u>	<u>0</u>	<u>0</u>	<u>35,500</u>
TOTAL	\$3,282,500	\$1,099,300	\$72,200	\$1,341,200	\$5,795,200
II. REHABILITATION:					
FROM:					
Industrial Administration					
Fund	\$3,124,300	\$649,200	\$74,100		\$3,847,600
III. CRIME VICTIMS COMPENSATION:					
FROM:					
Crime Victims Compensation					
Fund	\$763,300	\$238,500	\$2,500	\$2,000,000	\$3,004,300
Federal Grant					
Fund	<u>0</u>	<u>0</u>	<u>0</u>	<u>800,000</u>	<u>800,000</u>
TOTAL	\$763,300	\$238,500	\$2,500	\$2,800,000	\$3,804,300

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
5	IV. ADJUDICATION:				
6	FROM:				
7	Industrial Administration				
8	Fund	\$1,673,800	\$562,900	\$6,800	\$2,243,500
9	GRAND TOTAL	\$8,843,900	\$2,549,900	\$155,600	\$4,141,200
					\$15,690,600

10 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
 11 Idaho Code, the Industrial Commission is authorized no more than one hundred
 12 thirty-seven and twenty-five hundredths (137.25) full-time equivalent po-
 13 sitions 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. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
 18 working cooperatively with the Governor's Office, the Division of Human Re-
 19 sources, and the Division of Financial Management, to progress toward the
 20 goal of funding a competitive salary and benefit package that will attract
 21 qualified applicants, retain employees committed to public service excel-
 22 lence, motivate employees to maintain high standards of productivity, and
 23 reward employees for outstanding performance by:

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

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