

IN THE SENATE

SENATE BILL NO. 1381

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE MEDICAL BOARDS 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 Medical Boards, the fol-
lowing amounts to be expended according to the designated programs and ex-
pense classes, from the listed funds for the period July 1, 2014, through
June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	TOTAL
I. BOARD OF DENTISTRY:				
FROM:				
State Regulatory				
Fund	\$271,000	\$262,700	\$2,500	\$536,200
II. BOARD OF MEDICINE:				
FROM:				
State Regulatory				
Fund	\$885,300	\$781,600	\$16,700	\$1,683,600
III. BOARD OF NURSING:				
FROM:				
State Regulatory				
Fund	\$718,100	\$615,100	\$28,900	\$1,362,100
IV. BOARD OF PHARMACY:				
FROM:				
State Regulatory				
Fund	\$969,700	\$645,500	\$9,000	\$1,624,200

	FOR	FOR	FOR		
	PERSONNEL	OPERATING	CAPITAL		
	COSTS	EXPENDITURES	OUTLAY	TOTAL	
4	V. BOARD OF VETERINARY MEDICINE:				
5	FROM:				
6	State Regulatory				
7	Fund	\$141,100	\$125,500	\$5,000	\$271,600
8	GRAND TOTAL	\$2,985,200	\$2,430,400	\$62,100	\$5,477,700

9 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
 10 Idaho Code, each of the programs in the Medical Boards is authorized no more
 11 than the number of full-time equivalent positions listed below at any point
 12 during the period July 1, 2014, through June 30, 2015, unless specifically
 13 authorized by the Governor. The Joint Finance-Appropriations Committee
 14 will be notified promptly of any increased positions so authorized.

15	Board of Dentistry	.....	Three and six-tenths (3.6)
16	Board of Medicine	.....	Thirteen and eight-tenths (13.8)
17	Board of Nursing	.....	Eleven (11)
18	Board of Pharmacy	.....	Fourteen (14)
19	Board of Veterinary Medicine	.....	Two (2)

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
 38 Division of Financial Management to approve the use of salary savings to pro-
 39 vide either one-time or ongoing merit increases for deserving employees and
 40 also to target employees who are below policy compensation. Such salary sav-
 41 ings could result from turnover and attrition, or be the result of innova-
 42 tion and reorganization efforts that create savings. Such savings should be

1 reinvested in employees. Agencies are cautioned to use one-time funding for
2 one-time payments and ongoing funding for permanent pay increases.