

IN THE SENATE

SENATE BILL NO. 1386

BY FINANCE COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE OFFICE OF THE LIEUTENANT GOVERNOR FOR FISCAL
2 YEAR 2015; LIMITING THE NUMBER OF FULL-TIME EQUIVALENT POSITIONS;
3 EXEMPTING APPROPRIATION OBJECT TRANSFER LIMITATIONS; AND PROVIDING
4 GUIDANCE 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 Office of the Lieutenant
8 Governor from the General Fund, the following amounts to be expended for the
9 designated expense classes, for the period July 1, 2014, through June 30,
10 2015:

11 FOR:

12 Personnel Costs	\$141,000
13 Operating Expenditures	<u>12,300</u>
14 TOTAL	\$153,300

15 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
16 Idaho Code, the Office of the Lieutenant Governor is authorized no more than
17 three (3) full-time equivalent positions at any point during the period July
18 1, 2014, through June 30, 2015, unless specifically authorized by the Gover-
19 nor. The Joint Finance-Appropriations Committee will be notified promptly
20 of any increased positions so authorized.

21 SECTION 3. EXEMPTIONS FROM OBJECT TRANSFER LIMITATIONS. For fiscal
22 year 2015, the Office of the Lieutenant Governor is hereby exempted from the
23 provisions of Section 67-3511(1) and (3), Idaho Code, allowing unlimited
24 transfers between object codes, for all moneys appropriated to it for the pe-
25 riod July 1, 2014, through June 30, 2015. Legislative appropriations shall
26 not be transferred from one fund to another fund unless expressly approved
27 by the Legislature.

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

- 35 1) Adjusting the compensation schedule upwards by 1% to move the salary
36 structure toward market; and

- 1 2) Continuing the job classifications that are currently on payline
2 exception to address specific recruitment or retention issues; and
- 3 3) Funding an ongoing 1% salary increase for state employees, and funding
4 the equivalent of a one-time 1% bonus for state employees, based upon
5 employee merit, with flexibility in distribution as determined by
6 the agency directors.

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