

IN THE SENATE

SENATE BILL NO. 1389

BY FINANCE COMMITTEE

AN ACT

2 APPROPRIATING MONEYS TO THE DIVISION OF VOCATIONAL REHABILITATION FOR FIS-
 3 CAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT
 4 POSITIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.

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

6 SECTION 1. There is hereby appropriated to the Division of Vocational
 7 Rehabilitation, the following amounts to be expended according to the desig-
 8 nated programs and expense classes, from the listed funds for the period July
 9 1, 2014, through June 30, 2015:

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
14	I. EXTENDED EMPLOYMENT SERVICES:				
15	FROM:				
16	General				
17	Fund	\$454,500	\$23,700	\$3,418,300	\$3,896,500
18	II. VOCATIONAL REHABILITATION:				
19	FROM:				
20	General				
21	Fund	\$1,617,800	\$254,500	\$11,900	\$1,513,900
22	Rehabilitation Revenue and Refunds				\$3,398,100
23	Fund			1,081,500	1,081,500
24	Miscellaneous Revenue				
25	Fund	62,600	1,700	1,900	894,500
26	Federal Grant				960,700
27	Fund	<u>7,444,000</u>	<u>1,206,700</u>	<u>54,700</u>	<u>5,724,700</u>
28	TOTAL	\$9,124,400	\$1,462,900	\$68,500	\$9,214,600
29	III. COUNCIL FOR THE DEAF AND HARD OF HEARING:				
30	FROM:				
31	General				
32	Fund	\$161,600	\$37,700		\$199,300
33	GRAND TOTAL	\$9,740,500	\$1,524,300	\$68,500	\$12,632,900
				\$12,632,900	\$23,966,200

1 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
2 Idaho Code, the Division of Vocational Rehabilitation is authorized no more
3 than one hundred fifty-two and five-tenths (152.50) full-time equivalent
4 positions at any point during the period July 1, 2014, through June 30, 2015,
5 unless specifically authorized by the Governor. The Joint Finance-Appropriations
6 Committee will be notified promptly of any increased positions so
7 authorized.

8 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
9 working cooperatively with the Governor's Office, the Division of Human Resources,
10 and the Division of Financial Management, to progress toward the
11 goal of funding a competitive salary and benefit package that will attract
12 qualified applicants, retain employees committed to public service excellence,
13 motivate employees to maintain high standards of productivity, and
14 reward employees for outstanding performance by:

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

23 The Legislature also finds that investing in state employee compensation
24 should remain a high priority even in tough economic times, and therefore
25 strongly encourages agency directors, institution executives and the
26 Division of Financial Management to approve the use of salary savings to provide
27 either one-time or ongoing merit increases for deserving employees and
28 also to target employees who are below policy compensation. Such salary savings
29 could result from turnover and attrition, or be the result of innovation
30 and reorganization efforts that create savings. Such savings should be
31 reinvested in employees. Agencies are cautioned to use one-time funding for
32 one-time payments and ongoing funding for permanent pay increases.