

IN THE SENATE

SENATE BILL NO. 1390

BY FINANCE COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED  
2 FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME  
3 EQUIVALENT POSITIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSA-  
4 TION.  
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6 Be It Enacted by the Legislature of the State of Idaho:

7 SECTION 1. There is hereby appropriated to the Commission for the Blind  
8 and Visually Impaired, the following amounts to be expended for the desig-  
9 nated expense classes, from the listed funds for the period July 1, 2014,  
10 through June 30, 2015:

	FOR	FOR	FOR	
	PERSONNEL	OPERATING	TRUSTEE AND	
	COSTS	EXPENDITURES	BENEFIT	TOTAL
			PAYMENTS	
11 FROM:				
12 General				
13 Fund	\$659,300	\$48,500	\$599,200	\$1,307,000
14 Randolph Sheppard				
15 Fund		27,600	100,100	127,700
16 Rehabilitation Revenue and Refunds				
17 Fund		34,300	13,000	47,300
18 Miscellaneous Revenue				
19 Fund		28,100	56,300	84,400
20 Adaptive Aids and Appliances				
21 Fund	18,600	47,900		66,500
22 Federal Grant				
23 Fund	<u>1,836,300</u>	<u>576,200</u>	<u>541,500</u>	<u>2,954,000</u>
24 TOTAL	\$2,514,200	\$762,600	\$1,310,100	\$4,586,900

25 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,  
26 Idaho Code, the Commission for the Blind and Visually Impaired is authorized  
27 no more than thirty-nine and twelve hundredths (39.12) full-time equivalent  
28 positions at any point during the period July 1, 2014, through June 30, 2015,  
29 unless specifically authorized by the Governor. The Joint Finance-Appro-  
30 priations Committee will be notified promptly of any increased positions so  
31 authorized.  
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1 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,  
2 working cooperatively with the Governor's Office, the Division of Human Re-  
3 sources, and the Division of Financial Management, to progress toward the  
4 goal of funding a competitive salary and benefit package that will attract  
5 qualified applicants, retain employees committed to public service excel-  
6 lence, motivate employees to maintain high standards of productivity, and  
7 reward employees for outstanding performance by:

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

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