

IN THE SENATE

SENATE BILL NO. 1402

BY FINANCE COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE BOARD OF TAX APPEALS FOR FISCAL YEAR 2015; LIM-
2 ITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; AND PRO-
3 VIDING GUIDANCE FOR EMPLOYEE COMPENSATION.
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5 Be It Enacted by the Legislature of the State of Idaho:

6 SECTION 1. There is hereby appropriated to the Board of Tax Appeals from
7 the General Fund, the following amounts to be expended for the designated ex-
8 pense classes, for the period July 1, 2014, through June 30, 2015:

9 FOR:

10 Personnel Costs	\$448,900
11 Operating Expenditures	70,500
12 Capital Outlay	<u>8,600</u>
13 TOTAL	\$528,000

14 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
15 Idaho Code, the Board of Tax Appeals is authorized no more than five (5)
16 full-time equivalent positions at any point during the period July 1, 2014,
17 through June 30, 2015, unless specifically authorized by the Governor. The
18 Joint Finance-Appropriations Committee will be notified promptly of any
19 increased positions so authorized.

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

1 Division of Financial Management to approve the use of salary savings to pro-
2 vide either one-time or ongoing merit increases for deserving employees and
3 also to target employees who are below policy compensation. Such salary sav-
4 ings could result from turnover and attrition, or be the result of innova-
5 tion and reorganization efforts that create savings. Such savings should be
6 reinvested in employees. Agencies are cautioned to use one-time funding for
7 one-time payments and ongoing funding for permanent pay increases.