

IN THE SENATE

SENATE BILL NO. 1404

BY FINANCE COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE DEPARTMENT OF SELF-GOVERNING AGENCIES FOR REG-
2 ULATORY BOARDS FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF FULL-TIME
3 EQUIVALENT POSITIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSA-
4 TION.
5

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

7 SECTION 1. There is hereby appropriated to the Regulatory Boards, the
8 following amounts to be expended according to the designated programs and
9 expense classes, from the listed funds for the period July 1, 2014, through
10 June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
11					
12					
13					
14					
15	I. BOARD OF ACCOUNTANCY:				
16	FROM:				
17	State Regulatory				
18	Fund	\$269,100	\$253,600		\$522,700
19	II. BOARD OF PROF. ENGINEERS & LAND SURVEYORS:				
20	FROM:				
21	State Regulatory				
22	Fund	\$350,100	\$224,600	\$3,000	\$577,700
23	III. BUREAU OF OCCUPATIONAL LICENSES:				
24	FROM:				
25	State Regulatory				
26	Fund	\$2,130,000	\$1,292,700	\$52,500	\$3,475,200
27	IV. OUTFITTERS AND GUIDES LICENSING BOARD:				
28	FROM:				
29	State Regulatory				
30	Fund	\$368,400	\$203,100		\$571,500

	FOR	FOR	FOR	FOR	TOTAL
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	PAYMENTS
5	V. REAL ESTATE COMMISSION:				
6	FROM:				
7	State Regulatory				
8	Fund	\$939,900	\$553,900		\$1,493,800
9	GRAND TOTAL	\$4,057,500	\$2,527,900	\$3,000	\$52,500 \$6,640,900

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

- 16 Board of Accountancy Four (4)
- 17 Board of Prof. Engineers & Land Surveyors Four (4)
- 18 Board of Occupational Licenses Thirty - Five (35)
- 19 Outfitters and Guides Licensing Board Six (6)
- 20 Real Estate Commission Fifteen (15)

21 SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature,
 22 working cooperatively with the Governor's Office, the Division of Human Re-
 23 sources, and the Division of Financial Management, to progress toward the
 24 goal of funding a competitive salary and benefit package that will attract
 25 qualified applicants, retain employees committed to public service excel-
 26 lence, motivate employees to maintain high standards of productivity, and
 27 reward employees for outstanding performance by:

- 28 1) Adjusting the compensation schedule upwards by 1% to move the salary
 29 structure toward market; and
- 30 2) Continuing the job classifications that are currently on payline
 31 exception to address specific recruitment or retention issues; and
- 32 3) Funding an ongoing 1% salary increase for state employees, and funding
 33 the equivalent of a one-time 1% bonus for state employees, based upon
 34 employee merit, with flexibility in distribution as determined by
 35 the agency directors.

36 The Legislature also finds that investing in state employee compensa-
 37 tion should remain a high priority even in tough economic times, and there-
 38 fore strongly encourages agency directors, institution executives and the
 39 Division of Financial Management to approve the use of salary savings to pro-
 40 vide either one-time or ongoing merit increases for deserving employees and
 41 also to target employees who are below policy compensation. Such salary sav-
 42 ings could result from turnover and attrition, or be the result of innova-

1 tion and reorganization efforts that create savings. Such savings should be
2 reinvested in employees. Agencies are cautioned to use one-time funding for
3 one-time payments and ongoing funding for permanent pay increases.