

IN THE SENATE

SENATE BILL NO. 1407

BY FINANCE COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE DEPARTMENT OF LABOR FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.

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

SECTION 1. There is hereby appropriated to the Department of Labor, the following amounts to be expended according to the designated programs and expense classes, from the listed funds for the period July 1, 2014, through June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
I. EMPLOYMENT SERVICES:					
FROM:					
Unemployment Penalty and Interest					
Fund	\$1,545,100	\$1,655,000			\$3,200,100
Employment Security Special Administration					
Fund	<u>331,400</u>	<u>7,318,600</u>	<u>\$701,600</u>		<u>8,351,600</u>
TOTAL	\$1,876,500	\$8,973,600	\$701,600		\$11,551,700
II. WAGE AND HOUR:					
FROM:					
General					
Fund	\$248,700	\$64,800			\$313,500
Unemployment Penalty and Interest					
Fund	161,200	64,700			225,900
Miscellaneous Revenue					
Fund	<u>0</u>	<u>10,600</u>			<u>10,600</u>
TOTAL	\$409,900	\$140,100			\$550,000
III. CAREER INFORMATION SERVICES:					
FROM:					
Unemployment Penalty and Interest					
Fund	\$134,300	\$107,600			\$241,900

				FOR		
	FOR	FOR	FOR	TRUSTEE AND		
	PERSONNEL	OPERATING	CAPITAL	BENEFIT		
	COSTS	EXPENDITURES	OUTLAY	PAYMENTS	TOTAL	
5	Employment Security Special Administration					
6	Fund	74,800	46,000		120,800	
7	Miscellaneous Revenue					
8	Fund	<u>98,100</u>	<u>72,900</u>		<u>171,000</u>	
9	TOTAL	\$307,200	\$226,500		\$533,700	
10	IV. HUMAN RIGHTS COMMISSION:					
11	FROM:					
12	Unemployment Penalty and Interest					
13	Fund		\$187,600		\$187,600	
14	Employment Security Special Administration					
15	Fund	\$674,200			674,200	
16	Miscellaneous Revenue					
17	Fund		700		700	
18	Federal Grant					
19	Fund	<u>0</u>	<u>201,600</u>		<u>201,600</u>	
20	TOTAL	\$674,200	\$389,900		\$1,064,100	
21	V. SERVE IDAHO:					
22	FROM:					
23	Unemployment Penalty and Interest					
24	Fund	\$38,500	\$36,700		\$75,200	
25	Miscellaneous Revenue					
26	Fund		56,400		56,400	
27	Federal Grant					
28	Fund	<u>186,500</u>	<u>248,400</u>	<u>\$2,050,000</u>	<u>2,484,900</u>	
29	TOTAL	\$225,000	\$341,500	\$2,050,000	\$2,616,500	
30	GRAND TOTAL	\$3,492,800	\$10,071,600	\$701,600	\$2,050,000	\$16,316,000

31 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
32 Idaho Code, the Department of Labor is authorized no more than forty-five and
33 one-hundredth (45.01) full-time equivalent positions at any point during
34 the period July 1, 2014, through June 30, 2015, unless specifically autho-
35 rized by the Governor. The Joint Finance-Appropriations Committee will be
36 notified promptly of any increased positions so authorized.

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.