

IN THE SENATE

SENATE BILL NO. 1419

BY FINANCE COMMITTEE

AN ACT

1 APPROPRIATING MONEYS TO THE SUPERINTENDENT OF PUBLIC INSTRUCTION FOR FISCAL
 2 YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSI-
 3 TIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.
 4

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

6 SECTION 1. There is hereby appropriated to the Superintendent of Public
 7 Instruction, the following amounts to be expended for the designated expense
 8 classes, from the listed funds for the period July 1, 2014, through June 30,
 9 2015:

	FOR	FOR	FOR	FOR	TOTAL
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	
				PAYMENTS	
14 FROM:					
15 General					
16 Fund	\$4,539,400	\$3,957,700	\$1,500	\$24,600	\$8,523,200
17 Indirect Cost Recovery					
18 Fund	693,800	560,800			1,254,600
19 Driver's Training					
20 Fund	167,200	151,000	5,400	2,113,300	2,436,900
21 Public Instruction					
22 Fund	661,600	844,400	9,600	11,400	1,527,000
23 Miscellaneous Revenue					
24 Fund	717,600	2,112,500	15,200		2,845,300
25 Public Schools Other Income					
26 Fund	88,000	362,000			450,000
27 Federal Grant					
28 Fund	<u>4,723,900</u>	<u>12,432,600</u>	<u>28,000</u>	<u>82,200</u>	<u>17,266,700</u>
29 TOTAL	\$11,591,500	\$20,421,000	\$59,700	\$2,231,500	\$34,303,700

30 SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519,
 31 Idaho Code, the Superintendent of Public Instruction is authorized no more
 32 than one hundred forty-one (141) full-time equivalent positions at any point
 33 during the period July 1, 2014, through June 30, 2015, unless specifically
 34 authorized by the Governor. The Joint Finance-Appropriations Committee
 35 will be 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.