

# ***Idaho State Legislature's Change in Employee Compensation Committee***

***Note: There are three meeting dates.***

## **Thursday January 8, 2015 (meeting 1 of 3) State Capitol House Rev & Tax Committee Room (EW42)**

Senator John Tippetts, Co-chair	Representative Neil Anderson, Co-chair
Senator Jim Patrick	Representative Stephen Hartgen
Senator Dean Cameron	Representative Robert Anderst
Senator Fred Martin	Representative Paul Romrell
Senator Todd Lakey	Representative James Holtzclaw
Senator Lee Heider	Representative Thomas Loertscher
Senator Abby Lee	Representative Ron Mendive
Senator Dan Schmidt	Representative Phylis King
Senator Janie Ward-Engelking	Representative Dan Rudolph

### **8:15 – 8:30 am Welcome, Roll Call and Co-chairs' Opening Remarks**

- Role of the Legislature and the CEC Committee, §67-5309(4)

### **8:30 - 9:30 am Review of Idaho's Current Compensation System**

Robyn Lockett, Principal Budget & Policy Analyst, LSO Budget & Policy Analysis

- Defining the State Workforce
- Statutory Review of the Merit-Based Compensation System
  - Classified Employee Philosophy & Plan: §67-5309A and §67-5309B
  - Non-Classified Employees: §59-1603
- Compensation Approval Process and Types of Pay Changes
- State Budget Approval Process and Funding Analysis

### **9:30 - 10:30 am Salary Adjustments for 2014/2015 by Agency**

Robyn Lockett, Principal Budget & Policy Analyst, LSO Budget & Policy Analysis

- Statewide

Paul Headlee, Deputy Division Manager, LSO Budget & Policy Analysis

- Higher Education

### **10:30 – 10:45 am Break**

### **10:45 – 11:45 am FY 2016 CEC Report to the Governor, Required by Section 64-5309c, Idaho Code**

David Fulkerson, Acting Administrator, Division of Human Resources

- Four Components of the Recommendation
  1. Salary Structure Adjustments
  2. Specific Occupational Inequities (Pay line Exceptions)
  3. Merit Increase
  4. Benefit Package
- Hay Compensation System, §67-5309B
- Employee Morale, Opportunities, and Appreciation

**11:45 – 1:00 pm Lunch on Your Own**

**1:00 - 1:30 pm Policies that Drive the Group Health Insurance Program Structure**

Teresa Luna, Director, Department of Administration

Amy Johnson, Program Manager, Group Insurance Division

- Current Group Health Insurance Program, Including Number of Enrollees, Dependents, and Costs
- Why does Idaho have a "Grandfathered Plan" and How That Effects Funding Parameters and Plan Coverage
- Anticipated Changes in Coverage and Costs for FY 2015 and FY 2016, including Contract Reserve Requirements and Reserve Balance Projections

**1:30 - 2:00 pm Review of the Public Employee Retirement System of Idaho (PERSI)**

Don Drum, Executive Director, PERSI

- PERSI's Current Fiscal Condition
- Basic Contribution Rates and Mechanics
- Anticipated Changes for FY 2016 and Beyond

**2:30 - 3:00 pm Appropriation Considerations**

Cathy Holland-Smith, Division Manager, LSO Budget & Policy Analysis

- How Agencies Manage their Personnel Cost Budgets
- Targeted CEC Requests in FY 2016 Agency Budget Requests and CEC Fund Shift Requests - Statewide

**3:00 – 3:15 pm Break**

**3:15 pm Public Testimony on the State's Personnel System and Compensation**

The public, state agency management and state employees are invited to testify before the committee about the state's personnel system and employee compensation. Testimony time may be limited depending on the number of people wishing to testify. The chairmen of the committee will determine the order of testimony and will try to accommodate anyone who has traveled a great distance. Begin your testimony by addressing the chairman and committee members by stating your name, hometown, and why you are there. For example: "Mr. Chairman, members of the Committee, my name is Pat Q. Public and I'm from Emmett. I am concerned/not concerned about....."

Be courteous and brief in your language and address. Try not to repeat testimony offered by previous witnesses. Demonstrations, applause, and banners or signs are prohibited. Please be assured that there is no right or wrong way to testify, as long as it is genuine. The legislators, who have been elected to represent you, would like to hear your thoughts.

**Tuesday January 13, 2015 (meeting 2 of 3)**  
**State Capitol Senate Flex Room (WW17)**

**1:00 – 1:30 pm**      **Governor’s CEC Recommendation, required by Section 67-5309c, Idaho Code**

Jani Revier, Administrator, Division of Financial Management (DFM)

- Four Components of the Recommendation
  1. Salary Structure Adjustments
  2. Specific Occupational Inequities (Pay line Exceptions)
  3. Merit Increase
  4. Benefit Package

**1:30 – 2:30 pm**      **Review of the Office of Performance Evaluation (OPE) Report on *Use of Salary Savings to Fund Employee Compensation***

Bryon Welch, Principal Performance Evaluator, OPE

**2:30 – 3:00 pm**      **Appropriation Considerations**

Cathy Holland-Smith, Division Manager, LSO Budget & Policy Analysis

- CEC in the Budget Development Process
- Costs of Different CEC Options and Compensation Approaches
- Past examples of Concurrent Resolutions, Statutes or Recommended Appropriations by CEC Committees

**Friday January 16, 2015 (meeting 3 of 3)**  
**State Capitol House Rev & Tax Committee Room (EW42)**

**1:30 - 3:00 pm**      **Committee Discussion and Consideration of Motions**  
Co-chairmen Sen. John Tippets and Rep. Neil Anderson

*For additional information, please contact:*

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