

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 673

BY APPROPRIATIONS COMMITTEE

AN ACT

RELATING TO THE APPROPRIATION TO THE DIVISION OF HUMAN RESOURCES FOR FISCAL YEAR 2019; APPROPRIATING MONEYS TO THE DIVISION OF HUMAN RESOURCES FOR FISCAL YEAR 2019; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION; AND PROVIDING GUIDANCE FOR THE IMPLEMENTATION OF EMPLOYEE COMPENSATION.

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

SECTION 1. There is hereby appropriated to the Division of Human Resources from the Division of Human Resources Fund the following amounts to be expended for the designated expense classes for the period July 1, 2018, through June 30, 2019:

FOR:

Personnel Costs	\$1,497,700
Operating Expenditures	664,300
Capital Outlay	<u>2,000</u>
TOTAL	\$2,164,000

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Division of Human Resources is authorized no more than sixteen (16.00) full-time equivalent positions at any point during the period July 1, 2018, through June 30, 2019, unless specifically authorized by the Governor. The Joint Finance-Appropriations Committee will be notified promptly of any increased positions so authorized.

SECTION 3. EMPLOYEE COMPENSATION. It is the intent of the Legislature to progress toward the goal of funding a competitive salary and benefit package that will attract qualified applicants, retain employees committed to public service excellence, motivate employees to maintain high standards of productivity, and reward employees for outstanding performance. In accordance with the direction given by the Legislature, and consistent with the recommendation of the Governor, the Division of Human Resources shall shift the salary structure upwards by three percent (3%) beginning in fiscal year 2019 and shall continue the job classifications that are currently on payline exception to address specific employee recruitment or retention issues. It is also the intent of the Legislature to appropriate an ongoing three percent (3%) increase in funding for state employee merit pay increases.

SECTION 4. IMPLEMENTATION OF THE THREE PERCENT CHANGE IN EMPLOYEE COMPENSATION BY THE DIVISION OF HUMAN RESOURCES. It is the intent of the Legislature that the Division of Human Resources shall develop a merit increase

1 matrix based upon an employee's proximity to the state midpoint market av-  
2 erage, and the employee's relative performance, in accordance with Section  
3 67-5309B(4), Idaho Code. Such matrix shall be adapted by each agency head  
4 and institution president to meet their specific needs, as approved by the  
5 Division of Human Resources, and increases shall be distributed to employees  
6 based on merit at the discretion of agency heads and institution presidents,  
7 subject to confirmation of sufficient funding pursuant to Section 67-5304,  
8 Idaho Code.