CEC and Other Appropriation Considerations

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Annual Surveys, Reports, and Recommendations

Section 67-5309B, Idaho Code

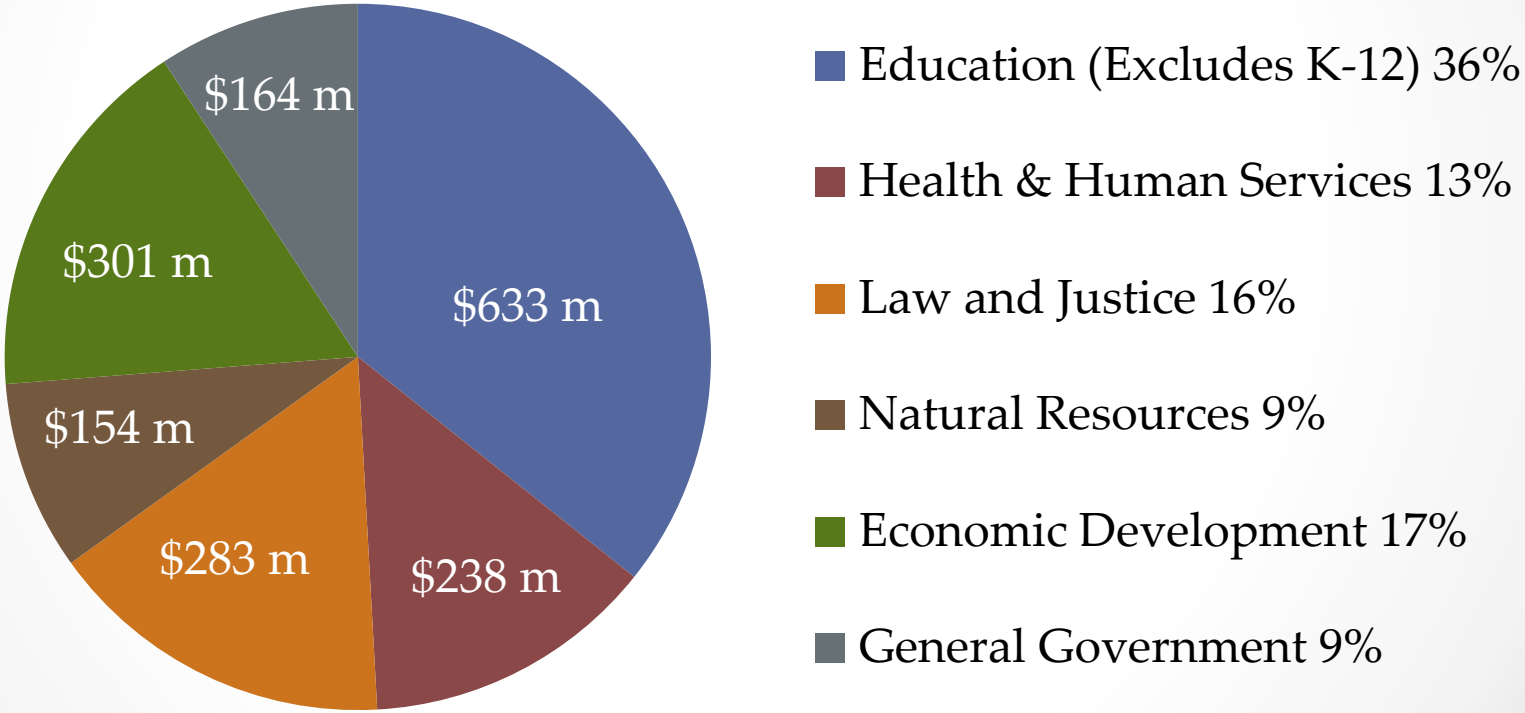
- Division of Human Resources' Compensation Report
  - Annually on December 1st
- Governor's Budget Recommendation
  - State-of-the-State Address in January
- Legislative Action
  - Annual Appropriation to Each State Agency in March

Each shall address, at a minimum, the four components and subsequent funding for each component

1. Salary Structure Adjustments
2. Specific Occupational Inequities (Pay line Exceptions)
3. Merit Increase
4. Benefit Package

FY 2020 State Agency Personnel Costs (PC)

PC Appropriation of $1.7 billion from All Funds



Authorized FTP Summary

FTP All Funds Summary by Agency

	FY 2019 Actual	FY 2020 Orig App	FY 2021 Request	Chg From FY 2020 Orig	FY 2021 Gov's Rec	Chg From FY 2020
1 Education						
Public School Support	0.00	0.00	0.00	0.00	0.00	0.00
Agricultural Research & Extension Service	320.34	344.11	350.06	5.95	0.00	(344.11)
College and Universities	4,680.80	4,753.54	4,879.04	125.50	0.00	(4,753.54)
Community Colleges	0.00	0.00	0.00	0.00	0.00	0.00
Education, Office of the State Board of	34.25	35.25	35.25	0.00	0.00	(35.25)
Health Education Programs	33.15	36.65	37.65	1.00	0.00	(36.65)
Career Technical Education	580.26	581.26	581.26	0.00	0.00	(581.26)
Idaho Public Television	68.48	69.48	69.48	0.00	0.00	(69.48)
Special Programs	45.59	46.59	46.59	0.00	0.00	(46.59)
Superintendent of Public Instruction	142.00	142.00	142.00	0.00	0.00	(142.00)
Vocational Rehabilitation	154.00	150.00	150.00	0.00	0.00	(150.00)
Total Education	**6,058.87**	**6,158.88**	**6,291.33**	**132.45**	**0.00**	**(6,158.88)**
6 General Government						
Administration, Department of	114.00	121.00	125.00	4.00	0.00	(121.00)
Permanent Building Fund	0.00	0.00	0.00	0.00	0.00	0.00
Attorney General	210.60	214.10	219.10	5.00	0.00	(214.10)
State Controller	95.00	95.00	95.00	0.00	0.00	(95.00)
Governor, Office of the	853.92	931.92	972.92	41.00	0.00	(931.92)
Legislative Branch	73.00	73.00	74.00	1.00	0.00	(73.00)
Lieutenant Governor	3.00	3.00	3.00	0.00	0.00	(3.00)
Revenue and Taxation, Department of	464.25	453.00	453.00	0.00	0.00	(453.00)
Secretary of State	29.00	30.00	30.00	0.00	0.00	(30.00)
State Treasurer	26.00	26.00	26.00	0.00	0.00	(26.00)
Total General Government	**1,868.77**	**1,947.02**	**1,998.02**	**51.00**	**0.00**	**(1,947.02)**
Statewide Total:	**19,606.12**	**19,808.50**	**20,162.73**	**354.23**	**0.00**	**(19,808.50)**

FY 2021 Idaho Legislative Budget Book 17 Statewide Report

Employer-Paid Benefit Costs

FY 2021 Variable Benefits as a % of Gross Salary:	
FICA - Social Security	6.20%
FICA - Medicare	1.45%
Unemployment Insurance	0.00%
Life Insurance	0.72%
Regular Retirement Rate (higher rates for police/fireman)	11.94%
Unused Sick Leave Benefit	0.65%
DHR Fee (agencies with classified employees)	0.55%
Average Workers' Compensation Rate (rates vary by agency)	0.82%
Total Variable Benefits	**22.33%**

Employer-Paid Health Insurance per Eligible Employee	FY 2020 Appropriation	FY 2021 OGI Actuarial Estimate	FY 2022 Projection
Health Insurance (medical, dental)	$13,087	$13,588	$14,391
Retiree Subsidy	$134	$191	$185
Health Insurance Continuation Premium	$58	$0	$0
Administrative Costs	$42	$42	$44
Proposed Use of "Sweep" Funding	($1,020)	($951)	($1,058)
Proposed Use of Reserve Funding	($651)	($1,691)	$0
Annual Appropriation	***$11,650***	***$11,180***	***$13,560***
New General Fund Approp	***$0***	***($4,620,929)***	***$23,631,972***
Total General Fund in the Base	***$108,170,300***	***$103,549,371***	***$127,181,343***

FY 2020 CEC Actions

- CEC Committee Recommended and Legislature Supported Funding for a 2% ongoing CEC based on merit, to be distributed at the discretion of the agency head and institution presidents

- Also funded an across-the-board $550 increase for each permanent employee

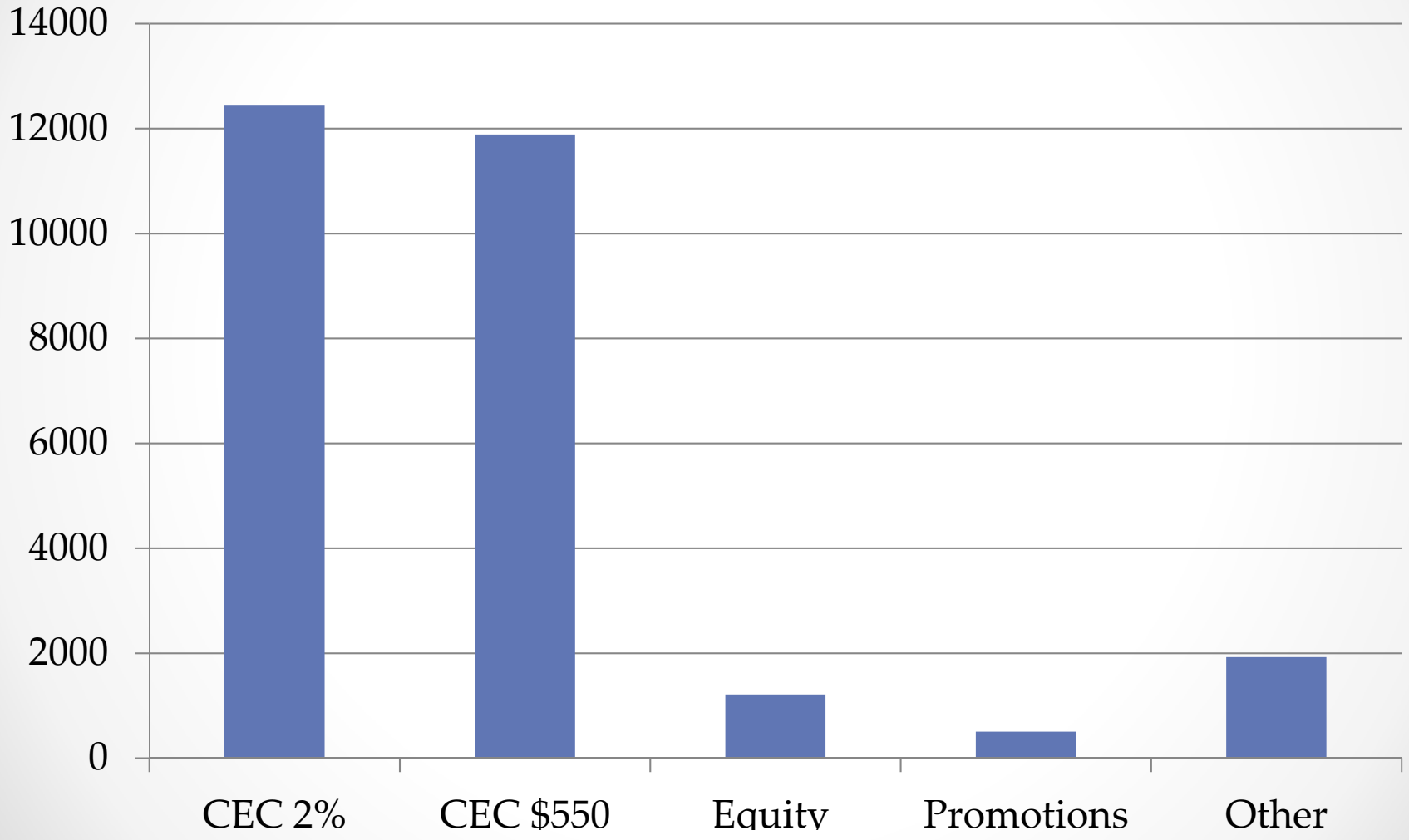
- Agency Compensation Plans were approved by DFM and DHR before increases could be implemented

Pay Change Report

FY 2019 – FY 2020 Permanent Pay Changes in Each State Agency

- March 15, 2019 – December 15, 2019
- The dates capture any early implementation of a CEC, when applicable
- Shows median and average pay increases by agency
- Reasons for the pay changes

Permanent Pay Changes



PC and FTP: What's the Difference?

PC $

Personnel Costs (PC) is a term used for budgeting salary and benefits for employees. This includes full-time, part-time, board and commission members, and group positions. PC can be added to an agency's budget as a line item, through the statewide CEC, or not at all.

FTP

Full-Time Equivalent Positions (FTP) are authorized in the agency appropriation bill. FTP are permanent positions and include full and part-time. Multiple part-time positions could equal 1.00 FTP. An agency's filled FTP count will fluctuate throughout the year, due to retirements, new hires, attrition, etc.

Non-FTP

Non-FTP are temporary, seasonal, or board positions; these positions are often referred to as "group" positions. Some agencies have many of these positions, while others may have little or none. These positions are paid with PC, but there is no cap on how many employees can be hired. Examples include: seasonal firefighters, seasonal agriculture inspectors.

PC and FTP Examples

Here are examples of how one agency may choose to staff its operations, assuming an appropriation of $1,000,000 and 10.00 authorized FTP. The agency has flexibility to meet its staffing needs by allocating PC and FTP in various ways, fluctuating throughout the fiscal year.

Example 1	PC	FTP
10 full-time employees each averaging $99,400 in salary and benefits	$ 994,000	10.00
10 Board members paid $50 per day, meeting 12 times per year (10*50*12)	$ 6,000	0
Total (No unused FTP or PC)	*$1,000,000*	*10.00*

Example 2		
5 full-time employees each averaging $100,000 in salary and benefits	$ 500,000	5.00
8 part-time employees working year-round at 20 hours/week averaging $50,000	$ 400,000	4.00
10 Board members paid $50 per day, meeting 12 times per year (10*50*12)	$ 6,000	0
Total (1.00 unused FTP and $94,000 in onetime unobligated PC)	*$ 906,000*	*9.00*

FY 2021 CEC Considerations

CEC Methods	DHR and DFM Rec.	FY 2020 CEC Comm. Rec.	FY 2020 JFAC Action	Other Potential Methods
A. Appropriate a Specific Percentage (e.g. 3%) Increase on the Salary Included in an Agency Budget to be Allocated Based on Merit (this has historically been the "traditional" approach)	X			
B. No CEC on Vacant Positions, Based on a Single Count		X		
C. Fund CEC on Filled Positions Only, Based on an Average of Multiple Reports/Counts Per Year, and Weighted by Fund Source				X
D. Base the CEC Increase on Actual PC Expenditures from Previous Year(s)				X
E. Fund a Specific Aross-the-Board Increase, Plus a Percentage to be Distributed Based on Merit		X	X	
F. Other Considerations, Such as Targeting CEC at Specific Agencies or Specific Positions			X	X

Questions?