

IN THE SENATE

SENATE BILL NO. 1051

BY COMMERCE AND HUMAN RESOURCES COMMITTEE

AN ACT

1 RELATING TO THE PERSONNEL SYSTEM; AMENDING SECTION 67-5309C, IDAHO CODE, TO
2 PROVIDE THAT CERTAIN INFORMATION BE INCLUDED IN THE ANNUAL REPORT SUB-
3 MITTED TO THE GOVERNOR AND THE LEGISLATURE BY THE ADMINISTRATOR OF THE
4 DIVISION OF HUMAN RESOURCES AND TO MAKE TECHNICAL CORRECTIONS.
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6 Be It Enacted by the Legislature of the State of Idaho:

7 SECTION 1. That Section 67-5309C, Idaho Code, be, and the same is hereby
8 amended to read as follows:

9 67-5309C. ANNUAL SURVEYS, REPORTS, AND RECOMMENDATIONS. (1) The ad-
10 ministrator of the division of human resources shall conduct or approve an-
11 nual salary and benefit surveys within relevant labor markets to determine
12 salary ranges and benefit packages that represent competitive labor market
13 average rates and benefits provided by private industry and other governmen-
14 tal units.

15 (2) A report of the results of the annual salary and benefit surveys and
16 recommendations for changes to meet the requirements of section 67-5309A,
17 Idaho Code, together with their estimated costs of implementation, shall be
18 submitted to the governor and the legislature not later than the first day
19 of December of each year. The report must include the total amount of salary
20 savings realized in the previous budget year and must include information
21 regarding the dispensation of such funds, including but not limited to the
22 amount that was reverted back, any funds used for ongoing employee raises,
23 funds used for onetime employee stipends, and funds expended for any other
24 purposes. The recommendations shall include, at a minimum, four (4) compo-
25 nents to address the compensation philosophy described in section 67-5309A,
26 Idaho Code, and shall include specific funding recommendations for each com-
27 ponent:

28 (a) A recommendation for market-related changes necessary to address
29 ~~system wide~~ systemwide structure adjustments to stay competitive with
30 relevant labor markets. Such recommendation may include a market-re-
31 lated payline adjustment for all eligible employees, as well as the
32 structure, to avoid compression in the salary system.

33 (b) A recommendation for market-related changes necessary to address
34 specific occupational inequities.

35 (c) A recommendation for a merit increase component to recognize and
36 reward state employees in the performance of public service to the citi-
37 zens of Idaho.

38 (d) A recommendation for any changes to the employee benefit package,
39 including any adjustments to the overall design of the benefit package
40 and/or employee contributions.

41 (3) The governor shall submit his own recommendations on proposed
42 changes in salaries and benefits to the legislature prior to the seventh

1 legislative day of each session. Such recommendations shall address, at a
2 minimum, the four (4) components and subsequent funding for each component
3 required in this section.

4 (4) The legislature may, by concurrent resolution, accept, modify, or
5 reject the governor's recommendations, but any such action by the legis-
6 lature, at a minimum, shall address the four (4) components and subsequent
7 funding of each component required in this section. The failure of the leg-
8 islature to accept, modify, or reject the recommendations prior to adjourn-
9 ment sine die shall constitute approval of the governor's recommendations,
10 and such recommendations shall be funded through appropriations provided by
11 law. The administrator of the division of human resources shall implement
12 necessary and authorized changes to salary and pay schedule by rule. The
13 director of the department of administration shall implement necessary and
14 authorized changes to benefits.