

## IN THE SENATE

## SENATE BILL NO. 1187

## BY FINANCE COMMITTEE

## AN ACT

APPROPRIATING MONEYS TO THE HUMAN RIGHTS COMMISSION FOR FISCAL YEAR 2010; LIMITING THE NUMBER OF FULL-TIME EQUIVALENT POSITIONS; PROVIDING LEGISLATIVE INTENT ON PERSONNEL COSTS; DIRECTING SALARY REDUCTIONS; AND DECLARING AN EMERGENCY.

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

SECTION 1. There is hereby appropriated to the Office of the Governor for the Human Rights Commission the following amounts to be expended according to the designated expense classes from the listed funds for the period July 1, 2009, through June 30, 2010:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	TOTAL
FROM:				
General Fund	\$530,900	\$65,500		\$596,400
Miscellaneous Revenue				
Fund		10,100		10,100
Federal Grant Fund	<u>120,600</u>	<u>142,200</u>	<u>\$10,700</u>	<u>273,500</u>
TOTAL	\$651,500	\$217,800	\$10,700	\$880,000

SECTION 2. In accordance with Section 67-3519, Idaho Code, the Human Rights Commission is authorized no more than eleven (11) full-time equivalent positions at any point during the period July 1, 2009, through June 30, 2010, for the program specified in Section 1 of this act, unless specifically authorized by the Governor. The Joint Finance-Appropriations Committee will be notified promptly of any increased positions so authorized.

SECTION 3. LEGISLATIVE INTENT. It is the intent of the Legislature to retain to the extent possible, our capable, quality employees who support the essential services and statutorily authorized programs that the citizens of Idaho expect. The Legislature finds these critical essential services to be those that maintain the health and safety of our citizens and the education of our children. While extending flexibility to the Governor and agency directors to manage the state workforce to the best of their ability during these difficult times, it remains the responsibility of the Legislature to identify priorities for the state workforce. The Legislature finds that reductions in personnel funding shall first be managed through salary reductions that impact all personnel fairly; secondly, be mitigated by the use of existing salary savings; thirdly, by using savings created by keeping newly vacated positions unfilled; fourth, by the use of furloughs; and lastly, as a last resort, by reducing the workforce. It is the intent of the Legislature

1 that these policies shall be adhered to by the executive, legislative, and judicial branches to the  
2 extent allowed by law.

3 SECTION 4. SALARY REDUCTION. Inasmuch as salary reductions will save jobs; and  
4 inasmuch as a five percent (5%) reduction in personnel funding may create a reduction in force;  
5 and inasmuch as the state as a single employer of multiple departments and agencies is required  
6 by law to direct across the board salary adjustments; agencies and institutions shall reduce all  
7 salaries of classified and nonclassified employees, regardless of fund source, by three percent  
8 (3%) for fiscal year 2010, beginning on June 14, 2009, through June 12, 2010. Agencies shall  
9 use personnel cost savings, furloughs, and a reduction in force to manage the remaining two  
10 percent (2%) in funding reductions. The Division of Human Resources shall adjust all pay  
11 schedules for the classified personnel system downward to the extent that all beginning mini-  
12 mum salaries are three percent (3%) less than those in effect upon the date of passage of this  
13 law.

14 SECTION 5. An emergency existing therefor, which emergency is hereby declared to  
15 exist, Section 4 of this act shall be in full force and effect on and after passage and approval.