

REVISED

STATEMENT OF PURPOSE

RS29473 / H0595

The purpose of this legislation is to allow for flexibility and clarification within established compensation practices. Currently, all employee compensation increases require a satisfactory performance evaluation on file prior to granting the increase. The requirement of an evaluation restricts an agency from giving salary increases when necessary for internal equity or external market changes. Language will be added in 67-5309 and 59-1603 to clarify that salary increases based on performance require a current evaluation to be on file and that other salary increases may be given based on internal equity or external market changes. This will allow agency heads to recruit and retain state employees more effectively.

FISCAL NOTE

This legislation will have no impact on the state's General fund or any dedicated fund or federal fund because agencies ~~making educational reimbursement awards to eligible state employees must use existing budget appropriations to cover the cost of program participation. There is no fiscal impact to the Division of Human Resources for absorbing the administration of the program.~~ agencies granting compensation awards to eligible state employees must use existing budget appropriations to cover the cost.

Contact:

Lori Wolff
(208) 854-3074

DISCLAIMER: This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).