

Division of Human Resources Legislative Summary for 2023 Session

LEGISLATION SUMMARY

IC Title 67 Chapter 53 / Personnel System

RS29947

IC Title 59 Chapter 16 / Non-Classified State Officers and Employees

Numerous statute revisions removing outdated language and clarifying rule applicability and requirements for state employees. IC 67-5302 and 67-5303 simplify definitions and language for application. IC 67-5309 updates language to match best practices for statewide recruitment. IC 67-5328, IC 67-5333 and IC 59-1607 remove outdated language that is no longer applicable.

IC Title 67 Chapter 5309 (B) and (D) / Idaho Compensation Plan

RS29920

IC Title 59 Chapter 1603 / Conformity with Classified Positions

Provides clarification and flexibility within established compensation practices. IC 67-5309B specifies which compensation increases require performance to be a factor. IC 67-5309D and IC 59-1603 specify which employee bonuses require performance to be a factor. The intended flexibility will allow agency heads to recruit and retain state employees more effectively. Funding will be based on an agency's appropriation so there is no fiscal impact with this change.

IC Title 54 Chapter 1716 / Employees

RS29955

IC Title 67 Chapters 3519, 5307 / Employee Positions / Organization of Commission

Updates agency name to the "Division of Human Resources" from the outdated agency name "Idaho Personnel Commission." Additionally removes code related to aggrieved actions or inactions by an agency due to creation of the Office of Administrative Hearings.

IC Title 67 Chapter 5302 / Personnel System Definitions

RS29949

Provides an additional option for temporary employees to include approved apprenticeships. Waives the hour limit imposed on temporary employment so that agency heads may employ and train apprentices appropriately. Agencies wishing to employ apprentices must demonstrate that they have sufficient existing funding to cover expenses, thus ensuring no requests for additional funding.

IC Title 67 Chapter 5302 / Personnel System Definitions

RS29957

Provides an additional option for overtime calculation. Certain employees who meet federal exemption requirements, upon designation from the administrator, may have overtime calculated for time worked in excess of 80 hours in a pay period of 14 consecutive days. Employees not designated as such will continue to have overtime calculated for time worked in excess of 40 hours in a period of 168 consecutive hours. Employees exempt from overtime under the Fair Labor Standards Act do not receive cash for overtime, thus there is no fiscal impact.