



Information & Updates 12.16.2022

FY 2024 Legislation

Attached is a summary of FY2024 Legislation. Much of it is clarification or clean up of language. Key items are:

- Eliminating the top 25
- Allowing for non-performance related pay increases without a performance evaluation (i.e., equity adjustments)
- Language that gives authority to DHR to determine overtime in the case of law enforcement (as a result of the removal of RHH) since they have a 28 day pay cycle yet we pay them on a 2 week pay cycle
- Allowance to hire apprentices into a temporary position for more than 1385 hours
- Clarification that only retention bonuses require 6 months service (not recruitment)
- Clarification that DHR approves pay increases, in addition to DFM
- Clarification that when an employee uses sick leave to pay for insurance premiums, then returns to the state, they don't get all that sick leave back
- Clarification that each agency only gets one NRD (except Labor)
- Clarification that employees complete probation upon completion of 1040 or 2080 hours, not 30 days after that

Apprenticeships

DHR has been working with multiple agencies regarding setting up an apprenticeship program. We are currently working through the issue that the US Department of Labor requires an Affirmative Action plan of some kind, and the State of Idaho has very specific rules around NOT having one. Janelle MacDonald is now working with the team to see if we resolve this issue.

Upcoming Events

12/20/22 – 2pm MST – Lori Wolff will present an overview of CEC recommendations [Click here to join the meeting](#)
01/13/23 – 10am MST – Overview of the legislative process for CEC [Click here to join the meeting](#)
01/27/23 – 10am MST – Overview of Statute/Rules that inform the CEC process [Click here to join the meeting](#)
02/17/23 – 11am MST * - DHR and DFM will review the proposed guidance for CEC [Click here to join the meeting](#)

*Please note that this time has changed from the original communication

TBD – Ongoing Salary Savings Matrix Micro-Learning

TBD – Employee Relations Micro-Learning

Modernization

Thank you to all who were able to attend the “Ask Janelle” session this morning. Attached are notes from the session and the recording is available [here](#). As Janelle mentioned this morning, there is a [DHR Modernization page](#). You can submit questions, view FAQs (which we will be adding to), see the org structure, and more. So, please check it out and submit any questions you may have regarding modernization.

Raffles

Has your agency conducted fund raising efforts using raffles? If so, you should be aware that there are specific rules through the Lottery commission for conducting raffles. It's important that there is a “no purchase necessary” aspect. If someone wants to enter the raffle you cannot make it a requirement that they contribute. A good practice is to have a “suggested donation” for the raffle.

HRO Meeting Notes

Attached are the meeting notes from the HRO Meeting on 12/15/22. The meeting included topics such as the pilot projects, HR modernization, feedback on policies and pay factoring.