



Information & Updates 2.17.2023

FY2024 CEC

Please mark calendars for the following CEC related events:

02/24/23 – 11am MST DHR and DFM will review the proposed guidance for CEC – **NEW DATE** - [Zoom Link](#)

Changing committee dates etc... we want a little more time to get information to share!

CEC and DHR Budget

This morning, the JFAC committee voted on both the statewide CEC recommendations, and the DHR budget related to HR consolidation. The following were approved:

CEC

- \$1.20 per hour per FTP, for permanent employee compensation to be distributed on the basis of merit at the discretion of agency heads and institution presidents, with the flexibility to distribute funding for recruitment and retention purposes in hard-to-fill and hard-to-retain positions.
- Upward shift of the core compensation schedule (shown below) by an average of 8.5% with the exception of the minimum wage in pay grade D. This will result in increases to midpoints ranging from 1% to over 20% depending on the grade. Average compa-ratio will be 90%.
- Implement an additional salary structure for public safety positions. *The proposed funding for equity adjustments related to the new structure was not approved and will be handled in individual agency budgets.*
- Moving pay grade minimums to 75% and maintaining the maximum of 150%.

CORE STRUCTURE SHIFT: Attached

DHR MODERNIZATION BUDGET

- Approved the Governor's recommendations to consolidate statewide human resources into the Division of Human Resources which changes the fee structure from charging agencies with classified employees to charging Executive Branch agencies with both classified and non-classified employees.
- Transfer of personnel funds related to 137 FTE statewide.

ADA Resources

The Statewide [ADA and Reasonable Accommodation Policy](#) is live and was sent out earlier this week. Related forms and templates will be available as a resource and uploaded to Moodle until we have a permanent location. You may reach out to Janelle McDonald (janelle.mcdonald@dhr.idaho.gov) if you need a form or template and they are not yet available in Moodle. Please see the attached directions on how to access Moodle.

Yesterday, Steven Snow, Executive Director of the Council for the Deaf and Hard (CDHH) of Hearing, presented [Hiring Employees who are Deaf or Hard of Hearing as your Competitive Advantage](#). If you have recruitment flyers or postings you would like to pass along to CDHH or the Idaho Division of Vocational Rehabilitation, you may email steven.snow@cdhh.idaho.gov and mikayla.monaghan@vr.idaho.gov.

Additionally, the state of Georgia is offering a **free** virtual [ADA Conference for State and Local Governments](#) which covers both employment ADA (Title I) and State and Local Government ADA (Title II). Please share with others within your agency as these topics could be suitable for HR, Communications, IT, Facilities, ADA Coordinators, and more.

Preferred Provider in Post Falls!

In case you missed it, Sterling Urgent Care has opened a new location in Post Falls, Idaho. Sterling Urgent care is one of our preferred providers for workers' compensation. The new Post Falls clinic is located at 900 Hwy 41, Suites 2 & 3. They are open Monday to Saturday from 8 AM to 8 PM. Please visit the DHR Workers' Compensation website for updated breakroom flyers and handouts.

Employment Verification – New process

The state will be using Experian uConfirm Employment & Income Verification Service. See attached email.