



# IPEA Priority Platform

## 2015-2016

### Employee Working Environment

1. Support Human Resources functions that will:
  - \* Develop long-term plan to address employee compensation to bring up to national standards
  - \* Implement and adequately fund a true merit-based compensation system that includes cost-of-living and longevity increases
  - \* Restore the grievance (problem solving) process and include mandatory secondary review and standardize across all departments of state government
  - \* Require equal pay for equal work across departmental classifications
  - \* Implement formal supervisor/manager training programs
  - \* Educate employees as to their rights in the workplace and provide advocacy for employees
  - \* Address hostile work environment issues
2. Preserve PERSI as a Defined Benefit system

### Idaho's Budget and Economy

1. Attract businesses to Idaho by supporting quality public schools and university systems, a well-maintained infrastructure, and publicly supported parks and outdoor recreation
2. Advocate for multiple revenue streams to adequately fund Idaho public services
3. When contracting for public services, government should consider the following:
  - \* Availability of knowledgeable/experienced state workers
  - \* Evidence of taxpayer savings while maintaining quality of service and/or regulatory oversight
  - \* Wages/benefits of employees of contractors
  - \* Transparency and consistency with the values of Idaho citizens
4. Raise Idaho's minimum wage and index it to inflation