

APPROPRIATIONS: Gronstal, Chair; Tieden and Husak

SENATE FILE 365

BY COMMITTEE ON STATE GOVERNMENT

FORMERLY SSB 133A  
*Approved 2/1/85 (p. 567)*

Passed Senate, Date 3-6-85 (p. 620) Passed House, Date \_\_\_\_\_  
Vote: Ayes 38 Nays 11 Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

### A BILL FOR

1 An Act amending 1984 Iowa Acts, chapter 1314, relating to  
2 comparable worth pay adjustments for state employees.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:  
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SF 365

1 Section 1. 1984 Iowa Acts, chapter 1314, section 1,  
2 subsection 1, unnumbered paragraphs 1 and 3, and subsection 5,  
3 are amended to read as follows:

4 "Comparable worth pay grade" means the pay grade as  
5 determined by the factor determined score for the job title as  
6 ~~finally-determined-after-completion-of-the-review-process-as~~  
7 ~~outlined-in-this-Act~~; and the appropriate pay grade position  
8 for that factor determined score on the following scale, or  
9 the pay grade which the job title is assigned as of January 1,  
10 1985, whichever grade is higher:

11 ~~However, if there is a change in the total of all factor~~  
12 ~~determined-scores-for-all-job-titles-of-more-than-two-percent~~  
13 ~~as-a-result-of-decisions-following-reviews, the maximum factor~~  
14 ~~determined-score-for-each-pay-grade-shall-be-adjusted-by-a~~  
15 ~~percentage-change-equal-to-the-percentage-change-in-the-total~~  
16 ~~of-all-factor-determined-scores-for-all-job-titles-prior-and~~  
17 ~~subsequent-to-the-review-process, rounded-to-the-nearest-whole~~  
18 ~~number:~~

19 5. "Net effect on the general fund" means the total  
20 revenue outlay from the general fund, subtracting revenues to  
21 the state from other sources which directly defray the revenue  
22 outlay from the state. Included in the revenues to the state  
23 from other sources are reimbursements from the federal  
24 government or county government to the state that are received  
25 or will be received to help pay salary increases covered under  
26 comparable worth adjustments affecting salaries in the fiscal  
27 year beginning July 1, 1984, and ending June 30, 1985.

28 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,  
29 subsection 1, is amended to read as follows:

30 1. In implementing the first phase of comparable worth  
31 adjustments, employees in job titles whose current pay grade  
32 is below the comparable worth pay grade shall be adjusted  
33 upward to their comparable worth pay grade. However, no job  
34 titles except nursing service director, director of nursing,  
35 and director of public health nursing shall be raised above

1 pay grade thirty-two under the initial implementation process.  
2 ~~This implementation shall only be done after completion of the~~  
3 ~~review process.~~

4 Sec. 3. 1984 Iowa Acts, chapter 1314, section 5 is amended  
5 by adding the following new unlettered paragraph:

6 NEW UNLETTERED PARAGRAPH. Comparable worth adjustments  
7 made pursuant to this chapter 1314 are retroactive to the  
8 earliest pay period possible to make the adjustments subject  
9 to the availability of funds and consistent with other  
10 sections of this chapter 1314, if the adjustments have not  
11 been determined in time to be delivered at that earliest date.  
12 The retroactive payments shall be lump sum payments and cover  
13 employees covered under recommended adjustments made pursuant  
14 to section 8 of this chapter 1314 and shall include employees  
15 of the state board of regents.

16 Sec. 4. 1984 Iowa Acts, chapter 1314, section 5, is  
17 amended to read as follows:

18 SEC. 5. DISTRIBUTION OF FUNDS. ~~Upon completion of the~~  
19 ~~review process as established in section 2 of this Act, the~~  
20 The state comptroller's office, in consultation with the  
21 legislative fiscal bureau, shall determine the total biweekly  
22 salary costs for implementing the first phase of comparable  
23 worth adjustments, if the adjustments for all employees, both  
24 contractual and noncontractual, under the merit system were to  
25 be made in accordance with section 3, subsections 1 and 2 of  
26 this Act, and shall determine the net effect on the general  
27 fund for these adjustments.

28 Sec. 5. 1984 Iowa Acts, chapter 1314, section 8, is  
29 amended to read as follows:

30 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies with  
31 positions which are exempt or partially exempt from the state  
32 merit system shall report to the governor and the legislative  
33 council by December 15, 1984, on the degree to which the  
34 salary plans covering positions substantially equivalent to  
35 those in the state merit system comply with the provisions of

1 1983 Iowa Acts, chapter 170. The reports shall include a plan  
2 for implementation in fiscal year 1986 of comparable worth  
3 salary adjustments, if necessary, and the amount of ap-  
4 propriations necessary to implement those adjustments. Plans  
5 developed pursuant to this section shall be implemented in the  
6 fiscal year 1985 subject to the availability of funds as  
7 provided in section 7 of this chapter 1314. Implementation of  
8 this section shall be consistent in principle with other  
9 sections of this chapter 1314. Notwithstanding sections  
10 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa Code,  
11 the provisions of this section of this Act shall be applicable  
12 to the judicial department.

13 Sec. 6. 1984 Iowa Acts, chapter 1314, section 9, is  
14 amended by striking the section and inserting the following:

15 SEC. 9. REVIEW OF FEMALE DOMINATED JOBS. It is the intent  
16 of the general assembly that a review of all female dominated  
17 jobs be conducted.

18 Sec. 7. This Act, being deemed of immediate importance,  
19 takes effect from and after its publication in the Iowa City  
20 Press-Citizen, a newspaper published in Iowa City, Iowa, and  
21 in the Ames Daily Tribune, a newspaper published in Ames,  
22 Iowa.

23 EXPLANATION

24 This bill amends 1984 Iowa Acts, chapter 1314, relating to  
25 the implementation of comparable worth pay adjustments for  
26 state employees. Section 1 provides that under the comparable  
27 worth pay grades, a job classification shall not be placed at  
28 a pay grade lower than its assignment on January 1, 1985. The  
29 section also provides that revenue reimbursements from the  
30 federal government and local governments are included to  
31 determine the net effect on the general fund.

32 Section 2 provides that the job titles of nursing service  
33 director, director of nursing, and director of public health  
34 nursing are included in the initial implementation phase even  
35 though their pay grades will be raised above pay grade 32.

1 Section 3 provides for retroactive pay adjustments if the  
2 amount of the adjustments are not determined for im-  
3 plementation with other adjustments.

4 Section 4 removes reference to a review process in chapter  
5 1314 which was vetoed.

6 Section 5 provides for implementation of adjustments for  
7 exempt employees if plans are complete and funding is  
8 available under chapter 1314.

9 Section 6 provides for a review of all female-dominated  
10 jobs be conducted.

11 This Act is effective upon publication.

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S-3197

SENATE FILE 365

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Amend Senate File 365 as follows:

1. Page 2, line 24, by striking the words  
"under the merit system" and inserting in lieu  
thereof the words "~~under-the-merit-system~~".

S-3197 Filed

March 5, 1985

*Filed out of order 2/6/85 (p. 620)* BY BRUNER

Approved for introduction  
SENATE LEGAL COUNSEL

S-3196

SENATE FILE 365

1 Amend the Committee on Appropriations amendment, S-  
2 3190, to Senate File 365 as follows:

3 1. By striking page 1, line 4 through page 2,  
4 line 14, and inserting in lieu thereof the following:

5 "Section 1. 1984 Iowa Acts, chapter 1314, section  
6 1, subsection 1, unnumbered paragraphs 1 and 3, are  
7 amended to read as follows:

8 "Comparable worth pay grade" means the pay grade as  
9 determined by the factor determined score for the job  
10 title ~~as finally determined after completion of the~~  
11 ~~review process as outlined in this Act,~~ and the  
12 appropriate pay grade position for that factor  
13 determined score on the following scale, except that a  
14 job classification shall not be placed at a pay grade  
15 lower than its assignment on January 1, 1985:

16 ~~However, if there is a change in the total of all~~  
17 ~~factor determined scores for all job titles of more~~  
18 ~~than two percent as a result of decisions following~~  
19 ~~reviews, the maximum factor determined score for each~~  
20 ~~pay grade shall be adjusted by a percentage change~~  
21 ~~equal to the percentage change in the total of all~~  
22 ~~factor determined scores for all job titles prior and~~  
23 ~~subsequent to the review process, rounded to the~~  
24 ~~nearest whole number.~~

25 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,  
26 unnumbered paragraph 1, and subsections 1 and 2, are  
27 amended to read as follows:

28 For noncontractual employees under the state merit  
29 system, the following implementation schedule applies  
30 for the initial phase of comparable worth adjustments:

31 1. In implementing the first phase of comparable  
32 worth adjustments, employees in job titles whose  
33 current pay grade is below the comparable worth pay  
34 grade shall be adjusted upward to their comparable  
35 worth pay grade. However, no job titles shall be  
36 raised above pay grade thirty-two under the initial  
37 implementation process. ~~This implementation shall~~  
38 ~~only be done after completion of the review process.~~

39 2. In implementing the first phase of comparable  
40 worth adjustments, employees whose pay grades will be  
41 increased shall ~~retain their merit step positions when~~  
42 ~~those adjustments are made:~~ have their pay adjusted as  
43 follows:

44 a. Employees who are paid on a step within a  
45 salary range shall be placed one step below their  
46 current step in the new range, except that an employee  
47 shall not be placed below the minimum salary for the  
48 new range.

49 b. Employees who are not paid on a step within a  
50 salary range shall have their pay adjusted in a manner

1 consistent with employees whose adjustments for  
2 comparable worth were calculated in accordance with  
3 paragraph "a".

4 Sec. 3. 1984 Iowa Acts, chapter 1314, section 4,  
5 unnumbered paragraph 1, is amended by striking the  
6 unnumbered paragraph.

7 Sec. 4. 1984 Iowa Acts, chapter 1314, section 5,  
8 is amended to read as follows:

9 SEC. 5. DISTRIBUTION OF FUNDS. ~~Upon completion of~~  
10 ~~the review process as established in section 2 of this~~  
11 ~~Act, the~~ The state comptroller's office, in  
12 consultation with the legislative fiscal bureau, shall  
13 determine the total biweekly salary costs for  
14 implementing the first phase of comparable worth  
15 adjustments, if the adjustments for all employees,  
16 both contractual and noncontractual, under the merit  
17 system were to be made in accordance with section 3,  
18 subsections 1 and 2 of this Act; and shall determine  
19 the net effect on the general fund for these  
20 adjustments.

21 Sec. 5. 1984 Iowa Acts, chapter 1314, section 8,  
22 is amended to read as follows:

23 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies  
24 with positions which are exempt or partially exempt  
25 from the state merit system shall report to the  
26 governor and the legislative council by December 15,  
27 1984, on the degree to which the salary plans covering  
28 positions substantially equivalent to those in the  
29 state merit system comply with the provisions of 1983  
30 Iowa Acts, chapter 170. The reports shall include a  
31 plan for implementation in fiscal year 1986 of  
32 comparable worth salary adjustments, if necessary, and  
33 the amount of appropriations necessary to implement  
34 those adjustments. However, plans developed pursuant  
35 to this section may be implemented in the fiscal year  
36 1985 if funds are available. Implementation of this  
37 section shall be consistent in principle with other  
38 sections of chapter 1314. Notwithstanding sections  
39 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa  
40 Code, the provisions of this section of this Act shall  
41 be applicable to the judicial department.

42 Sec. 6. This Act, being deemed of immediate  
43 importance, takes effect from and after its  
44 publication in the Telegraph Herald, a newspaper  
45 published in Dubuque, Iowa, and in the Ames Daily  
46 Tribune) a newspaper published in Ames, Iowa."

S-3190

SENATE FILE 365

1 Amend Senate File 365 as follows:

2 1. By striking everything after the enacting  
3 clause and inserting the following:

4 "Section 1. 1984 Iowa Acts, chapter 1314, section  
5 1, subsection 1, unnumbered paragraph 1, is amended to  
6 read as follows:

7 "Comparable worth pay grade" means the pay grade as  
8 determined by the factor determined score for the job  
9 title as finally determined after completion of the  
10 review process as outlined in this Act, and the  
11 appropriate pay grade position for that factor  
12 determined score on the following scale, except that a  
13 job classification shall not be placed at a pay grade  
14 lower than its assignment on January 1, 1985:

15 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,  
16 unnumbered paragraph 1 and subsection 2, are amended  
17 to read as follows:

18 For ~~noncontractual~~ employees under the state merit  
19 system, the following implementation schedule applies  
20 for the initial phase of comparable worth adjustments:

21 2. In implementing the first phase of comparable  
22 worth adjustments, employees whose pay grades will be  
23 increased shall ~~retain their merit step positions when~~  
24 ~~those adjustments are made.~~ have their pay adjusted as  
25 follows:

26 a. Employees who are paid on a step within a  
27 salary range shall be placed one step below their  
28 current step in the new range, except that an employee  
29 shall not be placed below the minimum salary for the  
30 new range.

31 b. Employees who are not paid on a step within a  
32 salary range shall have their pay adjusted in a manner  
33 consistent with employees whose adjustments for  
34 comparable worth were calculated in accordance with  
35 paragraph "a".

36 Sec. 3. 1984 Iowa Acts, chapter 1314, section 4,  
37 unnumbered paragraph 1, is amended by striking the  
38 unnumbered paragraph.

39 Sec. 4. 1984 Iowa Acts, chapter 1314, section 8,  
40 is amended to read as follows:

41 SEC. 8 AGENCY COMPARABLE WORTH REPORTS. Agencies  
42 with positions which are exempt or partially exempt  
43 from the state merit system shall report to the  
44 governor and the legislative council by December 15,  
45 1984, on the degree to which the salary plans covering  
46 positions substantially equivalent to those in the  
47 state merit system comply with the provisions of 1983  
48 Iowa Acts, chapter 170. The reports shall include a  
49 plan for implementation in fiscal year 1986 of  
50 comparable worth salary adjustments, if necessary, and

SENATE 6  
MARCH 6, 1985

S-3190 page 2

1 the amount of appropriations necessary to implement  
2 those adjustments. However, plans developed pursuant  
3 to this section may be implemented in the fiscal year  
4 1985 if funds are available. Implementation of this  
5 section shall be consistent in principle with other  
6 sections of chapter 1314. Notwithstanding sections  
7 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa  
8 Code, the provisions of this section of this Act shall  
9 be applicable to the judicial department.

10 Sec. 5. This Act, being deemed of immediate  
11 importance, takes effect from and after its  
12 publication in the Telegraph Herald, a newspaper  
13 published in Dubuque, Iowa, and in the Ames Daily  
14 Tribune, a newspaper published in Ames, Iowa."

S-3190 Filed  
March 5, 1985

*Adopted as amended by 3194 3/6 (g. 620)* BY COMMITTEE ON APPROPRIATIONS

S-3194

SENATE FILE 365

1 Amend the Committee amendment, S-3190, to Senate  
2 File 365 as follows:  
3 1. Page 2, by inserting after line 9 the  
4 following:  
5 "Sec. \_\_\_\_ . 1984 Iowa Acts, chapter 1314, is  
6 amended by adding the following new section:  
7 SEC. \_\_\_\_ . In carrying out the implementation of  
8 comparable worth pay adjustments under chapter 1314,  
9 an employee in a job title whose pay grade as of  
10 January 1, 1985 is above its comparable worth pay  
11 grade shall be frozen at the pay rate received as of  
12 January 1, 1985 until job titles with the same point  
13 value receive the same pay. New employees hired to a  
14 job title that is frozen under this section shall be  
15 hired at the comparable worth pay grade rate for that  
16 job title."

S-3194 Filed  
March 5, 1985

*Placed out of order 3/6/85 (g. 620)* BY GENTLEMAN

State Government: Doderer, Chair; Blanshan and Carpenter.

SENATE FILE 365

BY COMMITTEE ON STATE GOVERNMENT

(AS AMENDED AND PASSED BY THE SENATE MARCH 6, 1985)

Passed Senate, Date \_\_\_\_\_ Passed House, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

### A BILL FOR

1 An Act amending 1984 Iowa Acts, chapter 1314, relating to  
2 comparable worth pay adjustments for state employees.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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ALL New Language  
by the Senate

1 Section 1. 1984 Iowa Acts, chapter 1314, section 1,  
2 subsection 1, unnumbered paragraphs 1 and 3, are amended to  
3 read as follows:

4 "Comparable worth pay grade" means the pay grade as  
5 determined by the factor determined score for the job title as  
6 ~~finally-determined-after-completion-of-the-review-process-as~~  
7 ~~outlined-in-this-Act,~~ and the appropriate pay grade position  
8 for that factor determined score on the following scale,  
9 except that a job classification shall not be placed at a pay  
10 grade lower than its assignment on January 1, 1985:

11 ~~However, if there is a change in the total of all factor~~  
12 ~~determined scores for all job titles of more than two percent~~  
13 ~~as a result of decisions following reviews, the maximum factor~~  
14 ~~determined score for each pay grade shall be adjusted by a~~  
15 ~~percentage change equal to the percentage change in the total~~  
16 ~~of all factor determined scores for all job titles prior and~~  
17 ~~subsequent to the review process, rounded to the nearest whole~~  
18 ~~number.~~

19 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,  
20 unnumbered paragraph 1, and subsections 1 and 2, are amended  
21 to read as follows:

22 For noncontractual employees under the state merit system,  
23 the following implementation schedule applies for the initial  
24 phase of comparable worth adjustments:

25 1. In implementing the first phase of comparable worth  
26 adjustments, employees in job titles whose current pay grade  
27 is below the comparable worth pay grade shall be adjusted  
28 upward to their comparable worth pay grade. However, no job  
29 titles shall be raised above pay grade thirty-two under the  
30 initial implementation process. ~~This implementation shall~~  
31 ~~only be done after completion of the review process.~~

32 2. In implementing the first phase of comparable worth  
33 adjustments, employees whose pay grades will be increased  
34 ~~shall retain their merit step positions when those adjustments~~  
35 ~~are made.~~ have their pay adjusted as follows:

1 a. Employees who are paid on a step within a salary range  
2 shall be placed one step below their current step in the new  
3 range, except that an employee shall not be placed below the  
4 minimum salary for the new range.

5 b. Employees who are not paid on a step within a salary  
6 range shall have their pay adjusted in a manner consistent  
7 with employees whose adjustments for comparable worth were  
8 calculated in accordance with paragraph "a".

9 Sec. 3. 1984 Iowa Acts, chapter 1314, section 4,  
10 unnumbered paragraph 1, is amended by striking the unnumbered  
11 paragraph.

12 Sec. 4. 1984 Iowa Acts, chapter 1314, section 5, is  
13 amended to read as follows:

14 SEC. 5. DISTRIBUTION OF FUNDS. ~~Upon completion of the~~  
15 ~~review process as established in section 2 of this Act, the~~  
16 The state comptroller's office, in consultation with the  
17 legislative fiscal bureau, shall determine the total biweekly  
18 salary costs for implementing the first phase of comparable  
19 worth adjustments, if the adjustments for all employees, both  
20 contractual and noncontractual, under the merit system were to  
21 be made in accordance with section 3, subsections 1 and 2 of  
22 this Act, and shall determine the net effect on the general  
23 fund for these adjustments.

24 Sec. 5. 1984 Iowa Acts, chapter 1314, section 8, is  
25 amended to read as follows:

26 SEC. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies with  
27 positions which are exempt or partially exempt from the state  
28 merit system shall report to the governor and the legislative  
29 council by December 15, 1984, on the degree to which the  
30 salary plans covering positions substantially equivalent to  
31 those in the state merit system comply with the provisions of  
32 1983 Iowa Acts, chapter 170. The reports shall include a plan  
33 for implementation in fiscal year 1986 of comparable worth  
34 salary adjustments, if necessary, and the amount of  
35 appropriations necessary to implement those adjustments.

1 However, plans developed pursuant to this section may be  
2 implemented in the fiscal year 1985 if funds are available.  
3 Implementation of this section shall be consistent in  
4 principle with other sections of chapter 1314.

5 Notwithstanding sections 602.1204, 602.1208, 602.1209, and  
6 602.1401 of the Iowa Code, the provisions of this section of  
7 this Act shall be applicable to the judicial department.

8 Sec. 6. This Act, being deemed of immediate importance,  
9 takes effect from and after its publication in the Telegraph  
10 Herald, a newspaper published in Dubuque, Iowa, and in the  
11 Ames Daily Tribune, a newspaper published in Ames, Iowa.

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State Govt.

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SF 365*

SENATE FILE 365

BY (PROPOSED COMMITTEE ON  
STATE GOVERNMENT BILL)

Passed Senate, Date \_\_\_\_\_ Passed House, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

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1 An Act amending 1984 Iowa Acts, chapter 1314, relating to  
2 comparable worth pay adjustments for state employees.  
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S.F. \_\_\_\_\_ H.F. \_\_\_\_\_

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7 ~~outlined-in-this-Act,~~ and the appropriate pay grade position  
8 for that factor determined score on the following scale, or  
9 the pay grade which the job title is assigned as of January 1,  
10 1985, whichever grade is higher:

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13 ~~as a result of decisions following reviews, the maximum factor~~  
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15 ~~percentage change equal to the percentage change in the total~~  
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17 ~~subsequent to the review process, rounded to the nearest whole~~  
18 ~~number:~~

19 5. "Net effect on the general fund" means the total  
20 revenue outlay from the general fund, subtracting revenues to  
21 the state from other sources which directly defray the revenue  
22 outlay from the state. Included in the revenues to the state  
23 from other sources are reimbursements from the federal  
24 government or county government to the state that are received  
25 or will be received to help pay salary increases covered under  
26 comparable worth adjustments affecting salaries in the fiscal  
27 year beginning July 1, 1984, and ending June 30, 1985.

28 Sec. 2. 1984 Iowa Acts, chapter 1314, section 3,  
29 subsection 1, is amended to read as follows:

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31 adjustments, employees in job titles whose current pay grade  
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6 NEW UNLETTERED PARAGRAPH. Comparable worth adjustments  
7 made pursuant to this chapter 1314 are retroactive to the  
8 earliest pay period possible to make the adjustments subject  
9 to the availability of funds and consistent with other  
10 sections of this chapter 1314, if the adjustments have not  
11 been determined in time to be delivered at that earliest date.  
12 The retroactive payments shall be lump sum payments and cover  
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15 of the state board of regents.

16 Sec. 4. 1984 Iowa Acts, chapter 1314, section 5, is  
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25 be made in accordance with section 3, subsections 1 and 2 of  
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31 positions which are exempt or partially exempt from the state  
32 merit system shall report to the governor and the legislative  
33 council by December 15, 1984, on the degree to which the  
34 salary plans covering positions substantially equivalent to  
35 those in the state merit system comply with the provisions of

S.F. \_\_\_\_\_ H.F. \_\_\_\_\_

1 1983 Iowa Acts, chapter 170. The reports shall include a plan  
2 for implementation in fiscal year 1986 of comparable worth  
3 salary adjustments, if necessary, and the amount of ap-  
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6 fiscal year 1985 subject to the availability of funds as  
7 provided in section 7 of this chapter 1314. Implementation of  
8 this section shall be consistent in principle with other  
9 sections of this chapter 1314. Notwithstanding sections  
10 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa Code,  
11 the provisions of this section of this Act shall be applicable  
12 to the judicial department.

13 Sec. 6. 1984 Iowa Acts, chapter 1314, section 9, is  
14 amended by striking the section and inserting the following:

15 SEC. 9. REVIEW OF FEMALE DOMINATED JOBS.

16 It is the intent of the general assembly that a review of  
17 all female dominated jobs be conducted.

18 Sec. 7. This Act, being deemed of immediate importance,  
19 takes effect from and after its publication in the Iowa City  
20 Press-Citizen, a newspaper published in Iowa City, Iowa, and  
21 in the Ames Daily Tribune, a newspaper published in Ames,  
22 Iowa.

23 EXPLANATION

24 This bill amends 1984 Iowa Acts, chapter 1314, relating to  
25 the implementation of comparable worth pay adjustments for  
26 state employees. Section 1 provides that under the comparable  
27 worth pay grades, a job classification shall not be placed at  
28 a pay grade lower than its assignment on January 1, 1985. The  
29 section also provides that revenue reimbursements from the  
30 federal government and local governments are included to  
31 determine the net effect on the general fund.

32 Section 2 provides that the job titles of nursing service  
33 director, director of nursing, and director of public health  
34 nursing are included in the initial implementation phase even  
35 though their pay grades will be raised above pay grade 32.

1 Section 3 provides for retroactive pay adjustments if the  
2 amount of the adjustments are not determined for im-  
3 plementation with other adjustments.

4 Section 4 removes reference to a review process in chapter  
5 1314 which was vetoed.

6 Section 5 provides for implementation of adjustments for  
7 exempt employees if plans are complete and funding is  
8 available under chapter 1314.

9 Section 6 provides for a review of all female-dominated  
10 jobs be conducted.

11 This Act is effective upon publication.

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