

REPORT OF THE
COMMISSION ON COMPENSATION, EXPENSES, AND SALARIES
OF ELECTED STATE OFFICIALS

MARCH 31, 1975

MEMBER

JAMES D. LYNCH, JR., C.L.U.
711 High Street, Des Moines, Iowa 50307

March 26, 1975

Members of the General Assembly
State of Iowa
The State House
Des Moines, Iowa 50319

Dear Member:

In accordance with section 2A.4 of the Code of Iowa (1975), the Commission on Compensation, Expenses, and Salaries of Elected State Officials is submitting its recommendations to the General Assembly and to the Governor.

The Commission urges the early adoption of its recommendations in order that any salary increases may become effective July 1, 1975.

Respectfully submitted,


James D. Lynch, Jr.
Chairman

JDL:dg
enclosure

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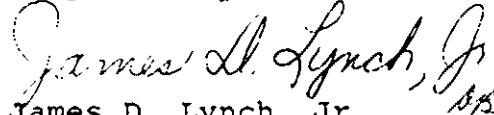
The Honorable Robert D. Ray
Governor of the State of Iowa
The State House
Des Moines, Iowa 50319

Dear Governor Ray:

In accordance with section 2A.4 of the Code of Iowa (1975), the Commission on Compensation, Expenses, and Salaries of Elected State Officials is submitting its recommendations to the General Assembly and to the Governor.

The Commission urges the early adoption of its recommendations in order that any salary increases may become effective July 1, 1975.

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REPORT
OF THE
COMMISSION ON COMPENSATION, EXPENSES, AND SALARIES
OF ELECTED STATE OFFICIALS

The Commission on Compensation, Expenses, and Salaries of Elected State Officials was established by the General Assembly in 1972. It consists of fifteen members, five appointed by the Governor, five appointed by the President of the Senate, and five appointed by the Speaker of the House of Representatives. Chapter 2A of the Code of Iowa (1975) charges the Commission with a review of the compensation and expenses paid to members of the General Assembly and salaries paid to other elective state officials and statutory judicial officers. The Commission is directed to review compensation, expenses, and salaries paid for comparable positions in other states, the federal government, and private enterprise and to recommend compensation and expense levels for members of the General Assembly and salary levels for elective executive officials and judges.

The members of the Commission on Compensation, Expenses, and Salaries of Elected State Officials are:

Mr. James D. Lynch, Jr., Des Moines
Ms. Ann Miletich, Albia
Mr. Hugh D. Clark, Des Moines
Mr. F. Forbes Olberg, Cedar Rapids
Mr. Robert Newberg, West Des Moines
Mr. Donald Arnold, Des Moines
Mr. James Wirtz, Emmetsburg
Mrs. Anna Smith, Clarinda
Mr. Gordon James, Des Moines
Mr. J. Duane Mortensen, Dubuque
Mr. William D. Severin, Cedar Falls
Mr. Robert Buck, Waukee
Mr. Tom Miller, Cherokee
Mr. E. Howard Hill, Minburn
Mr. James Van Werden, Adel

The Commission has held three meetings since January, 1975. At the first meeting Mr. James D. Lynch, Jr. was elected Chairman and Ms. Ann Miletich was elected Vice Chairman.

In arriving at its recommendations, the Commission studied not only the Report of the Commission presented to the Governor and the General Assembly in 1973, but also the Report from 1972 of Edward N. Hay and Associates, a consulting firm which was employed by the Commission and conducted an analysis of each of the positions for which salaries are to be recommended. The Commission also studied salary levels of other states listed in the Book of the States, published by the Council of State Governments, and studied current information about salary levels paid in states

which surround Iowa obtained by telephone by the Legislative Service Bureau. Mr. Wallace Keating, Director of the Merit Employment Department and Mr. Marvin Selden, State Comptroller, met with the Commission to discuss salaries paid in both the public and private sectors and salaries and expense allowances received in Iowa during the preceding year by members of the General Assembly, judges, and elected executive officials.

The Commission was divided into three subcommittees: executive, legislative, and judicial, for discussion purposes and formulating tentative recommendations concerning salaries and expenses. Each subcommittee then presented its recommendations to the Commission, and after further discussion, final recommendations were made.

With the increase in the cost of living combined with higher salaries being paid in the private sector, the Commission determined that the salary levels enacted by the General Assembly two years ago should be increased in order to attract and retain the calibre of person that Iowa has maintained in elected positions and judicial offices.

The Commission believes that the rapidly changing financial picture and spiraling inflation not only must be considered in recommending salary levels, but also the effect upon state revenue and the effect upon the salaries of other state employees. After considerable discussion, the Commission members present at the final meeting unanimously make the following recommendations:

1. The Commission was unable to commence its task until after all members had been appointed which precluded any meetings until after the General Assembly had convened. The Commission believes that deliberations should begin as soon after July first of each even-numbered year as possible and recommends that members be appointed to fill vacancies before the expiration of the terms of office or, for resignations, as soon as possible after a resignation has been received.

2. The Commission has not been assigned any administrative assistance by law and has had to rely on voluntary assistance from the Legislative Service Bureau and the Office of the State Comptroller. The Commission believes that it is most important to receive research and secretarial assistance during its deliberations and recommends that Chapter 2A of the Code be amended to provide the Commission with such assistance from a governmental agency such as the Legislative Service Bureau.

3. The Commission believes that the salaries paid the Governor and the other elected state officials determine the upper limits on all compensation within state government. If these salaries are too low, a negative compression effect will be felt throughout state government and an inability to compete with the private sector in attracting qualified individuals will result.

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The Commission recommends that the salaries of elected executive officials be established at the following levels:

<u>OFFICE</u>	<u>PRESENT SALARY</u>	<u>RECOMMENDED SALARY</u>
Governor	\$40,000	\$45,000
Lt. Governor	Listed with legislative branch	
Attorney General	\$29,000	\$32,000
Secretary of Agriculture	\$22,500	\$25,000
Auditor of State	\$22,500	\$25,000
Treasurer of State	\$22,500	\$25,000
Secretary of State	\$22,500	\$25,000

4. The Commission believes that the State of Iowa has been fortunate in the selection and retention of qualified judges in its judicial system. Considering the current economic conditions, the Commission recommends that the salaries of the judicial officials be established at the following levels:

<u>JUDICIAL OFFICIALS</u>	<u>PRESENT SALARY</u>	<u>RECOMMENDED SALARY</u>
Supreme Court, Chief Justice	\$34,000	\$37,400
Supreme Court Justice	\$33,000	\$36,300
Chief Judge of Judicial District	\$29,500	\$32,450
District Court Judge	\$29,000	\$31,900
District Court Associate Judge	\$21,000	\$25,000
Full-Time Magistrate	\$21,000	\$25,000
Part-Time Magistrate	\$ 5,160	\$ 6,000

5. The Commission believes that since any recommendations concerning the compensation and expense levels for members of the General Assembly could not be implemented until the Sixty-seventh General Assembly meeting in 1977 and because of the rapid changes in the financial picture and inflationary trends, the Commission makes no recommendations concerning salary levels at this time, but has voted to convene on November 18, 1975 to discuss and finalize recommendations on legislative compensation and expenses, including the Lieutenant Governor.