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REPORT
OF THE
COMMISSION ON COMPENSATION, EXPENSES AND SALARIES
FOR
ELECTED STATE OFFICIALS
TO THE
SECOND SESSION OF THE SIXTY-SIXTH GENERAL ASSEMBLY
STATE OF IOWA
1976

REPORT
of the
COMMISSION ON COMPENSATION, EXPENSES AND SALARIES
for
ELECTED STATE OFFICIALS

The Commission on Compensation, Expenses and Salaries for Elected State Officials met in December, 1975 to formulate recommendations regarding salaries and expenses for members of the General Assembly. A Report was issued in March 1975 containing recommendations for executive and judicial officers:

Members of the Commission are:

Mr. Donald Arnold
Mr. Hugh D. Clark
Mr. F. Forbes Olberg
Mr. Robert Newberg
Mr. Howard Hill
Mr. James Wirtz
Ms. Anna Smith
Mr. Gordon James
Mr. J. Duane Mortensen
Mr. Bill H. Myers
Mr. James Van Werden, Lawyer
Mr. Robert Buck
Mr. Tom Miller
Mr. Harold C. McCormick

Mr. Tom Miller was elected Chairperson and Ms. Anna Smith was elected Vice Chairperson at the December meeting.

A review of prior discussions and considerations by the Commission embraced these points: Service in Iowa General Assembly should be on a part-time basis; service embraces about one-half of a year, therefore meriting one-half of an adequate annual income; salaries should be placed on a level high enough to attract quality leaders from all walks of life and allow them to serve without great financial sacrifice; an exhaustive study in 1972, made with the aid of a consulting firm, showed that legislator compensation was too low to satisfy Commission objectives.

After reviewing these points, the Commission reasoned that the study made in 1972 still was valid but should be updated to reflect inflation; that the study in 1972 did not include an inflation figure for that year; that if the Legislature should act in 1976 to increase compensation, under the law the new pay scale could not be made effective until 1977.

As a consequence, the Commission on Compensation, Expenses and Salaries for Elected State Officials recommends that the present salaries, per diem payments for interim committee work and special sessions, and the expense allowance during the session be increased by 29.4% to reflect the following increases in the Consumer Price Index:

Commission on Compensation, Expenses and Salaries
 Report - December 1975
 Page 2

1972	3.3%
1973	6.2%
1974	11.0%
1975	8.9%
Total	<u>29.4%</u>

The recommended increases are as follows:

<u>POSITION</u>	<u>PRESENT</u> <u>SALARY</u>	<u>RECOMMENDED</u> <u>SALARY</u>	<u>PRESENT*</u> <u>PER DIEM</u>	<u>RECOMMENDED</u> <u>PER DIEM</u>
Speaker	\$12,000	\$15,528	\$60	\$77.64
Lt. Governor	\$12,000	\$15,528	\$60	\$77.64
Majority Leaders	\$ 9,500	\$12,293	\$40	\$51.76
Minority Leaders	\$ 9,500	\$12,293	\$40	\$51.76
Members	\$ 8,000	\$10,352	\$40	\$51.76

*Paid for days the General Assembly is in special session and for attendance at interim committee meetings.

In addition, the Commission recommends that the same inflation factor be applied to the expense allowance of twenty dollars per day (ten dollars for Polk County legislators) for seven days per week paid to members while the General Assembly is in session. The expense allowance recommended is \$25.88 (\$12.94 for Polk County legislators) per day for seven days per week.

The Commission also recommends that vacancies now existing on the Commission be filled as soon as possible.

R E P O R T
OF THE
COMMISSION ON COMPENSATION, EXPENSES, AND SALARIES
OF ELECTED STATE OFFICIALS

February, 1977

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. Tom Miller, Cherokee, Chairperson
Ms. Anna Smith, Clarinda, Vice Chairperson
Mr. Donald Arnold, Des Moines
Mr. Robert Buck, Waukee
Mr. Hugh D. Clark, Des Moines
Mr. E. Howard Hill, Minburn
Mr. Gordon James, Des Moines
Mr. Harold C. McCormick, Manchester
Mr. J. Duane Mortensen, Dubuque
Mr. Bill H. Myers, Davenport
Mr. Robert Newberg, West Des Moines
Mr. F. Forbes Olberg, Cedar Rapids
Mr. Stephen Rapp, Waterloo
Mr. James Van Werden, Adel
Mr. James Wirtz, Emmetsburg

The Commission held two meetings at which a review was made of the original recommendations of the Commission made in 1972 and presented to the General Assembly in February, 1973. The Commission's 1973 recommendations were based upon a study conducted by Edward N. Hay and Associates consulting firm which conducted an analysis of the responsibilities and duties of each of the positions for which salaries were to be recommended.

The Commission also reviewed information about salary levels for the positions in other states and salaries paid to executives of corporations operating facilities in Iowa. Copies of this information are available upon request to the Legislative Service Bureau.

The Commission commenced its study by inviting all of the state elected officials and representatives of the judicial and legislative branches of government to address them concerning their duties and salary views. Those who appeared included the following: Attorney General Richard C. Turner, Secretary of State Melvin D. Synhorst, Deputy Secretary of Agriculture Thatcher Johnson, Treasurer of State Maurice E. Baringer, Auditor of State Lloyd R. Smith, Lieutenant Governor Arthur A. Neu, Chief Justice of the Supreme Court C. Edwin Moore, Judge Newt Draheim, president of the District Court Judges Association, Speaker of the House of Representatives Dale Cochran, Representative Andrew Varley and Senator William Palmer.

Several of the state elected executive officials stressed the importance of their duties and responsibilities and stated that the last salary increases were effective July 1, 1973 and their chief deputies had surpassed them in salary.

Judicial officers stressed the difficulty in finding competent attorneys who will agree to give up successful law practices to become judges at the salaries judges receive.

The General Assembly members and Lieutenant Governor presented differing views concerning their compensation. Some advocated eliminating the interim per diem and others advocated keeping interim per diem pay. Some advocated large salary increases, while others expressed the belief that large salary increases are not necessary.

After listening to the views of the affected persons and studying other salary information, the Commission on Compensation, Expenses, and Salaries of Elected State Officials makes the following recommendations:

1. Salary levels of members of the General Assembly, elected state officials, and judicial officers should be increased substantially in order to keep pace with increases in the cost of living and to make the salaries paid commensurate with the duties and responsibilities of the positions.

2. The Commission believes that its original recommendations made in December 1972 and based upon the study completed by the Hay and Associates consulting firm remain valid and only need updating to reflect increases in the cost of living as follows:

<u>Year</u>	<u>% Change</u>	<u>Cumulative %</u>
1972	3.3	---
1973	6.2	9.5
1974	11.0	20.5
1975	9.1	29.6
1976	5.6	35.20
1977	5.6	40.8

Commission on Compensation, Expenses, and Salaries
 Final Report
 Page 3

<u>Office</u>	<u>Present Salaries</u>	<u>Recommended Salaries for July 1, 1977</u>
Governor	\$40,000	\$55,000
Lt. Governor	Listed with Legislative Branch	
Attorney General	29,000	40,000
Secretary of Agriculture	22,500	30,000
Auditor of State	22,500	30,000
Treasurer of State	22,500	30,000
Secretary of State	22,500	30,000
Supreme Court, Chief Justice	\$40,000	\$50,000
Supreme Court, Justice	39,000	45,000
Appellate Court, Chief Judge	37,000	43,500
Appellate Court, Judge	36,000	42,500
District Court, Chief Judge	34,072	42,000
District Court, Judge	33,072	40,000
District Court, Associate Judge	25,500	33,000
Full-time Magistrate	25,500	33,000
Part-time Magistrate	6,750	8,750
		<u>Recommended Compensation for January 8, 1979</u>
<u>General Assembly</u>	<u>Present Compensation</u>	
Speaker	\$12,000	\$18,000
Lt. Governor	12,000	18,000
Leaders	9,500	14,000
Members	8,000	12,000

In addition, the Commission recommends that the expense allowance paid during sessions of the General Assembly be increased from \$20 per day seven days per week to \$30 per day seven days per week.

The Commission recommends that the per diem of \$60 for the Speaker and the Lt. Governor and \$40 for members of the General Assembly for attendance at special sessions and interim meetings not be increased, but be continued at the same rate.

In addition, the Commission recommends that the General Assembly review various alternatives for and consider the establishment of a retirement system for members of the General Assembly. The Commission received information that at least forty of the fifty states have established some form of retirement system for their legislators.

The recommendations of the Commission were voted by the members on the basis that the salary levels recommended are the salary levels which should be enacted.

The Commission has noted that salary increases, particularly for members of the General Assembly, tend to be sporadic and as a consequence those affected suffer from the inroads of inflation. Additionally, when the General Assembly enacts catch-up raises, the increases are so sizable that the public believes them to be excessive when in actuality they are not. The problem would diminish if the General Assembly would react on a scheduled basis.

The Commission members recognize that the salaries they have recommended will provide substantial increases in the salaries for the positions in the executive, legislative, and judicial branches of government. However, the Commission members do not believe that the recommended salaries are excessive based upon the cost of living increases and the number of years it has been since some of the positions have received salary increases. The Commission members hope that their recommendations will be enacted without change.