

M I N U T E S

IOWA LEGISLATIVE COUNCIL'S  
SERVICE COMMITTEE

July 23, 1975

The Service Committee of the 1975-1976 Iowa Legislative Council was called to order by the Committee Chairperson, Senator Minnette Doderer, at 10:15 a.m., Wednesday, July 23, 1975 in the Legislative Fiscal Bureau Conference Room of the State House in Des Moines. Committee members present in addition to Senator Doderer were:

Senator James E. Briles  
Representative James I. Middleswart  
Representative Delwyn Stromer

Senator Doderer noted that Representative Jerry Fitzgerald, a member of the Service Committee, is also a member of the Council's Studies Committee which was scheduled to meet concurrently with the Service Committee. Other persons present for the Service Committee meeting were: Legislative Service Bureau Director Serge Garrison, Legislative Fiscal Director Gerry D. Rankin, Citizens' Aide Tom Mayer and Phil Burks of the Legislative Service Bureau.

After a brief discussion in regard to the possible need for Committee rules, it was agreed no formal rules need be adopted for the conduct of Service Committee meetings and that the rules of the Legislative Council will be used where applicable. It was also agreed that no seconds to motions by Service Committee members will be required.

Senator Doderer suggested that the Service Committee proceed to review the budget and salary proposals of all three of the agencies responsible to the Legislative Council beginning with the Citizens' Aide office. There was no objection, and Senator Doderer recognized Mr. Mayer.

Mr. Mayer reviewed the budget and salary proposals he had submitted. These proposals has been previously distributed to Council members in the form of a one-page document entitled "Citizens' Aide Office Budget, Fiscal Year 1975-76".

Representative Stromer inquired how the proposed Citizens' Aide's salary relates to other state salaries and to any comparable positions in private industry. Mr. Mayer noted that the salary level for ombudsman positions in other states are as high or higher than that which he has proposed for his own position. Senator Doderer commented that the key question is how the duties of these respective positions compare.

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Representative Stromer stated that a steadily increasing proportion of the gross national product is devoted to cost of government, and expressed serious concern about this matter. There was a discussion of the general philosophy underlying cost-of-living salary increases and merit salary increases.

Mr. Mayer noted that he had promoted Mrs. Ruth Mosher, who was formerly second deputy in the Citizens' Aide office, to the position of first deputy when that position became vacant, and that he would be seeking Council confirmation of this promotion. He added that he will also ask that the former second deputy position be redesignated as legal analyst, since Mr. Frank Thomas who has been hired for this position is an attorney.

Representative Stromer inquired whether the position of legal analyst and deputy for Indian Affairs could be combined. Mr. Mayer replied that this could be done, noting that he had not asked for and is not personally convinced that the position of deputy for Indian Affairs is needed. Representative Stromer then specifically discussed the possibility that Frank Thomas could perform the duties of that position. Mr. Mayer responded that he does not believe anyone except a person of American Indian descent could function in the position in the manner apparently intended by Representative Donald Doyle, who was one of the principal proponents of adding this position to the Citizens' Aide office staff.

Senator Doderer suggested that, before proceeding to the Legislative Service Bureau and Legislative Fiscal Bureau budget and salary proposals, the Service Committee review the Office of Citizens' Aide personnel policy and rules promulgated pursuant to the Administrative Procedure Act, both of which had also been submitted by Mr. Mayer for Council consideration. There was no objection.

Senator Doderer inquired about Policy No. 4, paragraph e, relating to maternity leave. Mr. Mayer indicated that the basis for this rule is the 1973 Rules of the Merit Employment Department. Chairperson Doderer responded that those rules are now outdated, and requested that the maternity leave provisions be rewritten to comply with current state merit employment rules as reflected by the state of Iowa employee handbook. Mr. Mayer agreed that this would be done.

Representative Middleswart requested that that portion of Policy No. 5 found in the second paragraph on page 6 of the personnel policies, and also that portion of Policy No. 8 appearing in the third paragraph on page 10, be revised to specifically state that prior approval of the Legislative Council is required for out-of-state travel. Mr. Mayer stated that this had been his intent, and that he had no objection to making the requested change.

There was a brief fairly general discussion of the proposed Citizens' Aide rules. Senator Doderer stated that as there had not been time for most Service Committee members to

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review the proposed rules thoroughly, she would suggest that the Committee recommend to the Council that the Citizens' Aide office initiate the procedure for adoption of the rules without change. She noted that this would not constitute specific endorsement or approval of the proposed rules. Upon motion of Representative Middleswart, that proposal was unanimously agreed to by the Committee members present.

Mr. Mayer requested that he be authorized to attend the National Ombudsman Conference in St. Louis on September 12, 13 and 14, at which he has been invited to serve as a group leader for a regional seminar. In response to inquiries, Mr. Mayer indicated that he does not anticipate requesting any other out-of-state travel this year and that there are no plans for other members of his staff to attend the Conference. Senator Doderer indicated that if Committee members present did not object, approval of the travel request would be recommended to the Council. No objection was expressed.

Senator Doderer recognized Mr. Garrison, who reviewed the Legislative Service Bureau salary proposals which he had previously distributed to Council members. He noted that the recommended salaries are based in part upon the potential for loss of valuable employees to other states who are frequently seeking opportunities to hire experienced personnel in the legislative service field. He added that he also attempts to be somewhat competitive with private practice of law as well as other public agencies, as regards salaries of attorneys.

Mr. Garrison then reviewed individual salary proposals, commenting on qualifications and performance of respective Legislative Service Bureau employees. He noted that the salary of Research Analyst Ron Langston is to be prorated because he is now attending Drake Law School, and will therefore work only three-quarters time.

Senator Doderer noted that the difference between the salaries of Research Analysts Thane Johnson and Diane Bolender appears rather large in view of the fact that Mrs. Bolender has longer tenure on the Bureau staff than does Mr. Johnson. Mr. Garrison explained that the differential is based in part on the fact that Mr. Johnson has a Master's Degree and Mr. Johnson had prior experience as Assistant Director of the legislative research agency in South Dakota, and as a staff member of a private research agency.

Senator Doderer suggested that the titles of the executive, administrative, and financial secretaries be changed, in each case, to administrator because this would more accurately reflect their respective duties. She commented that she does not believe a man holding any of these positions would be content with the title "secretary". She also requested that, when the Service Bureau next has occasion to rewrite its job descriptions, the use of masculine and feminine pronouns be dropped.

Representative Stromer stated that it is his impression that the basic concept of merit salary increases is to reflect progress made by an individual in learning his or her job and in therefore being able to perform more effectively. However, he added that at some point this process should be substantially completed and asked what the rationale is for continuing to give salary increases, other than those necessary to reflect increased cost of living, after that point. Mr. Garrison replied that the Service Bureau must remain competitive with the salaries which other prospective employers of its staff personnel are willing to pay, if it does not wish to lose experienced people after they have learned their jobs.

Representative Stromer then inquired whether the presence of substantial numbers of legislative interns and partisan staff employees have created problems for the Legislative Service Bureau. Mr. Garrison responded that there have been some problems in connection with legislative interns in prior sessions, but that this was greatly reduced in 1975.

Senator Doderer then recognized Mr. Rankin. He stated that before beginning his review of salary proposals, he would like to bring to the attention of the Service Committee severe space problems presently being experienced by his office. He noted that he had been asked to give up one office formerly occupied by a member of his staff for use by the Senate, and that an office which he had hoped to use was assigned to Representatives Middleswart and William Hutchins. He expressed hope that if the proposed remodeling of the office area behind the House chamber is approved, it will be possible for his staff to be assigned the office now being used by Representatives Middleswart and Hutchins. He stated that at present it is necessary for him to assign three staff people to a single office, and as a result when a legislator or someone else comes to see any of these three individuals it becomes very difficult for the other two to proceed with their own work.

Mr. Rankin then reviewed the salary proposals which had previously been submitted to the Legislative Council for consideration. In the course of the review, Mr. Rankin noted that there has been an informal agreement with the Legislative Fiscal Committee to raise the salary of Fiscal Analyst Charlotte Munson more rapidly than salaries of other staff members to reflect the fact that her duties are now substantially similar to those of other fiscal analysts on the staff. He explained that Mrs. Munson had begun employment with the Legislative Fiscal Bureau as its secretary.

In response to an inquiry by Senator Doderer, Mr. Rankin noted that the salary of Principal Legislative Fiscal Analyst Ethan Towne reflects prior experience, including service as the comptroller of the former Parsons College.

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After further discussion, Senator Doderer proposed that the Committee recess and that following lunch it reconvene without any staff personnel present. Upon reconvening, the Service Committee discussed the presentations received during the morning session. At the conclusion of the discussion, it was agreed to informally request that the Council defer action on the budget request and salary proposals of the three agencies until its scheduled August 20 meeting and also that the Fiscal Committee should meet again on August 19 to give further study to the proposals.

Respectfully submitted,

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