

M I N U T E S

LEGISLATIVE SERVICE COMMITTEE
OF THE
LEGISLATIVE COUNCIL

August 19, 1975

The meeting of the Legislative Service Committee was called to order at 2:30 p.m. by the Committee Chairperson, Senator Minnette F. Doderer. Members present in addition to the Chairperson were:

Senator James Briles
Senator Steve Sovern
Representative Jerome Fitzgerald
Representative Delwyn Stromer

Senator Sovern indicated that he would like to be recorded as being present at the July meeting of the Legislative Service Committee.

Representative Stromer asked whether the Department Directors had considered when asking for employees to receive a change in status or position classification that the employee would actually be receiving three salary increases: A merit increase, a cost-of-living increase, and a change in position classification increase. He suggested that it appears difficult to justify salary increases for both a position classification change and a merit increase.

Chairperson Doderer called upon Mr. Mayer to discuss the salary increases recommended for the Office of the Citizen's Aide. Mr. Mayer indicated that he had raised Mrs. Mosher to the position of Deputy Citizen's Aide in March and had increased her salary at that time. He added that he had only requested a \$250 merit increase for Mrs. Mosher. Mr. Mayer further commented that he has recommended an increase of ten percent for the secretary-accountant whose salary was too low when she commenced employment with the Office of the Citizen's Aide.

In response to questions about the employment of a legal analyst, Mr. Mayer stated that it is beneficial to have a person besides himself who has the ability to perform legal research.

Mr. Mayer commented that he has been approached by representatives of the Iowa Crime Commission about the feasibility of employing a deputy citizen's aide for juvenile complaints which would be funded by Crime Commission funds with matching funds being furnished by the Office for Planning and Programming. He commented that if the Legislative Council approves the employment of a deputy citizen's aide for juvenile problems, the person would visit

the Boys' Training School and Girls' Training School and the Iowa Juvenile Home in Toledo. He added that the person could visit the county jails and also hear complaints from any children who are under the jurisdiction of the Department of Social Services. Mr. Mayer added that it had been suggested by the Crime Commission that a salary of \$13,500 be paid with an additional twelve percent required to pay for fringe benefits and \$4,500 for a travel budget, as well as approximately \$600 for tuition for special courses for the person. Mr. Mayer added that the decision as to whether to continue the program after the federal funding is exhausted would lie with the Legislative Council. Chairperson Doderer responded that the Legislative Service Committee will discuss the proposal and will make a recommendation to the Legislative Council.

Mr. Mayer also asked if the Legislative Service Committee would give approval for Mr. Ray Cornell, the Citizen's Aide for Corrections, to attend a conference on corrections in Boston, Massachusetts. The Legislative Service Committee took the matter under advisement. Mr. Mayer was then excused from the meeting.

Chairperson Doderer thanked Mr. Mayer and called upon Mr. Gerry Rankin, Director of the Legislative Fiscal Bureau, for comments about the proposed salary increases for the Legislative Fiscal Bureau's employees. Mr. Rankin announced that Mrs. Charlotte Munson is leaving employment with the Legislative Fiscal Bureau and decisions will have to be made about the staffing of the State Departments Subcommittee of the Committees on Appropriations which Mrs. Munson staffed. He indicated that Mr. Tim Faller may be assigned the task and perhaps some of the state departments' budgets can be redistributed to other staff members. Chairperson Doderer questioned why Mr. Faller was employed at a salary range below that listed in Mr. Rankin's position classification range. Mr. Rankin indicated that Mr. Faller does not possess a college degree, but is attending night school at Drake University to complete a degree in accounting. Mr. Rankin suggested that it appears necessary to employ a person to work on fiscal notes during the session but it is difficult to find any office space in which the person can work. Chairperson Doderer thanked Mr. Rankin for his presentation and he was then excused from the meeting.

Chairperson Doderer called upon Mr. Serge Garrison, Director of the Legislative Service Bureau, for comments about the requested salary increases. Mr. Garrison stated that Mrs. Jeanne Doggett had terminated employment with the Bureau which leaves a vacancy to be filled. He asked the feelings of the Committee concerning the type of person who should be employed as a replacement and suggested a women researcher. He indicated that he would be mailing resumes of applications to Committee members.

Mr. Garrison stated that following the previous meeting of the Legislative Council, he had surveyed a number of states concerning salaries and responsibilities of their employees. He distributed to Committee members a memo describing the results of his survey. In response to suggestions from Chairperson Doderer

that the titles of the secretaries who perform administrative duties be changed, Mr. Garrison agreed to suggestions of Financial Administrator, Executive Administrator, and Assistant Executive Administrator.

Senator Sovern asked about whether the secretaries are covered under the Federal Wage and Hour Act. Mr. Garrison responded that the state legislatures of the United States are awaiting an appeal to the United States Supreme Court of the jurisdiction of the Fair Labor Standards Act on the issue of whether legislative employees are covered under the Act.

In response to a question from Representative Stromer concerning salary increases for those employees who are changing position classifications, Mr. Garrison responded that after two years or more of employment with the Legislative Service Bureau, the employees become extremely valuable and experienced in performing tasks, and it appears advantageous to provide a sufficient salary to discourage these employees from leaving for higher salaries in other states or in the private sector.

Representative Fitzgerald asked about the merit increases requested for themselves by the three department heads. Mr. Garrison responded that the salary recommended for himself is an attempt to be competitive with salaries paid directors in other states.

Members of the Legislative Service Committee thanked Mr. Garrison for responding to questions and he then left the meeting. The meeting continued without secretarial assistance.

Respectfully submitted,

SERGE GARRISON
Director

DIANE BOLENDER
Research Analyst