



MEMORANDUM

To: Members of the Iowa General Assembly
From: Ron Robinson and Estelle Montgomery
Date: November 9, 2012
RE: Other Pay FY 2011 and FY 2012

Background

The Legislative Services Agency (LSA) was requested to review "Other Pay". This document provides a summary of that review for FY 2011 and FY 2012. This document is a listing of employees on the Department of Administrative Services central payroll system that received Other Pay Adjustments and Extraordinary Pay, and the explanation provided by agencies for the payments. The Regents provided their own list and explanations. The LSA reviewed 6,426 explanations. Each explanation could represent multiple payments and the number of explanations is greater than the number of employees. The LSA categorized each explanation into one of 6 categories. The categories and non-inclusive list of the types of things under each category is listed below:

1. **Added Duties:** This category includes payments for:
 - a. Serving as the acting head of an agency.
 - b. Performing additional duties per an agreement or contract.
 - c. Doing working outside the employees designated class of pay.
 - d. Shift Differential Pay.
 - e. Call Back Pay.
 - f. Performing special tasks.
 - g. Holiday Premium Pay.

2. **Banked Payout:** This category includes payments for:
 - a. Vacation Payout.
 - b. Sick Leave Payout.
 - c. Compensatory Payout.
 - d. Banked Holiday Payout.

3. **Bonus:** This category includes payments for:
 - a. Amounts above the employees' pay classification.
 - b. Referral Bonus under State Peace Officers' Contract.
 - c. University awards.
 - d. Exceptional Performance Pay.
 - e. Contract incentive pay.

4. **Grievance/Appeal Board Claim:** This category includes payments for:
 - a. Settlement of grievances.
 - b. Payment when funds are no longer available within the agency to make the corrected payment.

5. **Other:** This category includes payments for:
 - a. Catastrophic Leave.
 - b. Legislative Salary.
 - c. Military Pay.
 - d. Per Diem.
 - e. Settlement payments related to victim restitution payments by offenders.

6. **Pay Adjustment/Retroactive Pay Increase:** This category includes payments for:
 - a. Timesheet corrections from prior periods.
 - b. Adjustments for incorrect payments.
 - c. Pay increases that did not go into effect as scheduled.

Current Situation

The table below displays the amount of Other Pay and the number of employees receiving the pay by category and fiscal year.

| Fiscal Year | Category | Regents | Percent of Total | Central | Percent of Total | Other Pay | Employees |
|--------------------|-----------------------------------|----------------|-------------------------|----------------|-------------------------|------------------|---------------------|
| 2011 | Added Duties | \$13,810,018 | 95.1% | \$ 704,596 | 4.9% | \$14,514,614 | 662 |
| | Banked Payout | \$ - | 0.0% | \$ 69,362 | 100.0% | \$ 69,362 | 142 |
| | Bonus | \$ 2,948,455 | 98.9% | \$ 31,800 | 1.1% | \$ 2,980,255 | 1,099 |
| | Grievance/Appeal Board Claim | \$ - | 0.0% | \$ 141,093 | 100.0% | \$ 141,093 | 85 |
| | Other | \$ - | 0.0% | \$ 150,373 | 100.0% | \$ 150,373 | 187 |
| | Pay Adjustment/Retro Pay Increase | \$ - | 0.0% | \$ 226,351 | 100.0% | \$ 226,351 | 756 |
| | FY 2011 Total | | \$16,758,473 | 92.7% | \$1,323,576 | 7.3% | \$18,082,049 |
| 2012 | Added Duties | \$18,821,631 | 96.6% | \$ 653,281 | 3.4% | \$19,474,911 | 756 |
| | Banked Payout | \$ - | 0.0% | \$ 69,186 | 100.0% | \$ 69,186 | 149 |
| | Bonus | \$ 4,414,027 | 99.3% | \$ 30,866 | 0.7% | \$ 4,444,893 | 1,317 |
| | Grievance/Appeal Board Claim | \$ - | 0.0% | \$ 553,930 | 100.0% | \$ 553,930 | 156 |
| | Other | \$ - | 0.0% | \$ 93,248 | 100.0% | \$ 93,248 | 107 |
| | Pay Adjustment/Retro Pay Increase | \$ - | 0.0% | \$ 231,802 | 100.0% | \$ 231,802 | 810 |
| | FY 2012 Total | | \$23,235,657 | 93.4% | \$1,632,313 | 6.6% | \$24,867,970 |

Attachment A displays the above information by agency.

Fiscal Year 2011

The agency with the highest FY 2011 payments was the University of Iowa. The University made payments totaling \$16,369,543 to 1,384 employees. The payments included \$13,810,018 for Added Duties to 533 employees and Bonus payments of \$2,559,525 to 851 employees.

The second highest paying agency was the Department of Human Services (DHS) with payments totaling \$516,717 to 257 employees. Those payments included \$403,865 to 14 employees for Added Duties, \$57,596 to 25 employees for Grievance or Appeal Board Claims, \$342 to two employees for tort claim settlements, and \$54,913 to 216 employees for Pay Adjustments or Retroactive Pay Increases.

The agencies making the highest payments by category are listed below:

1. Added Duties: The two highest paying agencies in this category, the University of Iowa and the DHS, are listed above.
2. Banked Payout: The highest paying agency in the category was the Department of Transportation with payments totaling \$50,890 to 95 employees.
3. Bonus: The highest paying agency in the category was the University of Iowa as listed above. The second highest was Iowa State University with payments totaling \$279,950 to 235 employees. The Department of Economic Development made payments totaling \$30,000 to the Director.
4. Grievance/Appeal Board Claim: The highest paying agency in the category was the Department of Corrections with payments totaling \$74,429 to 28 employees. The second highest was the DHS with payments totaling \$57,596 to 25 employees.
5. Other: The highest paying agency in the category was the Department of Transportation with payments totaling \$63,062 to 23 employees for Catastrophic Leave. The second highest was the Judicial Branch with payments totaling \$54,470 to 153 employees mostly for victim restitution and some for Per Diem.
6. Retroactive Pay Increase: The highest paying agency in the category was the DHS with payments totaling \$54,913 to 220 employees. The second highest was the Department of Corrections with payments totaling \$48,823 to 253 employees with \$17,774 related to Retroactive Pay Increases and the remainder for payroll corrections.

Fiscal Year 2012

The agency with the highest FY 2012 payments was the University of Iowa. The University made payments totaling \$21,795,150 to 1,595 employees. The payments included \$18,732,293 for Added Duties to 606 employees and Bonus payments of \$3,062,857 to 989 employees.

The second highest paying agency was Iowa State University with payments totaling \$1,213,791 to 305 employees for Bonus payments.

The third highest paying agency was the Department of Human Services with payments totaling 498,006 to 305 employees. Those payments included \$413,668 to 10 employees for Added Duties, \$11,959 to nine employees for Grievance or Appeal Board Claims, and \$72,379 to 286 employees for Pay Adjustments or Retroactive Pay Increases.

The agencies making the highest payments by category are listed below:

1. Added Duties: The two highest paying agencies in this category, the University of Iowa and the Department of Human Services, are listed above.
2. Banked Payout: The highest paying agency in the category was the Department of Transportation with payments totaling \$54,516 to 107 employees.
3. Bonus: The highest paying agency in the category was the University of Iowa as listed above. The second highest was Iowa State University as listed above. The Department of Economic Development made payments totaling \$30,700 to the Director.
4. Grievance/Appeal Board Claim: The highest paying agency in the category was the Department of Corrections with payments totaling \$250,127 to 27 employees. The second highest was the Department of Natural Resources with payments totaling \$98,428 to 94 employees. The third highest paying agency was the Parole Board with a single payment of \$92,925 for a Public Employment Relations Board settlement.
5. Other: The highest paying agency in the category was the Department of Transportation with payments totaling \$60,397 to 22 employees for Catastrophic Leave. The second highest was the Judicial Branch with payments totaling \$25,020 to 68 employees mostly for victim restitution and some for Per Diem.
6. Retroactive Pay Increase: The highest paying agency in the category was the Department of Human Services with payments totaling \$72,379 to 286 employees primarily for Retroactive Pay Increases. The second highest was the Department of Natural Resources with payments totaling \$35,345 to 64 employees.

The Legislative Services Agency has additional detail pertaining to Other Pay. Please contact Ron Robinson (281-6256) or Estelle Montgomery (725-2261) if you have any questions.

Other Pay FY 2011 - FY 2012

ATTACHMENT A

| Fiscal Year | Agency | Category | Sum of Other Pay | Employees |
|--|-----------------------------------|-----------------------------------|-------------------|------------|
| 2011 | Administrative Services | Banked Payout | \$ 874 | 1 |
| | | Grievance/Appeal Board Claim | \$ 996 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 14,109 | 15 |
| Administrative Services Total | | | \$ 15,979 | 17 |
| Agriculture | Other | Pay Adjustment/Retro Pay Increase | \$ 50 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 297 | 2 |
| Agriculture Total | | | \$ 347 | 3 |
| Agriculture Development Author Pay Adjustment/Retro Pay Increase | | | \$ 1,579 | 3 |
| Agriculture Development Authority Total | | | \$ 1,579 | 3 |
| Alcohol Beverages Division | Grievance/Appeal Board Claim | Pay Adjustment/Retro Pay Increase | \$ 1,103 | 12 |
| | | Pay Adjustment/Retro Pay Increase | \$ 3,080 | 9 |
| Alcohol Beverages Division Total | | | \$ 4,183 | 21 |
| Attorney General | Banked Payout | Pay Adjustment/Retro Pay Increase | \$ 1,025 | 2 |
| | | Pay Adjustment/Retro Pay Increase | \$ 7,019 | 33 |
| Attorney General Total | | | \$ 8,044 | 35 |
| Auditor | Pay Adjustment/Retro Pay Increase | \$ 62 | 1 | |
| Auditor Total | | | \$ 62 | 1 |
| Banking | Pay Adjustment/Retro Pay Increase | \$ 72 | 1 | |
| Banking Total | | | \$ 72 | 1 |
| Blind | Pay Adjustment/Retro Pay Increase | \$ 1,221 | 8 | |
| Blind Total | | | \$ 1,221 | 8 |
| Civil Rights | Pay Adjustment/Retro Pay Increase | \$ 401 | 2 | |
| Civil Rights Total | | | \$ 401 | 2 |
| College Aid | Banked Payout | Pay Adjustment/Retro Pay Increase | \$ 808 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 1,545 | 2 |
| College Aid Total | | | \$ 2,353 | 3 |
| Commerce | Pay Adjustment/Retro Pay Increase | \$ 72 | 1 | |
| Commerce Total | | | \$ 72 | 1 |
| Corrections | Added Duties | Banked Payout | \$ 281 | 10 |
| | | Banked Payout | \$ 3,675 | 16 |
| | | Grievance/Appeal Board Claim | \$ 74,429 | 28 |
| | | Other | \$ 23,610 | 6 |
| | | Pay Adjustment/Retro Pay Increase | \$ 48,823 | 251 |
| Corrections Total | | | \$ 150,818 | 311 |
| Cultural Affairs | Added Duties | \$ 5,280 | 1 | |
| Cultural Affairs Total | | | \$ 5,280 | 1 |
| Drug Control Policy | Added Duties | Grievance/Appeal Board Claim | \$ 2,269 | 1 |
| | | Grievance/Appeal Board Claim | \$ 147 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 506 | 3 |
| Drug Control Policy Total | | | \$ 2,923 | 5 |
| Economic Development | Banked Payout | Bonus | \$ 118 | 2 |
| | | Bonus | \$ 30,000 | 1 |

Other Pay FY 2011 - FY 2012

ATTACHMENT A

| Fiscal Year | Agency | Category | Sum of Other Pay | Employees |
|-------------|--|-----------------------------------|-------------------|------------|
| 2011 | Economic Development | Pay Adjustment/Retro Pay Increase | \$ 198 | 2 |
| | Economic Development Total | | \$ 30,316 | 5 |
| | Education | Added Duties | \$ 407 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 425 | 2 |
| | Education Total | | \$ 832 | 3 |
| | Education/Public Television | Added Duties | \$ 6,085 | 7 |
| | | Banked Payout | \$ 1,477 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 41 | 3 |
| | Education/Public Television Total | | \$ 7,603 | 11 |
| | Emergency Management | Pay Adjustment/Retro Pay Increase | \$ 1,233 | 2 |
| | Emergency Management Total | | \$ 1,233 | 2 |
| | Ethics | Pay Adjustment/Retro Pay Increase | \$ 907 | 1 |
| | Ethics Total | | \$ 907 | 1 |
| | Finance Authority | Pay Adjustment/Retro Pay Increase | \$ 1,705 | 4 |
| | Finance Authority Total | | \$ 1,705 | 4 |
| | Governor | Pay Adjustment/Retro Pay Increase | \$ 3,881 | 3 |
| | Governor Total | | \$ 3,881 | 3 |
| | Human Rights | Banked Payout | \$ 128 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 514 | 1 |
| | Human Rights Total | | \$ 642 | 2 |
| | Human Services | Added Duties | \$ 403,865 | 14 |
| | | Grievance/Appeal Board Claim | \$ 57,596 | 25 |
| | | Other | \$ 342 | 2 |
| | | Pay Adjustment/Retro Pay Increase | \$ 54,913 | 216 |
| | Human Services Total | | \$ 516,717 | 257 |
| | Inspections and Appeals | Pay Adjustment/Retro Pay Increase | \$ 3,173 | 4 |
| | Inspections and Appeals Total | | \$ 3,173 | 4 |
| | Insurance Division | Pay Adjustment/Retro Pay Increase | \$ 87 | 2 |
| | Insurance Division Total | | \$ 87 | 2 |
| | Iowa State University | Bonus | \$ 279,590 | 218 |
| | Iowa State University Total | | \$ 279,590 | 218 |
| | Judicial | Added Duties | \$ 1,267 | 18 |
| | | Banked Payout | \$ 23 | 1 |
| | | Grievance/Appeal Board Claim | \$ 2,434 | 4 |
| | | Other | \$ 54,470 | 151 |
| | | Pay Adjustment/Retro Pay Increase | \$ 25,155 | 27 |
| | Judicial Total | | \$ 83,350 | 201 |
| | Law Enforcement Academy | Pay Adjustment/Retro Pay Increase | \$ 640 | 2 |
| | Law Enforcement Academy Total | | \$ 640 | 2 |
| | Lottery | Pay Adjustment/Retro Pay Increase | \$ 117 | 2 |
| | Lottery Total | | \$ 117 | 2 |
| | Management | Other | \$ 300 | 3 |
| | Management Total | | \$ 300 | 3 |

Other Pay FY 2011 - FY 2012

ATTACHMENT A

| Fiscal Year | Agency | Category | Sum of Other Pay | Employees |
|-------------|--|-----------------------------------|----------------------|-------------|
| 2011 | | | | |
| | Natural Resources | Pay Adjustment/Retro Pay Increase | \$ 24,282 | 56 |
| | Natural Resources Total | | \$ 24,282 | 56 |
| | Parole Board | Pay Adjustment/Retro Pay Increase | \$ 1,250 | 1 |
| | Parole Board Total | | \$ 1,250 | 1 |
| | Public Defense | Banked Payout | \$ 238 | 1 |
| | | Grievance/Appeal Board Claim | \$ 357 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 1,908 | 5 |
| | Public Defense Total | | \$ 2,502 | 7 |
| | Public Health | Added Duties | \$ 950 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 1,428 | 12 |
| | Public Health Total | | \$ 2,378 | 13 |
| | Public Safety | Added Duties | \$ 41,516 | 60 |
| | | Bonus | \$ 1,800 | 6 |
| | | Grievance/Appeal Board Claim | \$ 493 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 3,715 | 23 |
| | Public Safety Total | | \$ 47,524 | 90 |
| | Racing and Gaming | Pay Adjustment/Retro Pay Increase | \$ 9 | 1 |
| | Racing and Gaming Total | | \$ 9 | 1 |
| | Rebuild Iowa | Pay Adjustment/Retro Pay Increase | \$ 1,138 | 1 |
| | Rebuild Iowa Total | | \$ 1,138 | 1 |
| | Revenue | Added Duties | \$ 11,814 | 2 |
| | | Pay Adjustment/Retro Pay Increase | \$ 48 | 1 |
| | Revenue Total | | \$ 11,862 | 3 |
| | Secretary of the State | Banked Payout | \$ 741 | 1 |
| | Secretary of the State Total | | \$ 741 | 1 |
| | State Public Defender | Other | \$ 6,778 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 2,968 | 2 |
| | State Public Defender Total | | \$ 9,745 | 3 |
| | Transportation | Added Duties | \$ 1,281 | 10 |
| | | Banked Payout | \$ 50,890 | 94 |
| | | Grievance/Appeal Board Claim | \$ 1,488 | 7 |
| | | Other | \$ 63,062 | 22 |
| | | Pay Adjustment/Retro Pay Increase | \$ 8,412 | 31 |
| | Transportation Total | | \$ 125,133 | 164 |
| | Treasurer | Pay Adjustment/Retro Pay Increase | \$ 898 | 1 |
| | Treasurer Total | | \$ 898 | 1 |
| | University of Iowa | Added Duties | \$ 13,810,018 | 533 |
| | | Bonus | \$ 2,559,525 | 851 |
| | University of Iowa Total | | \$ 16,369,543 | 1384 |
| | University of Northern Iowa | Bonus | \$ 109,340 | 23 |
| | University of Northern Iowa Total | | \$ 109,340 | 23 |
| | Utilities Division | Pay Adjustment/Retro Pay Increase | \$ 66 | 1 |
| | Utilities Division Total | | \$ 66 | 1 |

Other Pay FY 2011 - FY 2012

ATTACHMENT A

| Fiscal Year | Agency | Category | Sum of Other Pay | Employees | |
|-------------|------------------------------------|-----------------------------------|------------------|----------------------|-------------|
| 2011 | Veteran's Affairs | Added Duties | \$ 229,581 | 4 | |
| | | Banked Payout | \$ 9,365 | 21 | |
| | | Grievance/Appeal Board Claim | \$ 310 | 2 | |
| | | Pay Adjustment/Retro Pay Increase | \$ 2,654 | 10 | |
| | Veteran's Affairs Total | | | \$ 241,910 | 37 |
| | Workforce Development | Grievance/Appeal Board Claim | \$ 1,738 | 3 | |
| | | Other | \$ 1,762 | 1 | |
| | | Pay Adjustment/Retro Pay Increase | \$ 5,802 | 9 | |
| | Workforce Development Total | | | \$ 9,302 | 13 |
| | 2011 Total | | | \$ 18,082,049 | 2931 |

Other Pay FY 2011 - FY 2012

ATTACHMENT A

| Fiscal Year | Agency | Category | Sum of Other Pay | Employees |
|--|-------------------------|-----------------------------------|-------------------|------------|
| 2012 | Administrative Services | Added Duties | \$ 1,538 | 1 |
| | | Grievance/Appeal Board Claim | \$ 1,572 | 2 |
| | | Pay Adjustment/Retro Pay Increase | \$ 5,348 | 23 |
| Administrative Services Total | | | \$ 8,459 | 26 |
| Agriculture | | Added Duties | \$ 546 | 1 |
| | | Other | \$ 250 | 4 |
| | | Pay Adjustment/Retro Pay Increase | \$ 1,272 | 4 |
| Agriculture Total | | | \$ 2,068 | 9 |
| Agriculture Development Authority Other | | | \$ 450 | 9 |
| Agriculture Development Authority Total | | | \$ 450 | 9 |
| Blind | | Grievance/Appeal Board Claim | \$ 827 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 5,541 | 21 |
| Blind Total | | | \$ 6,368 | 22 |
| Civil Rights | | Pay Adjustment/Retro Pay Increase | \$ 210 | 2 |
| Civil Rights Total | | | \$ 210 | 2 |
| College Aid | | Pay Adjustment/Retro Pay Increase | \$ 2,671 | 6 |
| College Aid Total | | | \$ 2,671 | 6 |
| Commerce | | Grievance/Appeal Board Claim | \$ 1,648 | 2 |
| | | Other | \$ 6,731 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 2,445 | 12 |
| Commerce Total | | | \$ 10,823 | 15 |
| Corrections | | Added Duties | \$ 141 | 3 |
| | | Banked Payout | \$ 857 | 6 |
| | | Bonus | \$ 166 | 1 |
| | | Grievance/Appeal Board Claim | \$ 250,127 | 27 |
| | | Pay Adjustment/Retro Pay Increase | \$ 26,134 | 135 |
| Corrections Total | | | \$ 277,424 | 172 |
| Cultural Affairs | | Added Duties | \$ 1,920 | 1 |
| | | Banked Payout | \$ 394 | 1 |
| Cultural Affairs Total | | | \$ 2,314 | 2 |
| Drug Control Policy | | Added Duties | \$ 5,200 | 1 |
| Drug Control Policy Total | | | \$ 5,200 | 1 |
| Economic Development | | Bonus | \$ 30,700 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 9,762 | 40 |
| Economic Development Total | | | \$ 40,462 | 41 |
| Education | | Pay Adjustment/Retro Pay Increase | \$ 7,496 | 6 |
| Education Total | | | \$ 7,496 | 6 |
| Education/Public Television | | Added Duties | \$ 2,900 | 3 |
| | | Pay Adjustment/Retro Pay Increase | \$ 710 | 4 |
| Education/Public Television Total | | | \$ 3,610 | 7 |
| Emergency Management | | Pay Adjustment/Retro Pay Increase | \$ 4,607 | 4 |
| Emergency Management Total | | | \$ 4,607 | 4 |
| Finance Authority | | Pay Adjustment/Retro Pay Increase | \$ 696 | 3 |
| Finance Authority Total | | | \$ 696 | 3 |

Other Pay FY 2011 - FY 2012

ATTACHMENT A

| Fiscal Year | Agency | Category | Sum of Other Pay | Employees |
|-------------|--|-----------------------------------|---------------------|------------|
| 2012 | Governor | Pay Adjustment/Retro Pay Increase | \$ 2,132 | 1 |
| | Governor Total | | \$ 2,132 | 1 |
| | Human Rights | Added Duties | \$ 1,032 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 325 | 1 |
| | Human Rights Total | | \$ 1,357 | 2 |
| | Human Services | Added Duties | \$ 413,668 | 10 |
| | | Grievance/Appeal Board Claim | \$ 11,959 | 9 |
| | | Pay Adjustment/Retro Pay Increase | \$ 72,379 | 286 |
| | Human Services Total | | \$ 498,006 | 305 |
| | Inspections and Appeals | Pay Adjustment/Retro Pay Increase | \$ 1,032 | 3 |
| | Inspections and Appeals Total | | \$ 1,032 | 3 |
| | Iowa Communications Network | Banked Payout | \$ 83 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 1,859 | 7 |
| | Iowa Communications Network Total | | \$ 1,942 | 8 |
| | Iowa School for the Deaf | Added Duties | \$ 10,000 | 1 |
| | Iowa School for the Deaf Total | | \$ 10,000 | 1 |
| | Iowa State University | Bonus | \$ 1,213,791 | 305 |
| | Iowa State University Total | | \$ 1,213,791 | 305 |
| | IPERS' | Pay Adjustment/Retro Pay Increase | \$ 831 | 4 |
| | IPERS' Total | | \$ 831 | 4 |
| | Judicial | Added Duties | \$ 1,457 | 19 |
| | | Grievance/Appeal Board Claim | \$ 1,325 | 3 |
| | | Other | \$ 25,020 | 68 |
| | | Pay Adjustment/Retro Pay Increase | \$ 7,645 | 31 |
| | Judicial Total | | \$ 35,447 | 121 |
| | Law Enforcement Academy | Banked Payout | \$ 935 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 6,600 | 3 |
| | Law Enforcement Academy Total | | \$ 7,535 | 4 |
| | Lottery | Pay Adjustment/Retro Pay Increase | \$ 340 | 4 |
| | Lottery Total | | \$ 340 | 4 |
| | Management | Other | \$ 400 | 4 |
| | | Pay Adjustment/Retro Pay Increase | \$ 704 | 5 |
| | Management Total | | \$ 1,104 | 9 |
| | Natural Resources | Grievance/Appeal Board Claim | \$ 98,438 | 94 |
| | | Pay Adjustment/Retro Pay Increase | \$ 35,345 | 64 |
| | Natural Resources Total | | \$ 133,783 | 158 |
| | Parole Board | Grievance/Appeal Board Claim | \$ 92,925 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 918 | 2 |
| | Parole Board Total | | \$ 93,843 | 3 |
| | Public Defense | Banked Payout | \$ 190 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 909 | 5 |
| | Public Defense Total | | \$ 1,099 | 6 |

Other Pay FY 2011 - FY 2012

ATTACHMENT A

| Fiscal Year | Agency | Category | Sum of Other Pay | Employees |
|--|-----------------------------|-----------------------------------|----------------------|-------------|
| 2012 | Public Health | Added Duties | \$ 1,000 | 1 |
| | | Pay Adjustment/Retro Pay Increase | \$ 12,975 | 20 |
| Public Health Total | | | \$ 13,975 | 21 |
| | Public Safety | Added Duties | \$ 49,122 | 64 |
| | | Pay Adjustment/Retro Pay Increase | \$ 3,955 | 25 |
| Public Safety Total | | | \$ 53,076 | 89 |
| | Racing and Gaming | Pay Adjustment/Retro Pay Increase | \$ 112 | 1 |
| Racing and Gaming Total | | | \$ 112 | 1 |
| | Regents | Bonus | \$ 5,000 | 1 |
| Regents Total | | | \$ 5,000 | 1 |
| | Revenue | Added Duties | \$ 1,459 | 2 |
| | | Pay Adjustment/Retro Pay Increase | \$ 143 | 1 |
| Revenue Total | | | \$ 1,602 | 3 |
| | Secretary of the State | Pay Adjustment/Retro Pay Increase | \$ 429 | 2 |
| Secretary of the State Total | | | \$ 429 | 2 |
| | State Public Defender | Pay Adjustment/Retro Pay Increase | \$ 134 | 1 |
| State Public Defender Total | | | \$ 134 | 1 |
| | Transportation | Added Duties | \$ 3,038 | 18 |
| | | Banked Payout | \$ 54,516 | 107 |
| | | Grievance/Appeal Board Claim | \$ 623 | 3 |
| | | Other | \$ 60,397 | 21 |
| | | Pay Adjustment/Retro Pay Increase | \$ 4,384 | 33 |
| Transportation Total | | | \$ 122,959 | 182 |
| | University of Iowa | Added Duties | \$ 18,732,293 | 606 |
| | | Bonus | \$ 3,062,857 | 989 |
| University of Iowa Total | | | \$ 21,795,150 | 1595 |
| | University of Northern Iowa | Added Duties | \$ 89,337 | 19 |
| | | Bonus | \$ 132,379 | 20 |
| University of Northern Iowa Total | | | \$ 221,716 | 39 |
| | Veteran's Affairs | Added Duties | \$ 160,247 | 4 |
| | | Banked Payout | \$ 12,212 | 32 |
| | | Grievance/Appeal Board Claim | \$ 56,586 | 8 |
| | | Pay Adjustment/Retro Pay Increase | \$ 7,069 | 22 |
| Veteran's Affairs Total | | | \$ 236,113 | 66 |
| | Workforce Development | Added Duties | \$ 13 | 1 |
| | | Grievance/Appeal Board Claim | \$ 37,901 | 6 |
| | | Pay Adjustment/Retro Pay Increase | \$ 4,690 | 29 |
| Workforce Development Total | | | \$ 42,603 | 36 |
| 2012 Total | | | \$ 24,867,970 | 3295 |
| Grand Total | | | \$ 42,950,019 | 6226 |