



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	2,931
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	3,295

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	\$ 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	\$ 1,103	12
		Pay Adjustment/Retro Pay Increase	\$ 3,080	9
		Alcohol Beverages Division Total	\$ 4,183	21
	Attorney General	Banked Payout	\$ 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	\$ 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	\$ 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	\$ 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	\$ 118	2
		Bonus	\$ 30,000	1

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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

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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

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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

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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 Author 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

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Fiscal Year 2012	Agency	Category	Sum of Other Pay	Employees
	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

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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
			\$ 112	1
	Racing and Gaming Total		\$ 112	1
	Regents	Bonus	\$ 5,000	1
			\$ 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
			\$ 429	2
	Secretary of the State Total		\$ 429	2
	State Public Defender	Pay Adjustment/Retro Pay Increase	\$ 134	1
			\$ 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