

**CHAPTER 253**  
**COMPENSATION AND BENEFITS**  
*S.F. 578*

**AN ACT** relating to the compensation and benefits for public officials and employees by specifying salary rates and ranges, providing adjustments for salary, health insurance, and per diem, and making coordinating amendments to the Code.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. The annual salaries set by the governor for appointed nonelected persons in the executive branch of state government for the fiscal biennium beginning July 1, 1985 and ending June 30, 1987 shall be the same as the annual salaries received by those persons or established for the person's position as of January 1, 1985, and those annual salaries shall be effective for subsequent fiscal years until otherwise provided by the general assembly. The appointment of an appointed nonelected person to a position shall be at an annual salary which does not exceed the annual salary of the appointee's predecessor. The annual salary for a new position shall be established as otherwise provided by law.

Sec. 2. Funds appropriated to the salary adjustment fund and other funds appropriated to the various state departments and agencies shall be used to fund the following annual pay adjustments, expense reimbursement, and benefits not in conflict with the Code:

a. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the blue collar bargaining unit.

b. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the public safety bargaining unit.

c. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the security bargaining unit.

d. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the technical bargaining unit.

e. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the professional fiscal and staff bargaining unit.

f. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the university of northern Iowa faculty bargaining unit.

g. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the clerical bargaining unit.

h. The collective bargaining agreement negotiated pursuant to chapter 20 for employees in the social services bargaining unit.

i. The annual pay adjustments, related benefits, and expense reimbursement referred to in sections 3 and 4 of this Act for employees not covered by a collective bargaining agreement.

Sec. 3.

1. The merit system pay plan and executive council exempt pay plan provided for in section 19A.9, subsection 2, as they exist for the fiscal years ending June 30, 1985 and June 30, 1986, shall be increased for employees who are not included in a collective bargaining agreement

made final under chapter 20 by one percent for the fiscal year beginning July 1, 1985, effective with the pay period beginning December 13, 1985, and by four percent for the fiscal year beginning July 1, 1986, effective with the pay period beginning December 12, 1986. The merit employment commission shall revise the merit system pay plan and the governor shall revise the executive council exempt pay plan as provided under section 19A.9, subsection 2, by increasing the salary levels for the various grades and steps within the respective plans. In addition to the increase specified above, employees may receive merit increases or the equivalent of a merit increase.

2. The pay plans for state employees who are exempt from chapter 19A and who are included in the state comptroller's payroll system, the department of transportation's payroll system, and the board office employees of the state board of regents shall be increased by the same percent and in the same manner included in subsection 1 of this section.

3. This section does not apply to members of the general assembly, board members, commission members, salaries of persons set by the general assembly pursuant to this Act or set by the governor, employees designated under section 19A.3, subsection 6, and employees under the state board of regents, but subsection 2 of this section does apply to office employees of the state board of regents.

4. Each appointing authority shall determine the percentage increase for each professional and managerial employee's salary provided for under this section and may increase the base salaries of the professional and managerial employees by different percentages in accordance with rules of the merit employment department and policies of the state comptroller, but the average percentage increase for all professional and managerial employees under each appointing authority's jurisdiction made using the appropriations authorized by this Act for the fiscal years beginning July 1, 1985 and July 1, 1986, shall not exceed the average increase provided for in subsection 1 of this section. As used in this section, "professional and managerial employee," means a professional employee as defined in section 20.3, subsection 11 or a representative of a public employer or supervisory employee as defined in section 20.4, subsection 2.

5. The policies for implementation of this section shall be approved by the governor except those policies governing the board office employees of the state board of regents, employees of the legislative department, or employees of the judicial department.

Sec. 4. The funds allocated to the state board of regents for the purpose of providing increases for employees not covered by a collective bargaining agreement shall be used as follows:

1. The amount necessary to fund the fiscal year beginning July 1, 1985, an average base salary increase of two percent and the fiscal year beginning July 1, 1986, an average base salary increase of five point five percent of the base salaries of faculty members and professional and scientific staff members, except board office employees as provided for in section 3, paid during the preceding fiscal year, to be allocated to faculty members and professional and scientific staff members at the discretion of the state board of regents.

2. For employees under the state board of regents' merit system who are not included in the collective bargaining agreement made final under chapter 20, except board office employees, the amount necessary to increase the state board of regents' merit system pay plans as they exist for the fiscal year beginning July 1, 1985, by increasing the salary levels for each grade and step within the plans by one percent for the fiscal year beginning July 1, 1985, effective with the pay period beginning January 1, 1986, and by four percent for the fiscal year beginning July 1, 1986, effective with the pay period beginning January 1, 1987. In addition to the increase specified above, employees may receive merit increases or the equivalent of a merit increase.

Sec. 5. All funds appropriated to the salary adjustment fund for the department of transportation and for the state agencies paid through the state comptroller's centralized payroll system shall be used to fund salary and fringe benefit expenditures for the following periods of time:

1. For the fiscal years beginning July 1, 1985, beginning with the biweekly pay date of July 5, 1985, and ending with the biweekly pay date of June 21, 1986.

2. For the fiscal year beginning July 1, 1986, beginning with the biweekly pay date of July 4, 1986, and ending with the biweekly pay date of June 19, 1987.

Sec. 6. COMPARABLE WORTH ADJUSTMENTS. In the implementation of comparable worth adjustments as otherwise provided by law, no job titles except nursing service director, director of nursing, and director of public health nursing shall be raised above pay grade thirty-two.

Sec. 7. Section 217.23, subsection 2, Code 1985, is amended to read as follows:

2. The department is hereby authorized to expend moneys from the support allocation of the department as reimbursement for replacement or repair of personal items of the department's employees damaged or destroyed by clients of the department during the employee's tour of duty. However, the reimbursement shall not exceed ~~seventy-five~~ one hundred fifty dollars for each item. The department shall establish rules in accordance with chapter 17A to carry out the purpose of this section.

Approved June 3, 1985

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## CHAPTER 254

### APPROPRIATION FOR SALARIES

*H.F. 780*

**AN ACT** appropriating funds relating to the compensation and benefits for public officials and employees.

*Be It Enacted by the General Assembly of the State of Iowa:*

#### Section 1.

1. There is appropriated from the general fund of the state to the salary adjustment fund provided for in section 8.43, for the fiscal years beginning July 1, 1985, and July 1, 1986, the following amounts or so much thereof as necessary, to be distributed to the various departments to supplement other funds appropriated by the general assembly:

a. For the fiscal year beginning July 1,		
1985 .....	\$	12,091,500
b. For the fiscal year beginning July 1,		
1986 .....	\$	48,004,900

2. There is appropriated from the road use tax fund of the state to the state department of transportation, for the fiscal years beginning July 1, 1985, and July 1, 1986, the following