

STATE OFFICIALS' SALARIES SUBCOMMITTEE
of the
STANDING COMMITTEES ON APPROPRIATIONS

**Report to the Legislative Council
and the Members of the
First Session of the Sixty-fifth General Assembly**

FINAL REPORT
STATE OFFICIALS' SALARIES SUBCOMMITTEE
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STANDING COMMITTEES ON APPROPRIATIONS.

At the April 12 meeting of the Legislative Council, Representative John Camp, Chairman of the House of Representatives Committee on Appropriations, appeared to request that a joint subcommittee of the Standing Committees on Appropriations be appointed to review and make recommendations on the salaries set by the General Assembly for the biennium commencing July 1, 1973 and ending June 30, 1975. He asked that the study not include those positions which the Commission on Compensation, Expenses and Salaries for Elected State Officials had been assigned. The Legislative Council directed Representative Camp and Senator Francis Messerly, Chairman of the Senate Committee on Appropriations, to gather materials and information and report back in approximately sixty days.

On June 14 the Legislative Council approved the establishment of a joint subcommittee and the following members were appointed by Representative Camp and Senator Messerly:

Representative John Camp, Clinton, Chairman
Senator Charles Balloun, Toledo
Senator C. Joseph Coleman, Clare
Senator Wayne Keith, Algona
Senator Francis Messerly, Cedar Falls
Representative Wendell Pellett, Atlantic
Representative Laverne Schroeder, McClelland
Representative Arthur Small, Iowa City

The Subcommittee determined that the Sixty-fourth General Assembly set the salaries for sixty-seven separate positions in state government which varied from \$7,800 for the legal assistants of the Supreme Court Justices to \$35,000 for the Governor. Most of the salaries are contained in Chapter 2, "An Act setting the salary rate for state officials and designated employees of the state"; Acts of the Sixty-fourth General Assembly, First Session.

Information was gathered for the Subcommittee concerning salaries paid in the private sector, by the federal government, and for positions under the State Merit Employment Department. Information was compiled indicating the number and classification of employees in every state department and agency whose chief administrator's salary is set by the General Assembly. The Subcommittee also received information on the numbers of permanent and part-time employees in each department and agency as well as the department or agency's annual budget, the tenure of each chief administrator, and the current salary of each chief administrator. A compilation was made of the Code requirements for each chief administrator. The Subcommittee directed that this information be furnished to the

Chairmen of the Standing Committees on Appropriations of the Sixty-fifth General Assembly.

The Subcommittee met with Mr. Elmer Vermeer, Administrative Assistant to Governor Ray, to discuss difficulties in recruiting chief administrators at the salaries offered and with Mr. Don Cleveland of the Iowa Association of Counties, to discuss the adequacy of salaries for county officers.

After reviewing methods of determining compensation levels in private industry and under Merit Employment, it was agreed that an objective and coordinated evaluation of the salaries set by the General Assembly be conducted. Since the consulting firm of Hay & Associates, Inc., a highly qualified and recognized firm, was employed by the Commission on Compensation, Expenses, and Salaries for Elected State Officials to conduct evaluations and recommend compensation for the judicial officers, elected state officials, and members of the General Assembly, it appears most feasible that this firm be employed by the Legislative Council to review the salaries set by the General Assembly. The study should be administered by the Legislative Fiscal Director for the Standing Committees on Appropriations and the Legislative Fiscal Director should be granted the authority to include a study of other salaries.