

REPORT OF THE SERVICE COMMITTEE

September 3, 1986 and September 16, 1986

The Service Committee met on September 3, 1986 and September 16, 1986 and makes the following report to the Legislative Council:

I. COMPARABLE WORTH REPORT

1. The Service Committee carefully reviewed the Comparable Worth Report submitted by the consultant from Arthur Young & Co., and the Comparable Worth Report submitted by the Comparable Worth Staff Committee.

The Service Committee accepted and reviewed written and oral comments in regard to the Comparable Worth Staff Committee Report from legislative employees before making a decision in regard to the reports.

The Committee recommends the adoption of the Comparable Worth Staff Committee Report.

2. In connection with its recommendation that the Legislative Council adopt the Comparable Worth Staff Committee Report, the Service Committee makes the following recommendations relating to its implementation:

a. That those employees who are placed by the Report in grades that are below the grades to which they are presently assigned and who are receiving annual salaries in excess of the maximum salaries for their newly-assigned pay grades, will continue to receive their current salaries without any increase until the maximum salaries in the grades to which they are assigned are increased above the annual salaries being received by the employees.

b. That in cases where job series have been established, the directors of the agencies will determine the specific position classifications into which the employees will be assigned based upon criteria to be developed by each agency for each position classification and the employee's performance in regard to those criteria, subject to review by the appropriate authority.

c. That the comparable worth pay plan be implemented on the same date for all legislative employees after adoption of the pay resolution by the Seventy-second General Assembly.

d. That the legislative employees assigned to higher grades under the comparable worth plan be assigned to their higher grades at one step less than the step they occupy in the lower grade, except for those employees on step 1.

e. That an ongoing Job Evaluation Committee be established to maintain internal equity within the personnel system of the Legislative Branch; to ensure that pay grades are determined with regard to the skill, effort, responsibility, and working conditions required for positions; and to continue the application of the comparable worth system.

f. That the Service Committee and the Comparable Worth Staff Committee meet jointly to develop recommendations for a legislative pay matrix and for developing overtime pay and compensatory time policies.

3. For background information it should be noted that the Comparable Worth Staff Committee reviewed the Arthur Young & Co. Report and received both written and oral appeals to that Report from legislative employees and developed its own Report. Members of the Comparable Worth Staff Committee are:

Mr. Donovan Peeters, Director, Legislative Service Bureau,
Chairperson
Mr. Joe O'Hern, Chief Clerk of the House,
Vice Chairperson
Mr. Bill Angrick, Citizens' Aide
Ms. Cynde Clingan, Acting Secretary of the Senate
Ms. Cathy Sears, Executive Secretary to the Speaker,
representing House Partisan Staff
Ms. Judy Bertelsen, Executive Secretary to the Minority Leader
of the Senate, representing Senate Partisan Staff
Mr. Sandy Scharf, Director, Computer Support Bureau
Ms. Phyllis Barry, Deputy Code Editor, Iowa Code Office
Mr. Dennis Prouty, Director, Legislative Fiscal Bureau.

II. CENTRAL STAFF AGENCIES PERSONNEL POLICIES

1. The Service Committee recommends that the implementation of any merit step increases beyond step 6 of a grade for an employee of a central legislative staff agency will require the recommendation of the Service Committee and the approval of the Legislative Council.

2. The Service Committee has directed the Legislative Service Bureau to review the minutes of the Service Committee to determine all outstanding Service Committee personnel guidelines. The Service Committee will be reviewing these guidelines and developing formal personnel rules for legislative employees of the central staff agencies for adoption by the Legislative Council.

Respectfully submitted,

REPRESENTATIVE JOHN H. CONNORS
Chairman