

*Reprinted 3/8/83*

FEB 24 1983

HOUSE FILE 313

Place On Calendar

BY COMMITTEE ON STATE GOVERNMENT

(Formerly Study Bill 203)

Passed House, Date 3-4-83 (p. 600) Passed Senate, Date 4-19-83 (P. 1328)  
Vote: Ayes 96 Nays 0 Vote: Ayes 42 Nays 4  
Approved May 31, 1983

### A BILL FOR

1 An Act establishing as the policy of the state that employees  
2 shall be paid at a rate based on comparable worth, providing  
3 for a study, and delaying the implementation of the policy.  
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

HOUSE FILE 313

H-3182

1 Amend House File 313 as follows:  
2 1. Page 1, line 31, by inserting after the word  
3 "study" the words "and a proposed date for the governor  
4 and the legislative council to submit recommendations  
5 to the appropriate committees of the general assembly".

BY MULLINS of Kossuth  
BLANSHAN of Greene  
KREWSON of Polk  
LAGESCHULTE of Bremer  
CARPENTER of Polk  
HAMMOND of Story  
ROSENBERG of Story

H-3182 FILED MARCH 2, 1983

*Adopted 3/4/83 (p. 600)*

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1 Section 1. 79.17 COMPENSATION BASED ON COMPARABLE WORTH.  
2 It is the policy of this state that a state department, board,  
3 commission or agency shall not discriminate in the employ-  
4 ment or pay between employees on the basis of gender by paying  
5 wages to its employees at a rate less than the rate at which  
6 the employer pays wages to employees of the opposite gender  
7 for work of comparable worth. "Comparable worth" means the  
8 value of work as measured by the composite of the skill,  
9 effort, responsibility, and working conditions normally re-  
10 quired in the performance of work.

11 Sec. 2. A study shall be conducted for the purpose of  
12 implementing section 1 of this Act. The study shall compare  
13 jobs under the Iowa merit system to determine equitable  
14 compensation relationships between and among job classes  
15 predominantly held by women, jobs predominantly held by men  
16 and jobs held by a balanced number of women and men in the  
17 Iowa merit system. The study shall be conducted within the  
18 limits of available funds and personnel and shall be supervised  
19 by the Iowa merit department. State agencies charged with  
20 the responsibility for administering various payroll systems  
21 shall cooperate with the Iowa merit department in carrying  
22 out this study. A contract with a private firm having  
23 expertise in personnel administration may be entered into  
24 to assist in carrying out this study.

25 The legislative council shall appoint a steering committee  
26 for the study with the governor or the governor's designee  
27 serving as a member of the steering committee.

28 The steering committee shall establish guidelines for  
29 carrying out the study in consultation with the Iowa merit  
30 employment department and shall set a date for the completion  
31 of the study. The steering committee, governor, and  
32 legislative council shall be furnished with data as requested  
33 from the study as well as the final report.

34 The Iowa merit employment department shall develop and  
35 submit to the governor and the legislative council an estimate

1 of the appropriation necessary for providing comparability  
 2 adjustments for classes in the study. The governor and the  
 3 legislative council shall review the comparison and proposed  
 4 appropriation and submit recommendations to the appropriate  
 5 committees of the general assembly for their consideration.

6 Sec. 3. Sections 1 and 2 of this Act are effective upon  
 7 publication; however, section 1 shall not be implemented un-  
 8 til the provisions of section 2 have been met and appropriate  
 9 legislation has become law.

10 Sec. 4. This Act, being deemed of immediate importance,  
 11 takes effect from and after its publication in The Jefferson  
 12 Bee, a newspaper published in Jefferson, Iowa, and in the  
 13 West Des Moines Express, a newspaper published in West Des  
 14 Moines, Iowa.

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#### EXPLANATION

16 This bill establishes as the policy of the state that a  
 17 state department, board, commission or agency shall not  
 18 discriminate in the employment or pay between employees on

HOUSE FILE 313

#### FISCAL NOTE

REQUESTED BY REPRESENTATIVE SWARTZ

In compliance with a written request received February 24, 1983,  
 there is hereby submitted a Fiscal Note for House File 313 pursuant to  
 Joint Rule 17. Background information used in developing this Fiscal  
 Note is available from the Legislative Fiscal Bureau, to members of  
 the Legislature upon request.

House File 313 establishes as the policy of the State that a state  
 department, board, commission or agency shall not discriminate in the  
 employment or pay between employees on the basis of gender. A study  
 is provided to carry out the policy. The Iowa Merit Employment  
 Department will be the primary agency to carry out the study and the  
 study will compare jobs within the State merit system.

Fiscal Effect: The long-range fiscal effect of this bill cannot be  
 determined until the study is completed. The short term effect will  
 be the cost of the study which is not yet known.

(1156H, 83-292, KMM)

SOURCE: IOWA MERIT EMPLOYMENT  
 FILED MARCH 2, 1983

BY DENNIS PROUTY, FISCAL DIRECTOR

LSB 1156H 70

sg/rr/8.2

3/9/83  
Do Pass 9/29 (p. 10/4)

State Government  
Bruner, Chair  
Drake  
Slater

HOUSE FILE 313

BY COMMITTEE ON STATE GOVERNMENT

(As Amended and Passed by the House)

Passed House, Date 5-10-83 (p. 1981) Passed Senate, Date 4-19-83 (p. 1328)

Vote: Ayes 98 Nays 0 Vote: Ayes 42 Nays 4

Approved May 31 1983  
*Motion to reconsider 4/20 (p. 1348) w/2 4/19 (p. 1660)*

# A BILL FOR

1 An Act establishing as the policy of the state that employees  
2 shall be paid at a rate based on comparable worth, providing  
3 for a study, and delaying the implementation of the policy.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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House Amendments

1 Section 1. 79.17 COMPENSATION BASED ON COMPARABLE WORTH.  
2 It is the policy of this state that a state department, board,  
3 commission or agency shall not discriminate in the employ-  
4 ment or pay between employees on the basis of gender by paying  
5 wages to its employees at a rate less than the rate at which  
6 the employer pays wages to employees of the opposite gender  
7 for work of comparable worth. "Comparable worth" means the  
8 value of work as measured by the composite of the skill,  
9 effort, responsibility, and working conditions normally re-  
10 quired in the performance of work.

11 Sec. 2. A study shall be conducted for the purpose of  
12 implementing section 1 of this Act. The study shall compare  
13 jobs under the Iowa merit system to determine equitable  
14 compensation relationships between and among job classes  
15 predominantly held by women, jobs predominantly held by men  
16 and jobs held by a balanced number of women and men in the  
17 Iowa merit system. The study shall be conducted within the  
18 limits of available funds and personnel and shall be supervised  
19 by the Iowa merit department. State agencies charged with  
20 the responsibility for administering various payroll systems  
21 shall cooperate with the Iowa merit department in carrying  
22 out this study. A contract with a private firm having  
23 expertise in personnel administration may be entered into  
24 to assist in carrying out this study.

25 The legislative council shall appoint a steering committee  
26 for the study with the governor or the governor's designee  
27 serving as a member of the steering committee.

28 The steering committee shall establish guidelines for  
29 carrying out the study in consultation with the Iowa merit  
30 employment department and shall set a date for the completion  
31 of the study and a proposed date for the governor and the  
32 legislative council to submit recommendations to the  
33 appropriate committees of the general assembly. The steering  
34 committee, governor, and legislative council shall be furnished  
35 with data as requested from the study as well as the final

1 report.

2 The Iowa merit employment department shall develop and  
3 submit to the governor and the legislative council an estimate  
4 of the appropriation necessary for providing comparability  
5 adjustments for classes in the study. The governor and the  
6 legislative council shall review the comparison and proposed  
7 appropriation and submit recommendations to the appropriate  
8 committees of the general assembly for their consideration.

9 Sec. 3. Sections 1 and 2 of this Act are effective upon  
10 publication; however, section 1 shall not be implemented un-  
11 til the provisions of section 2 have been met and appropriate  
12 legislation has become law.

13 Sec. 4. This Act, being deemed of immediate importance,  
14 takes effect from and after its publication in The Jefferson  
15 Bee, a newspaper published in Jefferson, Iowa, and in the  
16 West Des Moines Express, a newspaper published in West Des  
17 Moines, Iowa.

18  
19 HOUSE FILE 313  
FISCAL NOTE

20 REQUESTED BY SENATOR JUNKINS

In compliance with a written request there is hereby submitted a  
Fiscal Note for House File 313 as amended by S-3596 pursuant to Joint  
Rule 17.

House File 313, as amended by S-3596, establishes a policy of the  
state that a state department, board, commission or agency shall not  
discriminate in the employment or pay between employees on the basis  
of gender. A study shall be conducted and shall be supervised by the  
Iowa Merit Employment Commission. A contract with an independent,  
private firm having expertise in personnel administration will be  
negotiated to conduct a study.

Fiscal Impact: The long-range effect of this bill cannot be de-  
termined until the study is completed. The short-term effect will be  
the cost of the study. A survey of other states that have conducted  
the study has resulted in an estimated cost of \$150,000-250,000.

SOURCE: IOWA MERIT EMPLOYMENT

(1156.X02, 83-482, KMM)

FILED:  
APRIL 20, 1983

BY LEGISLATIVE FISCAL BUREAU  
DENNIS C. PROUTY, DIRECTOR

HOUSE FILE 313

S-3549

1 Amend House File 313 as amended, passed and reprint-  
2 ed by the House as follows:

3 1. Page 2, by striking lines 9 through 12 and in-  
4 serting in lieu thereof the following:

5 "Sec. 3. This Act shall not serve as a limitation  
6 on the provisions of chapter 601A, Code 1983, but shall  
7 be construed in harmony with chapter 601A and shall be  
8 construed liberally to effectuate its purpose."

S-3549 FILED  
APRIL 13, 1983

BY TOM MANN, JR.

*Cloned out of order 4/19/83 (p. 13-28)*

HOUSE FILE 313

S-3542

1 Amend House File 313, as amended, passed, and  
2 reprinted by the House, as follows:  
3 1. Page 1, by striking lines 25 through 27 and  
4 inserting in lieu thereof the following:  
5 "There is established a steering committee for  
6 the study which shall consist of nine members. The  
7 members shall be appointed as follows:  
8 1. The majority and minority leaders of the house  
9 of representatives shall each appoint one member.  
10 2. The majority and minority leaders of the senate  
11 shall each appoint one member.  
12 3. The governor shall appoint four members, two  
13 of whom shall be registered democrats and two of whom  
14 shall be registered republicans, subject to  
15 confirmation by the senate. The names of all persons  
16 appointed under this subsection shall be submitted  
17 to the senate not later than April 29, 1983.  
18 4. One additional member who shall be appointed  
19 and approved unanimously by the governor and the  
20 majority and minority leaders of the senate and the  
21 house of representatives and this member shall chair  
22 the committee.  
23 All members of the steering committee shall be  
24 appointed not later than thirty days from the effective  
25 date of this Act. The steering committee shall hold  
26 its organizational meeting not more than thirty days  
27 following the appointment of its membership. Public  
28 members of the steering committee shall receive a  
29 per diem of forty dollars and be reimbursed for their  
30 travel and other necessary expenses actually incurred  
31 in the performance of their official duties.  
32 Legislative members shall receive, when the general  
33 assembly is not in session, a per diem of forty dollars  
34 and their travel and other expenses incurred in the  
35 performance of their official duties from funds  
36 appropriated by section 2.12. Public employees who  
37 are members of the steering committee shall be  
38 reimbursed for travel and other expenses actually  
39 incurred in the performance of their official duties."

S-3542 FILED  
APRIL 12, 1983

BY RAY TAYLOR

*Out of order 4/19/83 (p. 1328)*

HOUSE FILE 313

S-3546

1 Amend House File 313 as amended, passed and re-  
2 printed by the House as follows:  
3 1. Page 2, by striking lines 9 through 12 and  
4 inserting in lieu thereof the following:  
5 "Sec. 3. This Act, shall not serve as a limitation  
6 on any existing state civil rights laws and shall be  
7 construed in harmony with present civil rights laws  
8 and be construed liberally to effectuate its purpose."

S-3546 FILED

BY TOM MANN, JR.

*Placed out of order 4/19 (p. 1328)*

S-3596

1 Amend House File 313, as amended, passed, and  
2 reprinted by the House, as follows:  
3 1. By striking everything after the enacting  
4 clause and inserting in lieu thereof the following:  
5 "Section 1. 79.17 COMPENSATION BASED ON COMPARABLE  
6 WORTH. It is the policy of this state that a state  
7 department, board, commission, or agency shall not  
8 discriminate in compensation for work of comparable  
9 worth between jobs held predominantly by women and  
10 jobs held predominantly by men. "Comparable worth"  
11 means the value of work as measured by the composite  
12 of the skill, effort, responsibility, and working  
13 conditions normally required in the performance of  
14 work.  
15 Sec. 2. A study shall be conducted for the purpose  
16 of establishing an evaluation of jobs under the merit  
17 employment system on the basis of their comparable  
18 worth, with particular attention given to jobs  
19 predominantly held by women and jobs predominantly  
20 held by men. As used in this section, "comparable  
21 worth" means the value of work as measured by the  
22 composite of skill, effort, responsibility, and working  
23 conditions normally required in the performance of  
24 work.  
25 The study shall be conducted within the limits  
26 of available funds and personnel and shall be  
27 supervised by the Iowa merit employment commission.  
28 State agencies charged with the responsibility of  
29 administering various payroll systems shall cooperate  
30 with the Iowa merit employment department in helping  
31 to carry out the study. Within the limits of available  
32 funds, a contract with an independent, private firm  
33 having expertise in personnel administration shall  
34 be negotiated to conduct the study.  
35 The legislative council shall appoint six persons  
36 to serve on a steering committee for the study, and  
37 the governor shall appoint a seventh member to the  
38 steering committee. The director of the Iowa merit  
39 employment department, the director of the Iowa civil  
40 rights commission, and the director of the Iowa  
41 commission on the status of women or their designees  
42 shall serve as advisors to the steering committee.  
43 The steering committee shall be responsible for  
44 approving the final form of any request for proposal  
45 for a contract with a private firm to perform the  
46 study, and shall select the private firm to conduct  
47 the study from those firms submitting proposals.  
48 In consultation with the Iowa merit employment  
49 department, the steering committee shall establish  
50 guidelines for carrying out the study and shall

1 establish a date for the completion of the study.  
2 The steering committee shall be furnished with data  
3 from the study and progress reports on the study,  
4 as the steering committee deems necessary. The final  
5 report of the study shall be submitted to the steering  
6 committee, the legislative council, and the governor.

7 The Iowa merit employment department shall develop  
8 and submit to the governor and the legislative council  
9 an estimate of the appropriations necessary to  
10 implement the comparability adjustments for employees  
11 under the Iowa merit employment system as presented  
12 in the final report of the study.

13 Within thirty days of the receipt of the final  
14 report, the steering committee shall make a  
15 recommendation to the governor and to the general  
16 assembly regarding the quality of the study and its  
17 adherence to the purposes of the study, any  
18 modifications that should be made to the findings  
19 of the study, and any additional investigations  
20 necessary to implement the policy set forth in section  
21 1 of this Act. The final report shall be considered  
22 to be accepted by the general assembly unless the  
23 general assembly, prior to the close of the legislative  
24 session during which it receives the recommendations  
25 of the steering committee, by joint resolution takes  
26 action to specify deficiencies in the report's findings  
27 and make recommendations to correct these deficiencies  
28 through revisions to the report or through further  
29 legislative actions.

30 Sec. 3. This Act shall not serve as a limitation  
31 on the provisions of chapter 601A but it shall be  
32 construed in harmony with chapter 601A and shall be  
33 construed liberally to effectuate its purpose.

34 Sec. 4. This Act, being deemed of immediate  
35 importance, takes effect from and after its publication  
36 in The Jefferson Bee, a newspaper published in  
37 Jefferson, Iowa, and the West Des Moines Express,  
38 a newspaper published in West Des Moines, Iowa.  
39 However, section 1 of this Act does not take effect  
40 until July 1, 1984."

S-3596 FILED  
APRIL 18, 1983

BY CHARLES BRUNER  
DOUG RITSEMA  
TOM MANN

JULIA GENTLEMAN  
TOM SLATER

*Adopted as amended by 36194  
2621 4/19/83 (p. 1328)*

HOUSE FILE 313

S-3624

1 Amend the amendment, S-3596, to House File 313,  
2 as amended, passed, and reprinted by the House, as  
3 follows:  
4 1. Page 1, by striking lines 35 through 42 and  
5 inserting in lieu thereof the following:  
6 "There is established a steering committee for  
7 the study consisting of nine members. The members  
8 shall include the following:  
9 1. Four members who are appointed by the  
10 legislative council.  
11 2. The director of the Iowa merit employment  
12 department, the director of the Iowa civil rights  
13 commission, and the director of the Iowa commission  
14 on the status of women, or their respective designees.  
15 3. One member who is appointed and approved  
16 unanimously by the governor and the legislative council  
17 who shall serve as chair of the committee.  
18 4. One member who is appointed by the governor.  
19 All members of the steering committee shall be  
20 appointed not later than thirty days from the effective  
21 date of this Act. The steering committee shall hold  
22 its organizational meeting not more than thirty days  
23 following the appointment of its membership. Public  
24 members of the steering committee shall receive a  
25 per diem of forty dollars and be reimbursed for their  
26 travel and other necessary expenses actually incurred  
27 in the performance of their official duties.  
28 Legislative members shall receive, when the general  
29 assembly is not in session, a per diem of forty dollars  
30 and their travel and other expenses incurred in the  
31 performance of their official duties from funds  
32 appropriated by section 2.12. Public employees who  
33 are members of the steering committee shall be  
34 reimbursed for travel and other expenses actually  
35 incurred in the performance of their official duties."

S-3624 FILED & LOST BY RAY TAYLOR  
APRIL 19, 1983 (p. 1327)

HOUSE FILE 313

S-3606

- 1 Amend amendment S-3596, as amended, passed, and
- 2 reprinted by the House, as follows:
- 3 1. Page 2, by striking lines 13 through 29.

S-3606 FILED

BY ARTHUR SMALL, JR.

APRIL 19, 1983

CHARLES BRUNER

RULED OUT OF ORDER (p. 1327)

HOUSE FILE 313

S-3619

- 1 Amend the amendment S-3596, to House File 313 as
- 2 amended, passed and reprinted by the House as follows:
- 3 1. Page 2, by striking lines 13 through 29.

S-3619 FILED & ADOPTED

BY ARTHUR A. SMALL, JR.

APRIL 19, 1983 (p. 1327)

CHARLES BRUNER

HOUSE FILE 313

S-3621

- 1 Amend amendment S-3596 to House File 313, as
- 2 amended, passed, and reprinted by the House,
- 3 as follows:
- 4 1. Page 1, line 27, by striking the word
- 5 "commission" and inserting in lieu thereof the
- 6 word "department".

S-3621 FILED & ADOPTED

BY JULIA GENTLEMAN

APRIL 19, 1983 (p. 1327)

SENATE AMENDMENT TO HOUSE FILE 313

H-4113

1 Amend House File 313, as amended, passed, and  
2 reprinted by the House, as follows:

3 1. By striking everything after the enacting  
4 clause and inserting in lieu thereof the following:

5 "Section 1. 79.17 COMPENSATION BASED ON COMPARABLE  
6 WORTH. It is the policy of this state that a state  
7 department, board, commission, or agency shall not  
8 discriminate in compensation for work of comparable  
9 worth between jobs held predominantly by women and  
10 jobs held predominantly by men. "Comparable worth"  
11 means the value of work as measured by the composite  
12 of the skill, effort, responsibility, and working  
13 conditions normally required in the performance of  
14 work.

15 Sec. 2. A study shall be conducted for the purpose  
16 of establishing an evaluation of jobs under the merit  
17 employment system on the basis of their comparable  
18 worth, with particular attention given to jobs  
19 predominantly held by women and jobs predominantly  
20 held by men. As used in this section, "comparable  
21 worth" means the value of work as measured by the  
22 composite of skill, effort, responsibility, and working  
23 conditions normally required in the performance of  
24 work.

25 The study shall be conducted within the limits  
26 of available funds and personnel and shall be  
27 supervised by the Iowa merit employment department.  
28 State agencies charged with the responsibility of  
29 administering various payroll systems shall cooperate  
30 with the Iowa merit employment department in helping  
31 to carry out the study. Within the limits of available  
32 funds, a contract with an independent, private firm  
33 having expertise in personnel administration shall  
34 be negotiated to conduct the study.

35 The legislative council shall appoint six persons  
36 to serve on a steering committee for the study, and  
37 the governor shall appoint a seventh member to the  
38 steering committee. The director of the Iowa merit  
39 employment department, the director of the Iowa civil  
40 rights commission, and the director of the Iowa  
41 commission on the status of women or their designees  
42 shall serve as advisors to the steering committee.  
43 The steering committee shall be responsible for  
44 approving the final form of any request for proposal  
45 for a contract with a private firm to perform the  
46 study, and shall select the private firm to conduct  
47 the study from those firms submitting proposals.

48 In consultation with the Iowa merit employment  
49 department, the steering committee shall establish  
50 guidelines for carrying out the study and shall

MAY 10, 1983  
PAGE TWELVE

H-4113  
Page Two

1 establish a date for the completion of the study.  
2 The steering committee shall be furnished with data  
3 from the study and progress reports on the study,  
4 as the steering committee deems necessary. The final  
5 report of the study shall be submitted to the steering  
6 committee, the legislative council, and the governor.

7 The Iowa merit employment department shall develop  
8 and submit to the governor and the legislative council  
9 an estimate of the appropriations necessary to  
10 implement the comparability adjustments for employees  
11 under the Iowa merit employment system as presented  
12 in the final report of the study.

13 Sec. 3. This Act shall not serve as a limitation  
14 on the provisions of chapter 601A but it shall be  
15 construed in harmony with chapter 601A and shall be  
16 construed liberally to effectuate its purpose.

17 Sec. 4. This Act, being deemed of immediate  
18 importance, takes effect from and after its publication  
19 in The Jefferson Bee, a newspaper published in  
20 Jefferson, Iowa, and the West Des Moines Express,  
21 a newspaper published in West Des Moines, Iowa.  
22 However, section 1 of this Act does not take effect  
23 until July 1, 1984."

H-4113 FILED MAY 9, 1983

RECEIVED FROM THE SENATE

*House concurred 5/10/83 (p. 1981)*

HOUSE FILE 313

AN ACT

ESTABLISHING AS THE POLICY OF THE STATE THAT EMPLOYEES SHALL BE PAID AT A RATE BASED ON COMPARABLE WORTH, PROVIDING FOR A STUDY, AND DELAYING THE IMPLEMENTATION OF THE POLICY.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

Section 1. 79.17 COMPENSATION BASED ON COMPARABLE WORTH. It is the policy of this state that a state department, board, commission, or agency shall not discriminate in compensation for work of comparable worth between jobs held predominantly by women and jobs held predominantly by men. "Comparable worth" means the value of work as measured by the composite of the skill, effort, responsibility, and working conditions normally required in the performance of work.

Sec. 2. A study shall be conducted for the purpose of establishing an evaluation of jobs under the merit employment system on the basis of their comparable worth, with particular attention given to jobs predominantly held by women and jobs predominantly held by men. As used in this section, "comparable worth" means the value of work as measured by the composite of skill, effort, responsibility, and working conditions normally required in the performance of work.

The study shall be conducted within the limits of available funds and personnel and shall be supervised by the Iowa merit employment department. State agencies charged with the responsibility of administering various payroll systems shall cooperate with the Iowa merit employment department in helping to carry out the study. Within the limits of available funds, a contract with an independent, private firm having expertise

in personnel administration shall be negotiated to conduct the study.

The legislative council shall appoint six persons to serve on a steering committee for the study, and the governor shall appoint a seventh member to the steering committee. The director of the Iowa merit employment department, the director of the Iowa civil rights commission, and the director of the Iowa commission on the status of women or their designees shall serve as advisors to the steering committee. The steering committee shall be responsible for approving the final form of any request for proposal for a contract with a private firm to perform the study, and shall select the private firm to conduct the study from those firms submitting proposals.

In consultation with the Iowa merit employment department, the steering committee shall establish guidelines for carrying out the study and shall establish a date for the completion of the study. The steering committee shall be furnished with data from the study and progress reports on the study, as the steering committee deems necessary. The final report of the study shall be submitted to the steering committee, the legislative council, and the governor.

The Iowa merit employment department shall develop and submit to the governor and the legislative council an estimate of the appropriations necessary to implement the comparability adjustments for employees under the Iowa merit employment system as presented in the final report of the study.

Sec. 3. This Act shall not serve as a limitation on the provisions of chapter 601A but it shall be construed in harmony with chapter 601A and shall be construed liberally to effectuate its purpose.

Sec. 4. This Act, being deemed of immediate importance, takes effect from and after its publication in The Jefferson Bee, a newspaper published in Jefferson, Iowa, and the West Des Moines Express, a newspaper published in West Des Moines,

Iowa. However, section 1 of this Act does not take effect until July 1, 1984.

---

DONALD D. AVENSON  
Speaker of the House

---

ROBERT T. ANDERSON  
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 313, Seventieth General Assembly.

---

JOSEPH O'HERN  
Chief Clerk of the House

Approved May 31, 1983

---

TERRY E. BRANSTAD  
Governor