

Finance Bill 4/18 (p. 1622)
Appropriation 4/19

Reprinted 4/20

FILED APR 17 1984

SENATE FILE 2359

BY COMMITTEE ON APPROPRIATIONS

(FORMERLY SSB 2271)

Approved 4/17 (p. 1610)

Passed Senate, Date 4-19-84 (p. 1673) Passed House, Date 4-20-84 (p. 2413)

Vote: Ayes 43 Nays 6 Vote: Ayes 97 Nays 0

Approved Item Veto 5/20/84

A BILL FOR

1 An Act establishing comparable worth salary adjustments for
2 state employees and making supplemental appropriations
3 for salary adjustments and implementation.

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

- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25

S. 2359

1 Section 1. For the purpose of funding implementation of
2 comparable worth salary adjustments as provided for in sections
3 3 and 6 of this Act, subject to the limitations in subsection
4 5 of this section:

5 1. There is appropriated from the general fund of the
6 state to the salary adjustment fund established in section
7 8.43, for the fiscal year beginning July 1, 1984, and ending
8 June 30, 1985, the amount necessary to be distributed to the
9 various departments to supplement other funds appropriated
10 by the general assembly, to provide the salary adjustments
11 required by this Act to the extent the salaries are payable
12 by the state.

13 2. There is appropriated from the road use tax fund of
14 the state to the state department of transportation for the
15 fiscal year beginning July 1, 1984, and ending June 30, 1985,
16 the amount necessary to supplement other funds appropriated
17 by the general assembly, to provide the salary adjustments
18 required by this Act to the extent the salaries are payable
19 by the state.

20 3. There is appropriated from the primary road fund to
21 the state department of transportation for the fiscal year
22 beginning July 1, 1984, and ending June 30, 1985, the amount
23 necessary to supplement other funds appropriated by the general
24 assembly, to provide the salary adjustments required by this
25 Act to the extent the salaries are payable by the state.

26 4. To departmental revolving, trust, or special funds,
27 except for the road use tax fund or the primary road fund,
28 for which the general assembly has established an operating
29 budget, a supplemental authorization is provided, unless
30 otherwise provided, in an amount necessary to fund salary
31 adjustments required by this Act, to the extent the salaries
32 are payable by the state.

33 5. The total cost of the salary adjustments, including
34 fringe benefits, made under this Act for the fiscal year be-
35 ginning July 1, 1984, and ending June 30, 1985, to employees

1 in the merit system shall not exceed ten million dollars.
2 The net effect on the general fund of the state of the salary
3 adjustments, including fringe benefits, made under this Act
4 for the fiscal year beginning July 1, 1984, and ending June
5 30, 1985, shall not exceed five million dollars.

6 6. All federal grants to and federal receipts of the
7 agencies affected by this Act which are received and may be
8 expended for the purposes of this Act are appropriated for
9 such purposes and as set forth in the federal grants or
10 receipts.

11 Sec. 2. In making the adjustments to the state merit
12 system pay plan necessary to begin implementation of House
13 File 313, 1983 Iowa Acts, chapter 170, the Iowa merit
14 employment department shall take into consideration the data
15 compiled by the comparable worth steering committee authorized
16 by House File 313, as well as any other data relevant to the
17 state's policy of comparable worth.

18 Sec. 3. The adjustments to the state merit system pay
19 plan for fiscal year 1985 for the purpose of implementing
20 House File 313 shall take effect in fiscal year 1985. The
21 state comptroller's office shall determine the earliest pay
22 period after December 31, 1984, that the adjustments may be
23 put into effect subject to the limitations of funds provided
24 in section 1 of this Act. The department shall place those
25 adjustments into effect for noncontractual employees under
26 the state merit system as provided in section 2 of this Act
27 for the earliest pay period in 1985 as determined by the state
28 comptroller and subsequent pay periods during the fiscal year.
29 Other funds available under section 1 of this Act shall be
30 available to meet any negotiated agreements reached under
31 section 4 of this Act.

32 Sec. 4. CONTRACTUAL EMPLOYEES. For contractual employees
33 under the state merit system, the governor has the prerogative
34 to reopen negotiations with the affected bargaining units
35 under chapter 20 for the limited purpose of addressing issues

1 involving the implementation of comparable worth adjustments.

2 It is the intent of the general assembly that, if
3 negotiations are reopened, the negotiations be limited to
4 the following subject areas:

5 1. Determination of the method for dealing with job titles
6 whose current pay grades are below the comparable worth pay
7 grades, consistent with the process established by the Iowa
8 merit employment department for noncontractual employees.

9 2. Establishment of a means of implementing the fiscal
10 year 1985 comparable worth adjustments for affected contractual
11 employers, consistent with the mechanism for implementation
12 for noncontractual employees established by the Iowa merit
13 employment department.

14 Appropriations made to implement the comparable worth
15 adjustments as provided in section 1 of this Act shall be
16 in addition to appropriations made to implement a collective
17 bargaining agreement negotiated, consistent with chapter 20,
18 between the state and the state's employees for fiscal year
19 1985.

20 Sec. 5. The Iowa merit employment department shall report
21 to the governor and the legislative council by December 15,
22 1984, on (1) the evaluation system it will use to implement
23 House File 313; (2) the method it will use to assign
24 classifications to pay grades in order to implement the results
25 of the evaluation study; (3) the process by which employees
26 may appeal such pay grade assignments; (4) the process by
27 which the first phase of implementation of comparable worth
28 adjustments will take place in fiscal year 1985; and (5) its
29 plan for final implementation of the new evaluation system.

30 Sec. 6. Agencies with positions which are exempt or
31 partially exempt from the state merit system shall also report
32 to the governor and the legislative council by December 15,
33 1984, on the degree to which the salary plans covering posi-
34 tions substantially equivalent to those in the state merit
35 system comply with the provisions of House File 313. Such

1 reports should include (1) a plan for implementation in fiscal
2 year 1985 of comparable worth salary adjustments, if necessary,
3 as well as a plan for any additional adjustments which will
4 be needed to bring the agency into compliance with House File
5 313 and (2) the amount of appropriations provided for in sec-
6 tion 1 needed for any such adjustments necessary to be made
7 in fiscal year 1985.

8 Sec. 7. Of the funds appropriated by section 1 of this
9 Act, one hundred thousand (100,000) dollars shall be available
10 to the Iowa merit employment department for development and
11 implementation of salary adjustments provided in this Act.
12 An additional fifty thousand (50,000) dollars shall be avail-
13 able for agencies with positions wholly or partially exempted
14 from the merit system upon a showing to the state comptroller
15 that it is needed for development and implementation of salary
16 adjustments provided in this Act.

17 EXPLANATION

18 This bill appropriates moneys for the 1985 fiscal year
19 to the salary adjustment fund, the state department of
20 transportation, and special funds for the purpose of salary
21 adjustments to implement comparable worth under House File
22 313, 1983 Iowa Acts, chapter 170. The total cost of salary
23 adjustments in fiscal year 1985 is limited to \$10 million
24 and the net effect on the general fund is limited to \$5
25 million. Federal moneys are also appropriated.

26 The Iowa merit employment department is directed to con-
27 sider the data compiled by the comparable worth steering
28 committee under House File 313, as well as other available
29 data, in implementing salary adjustments.

30 The salary adjustments are to begin as soon as possible
31 after December 31, 1984. The governor's authority to reopen
32 collective bargaining negotiations for the limited purpose
33 of comparable worth implementation is recognized.

34 Merit employment department is directed to report by
35 December 15, 1984, on its methods, processes, and plans for

1 implementation, and agencies with exempt positions are to
2 report by the same date on plans for implementation and moneys
3 needs.

4 Additional appropriations are made of \$100,000 to Iowa
5 merit employment department for implementation and \$50,000
6 to agencies with exempt positions.

7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

-6007

1 Amend amendment S-5989 to Senate File 2359 as
2 follows:

3 1. By striking page 1, line 4 through page 3,
4 line 39, and inserting in lieu thereof the following:

5 "Section 1. COMPARABLE WORTH SALARY ADJUSTMENTS.

6 In making the adjustments to the state merit system
7 pay plan necessary to begin implementation of House
8 File 313, 1983 Iowa Acts, chapter 170, the data
9 compiled by the comparable worth steering committee
10 authorized by House File 313 shall be taken into
11 consideration, as well as any other data relevant
12 to the state's policy of comparable worth.

13 Sec. 2. APPEALS. Employees shall be permitted
14 to appeal the assignment of their classifications
15 to pay grades by methods established under chapter
16 19A or as negotiated under chapter 20, as applicable."

17 2. Page 4, line 1, by striking the word "review"
18 and inserting in lieu thereof the word "appeal".

19 3. Page 4, by striking lines 2 through 5.

20 4. Page 4, by striking lines 16 through 18 and
21 inserting in lieu thereof the following: "has the
22 prerogative to negotiate supplemental salary
23 adjustments with the affected bargaining units under
24 chapter 20 for the sole purpose of addressing issues
25 involving the implementation of comparable worth
26 adjustments."

27 5. Page 4, line 28, by striking the word "review"
28 and inserting in lieu thereof the word "appeal".

29 6. Page 4, line 43, by inserting before the word
30 "department" the words "Iowa merit employment".

31 7. By striking page 5, line 2 through page 6,
32 line 23, and inserting in lieu thereof the following:

33 "Sec. 6. COMPARABLE WORTH IMPLEMENTATION COMMITTEE.

34 A comparable worth implementation committee is
35 established to make recommendations regarding the
36 further implementation of comparable worth adjustments
37 in accordance with 1983 Iowa Acts, chapter 170. The
38 committee shall be composed of nine members, two to
39 be appointed by the governor, one of whom shall be
40 appointed to represent the bargaining units involved
41 in negotiations under section 2 of this Act, and four
42 legislative members to be appointed by the legislative
43 council. Appointments shall be made not later than
44 June 1, 1984. The director of the Iowa merit
45 employment department, the director of the Iowa civil
46 rights commission, and the director of the Iowa
47 commission on the status of women or their designees
48 shall also serve as voting members of the committee.

49 Legislative members of the committee are entitled
50 to per diem and expenses as provided for interim study

1 committee members in section 2.44. Public members
 2 who are not public employees are entitled to a per
 3 diem of forty dollars for attending committee meetings.
 4 Public members and public employee members are entitled
 5 to reimbursement for travel and other necessary
 6 expenses actually incurred in the performance of their
 7 duties on the committee. Payment for authorized per
 8 diem and expenses shall be made as provided in section
 9 2.12.

A 10 The committee shall make recommendations to the
 11 governor, the legislative council, and the general
 12 assembly by January 1, 1985, regarding further
 13 implementation of the comparable worth adjustments,
 14 which shall include estimates of appropriations needed
 15 for further implementation."

16 8. Page 7, line 27, by striking the word "review"
 17 and inserting in lieu thereof the word
 18 "implementation".

19 9. Page 7, by striking lines 30 through 34 and
 20 inserting in lieu thereof the following: "be
 21 necessary. The committee may contract with outside
 22 personnel or with state agencies".

23 10. Page 7, line 38, by striking the word "review"
 24 and inserting in lieu thereof the word
 25 "implementation".

26 11. Page 7, by striking line 44.

27 12. Page 8, by striking lines 19 through 24 and
 28 inserting in lieu thereof the following:
 29 "recommendations made by the committee under section
 30 6 of this Act, and with initiation of adjustments
 31 for other state employees, for the fiscal year
 32 beginning".

33 13. Page 8, by striking lines 36 through 38 and
 34 inserting in lieu thereof the words "the word
 35 "employees" the words "and a comparable worth
 36 implementation committee,"."

S-6007 FILED BY JULIA B. GENTLEMAN
 APRIL 19, 1984
 DIVISION A - LOST *p. 1669*
 DIVISION B - ADOPTED

SENATE FILE 2359

1 Amend S-3989 to Senate File 2359 as follows:
 2 1. Page 5, line 33, by inserting after the
 3 word "regents," the words "and the judicial
 4 department".
 5 2. Page 7, line 45, by inserting after the
 6 word "regents " the words "and the judicial
 7 department".
 8 3. Page 8, by inserting after line 8 the
 9 following new sentence: "Notwithstanding
 10 sections 602.1204, 602.1208, 602.1209, and
 11 602.1401 of the Iowa Code, the provisions of
 12 this section of this Act shall be applicable to
 13 the judicial department."

S-6006 FILED & ADOPTED BY CHARLES BRUNER
 APRIL 19, 1984 (*p. 1670*) ARTHUR SMALL JR.



995

1 Amend Senate File 2359 as follows:

2 1. By striking page 1, line 1 through page 2,
3 line 6, and inserting in lieu thereof the following:
4 "Section 1. There is appropriated for the fiscal
5 year beginning July 1, 1984 and ending June 30, 1985
6 the following amounts, or so much thereof as may be
7 necessary, to the state comptroller for the purpose
8 of funding implementation of comparable worth salary
9 adjustments consistent with chapters 19A and 20,
10 giving particular attention to female-dominated job
11 classes.

- 12 1. From the general fund of the state \$5,000,000
- 13 2. From the road use tax fund 150,000
- 14 3. From the primary road fund 135,000

15 The appropriations from the road use tax fund and
16 the primary road fund shall be used only for salary
17 adjustments for employees of the state department
18 of transportation.

19 For departmental revolving, trust, or special
20 funds, except for the primary road fund or the road
21 use tax fund, for which the general assembly has
22 established an operating budget, a supplemental
23 authorization is provided for those funds, unless
24 otherwise provided, in an amount necessary to fund
25 comparable worth salary adjustments provided under
26 this Act.

27 All federal grants to and federal receipts of the".

28 2. Page 2, by striking lines 13 and 14 and
29 inserting in lieu thereof the following: "File 313,
30 1983 Iowa Acts, chapter 170, for contractual employees,
31 the governor has the prerogative to negotiate
32 supplemental salary adjustments with the affected
33 bargaining units under chapter 20 for the sole purpose
34 of addressing issues involving the implementation
35 of comparable worth adjustments for female-dominated
36 job classes, as provided in section 4 of this Act.
37 The negotiations shall take into consideration the
38 data".

39 3. Page 2, line 24, by inserting before the word
40 "department" the words "Iowa merit employment".

41 4. Page 2, line 26, by striking the words "as
42 provided in" and inserting in lieu thereof the words
43 "in a manner consistent with the process developed
44 for contractual employees under".

45 5. By striking page 2, line 29 through page 3,
46 line 3, and inserting in lieu thereof the following:
47 "Sec. 4. Negotiations under section 2 of this
48 Act shall be limited to".

49 6. Page 3, by striking lines 7 and 8 and inserting
50 in lieu thereof the words "grades.".

S-5995
PAGE 2

1 7. Page 3, by striking lines 11 through 13 and
2 inserting in lieu thereof the following: "employers.

3 3. Establishment of an appeals procedure for con-
4 tractual employees to effect reconsideration of the
5 placement of an employee's job class within a
6 comparable worth pay grade."

7 8. Page 3, by striking lines 20 through 29 and
8 inserting in lieu thereof the following:

9 "Sec. 5. A comparable worth implementation
10 committee is established to make recommendations
11 regarding the further implementation of comparable
12 worth adjustments in accordance with 1983 Iowa Acts,
13 chapter 170. The committee shall be composed of nine
14 members, two to be appointed by the governor, one
15 of whom shall be appointed to represent the bargaining
16 units involved in negotiations under section 2 of
17 this Act, and four legislative members to be appointed
18 by the legislative council. Appointments shall be
19 made not later than June 1, 1984. The director of
20 the Iowa merit employment department, the director
21 of the Iowa civil rights commission, and the director
22 of the Iowa commission on the status of women or their
23 designees shall also serve as voting members of the
24 committee.

25 Legislative members of the committee are entitled
26 to per diem and expenses as provided for interim study
27 committee members in section 2.44. Public members
28 who are not public employees are entitled to a per
29 diem of forty dollars for attending committee meetings.
30 Public members and public employee members are entitled
31 to reimbursement for travel and other necessary
32 expenses actually incurred in the performance of their
33 duties on the committee. Payment for authorized per
34 diem and expenses shall be made as provided in section
35 2.12.

36 The committee shall make recommendations to the
37 governor, the legislative council, and the general
38 assembly by January 1, 1985, regarding further
39 implementation of the comparable worth adjustments,
40 which shall include estimates of appropriations needed
41 for further implementation."

42 8. Page 4, by striking lines 8 through 16 and
43 inserting in lieu thereof the following:

44 "Sec. 7. There is appropriated for the fiscal
45 year beginning July 1, 1984, and ending June 30, 1985,
46 from the general fund of the state to the Iowa merit
47 employment department, the sum of one hundred thousand
48 (100,000) dollars for implementation of comparable
49 worth salary adjustments for female-dominated job
50 classes, as provided in this Act.

S-5995
PAGE 3

1 Sec. 8. The intent of the general assembly is
2 that comparable worth salary adjustments for female-
3 dominated job classes shall be fully implemented and
4 funded as soon as sound fiscal practices permit, in
5 order to carry out the policy expressed in section
6 79.18."

7 9. Amend the title, line 2, by inserting after
8 the word "employees" the words "and a comparable worth
9 implementation committee,".

S-5995 FILED BY JULIA B. GENTLEMAN
APRIL 19, 1984
RULED OUT OF ORDER (p. 1672)

SENATE FILE 2359

S-5994

1 Amend amendment S-5989 to Senate File 2359
2 as follows:

3 1. Page 7, by inserting after line 46 the
4 following new subsection:

5 "9. There is appropriated from the general
6 fund of the state to the Iowa merit employment
7 department, in addition to other funds approp-
8 riated by the general assembly, for the fiscal
9 year beginning July 1, 1984 and ending June 30,
10 1985, the sum of fifty thousand (50,000) dollars,
11 or so much thereof as may be necessary, to
12 fulfill its responsibilities under section 6,
13 subsections 4 through 7 of this Act and to
14 assist the review committee in performing its
15 functions."

S-5994 FILED & ADOPTED BY CHARLES BRUNER
APRIL 19, 1984 (p. 1673)

SENATE FILE 2359

5989

1 Amend Senate File 2359 as follows:

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

4 "Section 1. DEFINITIONS. As used in this Act:

5 1. "Comparable worth pay grade" means the pay
6 grade as determined by the factor determined score
7 for the job title as finally determined after
8 completion of the review process as outlined in this
9 Act, and the appropriate pay grade position for that
10 factor determined score on the following scale:

11	Factor Determined	
12	<u>Score Range:</u>	<u>Pay Grade</u>
13	137--147	10
14	148--158	11
15	159--169	12
16	170--180	13
17	181--191	14
18	192--202	15
19	203--213	16
20	214--224	17
21	225--236	18
22	237--248	19
23	249--261	20
24	262--275	21
25	276--289	22
26	290--304	23
27	305--320	24
28	321--336	25
29	337--354	26
30	355--372	27
31	373--392	28
32	393--412	29
33	413--433	30
34	434--456	31
35	457--480	32
36	481--504	33
37	505--531	34
38	532--558	35
39	559--587	36
40	588--618	37
41	619--650	38
42	651--684	39
43	685--719	40
44	720--757	41
45	758--796	42
46	797--837	43

47 However, if there is a change in the total of all
48 factor determined scores for all job titles of more
49 than two percent as a result of decisions following
50 reviews, the maximum factor determined score for each

S-5989
PAGE 2

1 pay grade shall be adjusted by a percentage change
2 equal to the percentage change in the total of all
3 factor determined scores for all job titles prior
4 and subsequent to the review process, rounded to the
5 nearest whole number.

6 2. "Factor score" means the point score received
7 by a job title on any of the thirteen factors in the
8 study, as developed by the study commissioned under
9 1983 Iowa Acts, chapter 170, section 2.

10 3. "Factor determined score" means the score for
11 a job title determined by adding the factor scores
12 received for the job title on each of the thirteen
13 factors.

14 4. "Job title" means one or more positions which
15 are sufficiently similar in duties and responsibilities
16 that each position requires the same minimum
17 qualifications and can be filled based on substantially
18 the same test of ability or fitness, and that the
19 same pay grade can be applied with equity to the
20 positions.

21 5. "Net effect on the general fund" means the
22 total revenue outlay from the general fund, subtracting
23 revenues to the state from other sources which directly
24 defray the revenue outlay from the state.

25 Sec. 2. EMPLOYEE PARTICIPATION IN FACTOR SCORE
26 REVIEW AND FINAL RATIFICATION OF FACTOR DETERMINED
27 SCORES.

28 1. Any employee subject to the Iowa merit system
29 may request review of the factor scores or the factor
30 determined score that employee's job title received.
31 Requests for review by more than one employee within
32 a job title shall be considered together, and a request
33 for review by one or more employees within a job title
34 shall be considered as a request on behalf of all
35 employees in that job title.

36 2. The Iowa merit employment department on its
37 own initiative may request review of factor scores
38 on any job titles under the merit system. These
39 requests for review shall be delineated by the Iowa
40 merit employment department and shall be available
41 to merit employees no later than June 1, 1984 and
42 prior to the notice in subsection 3. The delineation
43 shall include a description of the reasons the factor
44 scores should be reviewed and the Iowa merit employment
45 department's recommendations for changing the factor
46 scores.

47 3. Employees shall be notified of their right
48 to request review of their factor scores and factor
49 determined scores with one or more biweekly pay checks.
50 The Iowa merit employment department shall devise

1 "request for review" forms based upon the
2 recommendations of the study commissioned under 1983
3 Iowa Acts, chapter 170, section 2. The department
4 shall make "request for review" forms available to
5 all departments and agencies with employees subject
6 to the merit system and shall make the forms available
7 to individual employees upon request. Employees
8 shall be provided access to complete information re-
9 garding the study and the methods for determining
10 factor scores in the system.

11 4. Employees shall have not less than four weeks
12 from the time the first notice of the right to request
13 review is distributed in which to file a request for
14 review. The department shall notify employees who
15 file incomplete or incorrect requests for review,
16 and shall assist them to complete and file the forms
17 correctly.

18 5. Review teams shall be constituted to represent
19 all types of employees in the merit system, and shall
20 include representation from contractual as well as
21 noncontractual employees. Teams shall be trained
22 in the job evaluation system and, in reviewing job
23 titles, shall review employee and department "request
24 for review" forms as well as all materials used in
25 initially setting the factor scores.

26 6. Each job title for which requests for review
27 are filed under subsections 1 through 4 shall be
28 reviewed by a review team. If the review team
29 disagrees with the initial factor score, a second
30 review team shall examine the factor score as
31 determined initially and by the first review team
32 and shall make a final decision as to that factor
33 score.

34 7. Subsection 5 shall be conducted with the review
35 and comment of the comparable worth review committee
36 established in section 6 of this Act and subsections
37 5 and 6 shall be conducted under the supervision and
38 approval of the Iowa civil rights commission. All
39 reviews shall be completed by November 1, 1984.

40 Sec. 3. NONCONTRACTUAL EMPLOYEES. For
41 noncontractual employees under the state merit system,
42 the following implementation schedule applies for
43 the initial phase of comparable worth adjustments:

44 1. In implementing the first phase of comparable
45 worth adjustments, employees in job titles whose
46 current pay grade is below the comparable worth pay
47 grade shall be adjusted upward to their comparable
48 worth pay grade. However, no job titles shall be
49 raised above pay grade thirty-two under the initial
50 implementation process. This implementation shall

S-5989
PAGE 4

1 only be done after completion of the review process.
2 2. In implementing the first phase of comparable
3 worth adjustments, employees whose pay grades will
4 be increased shall retain their merit step positions
5 when those adjustments are made.

6 3. Comparable worth adjustments made in the first
7 phase shall be implemented on or after January 1,
8 1985, with implementation at the earliest pay period
9 possible subject to the limitations in funding pro-
10 vided in section 7 of this Act. The amount of funds
11 available under section 7 of this Act for employees
12 covered under this section shall be determined in
13 accordance with section 5 of this Act.

14 Sec. 4. CONTRACTUAL EMPLOYEES. For contractual
15 employees under the state merit system, the governor
16 and the certified bargaining representatives shall
17 implement comparable worth consistent with the
18 provisions of chapter 20.

19 Appropriations made to implement the comparable
20 worth adjustments as provided in section 7 of this
21 Act and to complete the comparable worth adjustments
22 as provided for in section 8 of this Act, shall be
23 separate and distinct from any appropriations made
24 to implement a collective bargaining agreement
25 negotiated, consistent with chapter 20, between the
26 state and the state's employees.

27 Sec. 5. DISTRIBUTION OF FUNDS. Upon completion
28 of the review process as established in section 2
29 of this Act, the state comptroller's office, in
30 consultation with the legislative fiscal bureau, shall
31 determine the total biweekly salary costs for
32 implementing the first phase of comparable worth
33 adjustments, if the adjustments for all employees,
34 both contractual and noncontractual, under the merit
35 system were to be made in accordance with section
36 3, subsections 1 and 2 of this Act, and shall determine
37 the net effect on the general fund for these
38 adjustments.

39 The state comptroller's office shall determine
40 the earliest pay period after December 31, 1984, that
41 the adjustments may be put into effect subject to
42 the limitations of funds provided in section 7 of
43 this Act. The department shall place those adjustments
44 into effect for noncontractual employees under the
45 state merit system as provided in section 3 of this
46 Act for the earliest pay period in 1985 as determined
47 by the state comptroller and subsequent pay periods
48 during the fiscal year. Other funds available under
49 section 7 of this Act shall be available to meet any
50 negotiated agreements reached under section 4 of this

5989
PAGE 5

1 Act.

2 Sec. 6. COMPARABLE WORTH REVIEW COMMITTEE AND
3 FINAL IMPLEMENTATION. There is established a
4 comparable worth review committee to oversee the
5 review process as provided in section 2 of this Act
6 and to make recommendations regarding the completion
7 of the implementation of comparable worth adjustments
8 in accordance with 1983 Iowa Acts, chapter 170. The
9 committee shall be composed of seven members, one
10 to be appointed by the governor, and six to be
11 appointed by the legislative council. Appointments
12 shall be made not later than June 1, 1984 and shall
13 include persons skilled in social science research
14 and in comparable worth policy.

15 Legislative members of the committee are entitled
16 to per diem and expenses as provided for interim study
17 committee members in section 2.44. Public members
18 who are not public employees are entitled to a per
19 diem of forty dollars for attending committee meetings.
20 Public members and public employee members are entitled
21 to reimbursement for travel and other necessary
22 expenses actually incurred in the performance of their
23 duties on the committee. Payment for authorized per
24 diem and expenses shall be made as provided in section
25 2.12.

26 The committee shall make recommendations to the
27 governor, the legislative council, and the general
28 assembly by January 1, 1985, regarding final
29 implementation of the comparable worth adjustments,
30 which recommendations shall include the following:

31 1. Incorporation of comparable worth policy into
32 state agencies exempt or partially exempt from the
33 state merit system, except the state board of regents,
34 with an emphasis upon treating the job titles and
35 positions in those agencies which are substantially
36 equivalent to job titles or positions in the merit
37 system in a comparable manner with respect to pay.

38 2. Establishment of a single pay plan for state
39 merit employees consistent with the recommendations
40 for salary schedules associated with the comparable
41 worth pay grades used in section 1 of this Act and
42 recommended modifications or adjustments made under
43 subsection 3 of this section and the effect such a
44 pay plan would have in eliminating sex bias or bias
45 in comparability of pay for jobs of comparable worth.

46 3. Implementation of comparable worth adjustments
47 to bring all job titles below their comparable worth
48 pay grade up to that pay grade, incorporating any
49 modifications or adjustments to the method of
50 determining the comparable worth pay grade that may

S-5989

PAGE 6

1 be necessary to reflect adjustments determined to
2 more fully reflect the policy of the state as
3 established in section 79.18, including consideration
4 of alternative methods for establishing the
5 relationship between factor determined scores and
6 pay grades.

7 4. Implementation of any other adjustments to
8 the pay grade positions of job titles that may be
9 recommended by the Iowa merit employment department
10 to avoid compaction in job series or otherwise correct
11 internal discrepancies within job series and the
12 comparable worth pay grade system.

13 5. Implementation of a system which addresses
14 job titles with current pay grades above their
15 comparable worth pay grades.

16 6. Implementation of recommendations to combine
17 certain job titles which were recommended for
18 combination because of their comparable worth scores
19 and the similarity of their job descriptions.

20 7. Implementation of a procedure for maintaining
21 the comparable worth factor determination system for
22 job evaluation, including the assigning of factor
23 scores for new job titles in the state merit system.

24 Sec. 7. APPROPRIATIONS. Subject to the limitations
25 in subsection 5:

26 1. There is appropriated from the general fund
27 of the state to the salary adjustment fund established
28 in section 8.43, for the fiscal year beginning July
29 1, 1984, and ending June 30, 1985, the amount necessary
30 to be distributed to the various departments to
31 supplement other funds appropriated by the general
32 assembly, to provide the salary adjustments required
33 by this Act to the extent the salaries are payable
34 by the state.

35 2. There is appropriated from the road use tax
36 fund of the state to the state department of
37 transportation for the fiscal year beginning July
38 1, 1984, and ending June 30, 1985, the amount necessary
39 to supplement other funds appropriated by the general
40 assembly, to provide the salary adjustments required
41 by this Act for employees of the state department
42 of transportation, to the extent the salaries are
43 payable by the state.

44 3. There is appropriated from the primary road
45 fund to the state department of transportation for
46 the fiscal year beginning July 1, 1984, and ending
47 June 30, 1985, the amount necessary to supplement
48 other funds appropriated by the general assembly,
49 to provide the salary adjustments required by this
50 Act for employees of the state department of

S-5989
PAGE 7

1 transportation, to the extent the salaries are payable
2 by the state.

3 4. To departmental revolving, trust, or special
4 funds, except for the road use tax fund or the primary
5 road fund, for which the general assembly has
6 established an operating budget, a supplemental
7 authorization is provided, unless otherwise provided,
8 in an amount necessary to fund salary adjustments
9 required by this Act, to the extent the salaries are
10 payable by the state.

11 5. The total cost of the salary adjustments,
12 including fringe benefits, made under this Act for
13 the fiscal year beginning July 1, 1984, and ending
14 June 30, 1985, to employees in the merit system shall
15 not exceed ten million dollars. The net effect on
16 the general fund of the state of the salary
17 adjustments, including fringe benefits, made under
18 this Act for the fiscal year beginning July 1, 1984,
19 and ending June 30, 1985, shall not exceed five million
20 dollars.

21 6. All federal grants to and federal receipts
22 of the agencies affected by this Act which are received
23 and may be expended for the purposes of this Act are
24 appropriated for such purposes and as set forth in
25 the federal grants or receipts.

26 7. There is appropriated from the general fund
27 of the state to the comparable worth review committee
28 established in section 6 of this Act the sum of fifty
29 thousand (50,000) dollars or so much thereof as may
30 be necessary. Subject to the conditions of section
31 2, subsection 7 of this Act, the committee shall
32 contract with outside personnel or with state agencies
33 for completion of the review process, including the
34 training of review teams and review team oversight,
35 and may hire staff to provide ongoing assistance to
36 the committee.

37 8. There is appropriated from the general fund
38 of the state to the comparable worth review committee
39 for allocation to state agencies, the sum of fifty
40 thousand (50,000) dollars, or so much thereof as may
41 be necessary, for agencies with positions wholly or
42 partially exempted from the merit system for
43 development of proposals to provide the committee
44 pertaining to section 6, subsection 1 of this Act,
45 and to the state board of regents for assistance in
46 its responsibilities under section 8 of this Act.

47 Sec. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies
48 with positions which are exempt or partially exempt
49 from the state merit system shall report to the
50 governor and the legislative council by December 15.

1 1984, on the degree to which the salary plans covering
2 positions substantially equivalent to those in the
3 state merit system comply with the provisions of 1983
4 Iowa Acts, chapter 170. The reports shall include
5 a plan for implementation in fiscal year 1986 of
6 comparable worth salary adjustments, if necessary,
7 and the amount of appropriations necessary to implement
8 those adjustments.

9 Sec. 9. IMPLEMENTATION STAGES. It is the intent
10 of the general assembly that implementation of
11 comparable worth adjustments for state employees,
12 pursuant to section 79.18, be completed in the
13 following three phases:

14 1. The initial phase, with adjustments for merit
15 employees made under this Act for the fiscal year
16 beginning July 1, 1984 and ending June 30, 1985.

17 2. The second phase, with completion of adjustments
18 for merit employees, including action on any
19 recommendations made by the review committee under
20 section 6, subsections 2 through 5 of this Act, and
21 with initiation of adjustments for other state
22 employees, including actions on any recommendations
23 made by the review committee under section 6,
24 subsection 1 of this Act, for the fiscal year beginning
25 July 1, 1985 and ending June 30, 1986.

26 3. The final phase, with completion of any
27 adjustments initiated in the second phase of
28 implementation, for the fiscal year beginning July
29 1, 1986 and ending June 30, 1987.

30 Sec. 10. This Act, being deemed of immediate
31 importance, takes effect from and after its publication
32 in the Ames Daily Tribune, a newspaper published in
33 Ames, Iowa, and in the Iowa City Press-Citizen, a
34 newspaper published in Iowa City, Iowa."

35 2. Amend the title, line 2, by inserting after
36 the word "employees" the words "based on a comparable
37 worth pay grade system, establishing a comparable
38 worth review committee,".

S-5989 FILED
APRIL 18, 1984

BY CHARLES BRUNER
ARTHUR A. SMALL, JR.

*Adopted as amended by 5074, 6006, 6078
4/19 (p 1672)*

SENATE FILE 2359

S-5972

1 Amend Senate File 2359 as follows:

2 1. Page 1, line 18, by inserting after the word
3 "Act" the words "for employees of the state department
4 of transportation,".

5 2. Page 1, line 25, by inserting after the word
6 "Act" the words "for employees of the state department
7 of transportation,".

S-5972 FILED
APRIL 18, 1984

BY JOE J. WELSH
RICHARD F. DRAKE

Out of order 4/19 (p 1672)

SENATE FILE 2359

S-6011

1 Amend amendment S-5989 to Senate File 2359 as
2 follows:

3 1. Page 3, line 38, by striking the words "civil
4 rights commission" and inserting in lieu thereof the
5 words "merit employment department".

6 2. Page 5, by striking lines 9 through 11 and
7 inserting in lieu thereof the following: "committee
8 shall be composed of nine members, two to be appointed
9 by the governor, and four legislative members to be
10 appointed by the legislative council. The director
11 of the Iowa merit employment department, the director
12 of the Iowa civil rights commission, and the director
13 of the Iowa commission on the status of women or their
14 designees shall also serve as voting members of the
15 committee. Appointments".

16 3. Page 5, by striking line 33 and inserting in
17 lieu thereof the words "state merit system,".

S-6011 FILED

BY JULIA B. GENTLEMAN

APRIL 19, 1984

DIVISION A - LOST (1676)

DIVISION B - ADOPTED, RECONSIDERED & LOST (p 1677)

S-6009

1 Amend amendment S-5989 to Senate File 2359 as
2 follows:
3 1. Page 1, line 7, by striking the word "title" and
4 inserting in lieu thereof the word "class".
5 2. Page 1, line 48, by striking the word "titles" and
6 inserting in lieu thereof the word "classes".
7 3. Page 2, line 3, by striking the word "titles" and
8 inserting in lieu thereof the word "classes".
9 4. Page 2, line 7, by striking the word "title" and
10 inserting in lieu thereof the word "class".
11 5. Page 2, line 11, by striking the word "title" and
12 inserting in lieu thereof the word "class".
13 6. Page 2, line 12, by striking the word "title" and
14 inserting in lieu thereof the word "class".
15 7. Page 2, line 14, by striking the word "title" and
16 inserting in lieu thereof the word "class".
17 8. Page 2, line 30, by striking the word "title" and
18 inserting in lieu thereof the word "class".
19 9. Page 2, line 32, by striking the word "title" and
20 inserting in lieu thereof the word "class".
21 10. Page 2, line 33, by striking the word "title" and
22 inserting in lieu thereof the word "class".
23 11. Page 2, line 35, by striking the word "title" and
24 inserting in lieu thereof the word "class".
25 12. Page 2, line 38, by striking the word "titles" and
26 inserting in lieu thereof the word "classes".
27 13. Page 3, line 23, by striking the word "titles" and
28 inserting in lieu thereof the word "classes".
29 14. Page 3, line 26, by striking the word "title" and
30 inserting in lieu thereof the word "class".
31 15. Page 3, line 45, by striking the word "titles" and
32 inserting in lieu thereof the word "classes".
33 16. Page 3, line 48, by striking the word "titles" and
34 inserting in lieu thereof the word "classes".
35 17. Page 5, line 34, by striking the word "titles" and
36 inserting in lieu thereof the word "classes".
37 18. Page 5, line 36, by striking the word "titles" and
38 inserting in lieu thereof the word "classes".
39 19. Page 5, line 47, by striking the word "titles" and
40 inserting in lieu thereof the word "classes".
41 20. Page 6, line 8, by striking the word "titles" and
42 inserting in lieu thereof the word "classes".
43 21. Page 6, line 17, by striking the word "titles" and
44 inserting in lieu thereof the word "classes".
45 22. Page 6, line 23, by striking the word "titles" and
46 inserting in lieu thereof the word "classes".

S-6009 FILED & WITHDRAWN
APRIL 19, 1984 (p. 1669)

BY JULIA B. GENTLEMAN

See Appropriations 4/19 Do Pass 4/20 (p. 2412)
" Finance 4/20 Do Pass (p. 2413)

SENATE FILE 2359

BY COMMITTEE ON APPROPRIATIONS

(AS AMENDED AND PASSED BY THE SENATE APRIL 19, 1984)

Passed Senate, Date 4-19-84 (p. 1673) Passed House, Date 4-20-84 (p. 2413)

Vote: Ayes 42 Nays 6 Vote: Ayes 97 Nays 0

Approved: Stanes Veto May 20, 1984

A BILL FOR

1 An Act establishing comparable worth salary adjustments for
2 state employees based on a comparable worth pay grade system,
3 establishing a comparable worth review committee, and making
4 supplemental appropriations for salary adjustments and
5 implementation.

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

7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

ALL New Language
by the Senate

1 Section 1. DEFINITIONS. As used in this Act:

2 1. "Comparable worth pay grade" means the pay grade as
3 determined by the factor determined score for the job title
4 as finally determined after completion of the review process
5 as outlined in this Act, and the appropriate pay grade position
6 for that factor determined score on the following scale:

7	Factor Determined	
8	<u>Score Range:</u>	<u>Pay Grade</u>
9	137--147	10
10	148--158	11
11	159--169	12
12	170--180	13
13	181--191	14
14	192--202	15
15	203--213	16
16	214--224	17
17	225--236	18
18	237--248	19
19	249--261	20
20	262--275	21
21	276--289	22
22	290--304	23
23	305--320	24
24	321--336	25
25	337--354	26
26	355--372	27
27	373--392	28
28	393--412	29
29	413--433	30
30	434--456	31
31	457--480	32
32	481--504	33
33	505--531	34
34	532--558	35
35	559--587	36

1	588--618	37
2	619--650	38
3	651--684	39
4	685--719	40
5	720--757	41
6	758--796	42
7	797--837	43

8 However, if there is a change in the total of all factor
9 determined scores for all job titles of more than two percent
10 as a result of decisions following reviews, the maximum factor
11 determined score for each pay grade shall be adjusted by a
12 percentage change equal to the percentage change in the total
13 of all factor determined scores for all job titles prior and
14 subsequent to the review process, rounded to the nearest whole
15 number.

16 2. "Factor score" means the point score received by a
17 job title on any of the thirteen factors in the study, as
18 developed by the study commissioned under 1983 Iowa Acts,
19 chapter 170, section 2.

20 3. "Factor determined score" means the score for a job
21 title determined by adding the factor scores received for
22 the job title on each of the thirteen factors.

23 4. "Job title" means one or more positions which are
24 sufficiently similar in duties and responsibilities that each
25 position requires the same minimum qualifications and can
26 be filled based on substantially the same test of ability
27 or fitness, and that the same pay grade can be applied with
28 equity to the positions.

29 5. "Net effect on the general fund" means the total revenue
30 outlay from the general fund, subtracting revenues to the
31 state from other sources which directly defray the revenue
32 outlay from the state.

33 Sec. 2. EMPLOYEE PARTICIPATION IN FACTOR SCORE REVIEW
34 AND FINAL RATIFICATION OF FACTOR DETERMINED SCORES.

35 1. Any employee subject to the Iowa merit system may

1 request review of the factor scores or the factor determined
2 score that employee's job title received. Requests for review
3 by more than one employee within a job title shall be
4 considered together, and a request for review by one or more
5 employees within a job title shall be considered as a request
6 on behalf of all employees in that job title.

7 2. The Iowa merit employment department on its own
8 initiative may request review of factor scores on any job
9 titles under the merit system. These requests for review
10 shall be delineated by the Iowa merit employment department
11 and shall be available to merit employees no later than June
12 1, 1984 and prior to the notice in subsection 3. The
13 delineation shall include a description of the reasons the
14 factor scores should be reviewed and the Iowa merit employment
15 department's recommendations for changing the factor scores.

16 3. Employees shall be notified of their right to request
17 review of their factor scores and factor determined scores
18 with one or more biweekly pay checks. The Iowa merit
19 employment department shall devise "request for review" forms
20 based upon the recommendations of the study commissioned under
21 1983 Iowa Acts, chapter 170, section 2. The department shall
22 make "request for review" forms available to all departments
23 and agencies with employees subject to the merit system and
24 shall make the forms available to individual employees upon
25 request. Employees shall be provided access to complete
26 information regarding the study and the methods for determining
27 factor scores in the system.

28 4. Employees shall have not less than four weeks from
29 the time the first notice of the right to request review is
30 distributed in which to file a request for review. The
31 department shall notify employees who file incomplete or
32 incorrect requests for review, and shall assist them to
33 complete and file the forms correctly.

34 5. Review teams shall be constituted to represent all
35 types of employees in the merit system, and shall include

1 representation from contractual as well as noncontractual
2 employees. Teams shall be trained in the job evaluation
3 system and, in reviewing job titles, shall review employee
4 and department "request for review" forms as well as all
5 materials used in initially setting the factor scores.

6 6. Each job title for which requests for review are filed
7 under subsections 1 through 4 shall be reviewed by a review
8 team. If the review team disagrees with the initial factor
9 score, a second review team shall examine the factor score
10 as determined initially and by the first review team and shall
11 make a final decision as to that factor score.

12 7. Subsection 5 shall be conducted with the review and
13 comment of the comparable worth review committee established
14 in section 6 of this Act and subsections 5 and 6 shall be
15 conducted under the supervision and approval of the Iowa civil
16 rights commission. All reviews shall be completed by November
17 1, 1984.

18 Sec. 3. NONCONTRACTUAL EMPLOYEES. For noncontractual
19 employees under the state merit system, the following
20 implementation schedule applies for the initial phase of
21 comparable worth adjustments:

22 1. In implementing the first phase of comparable worth
23 adjustments, employees in job titles whose current pay grade
24 is below the comparable worth pay grade shall be adjusted
25 upward to their comparable worth pay grade. However, no job
26 titles shall be raised above pay grade thirty-two under the
27 initial implementation process. This implementation shall
28 only be done after completion of the review process.

29 2. In implementing the first phase of comparable worth
30 adjustments, employees whose pay grades will be increased
31 shall retain their merit step positions when those adjustments
32 are made.

33 3. Comparable worth adjustments made in the first phase
34 shall be implemented on or after January 1, 1985, with
35 implementation at the earliest pay period possible subject

1 to the limitations in funding provided in section 7 of this
2 Act. The amount of funds available under section 7 of this
3 Act for employees covered under this section shall be
4 determined in accordance with section 5 of this Act.

5 Sec. 4. CONTRACTUAL EMPLOYEES. For contractual employees
6 under the state merit system, the governor and the certified
7 bargaining representatives shall implement comparable worth
8 consistent with the provisions of chapter 20.

9 Appropriations made to implement the comparable worth
10 adjustments as provided in section 7 of this Act and to
11 complete the comparable worth adjustments as provided for
12 in section 8 of this Act, shall be separate and distinct from
13 any appropriations made to implement a collective bargaining
14 agreement negotiated, consistent with chapter 20, between
15 the state and the state's employees.

16 Sec. 5. DISTRIBUTION OF FUNDS. Upon completion of the
17 review process as established in section 2 of this Act, the
18 state comptroller's office, in consultation with the
19 legislative fiscal bureau, shall determine the total biweekly
20 salary costs for implementing the first phase of comparable
21 worth adjustments, if the adjustments for all employees, both
22 contractual and noncontractual, under the merit system were
23 to be made in accordance with section 3, subsections 1 and
24 2 of this Act, and shall determine the net effect on the
25 general fund for these adjustments.

26 The state comptroller's office shall determine the earliest
27 pay period after December 31, 1984, that the adjustments may
28 be put into effect subject to the limitations of funds provided
29 in section 7 of this Act. The Iowa merit employment department
30 shall place those adjustments into effect for noncontractual
31 employees under the state merit system as provided in section
32 3 of this Act for the earliest pay period in 1985 as determined
33 by the state comptroller and subsequent pay periods during
34 the fiscal year. Other funds available under section 7 of
35 this Act shall be available to meet any negotiated agreements

1 reached under section 4 of this Act.

2 Sec. 6. COMPARABLE WORTH REVIEW COMMITTEE AND FINAL
3 IMPLEMENTATION. There is established a comparable worth
4 review committee to oversee the review process as provided
5 in section 2 of this Act and to make recommendations regarding
6 the completion of the implementation of comparable worth
7 adjustments in accordance with 1983 Iowa Acts, chapter 170.
8 The committee shall be composed of seven members, one to be
9 appointed by the governor, and six to be appointed by the
10 legislative council. Appointments shall be made not later
11 than June 1, 1984 and shall include persons skilled in social
12 science research and in comparable worth policy.

13 Legislative members of the committee are entitled to per
14 diem and expenses as provided for interim study committee
15 members in section 2.44. Public members who are not public
16 employees are entitled to a per diem of forty dollars for
17 attending committee meetings. Public members and public
18 employee members are entitled to reimbursement for travel
19 and other necessary expenses actually incurred in the
20 performance of their duties on the committee. Payment for
21 authorized per diem and expenses shall be made as provided
22 in section 2.12.

23 The committee shall make recommendations to the governor,
24 the legislative council, and the general assembly by January
25 1, 1985, regarding final implementation of the comparable
26 worth adjustments, which recommendations shall include the
27 following:

28 1. Incorporation of comparable worth policy into state
29 agencies exempt or partially exempt from the state merit
30 system, except the state board of regents, and the judicial
31 department with an emphasis upon treating the job titles and
32 positions in those agencies which are substantially equivalent
33 to job titles or positions in the merit system in a comparable
34 manner with respect to pay.

35 2. Establishment of a single pay plan for state merit

1 employees consistent with the recommendations for salary
2 schedules associated with the comparable worth pay grades
3 used in section 1 of this Act and recommended modifications
4 or adjustments made under subsection 3 of this section and
5 the effect such a pay plan would have in eliminating sex bias
6 or bias in comparability of pay for jobs of comparable worth.

7 3. Implementation of comparable worth adjustments to bring
8 all job titles below their comparable worth pay grade up to
9 that pay grade, incorporating any modifications or adjustments
10 to the method of determining the comparable worth pay grade
11 that may be necessary to reflect adjustments determined to
12 more fully reflect the policy of the state as established
13 in section 79.18, including consideration of alternative
14 methods for establishing the relationship between factor
15 determined scores and pay grades.

16 4. Implementation of any other adjustments to the pay
17 grade positions of job titles that may be recommended by the
18 Iowa merit employment department to avoid compaction in job
19 series or otherwise correct internal discrepancies within
20 job series and the comparable worth pay grade system.

21 5. Implementation of a system which addresses job titles
22 with current pay grades above their comparable worth pay
23 grades.

24 6. Implementation of recommendations to combine certain
25 job titles which were recommended for combination because
26 of their comparable worth scores and the similarity of their
27 job descriptions.

28 7. Implementation of a procedure for maintaining the
29 comparable worth factor determination system for job
30 evaluation, including the assigning of factor scores for new
31 job titles in the state merit system.

32 Sec. 7. APPROPRIATIONS. Subject to the limitations in
33 subsection 5:

34 1. There is appropriated from the general fund of the
35 state to the salary adjustment fund established in section

1 8.43, for the fiscal year beginning July 1, 1984, and ending
2 June 30, 1985, the amount necessary to be distributed to the
3 various departments to supplement other funds appropriated
4 by the general assembly, to provide the salary adjustments
5 required by this Act to the extent the salaries are payable
6 by the state.

7 2. There is appropriated from the road use tax fund of
8 the state to the state department of transportation for the
9 fiscal year beginning July 1, 1984, and ending June 30, 1985,
10 the amount necessary to supplement other funds appropriated
11 by the general assembly, to provide the salary adjustments
12 required by this Act for employees of the state department
13 of transportation, to the extent the salaries are payable
14 by the state.

15 3. There is appropriated from the primary road fund to
16 the state department of transportation for the fiscal year
17 beginning July 1, 1984, and ending June 30, 1985, the amount
18 necessary to supplement other funds appropriated by the general
19 assembly, to provide the salary adjustments required by this
20 Act for employees of the state department of transportation,
21 to the extent the salaries are payable by the state.

22 4. To departmental revolving, trust, or special funds,
23 except for the road use tax fund or the primary road fund,
24 for which the general assembly has established an operating
25 budget, a supplemental authorization is provided, unless
26 otherwise provided, in an amount necessary to fund salary
27 adjustments required by this Act, to the extent the salaries
28 are payable by the state.

29 5. The total cost of the salary adjustments, including
30 fringe benefits, made under this Act for the fiscal year
31 beginning July 1, 1984, and ending June 30, 1985, to employees
32 in the merit system shall not exceed ten million dollars.
33 The net effect on the general fund of the state of the salary
34 adjustments, including fringe benefits, made under this Act
35 for the fiscal year beginning July 1, 1984, and ending June

1 30, 1985, shall not exceed five million dollars.

2 6. All federal grants to and federal receipts of the
3 agencies affected by this Act which are received and may be
4 expended for the purposes of this Act are appropriated for
5 such purposes and as set forth in the federal grants or
6 receipts.

7 7. There is appropriated from the general fund of the
8 state to the comparable worth review committee established
9 in section 6 of this Act the sum of fifty thousand (50,000)
10 dollars or so much thereof as may be necessary. Subject to
11 the conditions of section 2, subsection 7 of this Act, the
12 committee shall contract with outside personnel or with state
13 agencies for completion of the review process, including the
14 training of review teams and review team oversight, and may
15 hire staff to provide ongoing assistance to the committee.

16 8. There is appropriated from the general fund of the
17 state to the comparable worth review committee for allocation
18 to state agencies, the sum of fifty thousand (50,000) dollars,
19 or so much thereof as may be necessary, for agencies with
20 positions wholly or partially exempted from the merit system
21 for development of proposals to provide the committee
22 pertaining to section 6, subsection 1 of this Act, and to
23 the state board of regents and the judicial department for
24 assistance in its responsibilities under section 8 of this
25 Act.

26 9. There is appropriated from the general fund of the
27 state to the Iowa merit employment department, in addition
28 to other funds appropriated by the general assembly, for the
29 fiscal year beginning July 1, 1984 and ending June 30, 1985,
30 the sum of fifty thousand (50,000) dollars, or so much thereof
31 as may be necessary, to fulfill its responsibilities under
32 section 6, subsections 4 through 7 of this Act and to assist
33 the review committee in performing its functions.

34 Sec. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies with
35 positions which are exempt or partially exempt from the state

1 merit system shall report to the governor and the legislative
2 council by December 15, 1984, on the degree to which the
3 salary plans covering positions substantially equivalent to
4 those in the state merit system comply with the provisions
5 of 1983 Iowa Acts, chapter 170. The reports shall include
6 a plan for implementation in fiscal year 1986 of comparable
7 worth salary adjustments, if necessary, and the amount of
8 appropriations necessary to implement those adjustments.
9 Notwithstanding sections 602.1204, 602.1208, 602.1209, and
10 602.1401 of the Iowa Code, the provisions of this section
11 of this Act shall be applicable to the judicial department.

12 Sec. 9. IMPLEMENTATION STAGES. It is the intent of the
13 general assembly that implementation of comparable worth
14 adjustments for state employees, pursuant to section 79.18,
15 be completed in the following three phases:

16 1. The initial phase, with adjustments for merit employees
17 made under this Act for the fiscal year beginning July 1,
18 1984 and ending June 30, 1985.

19 2. The second phase, with completion of adjustments for
20 merit employees, including action on any recommendations made
21 by the review committee under section 6, subsections 2 through
22 5 of this Act, and with initiation of adjustments for other
23 state employees, including actions on any recommendations
24 made by the review committee under section 6, subsection 1
25 of this Act, for the fiscal year beginning July 1, 1985 and
26 ending June 30, 1986.

27 3. The final phase, with completion of any adjustments
28 initiated in the second phase of implementation, for the
29 fiscal year beginning July 1, 1986 and ending June 30, 1987.

30 Sec. 10. This Act, being deemed of immediate importance,
31 takes effect from and after its publication in the Ames Daily
32 Tribune, a newspaper published in Ames, Iowa, and in the Iowa
33 City Press-Citizen, a newspaper published in Iowa City, Iowa.

34
35

SF 2359
jb/slc/26c



TERRY E. BRANSTAD
GOVERNOR

OFFICE OF THE GOVERNOR

STATE CAPITOL
DES MOINES, IOWA 50319
515 281-5211

May 20, 1984

The Honorable Mary Jane Odell
Secretary of State
State Capitol Building
L O C A L

✓ Dear Madam Secretary:

I hereby transmit Senate File 2359, an act establishing comparable worth salary adjustments for state employees based on a comparable worth pay grade system, establishing a comparable worth review committee, and making supplemental appropriations for salary adjustments and implementation.

Senate File 2359 is approved May 20, 1984 with the following exceptions which I hereby disapprove.

I am unable to approve the items designated in the Act as Section 2 which reads as follows:

Sec. 2. EMPLOYEE PARTICIPATION IN FACTOR SCORE REVIEW AND FINAL RATIFICATION OF FACTOR DETERMINED SCORES.

1. Any employee subject to the Iowa merit system may request review of the factor scores or the factor determined score that employee's job title received. Requests for review by more than one employee within a job title shall be considered together, and a request for review by one or more employees within a job title shall be considered as a request on behalf of all employees in that job title.

2. The Iowa merit employment department on its own initiative may request review of factor scores on any job titles under the merit system. These requests for review shall be delineated by the Iowa merit employment department and shall be available to merit employees no later than June 1, 1984 and prior to the notice in subsection 3. The delineation shall include a description of the reasons the factor scores should be reviewed and the Iowa merit employment department's recommendations for changing the factor scores.

3. Employees shall be notified of their right to request review of their factor scores and factor determined scores with one or more biweekly pay checks. The Iowa merit employment department shall devise "request for review" forms based upon the recommendations of the study commissioned under 1983 Iowa Acts, chapter 170, section 2. The department shall make "requests for review" forms available to all departments and agencies with employees subject to the merit system and shall make the forms available to individual employees upon request. Employees shall be provided access to complete information regarding the study and the methods for determining factor scores in the system.

4. Employees shall have not less than four weeks from the time the first notice of the right to request review is distributed in which to file a request for review. The department shall notify employees who file incomplete or incorrect requests for review, and shall assist them to complete and file the forms correctly.

5. Review teams shall be constituted to represent all types of employees in the merit system, and shall include representation from contractual as well as noncontractual employees. Teams shall be trained in the job evaluation system and, in reviewing job titles, shall review employee and department "request for review" forms as well as all materials used in initially setting the factor scores.

6. Each job title for which requests for review are filed under subsections 1 through 4 shall be reviewed by a review team. If the review team disagrees with the initial factor score, a second review team shall examine the factor score as determined initially and by the first review team and shall make a final decision as to that factor score.

7. Subsection 5 shall be conducted with the review and comment of the comparable worth review committee established in section 6 of this Act and subsections 5 and 6 shall be conducted under the supervision and approval of the Iowa civil rights commission. All reviews shall be completed by November 1, 1984.

Senate File 2359 is an attempt to provide pay equity to all employees in the Merit System of state government. That is why I have signed the bill. Unfortunately, the study which preceded this legislation and the bill itself were both done hastily.

Numerous flaws in the implementation method laid out in Section 1 have been identified. For example, Jerry Miller is the man who, almost singlehandedly, has stood atop scaffolding for grueling endless hours in our State Capitol to restore the building to the ambience intended by our forefathers. He has been recognized for his stenciling talents by many groups and was even the subject of a feature in the Des Moines Register. Some believe that few, if any other persons in Iowa, have the comparable talent and perseverance he has given to this state. Yet in this year in which we celebrated our Capitol's centennial, this bill would reduce Mr. Miller's pay scale four grades.

For this and many other reasons, the plan in Section 1 cannot be engraved in stone. Many individual state employees, personnel officials and Iowa citizens have communicated the need for a thorough reexamination of this section. Any statistically developed comparable worth plan should be tempered with common sense and compassion for taxpayers as well as state employees.

It is, therefore, important that we have the most credible, effective review process possible. For it is through this process that the state and its employees will have an opportunity to rectify mistakes made by legislators in drafting the Section 1 implementation mechanism.

I am not confident that the review process established in Section 2 will be an effective method for hearing appeals. Instead of this method, a comparable worth review should be handled by professionals in personnel matters. Furthermore, responsibility for the review process should not be placed on the shoulders of an already overworked agency. The Civil Rights Commission has an important mission of its own.

I am unable to approve the item designated in the Act as Section 6 which reads as follows:

Sec. 6. COMPARABLE WORTH REVIEW COMMITTEE AND FINAL IMPLEMENTATION. There is established a comparable worth review committee to oversee the review process as provided in section 2 of this Act and to make recommendations regarding the completion of the implementation of comparable worth adjustments in accordance with 1983 Iowa Acts, chapter 170. The committee shall be composed of seven members, one to be appointed by the governor, and six to be appointed by the legislative council. Appointments

shall be made not later than June 1, 1984 and shall include persons skilled in social science research and in comparable worth policy.

Legislative members of the committee are entitled to per diem and expenses as provided for interim study committee members in section 2.44. Public members who are not public employees are entitled to a per diem of forty dollars for attending committee meetings. Public members and public employee members are entitled to reimbursement for travel and other necessary expenses actually incurred in the performance of their duties on the committee. Payment for authorized per diem and expenses shall be made as provided in section 2.12.

The committee shall make recommendations to the governor, the legislative council, and the general assembly by January 1, 1985, regarding final implementation of the comparable worth adjustments, which recommendations shall include the following:

1. Incorporation of comparable worth policy into state agencies exempt or partially exempt from the state merit system, except the state board of regents, and the judicial department with an emphasis upon treating the job titles and positions in those agencies which are substantially equivalent to job titles or positions in the merit system in a comparable manner with respect to pay.

2. Establishment of a single pay plan for state merit employees consistent with the recommendations for salary schedules associated with the comparable worth pay grades used in section 1 of this Act and recommended modifications or adjustments made under subsection 3 of this section and the effect such a pay plan would have in eliminating sex bias or bias in comparability of pay for jobs of comparable worth.

3. Implementation of comparable worth adjustments to bring all job titles below their comparable worth pay grade up to that pay grade, incorporating any modifications or adjustments to the method of determining the comparable worth pay grade that may be necessary to reflect adjustments determined to more fully reflect the policy of the state as established in section 79.18, including consideration of alternative methods for establishing the relationship between factor determined scores and pay grades.

4. Implementation of any other adjustments to the pay grade positions of job titles that may be recommended by the Iowa merit employment department to avoid compaction in job series or otherwise correct internal discrepancies within job series and the comparable worth pay grade system.

5. Implementation of a system which addresses job titles with current pay grades above their comparable worth pay grades.

6. Implementation of recommendations to combine certain job titles which were recommended for combination because of their comparable worth scores and the similarity of their job descriptions.

7. Implementation of a procedure for maintaining the comparable worth factor determination system for job evaluation, including the assigning of factor scores for new job titles in the state merit system.

I am unable to approve the items designated in the Act as Section 7, subsections 7 and 9 which read as follows:

7. There is appropriated from the general fund of the state to the comparable worth review committee established in section 6 of this Act the sum of fifty thousand (50,000) dollars or so much thereof as may be necessary. Subject to the conditions of section 2, subsection 7 of this Act, the committee shall contract with outside personnel or with state agencies for completion of the review process, including the training of review teams and review team oversight, and may hire staff to provide ongoing assistance to the committee.

9. There is appropriated from the general fund of the state to the Iowa merit employment department, in addition to other funds appropriated by the general assembly, for the fiscal year beginning July 1, 1984 and ending June 30, 1985, the sum of fifty thousand (50,000) dollars, or so much thereof as may be necessary, to fulfill its responsibilities under section 6, subsections 4 through 7 of this Act and to assist the review committee in performing its functions.

The oversight committee set up in Section 6 will be controlled by the legislative branch of state government. This represents serious legislative encroachment into an executive branch function. I will draw on management and labor specialists in establishing a new review committee that will continue to monitor our progress on comparable worth.

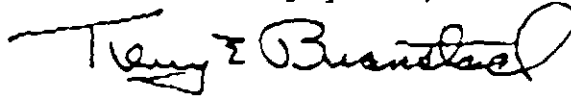
Section 7(7) and (9) provided funding for the review committee and review process. This appropriation is no longer needed.

Through a credible review process and oversight committee, employees and individual departments will have recourse for adjusting the proposed implementation scheme.

The Honorable Mary Jane Odell
May 20, 1984
Page 6

For the above reasons, I respectfully disapprove of these items in accordance with Amendment 4 of the Amendments of 1968 to the Constitution of the State of Iowa. All other items of Senate File 2359 are hereby approved as of this date.

Very truly yours,



Terry E. Branstad
Governor

TEB/pjs

cc: Secretary of the Senate
Chief Clerk of the House

SENATE FILE 2359

AN ACT

ESTABLISHING COMPARABLE WORTH SALARY ADJUSTMENTS FOR STATE EMPLOYEES BASED ON A COMPARABLE WORTH PAY GRADE SYSTEM, ESTABLISHING A COMPARABLE WORTH REVIEW COMMITTEE, AND MAKING SUPPLEMENTAL APPROPRIATIONS FOR SALARY ADJUSTMENTS AND IMPLEMENTATION.

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

Section 1. DEFINITIONS. As used in this Act:

1. "Comparable worth pay grade" means the pay grade as determined by the factor determined score for the job title as finally determined after completion of the review process as outlined in this Act, and the appropriate pay grade position for that factor determined score on the following scale:

Factor Determined	Pay Grade
<u>Score Range:</u>	
137--147	10
148--158	11
159--169	12
170--180	13
181--191	14
192--202	15
203--213	16
214--224	17
225--236	18
237--248	19
249--261	20
262--275	21
276--289	22
290--304	23
305--320	24
321--336	25
337--354	26

355--372	27
373--392	28
393--412	29
413--433	30
434--456	31
457--480	32
481--504	33
505--531	34
532--558	35
559--587	36
588--618	37
619--650	38
651--684	39
685--719	40
720--757	41
758--796	42
797--837	43

However, if there is a change in the total of all factor determined scores for all job titles of more than two percent as a result of decisions following reviews, the maximum factor determined score for each pay grade shall be adjusted by a percentage change equal to the percentage change in the total of all factor determined scores for all job titles prior and subsequent to the review process, rounded to the nearest whole number.

2. "Factor score" means the point score received by a job title on any of the thirteen factors in the study, as developed by the study commissioned under 1983 Iowa Acts, chapter 170, section 2.

3. "Factor determined score" means the score for a job title determined by adding the factor scores received for the job title on each of the thirteen factors.

4. "Job title" means one or more positions which are sufficiently similar in duties and responsibilities that each position requires the same minimum qualifications and can

be filed based on substantially the same test of ability or fitness, and that the same pay grade can be applied with equity to the positions.

5. "Net effect on the general fund" means the total revenue outlay from the general fund, subtracting revenues to the state from other sources which directly defray the revenue outlay from the state.

Sec. 2. EMPLOYEE PARTICIPATION IN FACTOR SCORE REVIEW AND FINAL RATIFICATION OF FACTOR DETERMINED SCORES.

1. Any employee subject to the Iowa merit system may request review of the factor scores or the factor determined score that employee's job title received. Requests for review by more than one employee within a job title shall be considered together, and a request for review by one or more employees within a job title shall be considered as a request on behalf of all employees in that job title.

2. The Iowa merit employment department on its own initiative may request review of factor scores on any job titles under the merit system. These requests for review shall be delineated by the Iowa merit employment department and shall be available to merit employees no later than June 1, 1984 and prior to the notice in subsection 3. The delineation shall include a description of the reasons the factor scores should be reviewed and the Iowa merit employment department's recommendations for changing the factor scores.

3. Employees shall be notified of their right to request review of their factor scores and factor determined scores with one or more biweekly pay checks. The Iowa merit employment department shall devise "request for review" forms based upon the recommendations of the study commissioned under 1983 Iowa Acts, chapter 170, section 2. The department shall make "request for review" forms available to all departments and agencies with employees subject to the merit system and shall make the forms available to individual employees upon request. Employees shall be provided access to complete

information regarding the study and the methods for determining factor scores in the system.

4. Employees shall have not less than four weeks from the time the first notice of the right to request review is distributed in which to file a request for review. The department shall notify employees who file incomplete or incorrect requests for review, and shall assist them to complete and file the forms correctly.

5. Review teams shall be constituted to represent all types of employees in the merit system, and shall include representation from contractual as well as noncontractual employees. Teams shall be trained in the job evaluation system and, in reviewing job titles, shall review employee and department "request for review" forms as well as all materials used in initially setting the factor scores.

6. Each job title for which requests for review are filed under subsections 1 through 4 shall be reviewed by a review team. If the review team disagrees with the initial factor score, a second review team shall examine the factor score as determined initially and by the first review team and shall make a final decision as to that factor score.

7. Subsection 5 shall be conducted with the review and comment of the comparable worth review committee established in section 6 of this Act and subsections 5 and 6 shall be conducted under the supervision and approval of the Iowa civil rights commission. All reviews shall be completed by November 1, 1984.

Sec. 3. NONCONTRACTUAL EMPLOYEES. For noncontractual employees under the state merit system, the following implementation schedule applies for the initial phase of comparable worth adjustments:

1. In implementing the first phase of comparable worth adjustments, employees in job titles whose current pay grade is below the comparable worth pay grade shall be adjusted upward to their comparable worth pay grade. However, no job

titles shall be raised above pay grade thirty-two under the initial implementation process. This implementation shall only be done after completion of the review process.

2. In implementing the first phase of comparable worth adjustments, employees whose pay grades will be increased shall retain their merit step positions when those adjustments are made.

3. Comparable worth adjustments made in the first phase shall be implemented on or after January 1, 1985, with implementation at the earliest pay period possible subject to the limitations in funding provided in section 7 of this Act. The amount of funds available under section 7 of this Act for employees covered under this section shall be determined in accordance with section 5 of this Act.

Sec. 4. CONTRACTUAL EMPLOYEES. For contractual employees under the state merit system, the governor and the certified bargaining representatives shall implement comparable worth consistent with the provisions of chapter 20.

Appropriations made to implement the comparable worth adjustments as provided in section 7 of this Act and to complete the comparable worth adjustments as provided for in section 8 of this Act, shall be separate and distinct from any appropriations made to implement a collective bargaining agreement negotiated, consistent with chapter 20, between the state and the state's employees.

Sec. 5. DISTRIBUTION OF FUNDS. Upon completion of the review process as established in section 2 of this Act, the state comptroller's office, in consultation with the legislative fiscal bureau, shall determine the total biweekly salary costs for implementing the first phase of comparable worth adjustments, if the adjustments for all employees, both contractual and noncontractual, under the merit system were to be made in accordance with section 2, subsections 1 and 2 of this Act, and shall determine the net effect on the general fund for these adjustments.

The state comptroller's office shall determine the earliest pay period after December 31, 1984, that the adjustments may be put into effect subject to the limitations of funds provided in section 7 of this Act. The Iowa merit employment department shall place those adjustments into effect for noncontractual employees under the state merit system as provided in section 3 of this Act for the earliest pay period in 1985 as determined by the state comptroller and subsequent pay periods during the fiscal year. Other funds available under section 7 of this Act shall be available to meet any negotiated agreements reached under section 4 of this Act.

Sec. 6. COMPARABLE WORTH REVIEW COMMITTEE AND FINAL IMPLEMENTATION. There is established a comparable worth review committee to oversee the review process as provided in section 2 of this Act and to make recommendations regarding the completion of the implementation of comparable worth adjustments in accordance with 1983 Iowa Acts, chapter 170. The committee shall be composed of seven members, one to be appointed by the governor, and six to be appointed by the legislative council. Appointments shall be made not later than June 1, 1984 and shall include persons skilled in social science research and in comparable worth policy.

Legislative members of the committee are entitled to per diem and expenses as provided for interim study committee members in section 2.94. Public members who are not public employees are entitled to a per diem of forty dollars for attending committee meetings. Public members and public employee members are entitled to reimbursement for travel and other necessary expenses actually incurred in the performance of their duties on the committee. Payment for authorized per diem and expenses shall be made as provided in section 2.12.

The committee shall make recommendations to the governor, the legislative council, and the general assembly by January 1, 1985, regarding final implementation of the comparable

worth adjustments, which recommendations shall include the following:

1. Incorporation of comparable worth policy into state agencies exempt or partially exempt from the state merit system, except the state board of regents, and the judicial department with an emphasis upon treating the job titles and positions in those agencies which are substantially equivalent to job titles or positions in the merit system in a comparable manner with respect to pay.

2. Establishment of a single pay plan for state merit employees consistent with the recommendations for salary schedules associated with the comparable worth pay grades used in section 1 of this Act and recommended modifications or adjustments made under subsection 3 of this section and the effect such a pay plan would have in eliminating sex bias or bias in comparability of pay for jobs of comparable worth.

3. Implementation of comparable worth adjustments to bring all job titles below their comparable worth pay grade up to that pay grade, incorporating any modifications or adjustments to the method of determining the comparable worth pay grade that may be necessary to reflect adjustments determined to more fully reflect the policy of the state as established in section 79.18, including consideration of alternative methods for establishing the relationship between factor determined scores and pay grades.

4. Implementation of any other adjustments to the pay grade positions of job titles that may be recommended by the Iowa merit employment department to avoid compaction in job series or otherwise correct internal discrepancies within job series and the comparable worth pay grade system.

5. Implementation of a system which addresses job titles with current pay grades above their comparable worth pay grades.

6. Implementation of recommendations to combine certain job titles which were recommended for combination because

of their comparable worth scores and the similarity of their job descriptions.

7. Implementation of a procedure for maintaining the comparable worth factor determination system for job evaluation, including the assigning of factor scores for new job titles in the state merit system.

Sec. 7. APPROPRIATIONS. Subject to the limitations in subsection 5:

1. There is appropriated from the general fund of the state to the salary adjustment fund established in section 8.43, for the fiscal year beginning July 1, 1984, and ending June 30, 1985, the amount necessary to be distributed to the various departments to supplement other funds appropriated by the general assembly, to provide the salary adjustments required by this Act to the extent the salaries are payable by the state.

2. There is appropriated from the road use tax fund of the state to the state department of transportation for the fiscal year beginning July 1, 1984, and ending June 30, 1985, the amount necessary to supplement other funds appropriated by the general assembly, to provide the salary adjustments required by this Act for employees of the state department of transportation, to the extent the salaries are payable by the state.

3. There is appropriated from the primary road fund to the state department of transportation for the fiscal year beginning July 1, 1984, and ending June 30, 1985, the amount necessary to supplement other funds appropriated by the general assembly, to provide the salary adjustments required by this Act for employees of the state department of transportation, to the extent the salaries are payable by the state.

4. To departmental revolving, trust, or special funds, except for the road use tax fund or the primary road fund, for which the general assembly has established an operating budget, a supplemental authorization is provided, unless

otherwise provided, in an amount necessary to fund salary adjustments required by this Act, to the extent the salaries are payable by the state.

5. The total cost of the salary adjustments, including fringe benefits, made under this Act for the fiscal year beginning July 1, 1984, and ending June 30, 1985, to employees in the merit system shall not exceed ten million dollars. The net effect on the general fund of the state of the salary adjustments, including fringe benefits, made under this Act for the fiscal year beginning July 1, 1984, and ending June 30, 1985, shall not exceed five million dollars.

6. All federal grants to and federal receipts of the agencies affected by this Act which are received and may be expended for the purposes of this Act are appropriated for such purposes and as set forth in the federal grants or receipts.

7. There is appropriated from the general fund of the state to the comparable worth review committee established in section 6 of this Act the sum of fifty thousand (50,000) dollars or so much thereof as may be necessary. Subject to the conditions of section 2, subsection 7 of this Act, the committee shall contract with outside personnel or with state agencies for completion of the review process, including the training of review teams and review team oversight, and may hire staff to provide ongoing assistance to the committee.

8. There is appropriated from the general fund of the state to the comparable worth review committee for allocation to state agencies, the sum of fifty thousand (50,000) dollars, or so much thereof as may be necessary, for agencies with positions wholly or partially exempted from the merit system for development of proposals to provide the committee pertaining to section 5, subsection 1 of this Act, and to the state board of regents and the judicial department for assistance in its responsibilities under section 8 of this Act.

9. There is appropriated from the general fund of the state to the Iowa merit employment department, in addition to other funds appropriated by the general assembly, for the fiscal year beginning July 1, 1984 and ending June 30, 1985, the sum of fifty thousand (50,000) dollars, or so much thereof as may be necessary, to fulfill its responsibilities under section 6, subsections 4 through 7 of this Act and to assist the review committee in performing its functions.

Sec. 8. AGENCY COMPARABLE WORTH REPORTS. Agencies with positions which are exempt or partially exempt from the state merit system shall report to the governor and the legislative council by December 15, 1984, on the degree to which the salary plans covering positions substantially equivalent to those in the state merit system comply with the provisions of 1983 Iowa Acts, chapter 170. The reports shall include a plan for implementation in fiscal year 1986 of comparable worth salary adjustments, if necessary, and the amount of appropriations necessary to implement those adjustments. Notwithstanding sections 602.1204, 602.1208, 602.1209, and 602.1401 of the Iowa Code, the provisions of this section of this Act shall be applicable to the judicial department.

Sec. 9. IMPLEMENTATION STAGES. It is the intent of the general assembly that implementation of comparable worth adjustments for state employees, pursuant to section 79.18, be completed in the following three phases:

1. The initial phase, with adjustments for merit employees made under this Act for the fiscal year beginning July 1, 1984 and ending June 30, 1985.

2. The second phase, with completion of adjustments for merit employees, including action on any recommendations made by the review committee under section 6, subsections 2 through 5 of this Act, and with initiation of adjustments for other state employees, including actions on any recommendations made by the review committee under section 6, subsection 1 of this Act, for the fiscal year beginning July 1, 1985 and ending June 30, 1986.

3. The final phase, with completion of any adjustments initiated in the second phase of implementation, for the fiscal year beginning July 1, 1986 and ending June 30, 1987.

Sec. 10. This Act, being deemed of immediate importance, takes effect from and after its publication in the Ames Daily Tribune, a newspaper published in Ames, Iowa, and in the Iowa City Press-Citizen, a newspaper published in Iowa City, Iowa.

CHARLES P. MILLER
President Pro Tempore of the
Senate

DONALD D. AVENSON
Speaker of the House

I hereby certify that this bill originated in the Senate and is known as Senate File 2359, Seventieth General Assembly.

K. MARIE THAYER
Secretary of the Senate

Approved _____, 1984

TERRY E. BRANSTAD
Governor